Committee Based Evaluation (CBE); Benefits for the Student, Counselor and College

April 16, 2018 @ 9:00 AM
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LEARNING OBJECTIVES

1. Where CBE came from and why
2. How CBE works
3. What are the benefits of CBE
WHAT WE HAVE HEARD

• University of Pennsylvania  2013
• “Working Smarter, Not Harder, in Admissions”  Eric Hoover, Chronicle of Higher Education, March 2017
• “Some Elite Colleges Review an Application in 8 minutes (or Less)”  Wall Street Journal, January 2018
GROWING PAINS!
CBE PROCESS AT BUCKNELL UNIVERSITY

Committees to manage various components of process:
- Scheduling
- Evaluation rubric
- Shorthand/common descriptors
- Workflow and policy

Week-long training vs. 2 days
- Added mid-cycle re-calibration training with consistency checks
CBE AT BUCKNELL: IN ACTION

Before CBE

• Individual weekly goals
  – 1370 applications read per week
    • 60/week for part-time readers
    • 120/week for full-time readers
    • Accounts for 8 weeks of reading (weekly goals began in January)

• 3 At-home reading days allotted for full-time readers

• Part-time readers read from home

• No traditional committee in place

With CBE

• Daily goals per team
  – Progression: 30 (training), 40 (1 week), 50 (2 weeks), 60 (5 weeks)
  – Reading schedule in place for 12 weeks, starting mid-November

• Reading in office for all
  – 4 days/week for full-time readers
  – 2-3 for part-time readers

• Committee for all three admission rounds (ED I, ED II, RD)
CBE AT BUCKNELL: IMPACT

• Creates both structure and flexibility to reading and increases accountability
  – Gives a “how” to the “what”

• Eliminates reading in isolation

• Ability to sharpen skills by learning from colleagues

• Gives territory managers greater handle on the territory and the ability to participate in the decision-making process

• Stretches the intensity of the reading timeline but shortens overall review period (Mid-February vs. Early March completion)
CBE PROCESS AT GEORGIA TECH

• The “driver” focuses on the academic portion

• The “passenger” focuses on the non-academic portion

• Upon review, the pair discusses the application and make an admission decision recommendation (does not have to be the same recommendation).

• This could result in a final decision, but the application is more often sent on for committee review.
CBE AT GEORGIA TECH: LOGISTICS

- **Staffing**
  - Full time and part time (about 40 total)
    - Intentionally divide reading and office responsibilities
  - “Driver” and “Passenger”

- **Training**
  - Full time staff cross trained across 8 weeks beginning in summer
  - Part time staff trained on “passenger” role extensively for 2 weeks beginning October

- **Scheduling**
  - 8:30-2:30 Monday-Friday
  - Up to 15 groups per day
  - Floating staff

- **Capacity**
  - No time limit
  - Each pair typically reviews 40-50 files per day
  - About 500-600 files total per day

- **Timing**
  - Two weeks of training
  - Seven weeks for CBE
  - Two to three weeks for week of committee, shaping, cohort, etc.
CBE AT GEORGIA TECH: NUMBERS

- **35,063** Total Applications Reviewed
  - **17,146** Early Action
  - **18,998** Regular Decision (including defers)

- On average files were read **three times** to reach a final decision
  - 1: CBE (2 people)
  - 2: Committee (3 people)
  - 3: Shaping (2-3 people)

- Opened more or less?
  - **8500** files were opened 4 times
  - **3000** files were opened 5 times
  - **1315** received final decision in CBE (3.7%)
- First impressions
- Checks and balances
- There is no cap on time spent with an applicant
- Time is being spent on the counselor recommendation
- More holistic review
- Allows for reading days from home.. Remote review
- Training new staff
- It doesn’t end here... committee and cohort review
Neil Clark is the Dean of College Counseling at the Walker School in Georgia. This past year, he was invited to visit Georgia Tech and join us in application review (CBE).

This is the picture he wanted me to use.
CASE STUDY

- packets with rubric, school profile, application with essay, activities and transcript
- Paper for notes
- one driver one passenger
- 10 minutes to review info.. Accept/WL/DENY
- Discussion
THAT IS AN EXCELLENT QUESTION
THANK YOU for attending this session!

We’d love to hear from you!

Please submit a session evaluation via the conference mobile app or from www.pcacacac.org.