

From Sweats to Slacks: Team Based Evaluation at Colorado College

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The Beginning

- Love vs. hate relationship with reading season
- Seasonal readers for three years (2014-15 - 2016-17)
- Committee Based Evaluation session at College Board Forum 2016
- Discussions and research

What's Happening?

- Following implementation at two key schools, huge growth
- NACAC, Slate, etc.
- Not without issues and concerns
- Important to understand the why, however
 - FTE's are static
 - Burnout among young staff is high
 - Demands are ever increasing
 - More apps than ever

How We Used to Do It

- Each file is read by a first reader
 - Transcript evaluation, basic assessment
 - 15-20 minutes, 25 files per day
- Second reader does another pass
- Quality assurance, historical context
 - 5-10 minutes, 50 files per day
- Maybe a 3rd reader
- Subcommittee
- Full Committee
- Average # of reads: 3.4
- 23 total readers

Why'd We Do It?

- Maintain holistic review process
- Pressure of EA/ED timeline
- Increase committee time
- Improve efficiency of reads and accountability
- Improve quality of reads
- All readers are full-time staff with context
- Immediate training & feedback loop for readers
- Increase work / life balance opportunities

How We Did It

Winter 2016-17

- Asked a lot of questions to other institutions
- Attended CBE Workshop hosted at Swarthmore College

Spring 2017

- What would this look like for us?
- Redesigned reader form
- Began testing phase

How We Did It

Summer 2017

- Test/analyze accuracy
- Feedback from Counselor Advisory Board

Fall 2017

- Funded Campus Visit applications as pilot
- Detailed reading and committee schedule
- A lot of planning

How We Do It Now

- Focused reading in the office between 8am-5pm
- Teams of two with at least one senior reader
- 7-15 minutes per file
- 25-45 files/day per team
- Academic assessment
 - Check one another's work
 - Context for non-territory rep
- Qualitative factors - discussion
- Make admission decision recommendation together
- Post-team read remains the same: third or fourth pair of eyes, subcommittee, full committee
- 19 total readers

TBE Schedule Logistics

Team #	Senior Reader	Junior Reader	Location
1	Matt	Marissa	Matt's Office
2	Carlos	Gray	Carlos' Office
3	Ryan	Shawn	Ryan's Office
4	Erika	Carly	Erika's Office
5	Megan	Amy B.	Megan's Office
6	Casey	Kolby	Upstairs Cutler
DOD	Anjolenna		
BDOD	Marissa		
Floater	Will		

Example daily schedule

Overall pair tracking

	Ali	Amy	Anjolenna	Brittany	Cari	Carly	Casey	Erika	Gray	Jazmin	Kolby	Mariss	Matt	Mega	Ryan	Shawn	Will	Grand Total	
Ali			0.5	2		1.5	0.5	1		1	2	2.5			2	2		15	
Cari	0.5	1.5				2			1	1	2.5					1		9.5	
Carlos		1	0.5	0.5		1			1	2	2	2	1		1.5	1.5	1.5	15.5	
Casey			1			2			1.5	0.5	3	2	0.5				3	1	14.5
Erika	0.5	1		1	1	4	1.5		1		2	2.5	0.5				3	1	19
Matt			1	1		1.5			1	1	1	3		1		0.5	2	13	
Megan	0.5	2			2			0.5		1.5	1.5	1	0.5				2	2.5	14.5
Ryan		1	0.5			2.5			0.5		3	3		1			2		13.5
Will			0.5			1.5					1		0.5	2			2		7.5
Grand Total	1.5	6.5	4	4.5	3	16	2	1.5	6	7	18	16.5	3	4	3.5	18.5	8	124	

What Happened?

Pros

- About 70% of our readers felt they had the same or better sense of the individual applicants
- About 75% of readers felt they had as good or a better sense of the applicant pool as a whole
- Consistency, training, efficiency, discussion, collaboration
- Accountability/quota are no longer issues
- File review during business hours = happiness, fresh/focused minds
- No seasonal readers
- More time in committee

What Happened?

Cons

- Long days in close proximity to colleagues
- Detailed schedule = a lot of staff time
- Loss of flexibility, in both schedule and sweatpants
- Navigating systems of power and privilege as team readers
- Over-normed writing ratings

November - All

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		1	2	3	4	5
		39	5	36	43	22
6	7	8	9	10	11	12
16	68	153	47	60	140	18
13	14	15	16	17	18	19
35	111	214	100	150	183	102
20	21	22	23	24	25	26
109	135	259	119	57	47	62
27	28	29	30			
145	197	378	224			

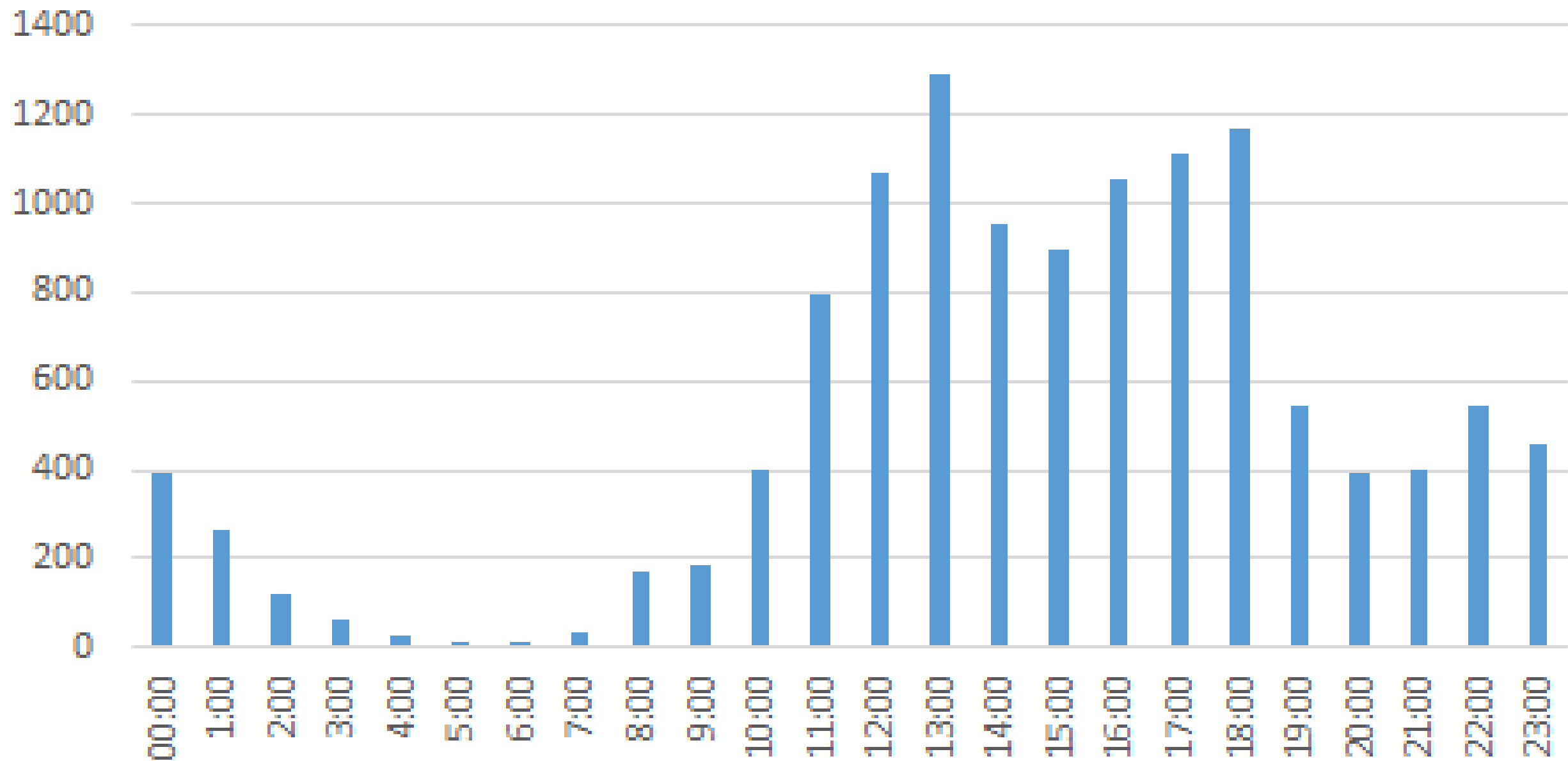
December - All

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
					267	329
3	4	5	6	7	8	9
276	435	474	313	341	430	20
10	11	12	13	14	15	16
	121	393	66	36	93	79
17	18	19	20	21	22	23
24	25	26	27	28	29	30

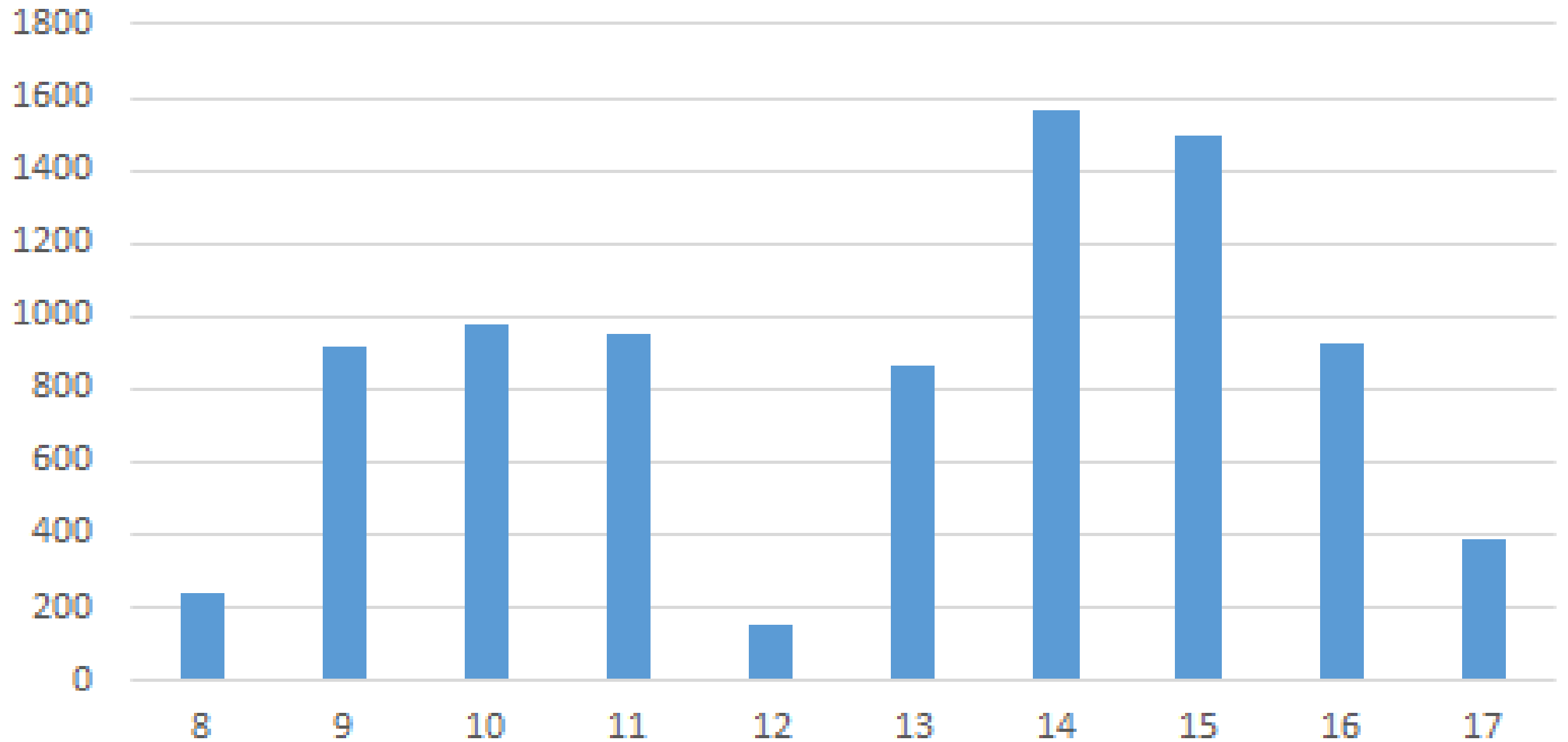
QB EDI EA

29-Oct	30-Oct	31-Oct	1-Nov	2-Nov	3-Nov	4-Nov
0	1	1	1	2	93	0
5-Nov	6-Nov	7-Nov	8-Nov	9-Nov	10-Nov	11-Nov
		151		219	184	0
12-Nov	13-Nov	14-Nov	15-Nov	16-Nov	17-Nov	18-Nov
0	20	202	1	190	139	0
19-Nov	20-Nov	21-Nov	22-Nov	23-Nov	24-Nov	25-Nov
0	226	171	0	0	0	0
26-Nov	27-Nov	28-Nov	29-Nov	30-Nov	1-Dec	2-Dec
0	138	261	181	201	202	195
3-Dec	4-Dec	5-Dec	6-Dec	7-Dec	8-Dec	9-Dec
0	71	71	135	5		

Time of Submission



Time of Submission



What's Next?

- Experiment with:
 - More half-days, less full-days
 - GoToMeeting/screen sharing
 - Out of the office reading/working
 - Further hybridization?
- Continue research and assessment

Questions?

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