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
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• 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
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Traditional Metrics
- Extracurricular Involvement
- Volunteer Work
- Honors/Awards
- Leadership Positions Held

Character Metrics
- Community Impact
- Collaboration
- Perseverance
- Goal Orientation
- Prosocial Motivation
- Advocacy
Resources to Learn More
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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
Open Conversation
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