Flip the Switch
Bringing Secondary School Experience to the College Admission Process

Session D
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Questions to Consider

- What prepares someone to work in college admission?
- What skills from prior careers can be capitalized upon to be an effective admission professional?
- How do we make the position of “college admission counselor” an appealing one?
- How do we make college admission a career and not just a placeholder?
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“In admissions, burnout is constant, and turnover is high. The profession has long relied on cheap, young labor to carry heavy loads. Sure, many new graduates don’t plan to stick around long. But even the most promising hires, eager to promote educational opportunity, may see a career path lined with compromises.”

Stories from the Classroom...

- Forming meaningful relationships
  - Learning to manage all the stakeholders at play
  - How does this help with Recruitment?

- Seeing the grades on a transcript, thinking about what they actually mean

- Humanizing the process
  - How is the application reading process different?

- Understanding different high school experiences, resources
Stories from the College Counseling Office...

- Understanding the policies and politics of college counseling
  - How do school and district policies impact the application process?
  - How do they affect the relationships across the desk?

- Seeing the broader context of college admissions
  - How do different schools recruit/read?
  - What does this ultimately mean for students?
Stories from the School Counseling Office...

- The true meaning of “context”
- Giving more thought to learning accommodations and the spectrum of “disability”
People who work in high schools are really busy! And context is everything.

How to talk with people who work in schools at all levels. Remembering how many different things happen on any given school day.

Understanding the structure of high schools and how different students fit in throughout those structures.

What does it mean that there is minimal high school experience throughout college admission offices?
What peer institutions see:

What is the size of your college admission office?

How many members of your staff have experience working in high schools?

In what roles did your staff who worked in high schools hold?

Nearly 65% of admission offices polled had between 11-20 staff members.

Staff with prior high school experience made up no more than 25% of an admission staff.

“College counselor or School Counselor” was the most frequent prior role, comprising 75% of respondents.
Questions?

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