

## Recruitment Factor Examples

Over the course of our initial data collection, some confusion has arisen about which recruitment factor an institution should select and/or which students should be classified as recruited or not recruited in each scenario. The Center for Data Collection and Analysis has assembled the following document outlining some examples of recruitment policies and how they align with the recruitment factors established for the CSP. This is by no means an exhaustive list and we realize that every institution may have a slightly different approach to recruitment. Nonetheless, we encourage you to consult the examples below as you determine the recruitment factor for your institution.

If you have questions pertaining to the recruitment factor you should select for your institution, please feel to either contact Rachele Brooks or Aaron Hosmon at the Center for Data Collection and Analysis. We would be happy to discuss your situation and advise you on the correct classification for your institution.

<b><u>Recruited Admission Factor (RAF) Examples</u></b>	<b><u>Who should be coded as recruited in Column Z?</u></b>
Coaches tell admissions who they like, but admissions doesn't weigh that any more than other factors like playing the flute or being a debater.	Any individual students identified by the coaches to admissions as recruited athletes.
Coaches only send ratings to admissions on students with high SAT scores, and therefore these students would probably be admitted anyway.	Any students whose ratings are passed on to the admissions office.
Prospective student athletes are placed on coaches' lists that inform admissions decision-making.	Any students identified on these coaches lists as recruited athletes.
Athletes are rated on a 1-5 scale, and only athletes rated 1-3 get any additional admissions consideration, with athletics only one factor among many considered in the admissions process.	Students with a positive athletic rating of 1 – 3.
Coaches do not determine eligibility for admission. They do have an influence over whether some qualified applicants are eventually admitted, but the percentage of students who fall into this category is relatively low.	Any students in the small group of students over whom the coach has some influence.
<b><u>Recruited Coach Factor (RCF) Examples</u></b>	<b><u>Who should be coded as recruited in Column Z?</u></b>
The admissions office never knows the views of coaches when they make final decisions. After letters are sent out, the coaches try to convince admitted students to matriculate at their school.	Students with whom the coach communicates and encourages to matriculate at the institution.
Coaches identify athletes for whom the institution might be a good fit and encourage them to apply and enroll if offered admission, but they do not submit these students' recruited status to the admissions office. Coaches have no effect on the admission decision process.	Any students the coach identifies and communicates with who end up enrolling at the institution.