Future Pipeline Considerations:

Working Toward Holistic Admissions

For Graduate Students

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

The AMIGA project is funded by the Andrew W. Mellon Foundation

Dr. Josephine Moreno, Dr. Zoe Grayson and Dr. John Slater, UC Davis

Project PIs, EVCP Ralph Hexter and Diversity Officer, Dr. Josephine Moreno, UC Da
Campus PIs, VP&GD, Robin Garrell and Associate Dean, Norma Mendoza-Denton, UCLA
Collaborator, Associate Professor, Julie Posselt, USC

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

Pipeline Programs and Partner Organizations

HSI: Pathways to the Professoriate

Institute for the Recruitment of Teachers

Leadership Alliance

Mellon Mays Undergraduate Fellowship

McNair Scholars Program

UNCF Mellon Programs

Woodrow Wilson National Fellowship Foundation

American Council of Learned Societies

Social Science Research Council

Pipeline Programs and the AMIGA Project

MMUF

McNair

Leadership
Alliance

HSI Pathways

UNCF Mellon

**Graduate Admissions
and
Alliance for
Multi-campus, Inclusive
Graduate Admissions**

Graduate
Programs

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

What is Holistic Review?

"Whole file review is a process that considers a broad range of characteristics, including both quantitative and behavioral attributes, when reviewing applications for admission."

Kent, J.D. and McCarthy, M.T. (2016) Holistic Review in Graduate Admissions: A Report from the Council of Graduate Schools. Washington, DC: Council of Graduate Schools.
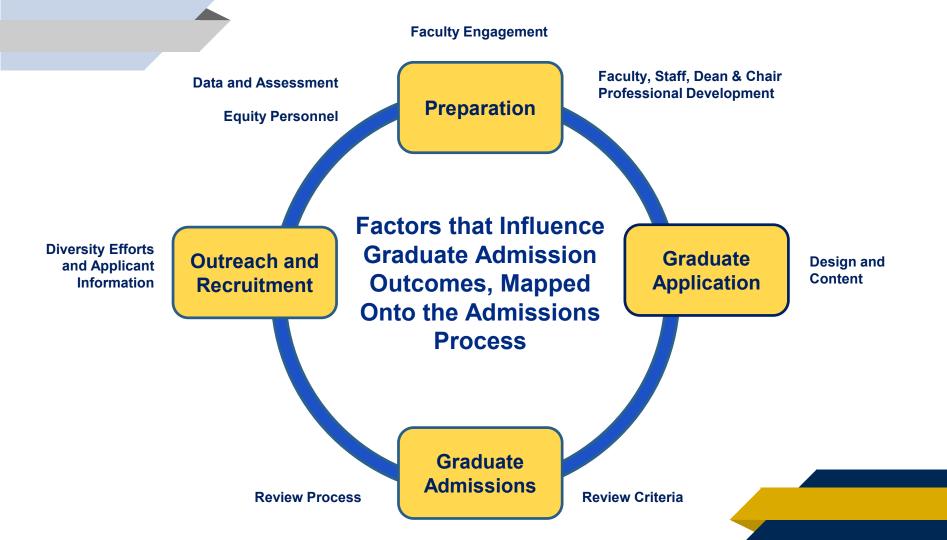
Transforming Graduate Admissions Seed Grant

- Year long project

- Four UC campuses–UC Davis, UCLA, UC Berkeley, UC Riverside

- Collaborator, Dr. Julie Posselt

- Faculty from humanities, social sciences, education and STEM

- Goal of developing an admissions model

- Meet every 2-3 weeks, sharing across campuses at a year ending Forum

Transforming Graduate Admissions Second

- We were really considering the process of *holistic review* for graduate admissions

- For a successful holistic review admissions cycle a *powerful and nimble graduate platform* is needed

- Graduate admissions does not *begin* at review; rather requires Graduate Divison to collaborate and coordinate with the many people and factors that influence graduate admissions outcomes

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

Factors that Influence Graduate Admission Outcomes, Mapped Onto the Admissions Process

Faculty Engagement

Data and Assessment

Equity Personnel

Faculty, Staff, Dean & Chair Professional Development

Preparation

Diversity Efforts and Applicant Information

Outreach and Recruitment

Graduate Application

Design and Content

Graduate Admissions

Review Process

Review Criteria

AMIGA Project Goals

- Foster and establish a lasting system of holistic review in humanities

- Develop and deliver faculty development modules on inclusive graduate admissions

- Disseminate inclusive graduate scholarship and practices at two Forums

- Revise graduate applications for graduate programs and potentially campuswide applications, that support equity, inclusion and holistic review

- Assess the adoption of holistic graduate admissions processes

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

AMIGA Project

- Focus on faculty development as key to inclusive graduate admissions with grad prog and Grad Division support

- Over nearly 5 years involve eight humanities graduate programs

- Each campus has faculty advisors, faculty development leaders and AMIGA campus committees

- Meet 2-3 times per semester—admissions and policy experts, scholarship and share with colleagues

- AMIGA Forums in years 1 and 4

10

Advancing Holistic *Graduate* Admissions

▰ Discuss equitable and inclusive graduate admissions with colleagues, chairs, deans, chief diversity officers, provosts and presidents

▰ Make the connection between,

   diverse undergraduates → diverse graduate students → diverse faculty

▰ Share supporting scholarship and resources

▰ Promote holistic graduate admissions throughout admissions cycle

AMIGA
ALLIANCE FOR MULTI-CAMPUS
INCLUSIVE GRADUATE ADMISSIONS

Future Pipeline Considerations:

Working Toward Holistic Admissions

For Graduate Students

Thank You!