Why Doesn't The GRE or GPA Work in Selecting Graduate Students & What Alternatives Are There ?

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Current Ability Assessment Issues

- Restriction of Range
  - Tests
  - Grade Inflation
- Courses
- Diversity
- Three Musketeers Problem
  - Multiverse v. Universe
  - Range of Abilities

Sternberg- Intelligence Types

- **Componential**

  Ability to interpret information hierarchically in a well defined and unchanging context. Standardized tests.

- **Experiential**

  Ability to interpret information in changing contexts, be creative. Standardized tests DO NOT measure.

- **Contextual**

  Ability to adapt to a changing environment, ability to handle & negotiate the system. Standardized tests DO NOT measure.

Noncognitive Variables

- Self- Concept
- Realistic Self- Appraisal
- Handling System/Racism
- Long- Range Goals
- Leadership
- Strong Support Person
- Community
- Nontraditional Learning

Advantages of Noncognitive Variable System

- Research based
- Multiple ways to assess
  - Questionnaire (structured-short answer), interview, essay, portfolio
- Retention related
- Considers diversity, US or international
- Tested legally
- Revise to fit situation-flexible
- No cost
- Student development
- Admissions, financial aid, student services, teaching, advising

Gates Millennium Scholars -GMS

- African American, American Indian/ Alaska Native, Asian Pacific Islander American, or Hispanic American
- Federal Pell Grant eligible
- Citizen/legal permanent resident or national of U.S.
- 3.3 High School GPA
- Curriculum Rigor
- Noncognitive Variables

A GMS award provides:

- Support by covering needs unmet by other financial options
- Renewable awards for satisfactory progress
- Option to transfer
- Graduate school in math, science, engineering, library science, education, and public health
- Leadership development program
- 2 billion dollar program

GMS Outcomes

- Over 15,000 Scholars funded
- Freshman retention 97%; sophomore 95%
- 5 year program retention rate 92%
- 5 year graduation rate 79% (53% all 4yr schools)
- 6 year graduation rate 90% (57% all 4yr schools)
- Scholar higher education GPA mean = 3.25
- Raters within each racial group trained to evaluate noncognitive variables -Alpha reliability = .92
- Scholars from 50 states & American Samoa, Guam, Federated States of Micronesia, Puerto Rico, Virgin Islands
- Scholars in over 1500 colleges and universities
- Scholars more likely to attend: selective, private, residential schools

Top 10 Undergraduate Institutions GMS 2012-13

Rank	Institution	Total	%AA	%AI	%AP	%HA
1	University of California-Berkeley	155	9.7%	3.2%	38.1%	49.0%
2	University of California-Los Angeles	142	10.6%	--	25.4%	64.1%
3	University of Texas at Austin	119	13.5%	0.8%	8.4%	77.3%
4	Stanford University	109	19.3%	14.7%	22.0%	44.0%
5	Harvard University	78	26.9%	2.6%	29.5%	41.0%
6	Emory University	60	63.3%	--	26.7%	10.0%
6	University of California-San Diego	60	16.7%	--	21.7%	61.7%
8	Brown University	59	18.6%	6.8%	10.2%	64.4%
8	Howard University	59	100%	--	--	--
8	University of Washington	59	10.2%	11.9%	33.9%	44.1%

Legend, AA= African American, AI= American Indian, AP= Asian Pacific Islander, HA= Hispanic American

Top 10 Graduate Institutions GMS 2012-13

Rank	Institution	Total	%AA	%AI	%AP	%HA
1	Teachers College, Columbia University	21	33.3%	4.8%	23.8%	38.1%
2	University of Southern California	20	35.0%	--	20.0%	45.0%
3	University of California-Los Angeles	17	35.3%	--	17.7%	47.1%
3	Stanford University	17	17.7%	11.8%	17.7%	52.9%
5	University of Pennsylvania	15	73.3%	--	--	26.7%
5	George Washington University	15	40.0%	--	26.7%	33.3%
5	Emory University	15	66.7%	--	26.7%	6.7%
5	New York University	15	40.0%	--	20.0%	40.0%
9	Columbia University in the City of New York	13	30.8%	--	30.8%	38.5%
9	Johns Hopkins University	13	61.5%	--	7.7%	30.8%

Some Additional Programs Using Noncognitive Variables

Washington State Achievers
Washington DC Achievers
Capital Partners for Education
Washington State University Pullman
Washington State University Vancouver
Univ. British Columbia Business School
Bowling Green State University
Montgomery College
Engineering Vanguard Program (NACME)
University of Central Missouri
DePaul University
Eastern Washington University
Colorado State University-pending
Linn-Benton Community College, Oregon
Central Oregon Community College
Linfield College, Oregon
Manchester College, Indiana
University of Nevada Las Vegas
George Fox University, Oregon
Goshen College
Big Picture Schools
University of Sydney
Assn of Coll Registrars & Admiss Officers
University of California-Davis
University of Northern Colorado
Texas A & M University
Louisiana State University
Boston College
Lehigh University
University of Michigan
Prairie View A & M University
University of Arizona
US Coast Guard Academy
Nagoya University
Samuel Merritt University
Douglas Cty Performance Lrng Ctr (GA)
Indiana State University
University of Washington Tacoma
University British Columbia Vancouver
University British Columbia Okanagan
Oregon Coast Community College
Northwestern College, Iowa
East Carolina University
Foundation for Educational Success
Jack Kent Cooke Foundation
Virginia Commonwealth University
Ten2One Leadership
Phillips-Exeter Academy

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