



Abre la puerta: Using holistic admissions to advance HSI servingness

Vanessa M. Perry, Ph.D.
University of Arizona



Workshop primer

1. Gain a deeper understanding of the larger landscape of Latinx graduate degree attainment in past, present, and future.
2. Comprehend specific, inclusive graduate admissions practices.
3. Examine your own graduate admissions experiences (as students, staff, or faculty) and extrapolate recommendations for future practice.



I. Latinx graduate degree attainment

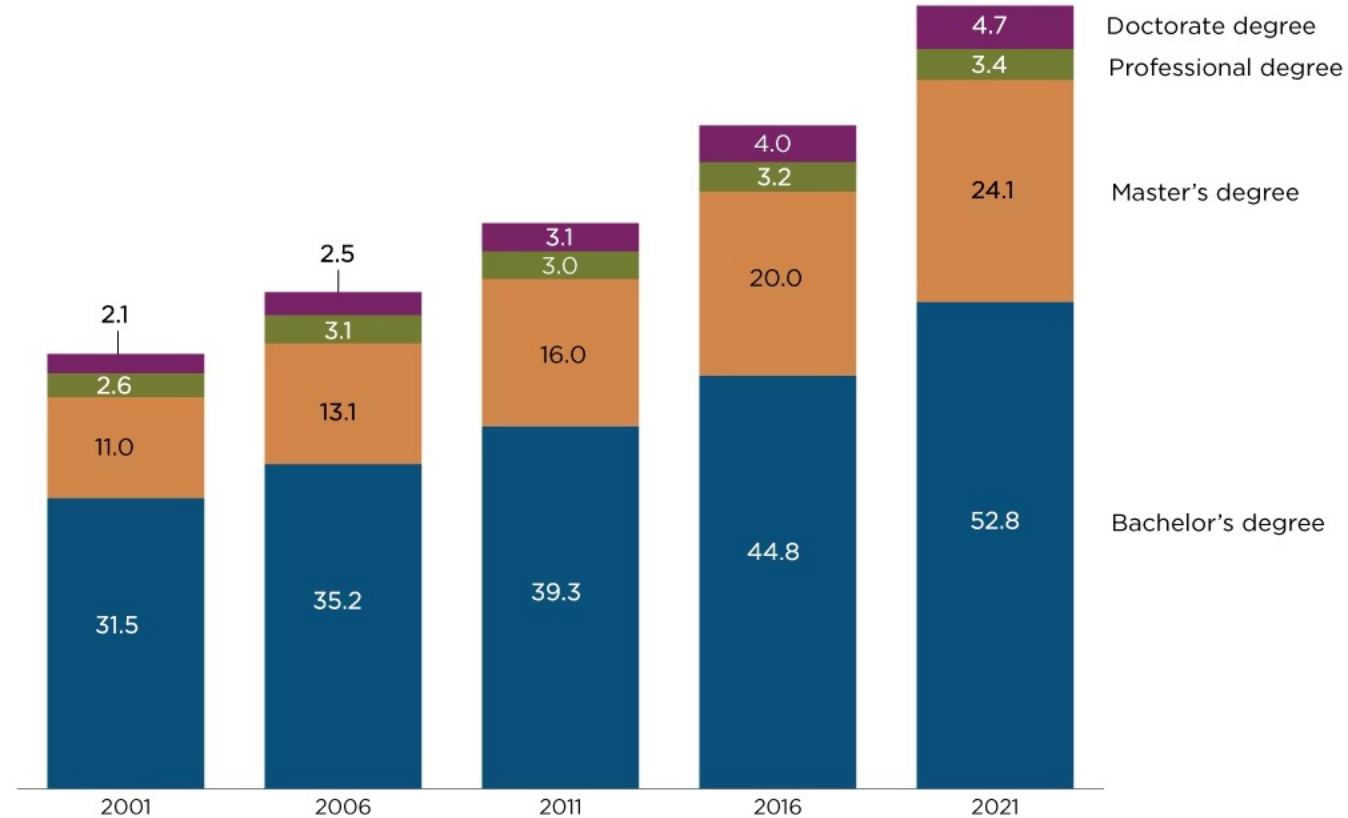


A Higher Degree

Number of People Age 25 and Over With a Bachelor's Degree or Higher

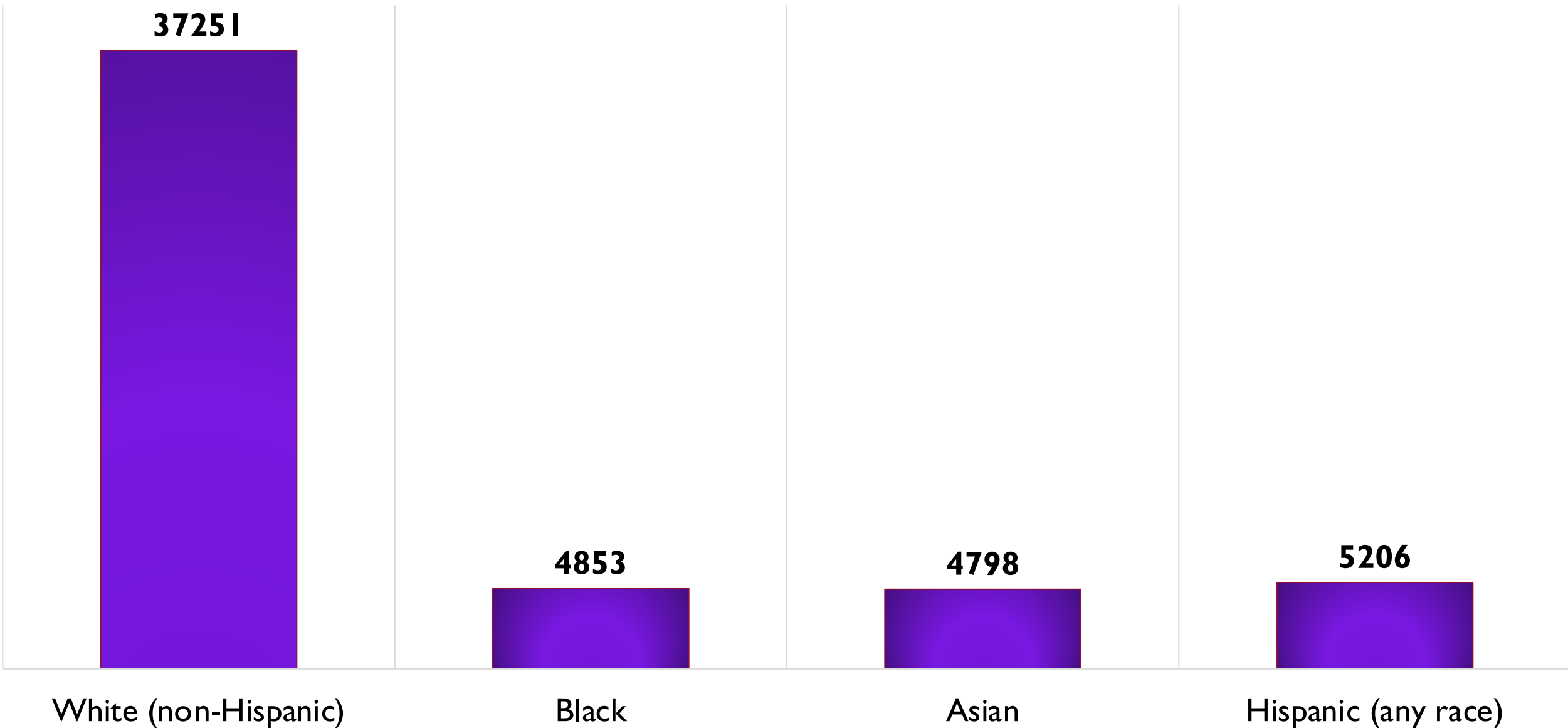


(In Millions)

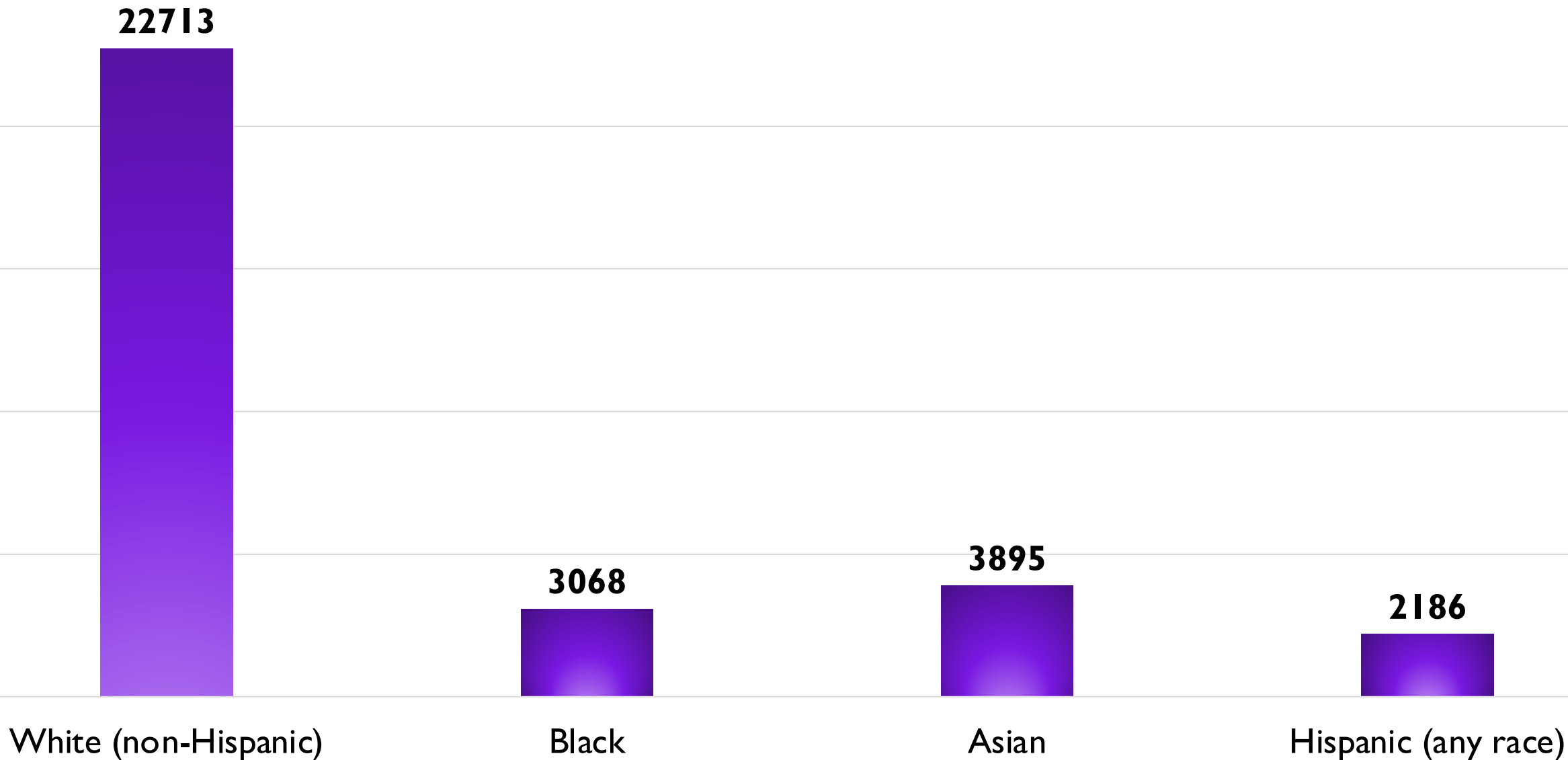


Note: More information on confidentiality protection, methodology, sampling and nonsampling error, and definitions is available at <<https://www2.census.gov/programs-surveys/cps/techdocs/cpsmar21.pdf>>.

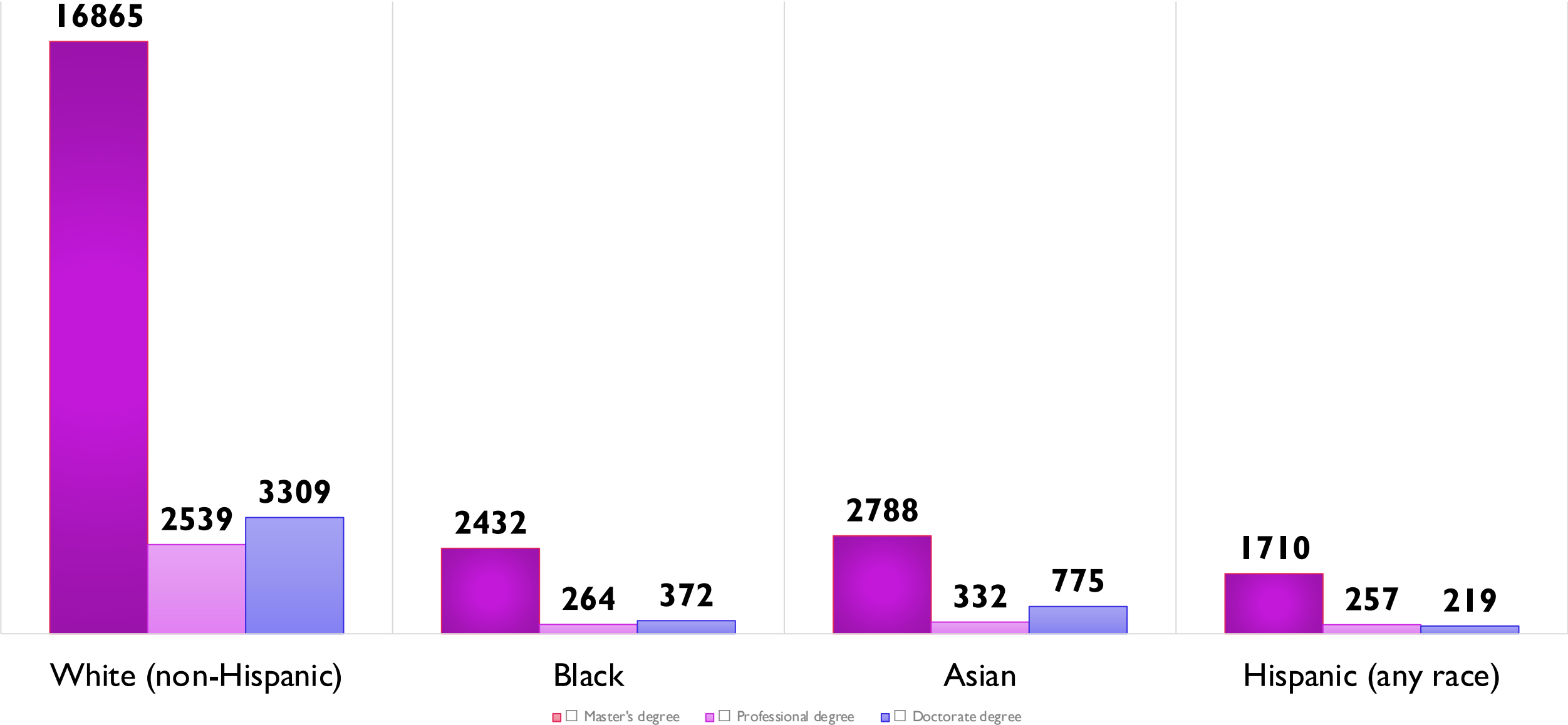
Bachelor's degree attainment of people 25+ by race (in thousands; Census Bureau, 2021)



Graduate degree attainment of people 25+ by race (in thousands; Census Bureau, 2021)



Graduate degree attainment of people 25+ by race (in thousands; Census Bureau, 2021)

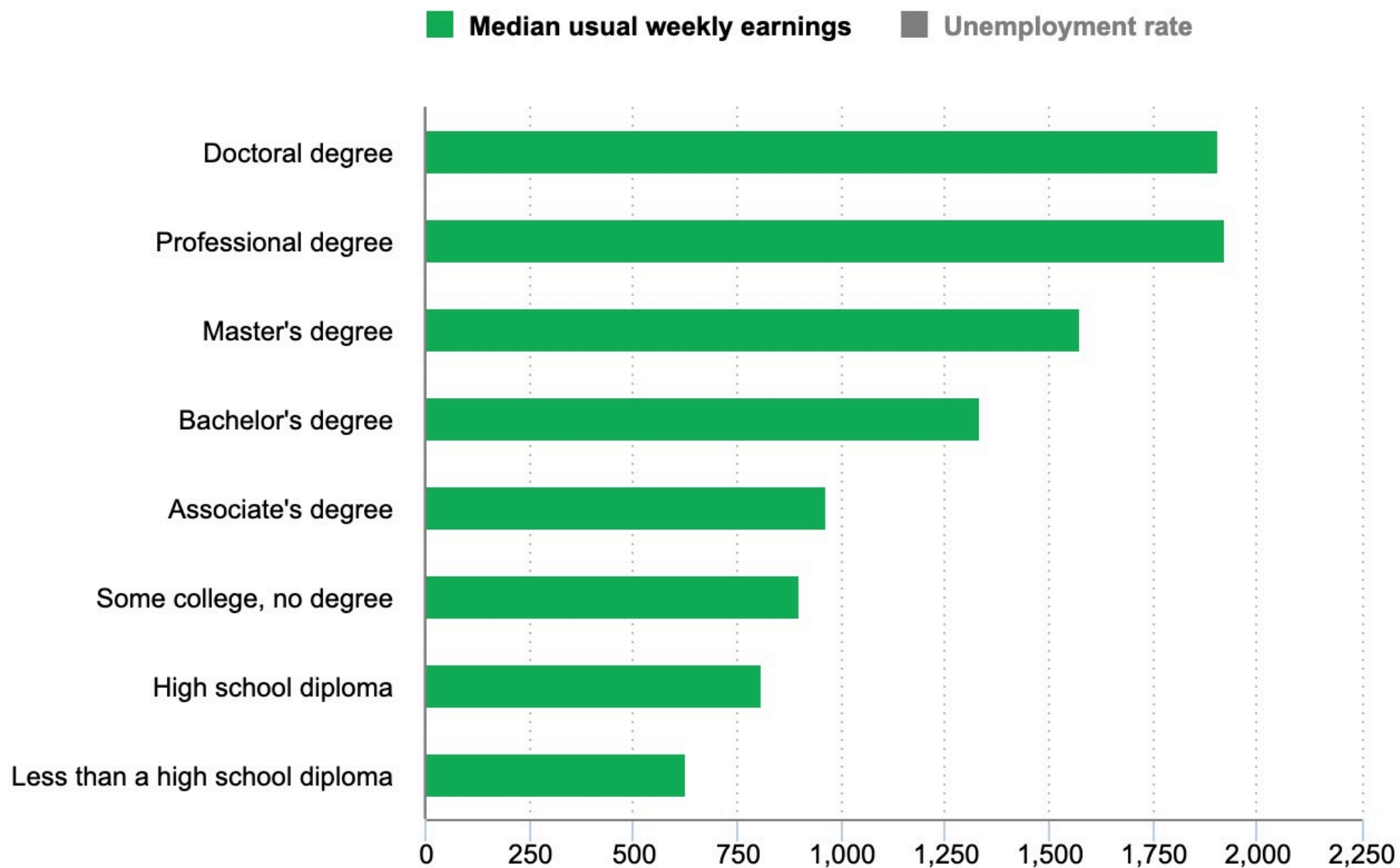




**Why does educational
attainment matter so much?**

Earnings and unemployment rates by educational attainment, 2021

Click legend items to change data display




Note: Data are for persons age 25 and over. Earnings are for full-time wage and salary workers.
Source: U.S. Bureau of Labor Statistics, Current Population Survey.





2. Inclusive graduate admissions practices



How does partiality creep into
grad school admissions?



AVISO!

Common admissions data points



Undergraduate
GPA/transcripts



Test scores



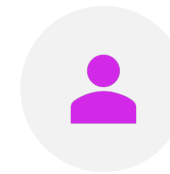
Letters of
recommendation



Experiential
hours



CV/resume



Personal
statement

The trouble with the GRE

- **Limited predictive validity.** Statements of purpose and letters of recommendation are often included because...GRE scores have an ever-growing body of research indicating their limited predictive validity. “Therefore, overreliance on GRE scores and GRE predictive validity does not seem to be a reliable phase of decision-making process” (p. 60).
- **Failure to predict socioeconomic factor effects.** “Tests are simply a representation of wealth. In other words, they display socioeconomic status (SES) rather than developed skills” (p. 60). Using GRE scores for admissions decisions is not doing what we think it is doing.

Razmi, M. H., Khabir, M., & Tilwani, S.A. (2021). A Meta-Analysis on the Predictive Validity of Graduate Record Examination (GRE) General Test. *International Journal of Language Testing*, 11(2), 51-63.

What about GPA?

- Decades of conflicting research
- Perhaps predictive of first-year performance
- Perhaps predictive of overall performance

RECOMMENDATIONS

Consider

Consider how you weigh test scores and GPA



Weigh

Weigh heavily letters of recommendation and personal statements



Develop

Develop rubrics for evaluation of materials that provide quantitative scores for data points



Include

Include data points that will allow applicants to demonstrate traits or knowledge you know competitive applicants possess



Provide

Provide bonus points for BIPOC or underrepresented applicants that will increase the likelihood of earning an interview

INTERVIEW





3. Reflective practice



WHAT ARE SOME WAYS YOU CAN MODIFY YOUR CURRENT ADMISSIONS PRACTICES?

Or questions you have about how you can make
current admissions practices more inclusive?



See you soon!

Vanessa M. Perry, Ph.D.

vmerry@arizona.edu

IG: @dravanessaperry