



Andrew Kim is Director, Graduate Enrolment Services for the School of Graduate Studies. He holds a BSc in biochemistry and an MBA, both from Memorial University. He is a past board member of the Canadian Association for Graduate Studies (CAGS), a current board member for the Association for Graduate Enrollment Management (NAGAP), and the founding President of NAGAP's Canadian Chapter. Andrew's work in graduate education and enrolment management is acknowledged through multiple industry awards, including the American Association of Collegiate Registrars and Admissions Officers (AACRAO) SEM Award of Excellence. He has published and presented widely on topics related to graduate student success.

Angie Clarke is the Director, Student Affairs at the Marine Institute campus of Memorial University. She holds both a B.Sc. in Biochemistry and an M.Ed. in Post-Secondary Studies from Memorial University. She is currently a candidate in the Ed.D. in Higher Education Leadership program at the University of Calgary where her dissertation investigates the factors related to student persistence at a technical campus. Over the last 15 years, she has worked in various student focused positions and in her current role has oversight of student support and transition, Office of Career Integrated Learning, enrolment management, as well as health and wellness for the Marine Institute.

Elizabeth Simms is a Project Manager in Information Technology Services at Memorial University. She holds a BA in Geography from Memorial University, a diploma in Applied Information Technology and is a certified Project Management Professional (PMP). Elizabeth spent 15 years managing the deployment of technology solutions for the Government of Nunavut, Government of Newfoundland and Labrador, and the Newfoundland and Labrador Liquor Corporation. Elizabeth is currently managing the implementation of technology solutions for Memorial University including the Banner ERP upgrade and the OnBase enterprise document management and workflow solution.

# Improving labour market diversity and innovation through holistic review in graduate admissions

**Speakers: Andrew Kim, Angie Clarke & Elizabeth Simms**

**April 5, 2019 3:00-4:30PM  
Arts & Admin. Bldg.  
RM A1043**

While graduate enrolment at Memorial has increased by over 50% over the past ten years, national figures suggest Newfoundland and Labrador lags behind the rest of Canada in advanced degree attainment (HECQO, 2015). This point is particularly important when we consider future growth occupations are expected to require complex problem solving skills and more university education (Lamb, 2016). Graduate degree holders also generally earn more and drive innovation through sustained inquiry. Improving access to graduate education, then, not only speaks to one of Memorial's core values but our obligations to societal and economic development. Holistic review offers one important way of improving access by considering a broad range of academic and personal characteristics to better identify talent for graduate school. The Council of Graduate Schools notes that while universities generally support holistic review, there are shortfalls in its application that might be addressed through the use of new technology (Kent & McCarthy, 2016). This project is intended to investigate and propose an enterprise-scale solution for pervasive holistic graduate admission to give applicants the best possible chance at admission and degree attainment.

This event is open to the public  
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