Carnegie Mellon University

Fostering Equitable Application Review Using Character Attributes

Western PA College Success Roundtable January 25, 2022

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Agenda

- 1. Introducing Character Attributes
- 2. Fostering Equitable Application Review
- 3. Resources to Learn More
- 4. Open Conversation



Introducing Character Attributes

- Character attributes influence student success in the classroom

 Appleby; The Soft Skills College Students Need to Succeed Now and in the Future; American
 - Psychological Association; 2017
- Traditional application review processes fall short in measuring character attributes
 Kuncel, Tran, & Zhang; Higher Education Admissions Practices: An International Perspective;
 Cambridge University Press; 2020

Introducing Character Attributes

- 70% of colleges consider character of "considerable" or "moderate" importance in admission
- 58% of secondary schools report having formal character development programs

 NACAC, Survey: Colleges Consider Student Character Traits in Admission Decisions, 2020
- Opportunity to connect application review processes to institutional values/mission



Fostering Equitable Application Review

Extracurricular Involvement
Volunteer Work
Honors/Awards
Leadership
Positions Held

Community Impact Character Metrics Collaboration Perseverance **Goal Orientation** Prosocial Motivation Advocacy



Resources to Learn More

Making Caring Common Project
Harvard Graduate School of Education
https://mcc.gse.harvard.edu

- Publishes reports and research
- Broader than just higher education

Resources to Learn More

The Character Collaborative https://character-admission.org

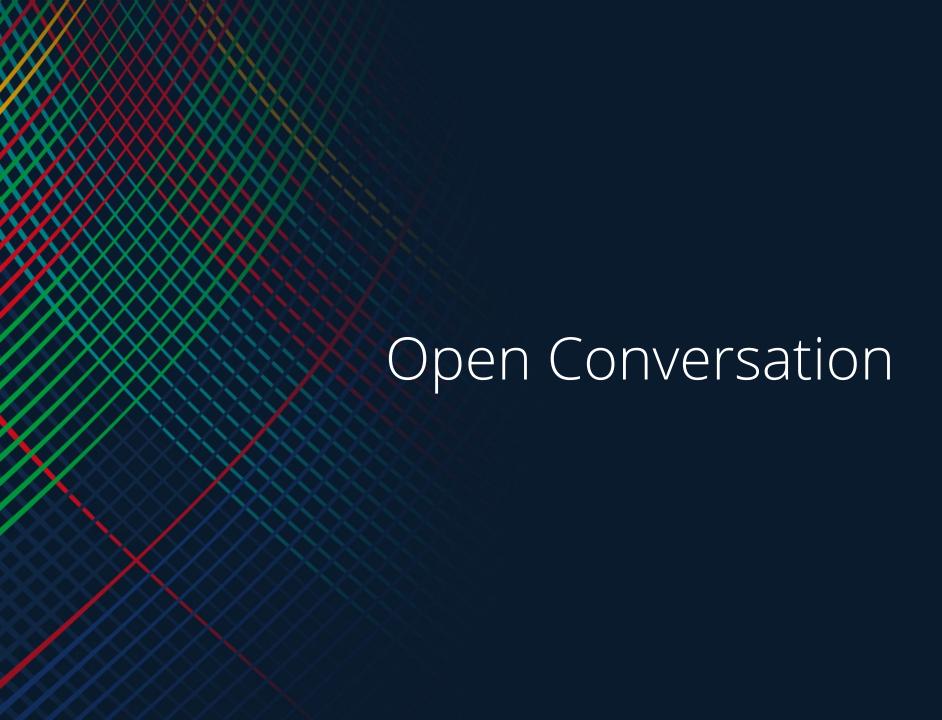
- Publishes articles
- Hosts events
- Focuses narrowly on college application process

Resources to Learn More

National Association for College Admission Counseling https://cc-learn.thinkific.com

Offers free online courses in collaboration with Character Collaborative:

- Assessing Character in Admissions An Introduction
- Writing and Evaluating Letters of Recommendation for Character
- Application Essays: Evaluating and Advising with Character in Mind



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