

Figure 2.1
ADMISSIONS GRID

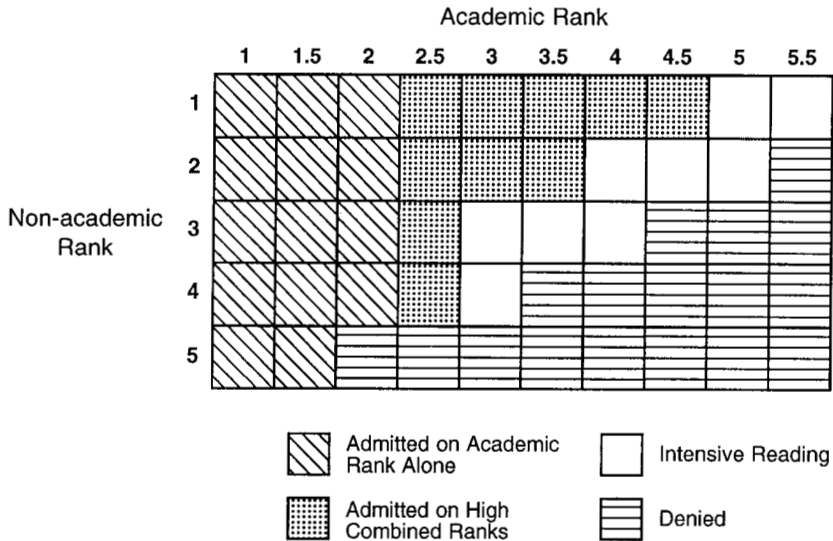


Table 2.1

AVERAGE IMPORTANCE OF ADMISSIONS FACTORS

	Public	Private	All Institutions
Academic Merit			
High school GPA	3.8	4.1	4.0
SAT/ACT	3.7	3.6	3.6
Achievement test scores	1.7	2.4	2.1
High school rank	3.1	3.5	3.3
High school coursework	3.7	4.0	3.9
Essays	1.7	2.9	2.4
Letters of recommendation	1.9	3.1	2.5
Interviews	1.7	2.8	2.3
High school reputation	1.9	2.5	2.2
Personal Qualities			
Sense of social responsibility	1.4	2.5	2.0
Leadership ability	1.9	2.8	2.4
Motivation or initiative	2.0	3.3	2.7
Extracurricular activities	1.8	2.5	2.2
Background Characteristics			
Age	1.3	1.4	1.4
Race	2.1	2.1	2.1
Religion	1.0	1.3	1.2
Intended major	1.9	1.8	1.8
Relative of alumni	1.5	2.2	1.9
Individual Welfare			
Socioeconomic status	1.3	1.5	1.4
Parental occupation	1.1	1.2	1.1
Financial need	1.1	1.2	1.2
Individual and Institution			
Diversity of accepted class	1.8	2.4	2.2
Compatibility of student/instit.	1.5	2.8	2.2
Athletic/special skills	1.9	2.1	2.0
<i>N</i> =	123	151	274

1 = Do not consider

2 = Minor factor

3 = Moderately important factor

4 = Very important factor

5 = Single most important factor

Table 2.2

IMPORTANCE OF ADMISSIONS FACTORS: DISTRIBUTION OF RESPONSES

	Institutions														
	Public					Private					All				
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	1
GPA	25.2	46.3	16.3	2.4	8.1	25.8	64.2	7.9	.7	.7	25.5	56.2	11.7	1.5	4.0
SAT/ACT	5.7	65.9	18.7	4.1	4.1	4.6	58.9	29.1	4.0	2.0	5.1	62.0	24.5	4.0	2.9
Ach. Test	.8	4.1	12.2	23.6	54.5	.7	17.2	22.5	28.5	24.5	.7	11.3	17.9	26.3	38.0
Class Rank	15.4	35.0	13.0	8.9	23.6	9.9	46.4	31.1	9.3	2.0	12.4	41.2	23.0	9.1	11.7
Coursework	17.9	56.1	10.6	4.1	8.1	23.8	58.3	12.6	2.0	1.3	21.2	57.3	11.7	2.9	4.4
Essays	0	4.9	17.9	19.5	53.7	2.0	31.1	37.7	12.6	15.2	1.1	19.3	28.8	15.7	32.5
Letters	0	3.3	18.7	40.7	35.8	1.3	27.2	51.0	15.9	3.3	.7	16.4	36.5	27.0	17.9
Interviews	.8	2.4	16.3	24.4	54.5	0	21.9	41.1	25.2	10.6	.4	13.1	29.9	24.8	30.3
HS Reput.	0	5.7	21.1	24.4	47.2	0	4.6	49.7	29.8	14.6	0	5.1	36.9	27.4	29.2
Soc. Resp.	0	1.6	10.6	16.3	69.9	0	13.2	35.1	29.1	18.5	0	8.0	24.1	23.4	41.6
Leadership	0	4.1	24.4	26.0	43.9	0	15.9	58.3	17.2	7.3	0	10.6	43.1	21.2	23.7
Motivation	.8	10.6	21.1	22.8	42.3	2.0	41.7	35.8	13.2	4.0	1.5	27.7	29.2	17.5	21.2
Extracurr.	0	1.6	19.5	31.7	45.5	0	11.3	43.7	31.1	12.6	0	6.9	32.8	31.4	27.4

Age	0	0	11.4	10.6	76.4	0	2.0	2.0	27.2	67.5	0	1.1	6.2	19.7	71.5
Race	.8	16.3	25.2	8.1	48.0	0	15.2	22.5	11.9	47.0	.4	15.7	23.7	10.2	47.4
Religion	0	0	.8	.8	96.7	1.3	1.3	6.0	6.6	82.8	.7	.7	3.6	4.0	89.1
Major	0	8.9	20.3	20.3	48.8	0	6.6	11.3	35.8	45.0	0	7.7	15.3	28.8	46.7
Alumni Rel.	0	0	11.4	26.8	59.3	0	3.3	31.1	42.4	19.9	0	1.8	22.3	35.4	37.6
Ses	0	1.6	5.7	11.4	78.9	0	5.3	9.3	13.9	70.2	0	3.6	7.7	12.8	74.1
Par. Occup.	0	0	0	4.9	93.5	0	0	2.0	14.6	82.1	0	0	1.1	10.2	87.2
Need	0	.8	0	5.7	91.9	.7	1.3	2.6	8.6	84.8	.4	1.1	1.5	7.3	88.0
Diversity	0	10.6	16.3	17.9	53.7	.7	15.9	33.8	23.2	24.5	.4	13.5	25.9	20.8	37.6
Compatib.	0	4.1	12.2	15.4	66.7	.7	23.8	33.8	30.5	9.3	.4	15.0	24.1	23.7	35.0
Skills	0	1.6	32.5	22.0	42.3	0	3.3	31.8	36.4	25.8	0	2.6	32.1	29.9	33.2
N =			123					151					274		

5 = Single most important factor

4 = Very important factor

3 = Moderately important factor

2 = Minor factor

1 = Do not consider

Table 2.3

REASONS FOR THE IMPORTANCE OF ADMISSIONS FACTORS

	Percentage of Sample Citing Each Reason		
	Public	Private	All
Admission on the basis of certain factors, such as grade point average, creates a positive incentive for high school students.	32.5%	31.1%	31.8%
The use of certain factors best predicts the academic success of students at our institution.	78.0	84.8	82.4
The use of certain factors best predicts the later professional success of students who attend our institution.	.8	10.6	6.2
The university must meet standards of fairness or equality required by the state or federal government.	46.3	12.6	27.7
I have an idea about what I think is a fair selection process.	7.3	11.9	9.9
It costs too much or takes too much time to use other factors.	4.1	.7	2.2
The use of these factors protects the institution from adverse publicity.	5.7	1.3	3.3
The use of these factors will protect the university from litigation.	5.7	2.0	3.6
The use of these factors will channel quality applicants to the university in the future.	25.2	37.1	31.8
The use of these factors will improve the financial well-being of our institution now and in the future.	.8	5.3	3.3
Other	6.5	7.9	7.3
No answer	12.2	6.6	9.0
<i>N</i> =	123	151	274

*Table 2.4***PERCENT REPORTING ROUTINE EXCEPTIONS
TO FORMAL ACADEMIC REQUIREMENTS**

Institutions	Control of Institution		
	Public	Private	All
Athletes	39.8%	13.9%	25.5%
Alumni relatives	17.1	24.5	21.2
Faculty/staff relatives	21.1	31.8	27.0
Racial/ethnic minorities	55.3	30.5	41.6
First generation to college	12.2	9.9	10.9
Women	6.5	1.3	3.6
Adult students	48.8	26.5	36.5
Handicapped students	29.3	11.3	19.3
Students with special talents (e.g., art, music)	39.0	16.6	26.6
Veterans or active military personnel	26.0	8.6	16.4
Students who can pay the full cost	3.3	1.3	2.2
Disadvantaged students (as distinct from racial/ethnic minorities)	38.2	24.5	30.7
International students	10.6	12.6	11.7
Percent reporting no exceptions	28.5	46.4	38.3
<i>N</i> =	123	151	274

Table 2.5

THE ADMISSIONS PROCESS

"How would you describe the admissions process at your institution?"	Control of Institution		
	Public	Private	All
We have a quota system in which we set targets to determine the composition of each entering class.	10.6%	6.6%	8.4%
We award points to candidates based upon valued attributes and then choose those with the highest number of points.	11.4	11.9	11.7
We have a "tiered" system in which the first tier is evaluated against academic standards and the second tier is evaluated on both academic and qualitative considerations.	25.2	26.5	26.0
These responses do not accurately describe the admissions process.	56.9	49.7	53.0
<i>N</i> =	123	151	274

Table 2.6
DISCRETION

"Do you use a formula to make decisions or more personalized methods?"	Control of Institution		
	Public	Private	All
Admission practices are formula-driven with unambiguous requirements.	61.0%	14.6%	35.4%
Admission practices are personalized, with ambiguous requirements.	17.9	70.2	46.7
Use a combination of methods.	12.2	5.3	8.4
<i>N</i> =	123	151	274

Table 2.7
LINEAR PROBABILITY MODEL

Independent Variable	Full Sample	Officer 1	Officer 2
Academic rating	.11*** (.02)	.14*** (.04)	.23*** (.05)
Personality rating	.12*** (.02)	.19** (.06)	-.07 (.08)
Class rank	-.01*** (.001)	-.01*** (.003)	-.01* (.004)
SAT math score	.004* (.002)	-.01*** (.003)	.01* (.004)
SAT verbal score	.006** (.002)	.01*** (.003)	-.01* (.004)
Gender	.04 (.02)	.08 (.06)	.18** (.06)
Private school	.07* (.03)	.05 (.07)	.14 (.09)
Parochial school	.23*** (.04)	.34*** (.07)	.24** (.08)
Black	.20*** (.04)	.65*** (.15)	.11 (.10)
Hispanic	.31*** (.04)	.37** (.13)	.41** (.15)
Asian	.07* (.03)	.21** (.07)	-.12* (.06)
Interview	.05* (.02)	.01 (.07)	.09 (.07)
Athlete	-.01 (.05)	-.02 (.08)	.09 (.17)
Alumni relative	.09* (.04)	-.26 (.16)	.27 (.18)

Table 2.7 (Continued)

Independent Variable	Full Sample	Officer 1	Officer 2
Socioeconomic status	.01 (.01)	-.01 (.02)	.05 (.03)
First generation	.07* (.03)	-.06 (.06)	.12 (.11)
West	-.03 (.03)	.04 (.06)	.11 (.13)
South	-.00 (.03)	-.16 (.12)	.19 (.11)
Northeast	.06* (.02)	.02 (.06)	.08 (.06)
Constant	-.85*** (.11)	-.31 (.28)	-.18 (.32)
<i>N</i> =	298	63	64

Note: The dependent variable equals 1 if the applicant was accepted and equals 0 if the applicant was rejected. Entries are regression coefficients with corrected standard errors in parentheses.

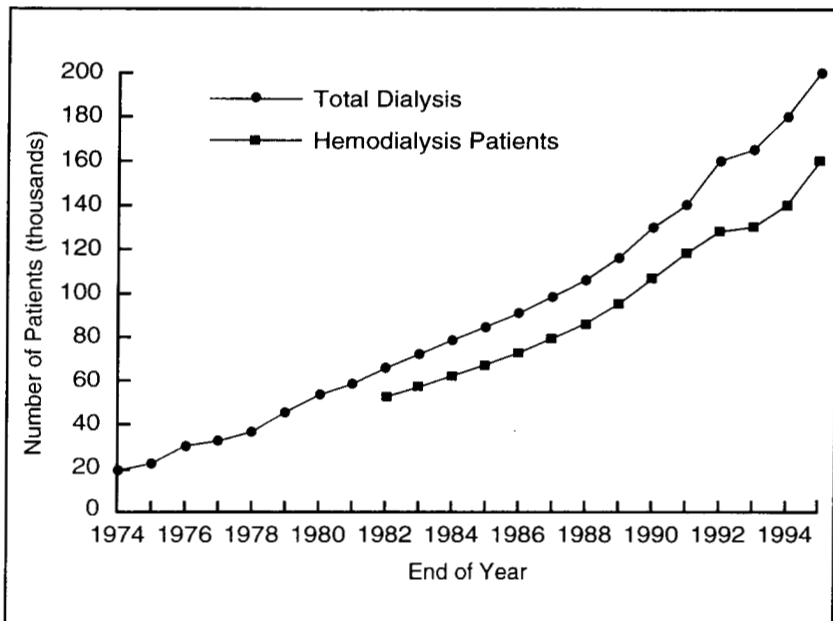
* $p < .05$

** $p < .01$

*** $p < .001$

Figure 3.1

NUMBER OF DIALYSIS PATIENTS, 1974–1990

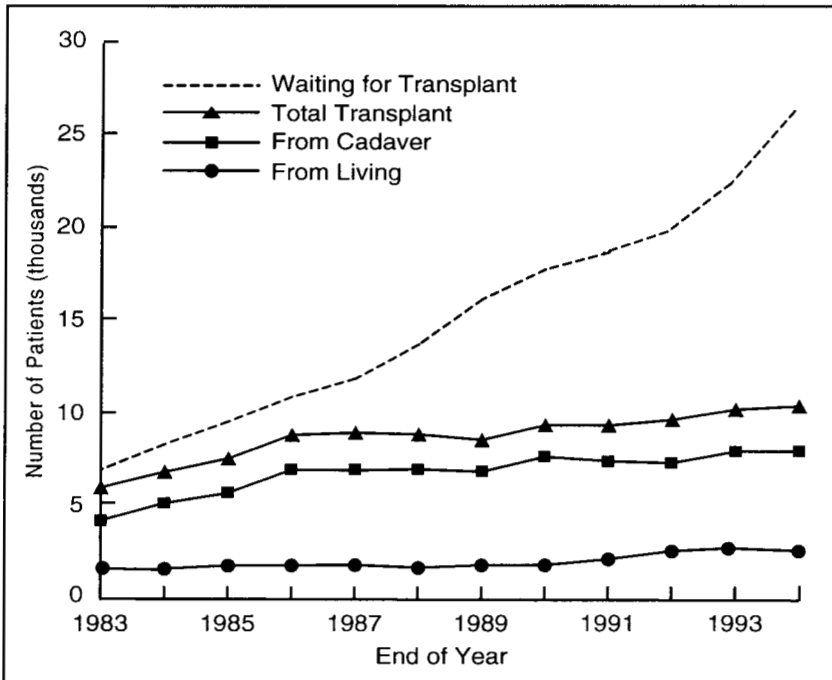


SOURCES: U.S. Department of Health and Human Services. Health Care Financing Administration. Bureau of Data Management and Strategy. *The End Stage Renal Disease Research Report, 1989*. Washington, D.C.: U.S. Government Printing Office, September 1991; U.S. Department of Health and Human Services. Health Care Financing Administration. Bureau of Data Management and Strategy. *Annual ESRD Facility Survey*.

Note: The figures for 1993–1995 are projections.

Figure 3.2

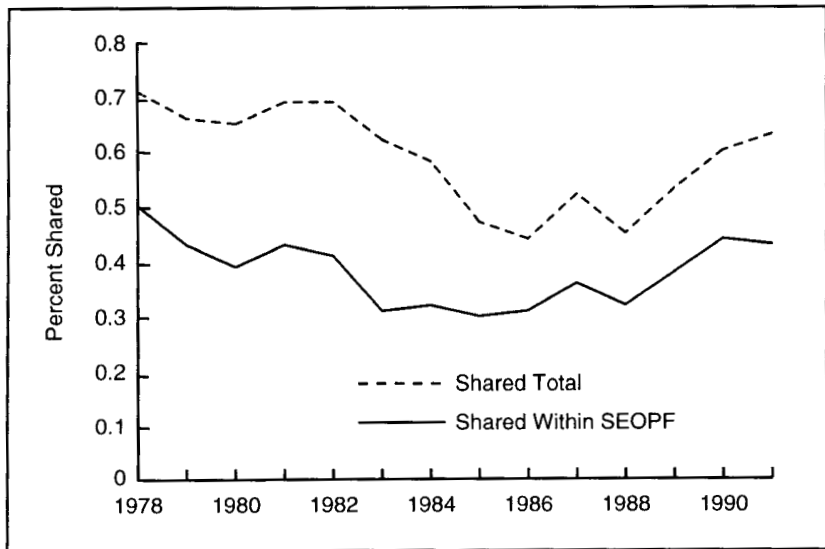
**WAITING AND RECIPIENT GROUPS
FOR KIDNEY TRANSPLANTATION**



SOURCES: U.S. Renal Data System. *USRDS 1991 Annual Data Report*. Bethesda, MD: The National Institutes of Health, National Institutes of Diabetes and Digestive and Kidney Diseases, 1991; *1994 Annual Report of the U.S. Scientific Registry for Transplant Recipients and the Organ Procurement and Transplantation Network—Transplant Data: 1988–1993*. UNOS, Richmond, VA, and the Division of Organ Transplantation, Bureau of Health Resources Development, Health Resources and Services Administration, U.S. Department of Health and Human Services, Bethesda, MD.

Figure 3.3

SEOPF KIDNEY SHARING: 1977-1991



SOURCE: South-Eastern Organ Procurement Foundation. "Statistical Summary, 1991"
D [photocopy]. SEOPF, Richmond, VA.

Table 3.1
UNOS POINT SYSTEMS

Distribution Criteria	Points Awarded	
	"Starzl" 10/1987	"Terasaki" 2/1989
Tissue Match (M)		
6 HLA M	12	
5 HLA M	10	
4 HLA M	8	
3 HLA M	6	
2 HLA M	4	
1 HLA M	2	
Tissue Mismatches (MM)		
0 ABD _r MM		10
0 BDr MM		7
0 AB MM		6
1 BDr MM		3
2 BDr MM		2
3 BDr MM		1
PRA (Sensitization)	0-10 ^a	
Length of Wait	0-10	0-1 ^b

SOURCE: UNOS, "Memorandum: Kidney Allocation Policy."

NOTE: Two rarely used criteria are omitted: medical urgency and logistics.

^aFor patients PRA \geq 80, points are awarded on condition of a negative preliminary crossmatch.

^bOne point is awarded to the patient with the longest waiting time; fractions of a point for those with shorter tenure. For each additional year after one year of waiting time, 0.5 points are awarded.

Table 3.2

**EFFECT OF PANEL REACTIVE ANTIBODIES
ON CHANCE OF RECEIVING A TRANSPLANT IN MAY 1989**

PRA Group	Transplanted In	
	UNOS	SEOPF
>90%	1.2%	1.8%
60-90%	2.5%	2.1%
<60%	5.3%	6.4%

SOURCE: South-Eastern Organ Procurement Foundation, reported in J.F. Burdick, A. Diethelm, J.S. Thompson, et al., 1991. "Organ-Sharing—Present Realities and Future Possibilities." *Transplantation* 51: 287-292.

*Table 4.1*²⁶

CONSIDERATION OF SENIORITY IN LAYOFF
(frequency expressed as a percentage of contracts)

	Applied in Some Degree	Sole Factor	Determining Factor	Secondary Factor
All Industries	88	47	27	14
Manufacturing	96	48	33	16
Nonmanufacturing	74	44	19	11

*Table 4.2*³⁰**POLICIES GOVERNING USE OF SENIORITY
FOR UNION AND NONUNION EMPLOYEES**

	Union Hourly	Nonunion Hourly	Nonunion Salaried
Proportion of respondents reporting that contract or written policy specifies role of seniority in permanent layoff decisions.	.92	.24	.07
Given contract or written policy specifying seniority's role, proportion of respondents reporting that seniority stated to be the most important factor.	.84	.68	.43
Proportion of all respondents reporting that a contract or written policy specifies seniority as the most important factor in permanent layoff decisions.	.78	.16	.03

Table 4.3³¹

**USE OF SENIORITY IN PRACTICE
FOR UNION AND NONUNION EMPLOYEES**

	Union Hourly	Nonunion Hourly	Nonunion Salaried
Proportion reporting senior employee never laid off before junior.	.84	.42	.24
Proportion reporting senior employee laid off first if junior believed to be worth <i>significantly</i> more on net.	.14	.44	.57
Proportion reporting senior employee laid off first if junior believed to be worth more on net.	.03	.14	.19

*Table 4.4*⁶¹

**LAYOFF POLICIES
OF MANUFACTURING ESTABLISHMENTS IN 1932
(N = 224)**

Primary Basis of Retention	Percent
Efficiency	51.8
Seniority	18.3
Family responsibility	20.5
Other factors	9.4
Total	100.0

*Table 4.5*⁶⁸

**USE OF SENIORITY IN LAYOFFS
IN UNION VS. NONUNION FIRMS IN 1937
(N = 475)**

	Union Firms	Nonunion Firms
Formal seniority procedure used in layoffs	69.8	12.5
Informal or qualified use of seniority in layoffs	24.8	39.5
No established use of seniority	5.4	48.0
Total	100.0	100.0

Table 5.1

**IMMIGRATION NUMBERS (in thousands)
AND ANNUAL IMMIGRATION RATE
(per thousand of U.S. population), BY DECADE³²**

Period	Number	Rate
1820–1830	152	1.2
1831–1840	599	3.9
1841–1850	1,713	8.4
1851–1860	2,598	9.3
1861–1870	2,315	6.4
1871–1880	2,812	6.2
1881–1890	5,247	9.2
1891–1900	3,688	5.3
1901–1910	8,795	10.4
1911–1920	5,736	5.7
1921–1930	4,107	3.5
1931–1940	528	0.4
1941–1950	1,035	0.7
1951–1960	2,515	1.5
1961–1970	3,322	1.7
1971–1980	4,493	2.1
1981–1990	7,338	3.1
1991	1,827	7.2

*Table 5.2***COMPARISON OF QUOTAS ALLOTTED TO REGIONS
UNDER THREE DIFFERENT VERSIONS OF THE QUOTA SYSTEM⁴²**

Region	1921 Act 3%-1910	1924 Act 2%-1890	1929 Nat'l Origins Plan
Asia	492	1,424	1,423
Africa/Oceania	359	1,821	1,800
NW Europe	197,630	140,999	127,266
SE Europe	155,585	20,423	23,235
Total	354,066	164,667	153,724

Table 5.3

PROPOSED REFUGEE ADMISSIONS IN 1991

Area of Origin	Number
Africa	4,900
East Asia	52,000
Eastern Europe	5,000
Latin America and Caribbean	3,100
Near East and South Asia	6,000
Soviet Union	50,000
Unallocated, Privately Funded	10,000
Total	131,000
