



Ad Hoc Committee GRE Efficacy Report Charge S-2203

November 18, 2022

Charge: Examining the Efficacy of the GRE

- Examine the effectiveness of the Graduate Record Examination (GRE) and its impact on Rutgers University graduate programs. Investigate other peer aspirants.
- Explore the current research literature on the GRE in graduate school admissions
 - The LSAT, GMAT, and MCAT examinations were excluded
- Recommend a path forward to include multiple data points to expand a more diverse pool of candidates

Ad-Hoc Committee Members

- Ad Hoc Committee Chairs:
 - Richard Dool, New Brunswick SC&I-Faculty
 - Adam Kustka, School of Arts and Sciences-Newark Faculty
 - Suja Patel, Newark-Staff
 - Lucille Foster, Newark RBS, Vice Chair University Senate
- Ad Hoc Committee Members:
 - Gloria Bachmann, Faculty, Robert Wood Johnson Medical School
 - Joseph T. Barbarese, Faculty, Camden, English Department
 - Ashley Bernstein, Graduate Student, former SGS Senator, New Brunswick
 - Robert Boikess, Executive Committee Member, Faculty-School of Arts and Sciences
 - Alison Clarke, RBHS-New Brunswick Staff
 - Jon Oliver, Immediate Past Chair-University Senate, Staff New Brunswick
 - Adrienne Simonds, Chair-University Senate, Faculty-School of Health Professions
 - Jose Torres, PTL Camden Faculty
 - Michael Van Stine, Graduate Student Camden

What is the GRE? And Charge Motivation

- Graduate Records Examination (GRE)
 - Claims to "Provide normalized academic performance data"
 - 3 section types: Quantitative, Qualitative, and Writing
 - Cost: \$205 (US) or \$220 (Select international countries)
 - Subject tests: \$150
- Graduate school admissions has many aspects that create boundaries- **#GREXIT**
- Does the GRE predict PhD success?
 - Students with the highest quantitative scores were more likely to complete PhD program, but the correlation is small.¹
- GRE test was never intended to predict PhD completion
- Graduate schools have dropped GRE due to cost of GRE along with preparation materials



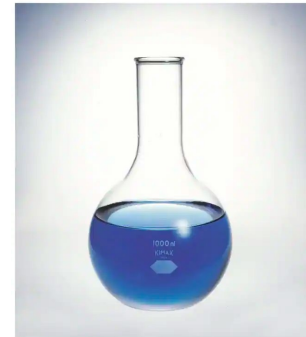
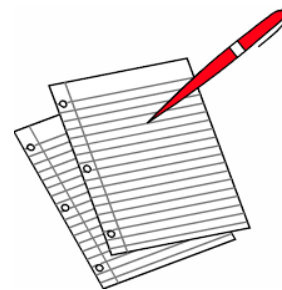
Holistic Review

- Holistic Review evaluates both qualitative and quantitative aspects of a candidate's application
 - This minimizes dependence on one specific data point and signals other areas of strengths in the students' application

Transcript



Student Work Sample



Live Interview



CV/Resume



Other Experiences:

- Research
- Work
- Community Service

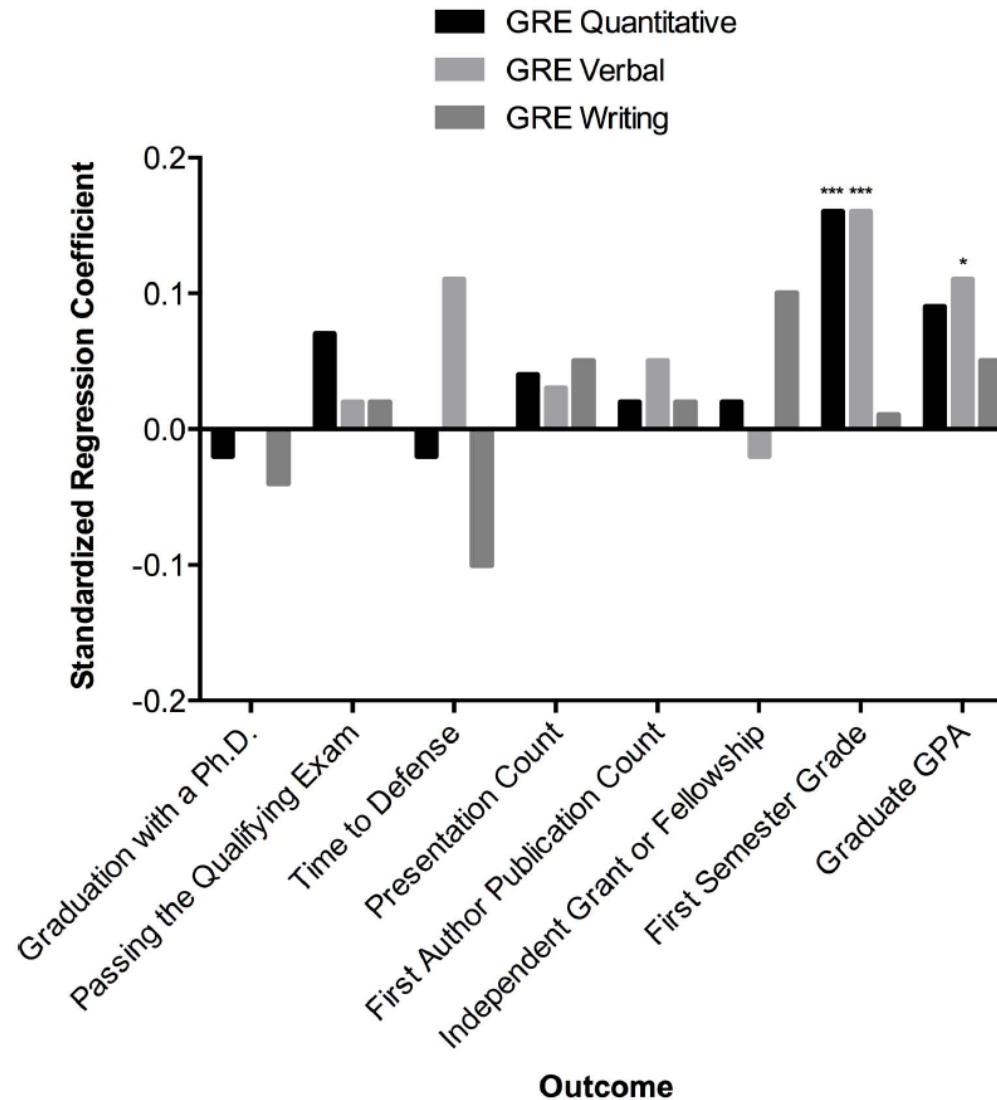
Recommendations



Exams



At Best, Scores Weakly Predict Performance



Invited Rutgers Guests

- Office of General Counsel:
 - Richard Welsh
 - Jennifer Soyka
 - Julianne Apostolopoulos
- Undergraduate and Graduate Admissions Deans:
 - Vice Chancellor Courtney McAnuff
 - Assistant Chancellor Marco Dinovelli
 - Dean Taja-Nia Henderson, Newark
 - Dean Henrik Pedersen, New Brunswick
- Office of IRDS:
 - Dr. Eduardo Molina, V.P. Rutgers

Invited Guests – Dean Solomon

- University of Michigan: Dean Michael Solomon of Rackham Graduate School
- Salient Points:
 - Three-year, multi-tiered effort to study the issue and consult stakeholders
 - Ultimately, ten percent of faculty opposed
 - After a lengthy process, the GRE was removed from PhD Admissions
 - NB: This committee sensitive to top-down mandates.



Concerns over Change & Sensible Solutions

- "We need Quantitative scores in STEM"
 - Predictive value is low.
 - Holistics and a deep look at transcripts / quantitative courses from undergraduate.
- "How will I evaluate applicants from unknown (international) U-grad institutions?"
 - Holistic criteria, including Zoom interviews
- "Other metrics are also biased"
 - Indeed, perfect is the enemy of better.
- "This is uncharted territory – we've always relied on the GRE"
 - The central thesis: The documented, known, inequities caused by the GRE outweigh any known benefits.



Be it resolved, the University Senate recommends that:

1. Graduate school deans shall advise graduate program directors on the strengths and weaknesses of the GRE, as well as on the strengths of holistic review, before the end of the Spring 2023 semester and on an annual basis thereafter.
2. Graduate admission committees need to decide on whether to require, eliminate, or maintain the GRE as optional for the admissions process for the incoming class of 2024-2025 AY.
3. Programs that decide to use the GRE must explicitly define how and why the GRE is used, which candidates will be asked to take the GRE, and must make this information readily available to all candidates. Moreover, this needs to be part of a holistic review process.
4. If a program chooses to use the GRE, the University should provide financial support, such as free or low-cost GRE preparation materials, to address financial inequities and reduce barriers.
5. In consultation with the Office of Institutional Research and Academic Planning (OIRAP), each graduate program shall develop reporting systems on graduate student outcomes.

Questions?



For more information, please see all references in the report 11