From Start to Finish: A Look at the Admission Process

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Challenges for Graduate Programs

- Increasing numbers of applicants
- More applicants without the undergraduate degree in CSD
- Whom to admit vs. whom to turn away?
- Applicants on paper vs. in person

Rationale for Using a Rubric

- Clear, systematic evaluation of applications.
- Consistency among faculty in admission decisions.
- Fair treatment of all applicants.
- Ensures consideration of all variables important to your program.

Determine Admission Variables Important to Your Program

- GPA—lowest acceptable?
- Overall GRE—lowest acceptable?
- Specific GRE Subtest Scores?
- Goal Statement?
- Letters of Recommendation?
- Other factors?
- Revisit these variables often.
- Do you weight variables equally?

Creation of Rubric at Georgia State

- Reviewed possible variables to use.
- Determined variables that were important to success of past students.
- Developed and piloted rubric during one admission cycle.
- Compared old system with rubric to see if same applicants would be admitted.
- Revised rubric as needed (3 revisions in past 15 years).

Two Step Review of Applications at Georgia State

1. Review applications to invite individuals for interview.
2. Review applications following interviews to determine admission to program.
Georgia State Requirements for Interview Invitation

- Minimum UG GPA of 3.0
- Minimum GRE of 960
- Minimum Verbal GRE of 450
- Well-written goal statement
- Appropriate letters of recommendation
- Exceptions made for “compelling” cases

“Compelling” Cases

- Low GPA due to poor grades in freshman year (and if CSD undergrad—good grades in program).
- Low GPA for “nontraditional” applicant returning to school to pursue a new career.
- Low GRE scores with high performance in all other aspects of application.
- No faculty recommendations due to time out of school.

Interview Process at Georgia State

- Interviews are held on two days, typically in February. Interview as many as 90+ students.
- Interview teams consist of one academic faculty, one clinical faculty, and one current student.
- All applicants are asked the same interview questions.
- Applicants complete a written essay, are interviewed for 15 minutes, and tour the Clinic while on-site.

Step 2: Scoring Applications

- Undergraduate GPA
- GRE – Verbal, Analytical, & Total
- Letters of Recommendation
- Interview Performance
- We use a 4 point scale for all variables
- Variables are weighted, e.g., GPA counts three times as much as letters of recommendation

Scoring GPA

- Know the average GPA of your applicants and past accepted students.
- Determine scores based on: outstanding (4), above average (3), average (2), poor (1).

Scoring GRE

- Determine the average GRE (for overall and specific subtest scores) for applicants and past accepted students.
- Determine scores based on: outstanding, above average, average, poor.
- Think about ideal candidates and have scores reflect who you want to admit.
Scoring Letters of Recommendation

4 = Excellent
3 = Above Average
2 = Adequate
1 = Raise Concerns

Which skills evaluated in letters of recommendation are most important to your program? (e.g., leadership, oral communication, problem-solving skills)

Scoring Interview Performance

4 = Excellent
3 = Above Average
2 = Adequate
1 = Weak

Interview allows program to assess skills that may not be reflected in written application, but are important to clinical practice.

Sample Scoring Rubric

<table>
<thead>
<tr>
<th>Variable</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
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<tr>
<td>Overall GRE</td>
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<tr>
<td>Verbal GRE</td>
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<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Analytical GRE</td>
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<td></td>
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<td></td>
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<tr>
<td>Recommendations</td>
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<td>X</td>
</tr>
<tr>
<td>Interview</td>
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<td></td>
<td></td>
<td>X</td>
</tr>
</tbody>
</table>

Scoring Rubric

• Interview Score x weight = ______
• GPA Score x weight = ______
• Verbal GRE Score x weight = ______
• Total GRE Score x weight = ______
• Analytical GRE Score x weight = ______
• Recommendations Score x weight = ______

Total = score/possible score

2011 Results

Applications Received: 160
(In CSD: 73 Not in CSD: 87)
Invitations to Interview: 102 (63%)
Interviews Conducted: 96 (60%)
Applicants Eliminated (based on interview performance): 23 (24%)

Applicants Considered for Admission: 73 (46% of all applicants, 76% of interviewed applicants)

23 Eliminated by Interview

• Average GPA: 3.49
• Average GRE: 1070
  Verbal 520
  Quant. 560
  Analyt. 4.5
• 19/23 did not have an undergraduate degree in CSD.
Poor Interview Performance
- Limited understanding of the profession of SLP.
- Misunderstanding about the profession (confusion with Communication, ESOL, Deaf Ed, Journalism, etc.)
- Poor interpersonal skills.
- Applicants interests did not match our program offerings.

Options for Applicants Who Cannot Attend On-Site Interview
- Applicants are strongly encouraged to come to campus for interview.
- Interview is a required component of the application process.
- If Requested by Applicant: Option for alternative date for interview. Phone or Skype interview.

2011 Results
Admitted to the Program for Fall 2011
- Average Interview Scores: 3.5
- Average GPA: 3.79
- Average GRE: 1110
  Verbal 530
  Quant. 560
  Analyt. 4.5
- Average Letter of Rec Score: 3.5

Discussion