



4-15-2015

## Personal interviews: Do they make sense in 2015?

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### Recommended Citation

Boles, Larry and Mandulak, Kerry, "Personal interviews: Do they make sense in 2015?" (2015). *School of Pharmacy Faculty Presentations*. 229.

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**CSDCAS Presentation**  
Mandulak slides

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**History and Rationale – Pacific University**

- Brand new program: 2012
  - Consistent frustration about use of analytical data only
  - OPTION: Interviews
    - Clinical relevance
    - Social – communication skills (“soft” skills)
    - Mechanism already available and in place
    - Unique position

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**Logistics**

- Two days
  - Involves a breakfast, campus tours, lunch, dessert reception
- 7 teams
  - 2 people
  - Faculty + community member (if needed)
- 12 interviews per team
- Skype
  
- All coordinated by Assistant Director of Admissions within College of Education
  - All calls, scheduling, catering, paperwork, volunteers
  - Current graduate students also participate

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### Outcomes

- EXPERIENCE: 3 cohorts admitted
  - First cohort: 1 student withdrew, 1 student failed comprehensive exams / clinical issues
  - Second cohort: 1 student failed clinical practicum
  - Third cohort: 2 students excelled in interview with academics low average
    - Now having academic trouble
- Dedicated time
  - Shifted

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### Data

- RUBRIC
  - 5 levels
    - 5 = must have them in the program
    - 4 = strong student
    - 3 = fine
    - 2 = concerns / red flags
    - 1 = do not admit
  - Admission levels
    - 1 = admit (1 – 1.5)
    - 2 = waitlist (2 – 2.5)
    - 3 = reject

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### Data

- Last cohort admitted (2016 cohort)
  - UG GPA: 2.9 – 3.92
  - BCP GPA: 3.0 – 4.0
  - GRE: 281 – 321
  - Interview: 3.5 – 5.0

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### Data

- Statistical Analysis
  - Total percentage of points earned
    - Admit 1 different from Admit 2/3
  - Interview Average
    - Differences between all 3 groups
  - GPA
    - NO differences between 3 groups
  - GRE
    - Differences between all 3 groups
  - LOR Score
    - Admit 1 different from Admit 2/3
  - Essay Score
    - Admit 1 different from Admit 2/3
  - Value Points
    - Differences between all 3 groups (1 > 3 > 2)

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### Benefits / Advantages

- “Weeding out”
  - And “weeding in”
- Students can stand out in different ways
  - Good stories, unique characteristics
  - Still strong academically
- Recruiting top students
  - Interviewing us // interviewing them
  - Something special happens

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### Challenges / Pushback

- “Mild” Skepticism from some
  - Investment of time and energy
  - Inflation of perception of certain students
    - We still interview students with borderline academics
  - Level of emphasis on the interview
    - More focus on academics

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### Lessons Learned

- Interviews work for our institution
  - Distinct advantages
- No perfect protocol

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### CSDCAS Presentation

Boles slides

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### University of the Pacific



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### Why did we consider videos?

- We kept getting 1-2 “OMG” students per cohort
- The problems always emerged in the clinic

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### Why videos, and not...?

- Not enough faculty with enough time to devote to interviews
- No other option (e.g., personal essay, letters) seemed to capture the OMG-ness

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### How did we use videos?

**PART THREE: VIDEO RECORDING**

Each applicant must submit a 3 to 5 minute video recording of him or herself that includes the following

- 1) A brief introduction of yourself
- 2) Why you want to become a speech-language pathologist
- 3) Where you see yourself professionally in 5-10 years
- 4) Why you feel the University of the Pacific's program is the right program for you

[CLICK HERE TO ACCESS STEP-BY-STEP INSTRUCTIONS ON HOW TO SUBMIT YOUR VIDEO](#)



You may also email your video link directly by sending it to: [pacificslp@pacific.edu](mailto:pacificslp@pacific.edu).

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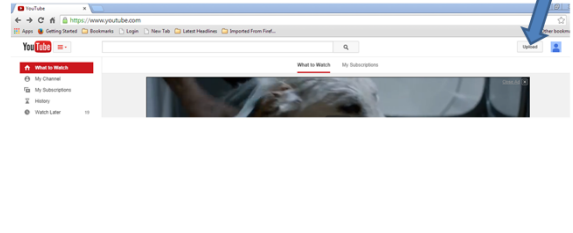
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### Submit Video

Step 1: Create your video. Save it on your preferred device (flashdrive, hard drive, DVD, etc.).  
Step 2: log onto Youtube.com. In the upper right corner click on "Upload."



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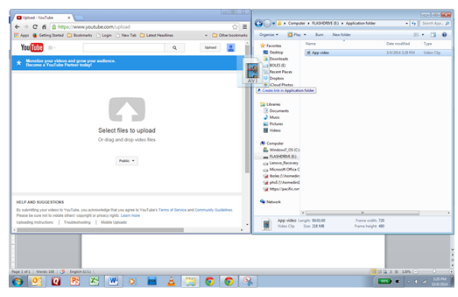
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### Submit Video

Step 3:  
Drag the video clip onto the Youtube window. In the following picture, the video is being dragged from the window on the right to the window on the left:



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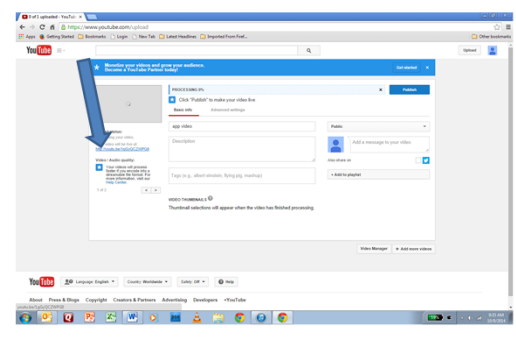
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### Submit Video

Step 4: To review your video, click on the url given to you by Youtube.



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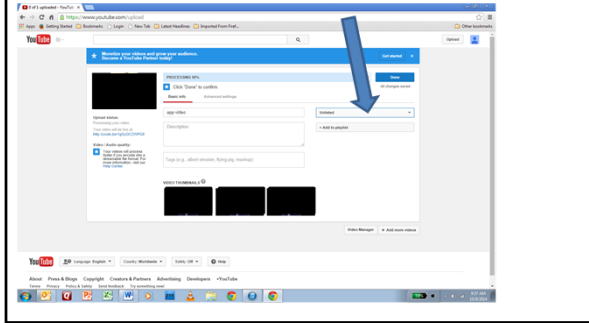
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Submit Video

Step 5: Keep your video unlisted, but copy/paste the url given to you by Youtube into your application.



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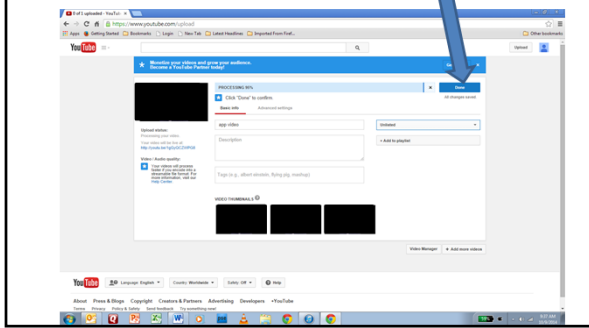
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Submit Video

Step 6: Click "Done."



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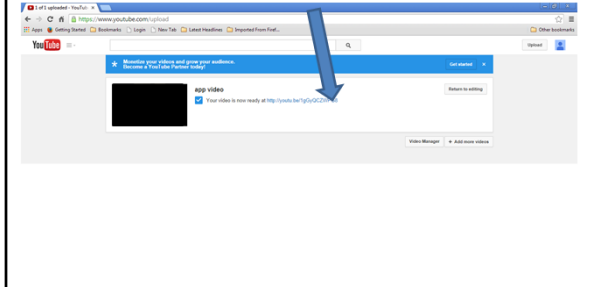
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Submit Video

Step 7: Copy/paste the url given to you.



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Outcome?

- Are we convinced?
- How will we determine outcome?

- I'll see you in 19 months

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