

Faculty Admissions Task Force Spring 2014

Task Force Members:

Bonnie J. Becker, Ph.D. Associate Professor of Marine Ecology, Associate Director of IAS

Kim Davenport, Lecturer, Interdisciplinary Arts & Sciences; Core Coordinator, Office of Undergraduate Education

Marc J. Dupuis, Lecturer, Institute of Technology

Marian S. Harris, Ph.D., MSW, LICSW, ACSW Associate Professor, Social Work

Michael Kucher, Ph.D. Associate Professor History of Technology and the Environment

Karl Smith, Associate Director for Student and Enrollment Services/Chief Admissions Officer, Ex-Officio

Brief Summary

The Admissions Task Force met five times April 30 – May 28th. The Admissions Tasks Force was created in response to three concerns:

1. There is a wide concern with student retention and success
2. Lack of faculty involvement in determining undergraduate admissions requirements
3. Growing concern of the quality of admitted students
 - a. Especially concerned with writing quality

Over the 5 week period the committee explored:

- Current UW Tacoma admission practices
- Pathways to Promise admissions standards
- Available data related to retention and graduation rates
- Freshman and transfer first-year retention rates by GPA and Test Scores
- College Board Validity Study on first year success of the class of 2012
- Various admissions models (standards based admissions, guaranteed admissions, admissions index (formula based), and comprehensive/holistic admissions)
- Brief scan of national practices related to admission criteria and process
- The impact of non-cognitive, cognitive and personal factors on academic success
- Brief scan of best practices related to admissions indicators as predictors for retention and graduation
 - Examples: CUNY, University of Texas at Austin Texas Interdisciplinary Plan (TIP)
- Sample UW Tacoma applications

The admissions policy purpose statement, value statement, and recommendations below are in response to dialogue regarding the information gathered throughout the process.

Purpose Statement

What is the purpose of our admissions policy?

The purpose of the undergraduate admissions process is to admit students whose experience and talents reflect the broad mission of the institution and demonstrate that they are capable and motivated to benefit from the institution's resources; including curriculum, faculty and support programs to successfully achieve a degree.

Value Statement

This policy reflects the following values of the Admissions Task Force:

- Admission and student success are indivisibly linked. Therefore, the University should guarantee support for the students we admit and not admit the students we cannot support.

- Admissions data and best practices should inform decisions as well as inform the allocation of resources to support student success.
- The admissions process should be defined in relation to the institution's mission and must ultimately be defined by the student's ability to earn a degree.

Committee Recommendations

- I. Establish a Faculty Assembly Council Admissions subcommittee in accordance with the Faculty Code Governance Section 23-43 which grants to the faculty of each campus the power to determine its requirements for admission. The Faculty Council Admissions Subcommittee will be charged with the following:
 - a. Assess admissions criteria
 - b. Recommend and oversee the implementation of best practices
 - c. Assess admissions outcomes
 - d. Approve changes to admissions criteria
 - e. Review applicant appeals
- II. Establish a Faculty Fellows group (in addition to or a precursor to a subcommittee) to study admissions outcomes and research best practices to predict student success.
- III. The University should track and assess data following best practices to ensure that information to measure student success from enrollment thru graduation is readily available.
 - a. Improve tracking of admission decisions.
 - i. Tracking of admission decisions by applicant type
 - ii. Holistic review subscores stored in a central database
 - b. Make the following information readily available for assessment (Data Wish List)
 - i. Graduation rates by admissions type (Threshold, holistic, appeal)
 - ii. First-year GPA by admissions type (Threshold, holistic, appeal)
 - iii. Graduation Rates by
 1. GPA
 2. Test Scores
 3. Admissions subscores
 4. By personal characteristics (economic status, parental educational attainment, alumni of foster-care, veterans, residency status, etc.)
 - iv. First-year GPA by (see above)
 - v. Academic drops by (see above)
 - vi. First-year retention (see above)
 - vii. Second-year retention (see above)
 - viii. Bench mark admissions data to peer institutions
 - ix. An annual list complete with built in data scrubbing of personal information to create an available data set to promote research to include as many cognitive, non-cognitive, and personal characteristics as reasonable possible for future faculty research.