

Brothers, Sheila C

From: Raphael Finkel [raphael@cs.uky.edu]
Sent: Friday, April 12, 2013 10:00 AM
To: Brothers, Sheila C
Cc: Lowry, Regina; Prats, Armando; Graf, Gregory A; Hayes, Robert Z; Jackson, Vanessa P; Raphael Finkel; Stanley, Aaron D; Rachel McMahan; Lewis, Wayne D; Provost, University of Kentucky; Witt, Don
Subject: SAASC Item 20: Change to Admissions Requirements (no GRE/GMAT, three-year pilot) for MBA in Greece

Sheila,

The SAASC has approved this matter:

Reference:

http://www.uky.edu/Faculty/Senate/curricular_proposals/files/Waiver%20GMAT%20GRE%20for%20Greece%20Program%20November%202012.pdf

The Gatton College of Business requests a pilot 3-year waiver of the GMAT/GRE requirement specifically for students pursuing the University of Kentucky Gatton College MBA degree in Greece.

Relevant document: SR 4.2.5 (Admission to Graduate School), which requires GRE among other things for applicants, but says:

A graduate program faculty may petition the Graduate Council to allow its applicants to substitute another standardized exam for the GRE [Gatton successfully petitioned to allow applicants to substitute GMAT for GRE]. A graduate program faculty may also petition the Graduate Council to exempt all of its applicants from the requirement to submit GRE scores; for such a petition to be successful, the program must show that the GRE is not useful in its admissions process. [This exemption would be for *all* applicants; the request we have is only to exempt students in Greece.]

Summary:

Students in Greece have two special characteristics.

(1) They can't afford the GMAT/GRE given the current economic climate there.

(2) They are (mostly?) working professionals, whose work experience, along with undergraduate GPA, are much better predictors of success than GMAT/GRE.

The proposal is for a 3-year test of this waiver.

Faculty members who have taught in Greece say:

David Hardesty: the students did well, although language was a small problem for some students; I approve this trial period.

Paul Childs: the students' previous job experience helped to enrich discussion and focus the students.

Walter Ferrier: (a) I have taught 8 times in Greece. (b) GMAT scores are, at best, a fuzzy predictor of MBA success in any of our MBA programs (1-year, evening, Greek). (c) Many students with high GMAT scores lack maturity and experience to do well in activities requiring analytical thinking, creativity, and leadership. (d) Maturity and experience matter more; most of our Greek MBA students have years of work experience or work during the program. (e) UGPA and letters of recommendation are more important in predicting MBA success. (f) Our Greek program adds enormously to the success of Greek students. (g) Language skills can be problematic; TOEFL scores are more important than GMAT.

Frank Scott: I am in favor of giving this proposal a try. I have taught in the Greek program six times, and have considerable experience with the students. Some of the students come into the program with only rudimentary English language skills. A few have found that to be an insurmountable hurdle, and have dropped out. The large majority work hard and improve dramatically over the course of their eighteen months in the program. I think that they end up being our highest value-added students. And based on my anecdotal evidence, many of these students score poorly on the GMAT primarily because of their language deficiencies. I also know that preparing for and paying for the GMAT is quite a deterrent to many Greek students who are contemplating the UK-TEI Piraeus MBA program. So I think that waiving the GMAT requirement for these students is worth trying out.

My take: This proposal is heavily supported by the department. It is a 3-year trial, so if it doesn't work out, the situation isn't permanent. It may well lead to increased enrollment of exactly the students who most benefit from this program.

The Gatton College of Business requests a pilot 3-year waiver of the GMAT/GRE requirement specifically for students pursuing the University of Kentucky Gatton College MBA degree in Greece. This request is motivated by the following evidence:

While the MBA program offers three tracks in which students may pursue the MBA degree, admission to all three tracks has primarily been determined based on three criteria – professional work experience, undergraduate GPA, and GMAT/GRE score. We have found that the best predictors of success in the MBA program are work experience and undergraduate GPA. For this reason, these two criteria are heavily weighted in our MBA admission decisions whereas the GMAT/GRE score is more heavily weighted mainly in the absence of professional work experience. However, the MBA track in Greece offers classes to students in the evening and was designed to attract working professionals. After reviewing data from the MBA students in Greece, the vast majority of those admitted to the program were not only currently employed, but possessed significant work experience as well. Based on this evidence we feel it is no longer necessary to use the GMAT/GRE as a screening tool for admissions to the MBA track in Greece. Given the economic climate in Greece today and the fact that we feel the GMAT/GRE does not add much additional information for the Greek students beyond work experience and GPA, we request the waiver.

We request that this exception apply only to the MBA track in Greece, and not the One Year Accelerated Program or the Professional Evening Program because, given the background of students in those tracks, the GMAT/GRE does provide useful information. For students in the Accelerated One-Year Program only a small number have any work experience at all. Thus, we rely heavily on the GMAT/GRE along with undergraduate GPA. Many students in the Professional Evening Program have work experience, although some don't; the amount and range of the experience varies greatly. Thus the GMAT/GRE provides useful information for these students, in addition to work experience and GPA.

After three years we will assess the impact of this waiver on the program and if successful will request a permanent waiver.

Dr. Brian A. Jackson

Digitally signed by Dr. Brian A. Jackson
DN: cn=Dr. Brian A. Jackson, o=University of
Kentucky, ou=Graduate School, email, c=US
Date: 2013.03.07 08:36:42 -05'00'