Why Should OSU Move to Holistic Admissions?

Flexibility in admissions decisions
- IR in combination with high school GPA and test scores is effective predictor of student success
- Responsive to high school grade inflation
- Cultural sensitivity – mitigates test bias by considering variables that reflect race, culture, gender and other aspects of non-traditionality (Sedlacek)

Can consider more factors
- Give additional consideration to advanced curriculum with high IR scores
- Provides greater insight of personal strengths, needs and ability to succeed at OSU
- Allow for early intervention, referrals to services resulting in increased retention

Legal considerations
- Holistic, individual review of applicants upheld in court rulings on admissions and financial aid decisions
- John Fry, US Office of Civil Rights states that the holistic review, as practiced by OSU, is the right way to make admissions and aid decisions, it is a “best practice”.

Resources
- Automation has reduced workload and made the individual review possible without additional staff, or utilizing overtime pay.
- The IR has been a pilot program; data has been gathered over the past 5 years to inform proposals on reducing the scope of applications to be reviewed
- Adoption of the IR as an additional admissions factor will allow the admissions office to reduce workload, freeing up resources for other activities

Accountability
- Will continue to gather data on impact and effectiveness of the IR and other admissions criteria, review in four years.
- The Sedlacek methodology requires continual review and fine-tuning recognizing that student populations and their preparation shift over time, as do the needs of the institution.