



Broadening Candidate Review Criteria Through Holistic Admissions In Counselor Education

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Abstract

RECAPP 2020 Award Winner. Grade point averages and standardized test scores have historically been given weight when making graduate admissions decisions. Over reliance on test scores potentially creates barriers for otherwise qualified underrepresented students and does not reflect a candidate's potential for success in graduate studies or in a professional field. Holistic review gives balanced consideration to candidate experiences, attributes, and academic metrics when making admissions decisions and aligns with an inclusive excellence philosophy. In addition, recent publications in the medical field have outlined the merits of this approach. The counseling profession, however, does not currently have a research-informed holistic admissions rubric to guide programmatic decision making around candidates. The research question guiding the investigation is, "What do a group of experts consider important attributes for holistic admissions in counselor education?" The researchers utilized Delphi methodology with an expert panel of eight counselor educators identified through purposive and snowball sampling based on experience serving and leading graduate admissions committees in counselor education. Data from the first round of the Delphi study will be presented with representative participant quotes. Presenters will highlight the next phases of the research process and how the results of this study will inform the creation of a research-informed holistic admissions rubric for counselor education.

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