MINORITY REVIEW COMMITTEE

Final Report for the 1982 - 1983 Admission Year
DRAFT

Introduction

The efforts of the Third World students and alumni, as well as the Minority Review Committee, and other interested persons have resulted in a substantial increase in the 1982-83 applicant pool. A total of 2,532 applications were received from Third World students — an increase of 390 applications over 1981-82 total. The Mexican American applicant pool increased by 10 (93); the Asian American applicant pool by 419 (1425); the Puerto Rican applicant pool by 8 (133); and the American Indian applicant pool by 6 (19). A decline occurred in the Spanish Surname/Portuguese American and Black American/Foreign groups. The decline was respectively 9 (139) and 34 (733). The decline in the combined Spanish Surname/Portuguese American pool can be attributed to the close scrutiny by the Minority Recruitment that inclusion in these categories met the guidelines of the 1977 Race/Ethnic Category by Equal Employment Opportunities Commission. The decline in the Black American/Foreign pool defies explanation but it has been occurring over the past two years. On the other hand, the overall number of admission offers to Third World students has increased by 20 (566). The Mexican American, Puerto Rican, Asian American and American Indian applicant pools received increased number of admission offers while fewer admission offers were made to Black American/Foreign and Spanish Surname/Portuguese American.

Minority Review Committee Appeals Process

The Minority Review Committee appeals process was changed this year based on recommendation that was made at the May 21, 1982 Minority Review Committee meeting. The members of 1981-82 Minority Review Committee believed that they were excluded from an important part of the appeals process because Minority Review Committee members were not permitted to attend the Board of Admission sessions when Minority Review Committee appeals were being considered. During the 1982-83 Appeals process, the Director of Admission met with the Minority Review Committee on two separate occasions to discuss those candidates that Minority Review Committee had designated worthy of further consideration or reconsideration by the Board of Admission. After these meetings, the Director of Admission conveyed Minority Review Committee's recommendations regarding the appeals to the individual Admission Officers and/or the Board of Admission. The first meeting occurred on Tuesday, December 12, 1982. At this meeting, Minority Review Committee members discussed 14 candidates with the Director of Admission. Of these candidates, nine were deferred and five were denied. Of the nine deferrals, one was Black American, one Puerto Rican, five Asian American, one American Indian and one Portuguese American while five Asian American's had been denied. The outcome of Early Action appeals process was that four deferrals one Portuguese American and three Asian Americans, were offered admission, and four denials, four Asian Americans, were deferred. and six decisions remained unchanged. On Friday, March 18th, the Minority Review Committee prepared 19 folders for discussion with the Director of
Admission. Of these appeals, 14 had been denied, two were waitlisted and three had been coded "31". Three of the 19 appeals were Black American, three Puerto Rican, nine Asian American, one Spanish Surname, one Portuguese American, and two Mexican Americans. The outcome of the March 15th Appeal Review resulted in seven offers of admission and one wait list while nine of the former denials and two wait list were unchanged. Or two Black American, one Puerto Rican, two Asian American, one Portuguese American and one Mexican American were offered admission while one Asian American was placed on the wait list. On the other hand, the unchanged decisions constituted two Asian Americans who were waitlisted and one Black American, two Puerto Ricans, four Asian Americans, one Spanish Surname and one Mexican American who were denied. The final review between the Minority Review Committee and the Director of Admission was scheduled for April 1st. However, in order to review Minority Review Committee appeals prior to review of "31's", the consideration of Minority Review Committee appeals began on Thursday, March 1st. The Coordinator for Minority Recruitment presented the appeals to the Board of Admission over a four day period. The last group included 68 appeals of which 38 had been designated as '31's', 42 denied, two waitlisted and one undecided. The final outcome was that 32 applicants were offered admission and 16 were waitlisted. Twenty-six denials remained unchanged and nine "31's" became denials. Of the 32 accepted students, eighteen were Black Americans, five Puerto Rican, eight Asian Americans and one Mexican American. Of the 16 Wait listed students, 6 were Black Americans, two Puerto Ricans, seven Asian Americans and one Mexican American. Of the 26 unchanged denials, eleven were Black Americans, six Puerto Ricans, three Asian Americans, one American Indian, one Portuguese American and four Mexican Americans while, of the nine "31's", two Black Americans, one Puerto Rican, three Asian Americans, one American Indian and two Mexican Americans were denied.

In summary, Minority Review Committee reviewed 1,689 (67%) Third World applicants and designated 116 folders worthy of reconsideration by the Board. Of these 116 folders, the original decision were nine deferrals, 62 denials, four wait list, 41 "31's" and one undecided. The overall results of the appeals process were 43 offers of admission, four deferrals and 17 Wait list. Forty three decisions remained unchanged and nine of "31's" were later denied. Finally, of the four deferrals, three were ultimately denied and one was offered admission.

Concerns

The Minority Review Committee believe that the appeals process ran well this year with tangible results. The new procedure of discussing candidates with the Director of Admission increased the sense of being an integral part of the Admission process. However, the same frustration arose regarding time constraints in which the individual appeals of the Minority Review Committee members could not be thoroughly discussed. This year, the Coordinator for Minority Recruitment distributed 150 folders that individual members of the Minority Review Committee believed were worthy of review but time constraints did not permit Minority Review Committee to review as a committee.

The second concern refers to the use of satellite committees i.e. large bulks of folders were reviewed by a subgroup of admission officers before
being presented to the Board of Admission. In case of satellite, only applicants where a decision could not be reached were discussed before the Board of Admission. It was the prevailing feeling among the Minority Review Committee that Third World applicants may not have received as close a scrutiny in the satellite committees compared to being presented to the Board of Admission on an individual basis.

Finally, in addition to reviewing post committee folders, Minority Review Committee members became concerned with the rate of admission offers which could have translated into lower number of offers for Third World students. This concern was first shared at the March 18th meeting with the Director of Admission; substantiated in a report of March 28th and continuously verbalized throughout the latter part of March. Although it was the consensus of the Minority Review Committee that the number of offers should not be a concern of the Minority Review Committee, we have found ourselves in the position of prodding the office to edge closer to the offers of the preceding year. It was concluded that a mechanism should be in place where the range of offers would be known prior to selection as opposed to the current method of waiting to the end of March and then making the necessary adjustments.

Recommendations

Overall, the Minority Review Committee believes that the interfacing between the Committee and the Admission Office staff has greatly improved over the past three years. The Admission staff more readily sought the input of Minority Review Committee members on a Third World applicant and Minority Review Committee members displayed a greater understanding of the complexities of the Admission process. Notwithstanding, the following recommendations are offered as a means to facilitate and sustain the good working relationship:

I. Mandatory Racism Workshop for the Admission Staff. The Admission Staff, in most instances, is the first contact that a Third World student has with Brown University. It is of the upmost importance that the Admission Officer understands the nature of prejudice and how action/words may be perceived as racist or condescending on the part of a Third World applicant.

II. Minority Review Committee believes that the make-up of the committee should be expanded to include member of the Admission staff—not only would this promote better understanding for both parties but it would accelerate the orientation of the Minority Review Committee members.

III. The volume of applications to the College necessitates a procedure such as satellite committees. However, the concern regarding the careful review of Third World applicants during satellite Committees prompts the Minority Review Committee to recommend that the Coordinator for Minority Recruitment should be included in the satellite committee discussions before folders are presented to the Board of Admission.

IV. Final recommendations concerns the number of offers made to Third
World Students. The Minority Review Committee believes a floor should be established at the beginning of the selection process. The parameters for the floor should either be based on previous year's admission offers within Third World groups or the all-college acceptance rate within Third World groups. The decision about which parameter to use depends on which ever is higher. Furthermore, in order to show our good faith commitment, the number of offers for Third World students should increase by 5% over the prior year number of offers. This goal would eliminate the feeling among some members of the Brown community that the University has placed a ceiling on the number of offers to Third World students.

The Minority Review Committee understands that some of the recommendations will require further discussion and thus, we look forward to discussing these recommendations in greater depth.