

Diversity through Holistic Admissions

Evaluating students'
academic and non-
academic traits, and
admitting students
who are strong in both!

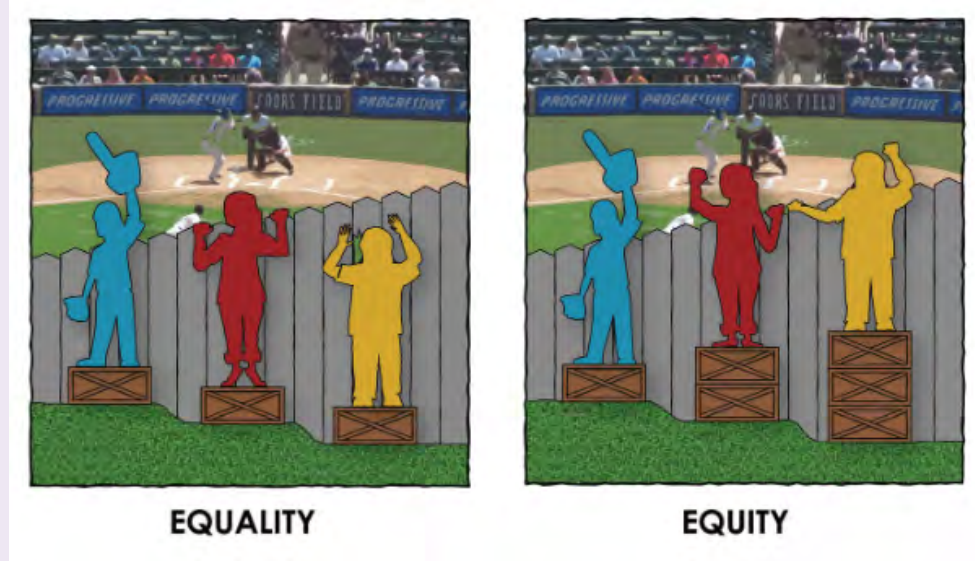


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Why? Equity!

Consider students in the context of their opportunities

Focus on potential
rather than past
performance



Why? Quality!

Admit different people
who bring different
strengths

Create a well-rounded
cohort that can learn
from each other.



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Why? Enrollment management!

Capacity < demand?

Selective admission
manages enrollment
and is an opportunity
to prioritize diversity!

How did we do it?

2016: Drafted process
and rubric for committee

Gradually became
comfortable with holistic
review.

3k+ apps read holistically!



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What do students experience?

Students submit transcripts, essay, and experiences.

Students see we value them as a whole person, not just their GPA.



How do we evaluate?

Guidelines + training

Reading thoroughly

Two scores: Academic
and Non-Academic



Academic score

Holistic look at transcript:

- Grades in key courses and overall
- Grade trend
- Withdraws, repeats



Non-Academic Score

What are their strengths?

What do they care about?

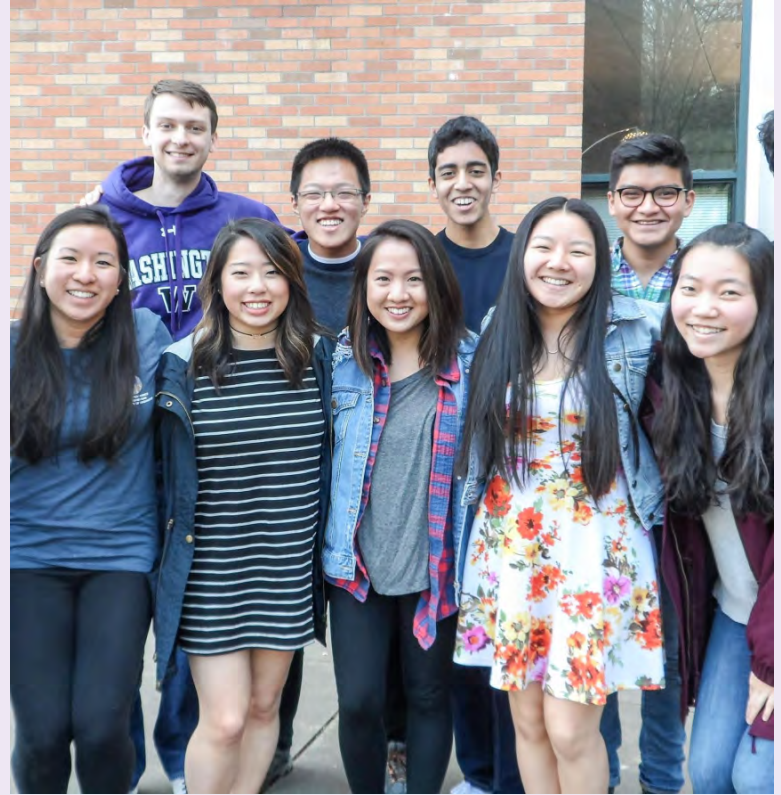
What will they bring to CS?



Non-academic traits

Ability to:

- do the work
- bring valuable perspective
- work in teams
- persist



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Decisions: All admits have breadth

We intentionally prioritize
non-academic scores

All admits have academic
and non-academic strengths

Outcomes

In 3k+ applications:

Women and URM students
earn higher NA scores

= more women and URM
students admitted!

Other implementations

- Grad admissions
- Scholarships
- Hiring ...

More info:

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tinyurl.com/holisticadmit