

# AIRC



**ATLANTA, DECEMBER 3-6, 2025**

*Collaboration for Success: Strengthening  
Global Networks*

**2025 ANNUAL CONFERENCE**

**Atlanta Marriott Marquis, 265 Peachtree Center Ave NE, Atlanta, GA**

# Understanding International Admissions Processes to Identify Efficiencies

Natalie Chang, Associate Dean, Office of International Affairs  
Tiffin University



Aleks Morawski, Director of Evaluation Services  
Scholaro Inc.



Kevin Timlin, Executive Director, Int'l Education & Services  
Southeast Missouri State University





# Objectives

- Explore/understand differences and similarities of schools' IA processes
- Examine how application processing can affect yield
- Understand if your institution's/organization's policies and processes align in the best interests of the students and partner organization
- Learn about the resources available to make your IA process as efficient as possible

# Assumptions

- Faster international application processing is positively correlated to increased yield
- Staffing dictates process; process dictates staffing
- Systems dictate processes
- There are key touchpoints in every institution's process that affect efficiency
- Exceptions hurt efficiency
- Resources (human and monetary) matter

# SEMO's Int'l Admissions staffing

## Assistant Director (PSC)

- Manage unit, training
- Primary credential evaluator/GPA calculations
- Policy and process
- Troubleshoot

## International Admissions Coordinator (PSC)

- Credential evaluation/GPA calculations
- Marketing/website
- Commission payments

## International Admissions Specialist (CTS)

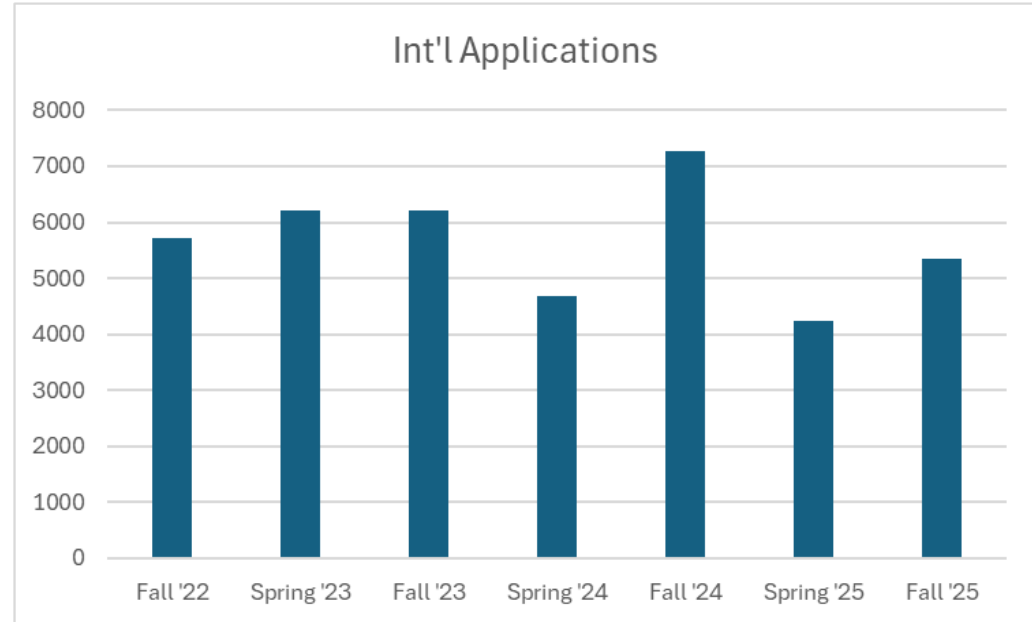
- Application processing
- Some GPA calculations
- Emails/phone calls

## Graduate Assistant (Para-professional)

- Managing GR files

## Student workers (4-6)

- Application pre-processing



# SEMO's steps

- ✓ “Pre-processing” (Element 451)
  - ✓ Student workers (n=4-6)
  - ✓ Student workers all have different priorities (populations, levels, programs, agencies, tasks, etc.)
  - ✓ Verify applicant’s information is correct
  - ✓ Add attributes to application (academic program, student type, visa type, etc.)
  - ✓ Manage checklist of required documents
  - ✓ Communicate with applicant if documents are missing
  - ✓ Tasks
- ✓ Once all required documents are submitted, application checklist updated on student's portal and the file routed to professional staff

# SEMO's steps (cont.)

- ✓ Professional staff
  - ✓ Verify finances
  - ✓ Verify test scores
  - ✓ Convert GPA
  - ✓ UG: If acceptable, IA professional staff make final admission decision (in Element 451)
  - ✓ GR: If acceptable, GR file is forwarded to grad department for their admission decision (extra 2-4 weeks)
  - ✓ GR: If applicant is accepted by grad department, IA is notified and IA office makes the update in Element 451

# Post-admission

- ✓ IA responsible for updating records when official transcripts and test scores come in
- ✓ Hand-off from IA to ISS
  - ✓ Admit information is pushed to mainframe (Banner)
  - ✓ Automated “yield” communication plan kicks in (to both application email and SEMO email address)
  - ✓ Stated timeline of 5-10 business days to receive I-20
  - ✓ ISS staff creates batch I-20s in Ellucian’s ISSM program
  - ✓ I-20s created in ISSM are emailed to student’s SEMO email address
  - ✓ Admitted students required to complete Canvas pre-arrival orientation before they can register for courses

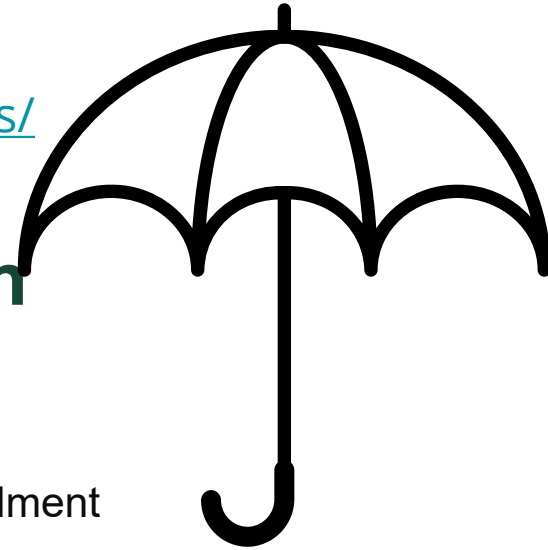
## Areas identified to make efficiencies....

- Application fees
- Evaluations
- Legacy system entries
- Official/unofficial documents
- Who makes admission decisions?
- I-20 creation integrated into admissions process?
- Communication: is staff focused on processing or answering emails/calls?
- Scholarship amounts on I-20?

# Tiffin's International Admission Site

<https://www.tiffin.edu/admissions/international-students/>

## TU Office of International Education



### Staff

- Admission Counselors (2)
- International Student Advisor (1)
- Student Workers (3-4)

### What We Do

- International Enrollment
- "Global Programs"
- F-1 Student Advising
- Academic Advising

# Small School Considerations

- Tiffin University is a small, private university in a rural setting
- Small can often mean limited resources:  
People / time / technology / budget
  - Is it necessary?
  - Can we do it in-house?
- Small can also mean *fast*
  - Access to higher-level decision makers
- "Multiple hats..."

# Tiffin's Steps: Application Processing

Goal: Remove barriers so we may gather applicant data and engage.

- Applicant can submit without admission docs and app fee.  
Only the passport is required.
- Application portal: checklist, upload materials, pay fee
- Student workers answer questions and triage the office's email account and WhatsApp
- Automated comm flow follow up on incomplete applications

## UG Application

Bio data  
Contact info  
Academic Interest  
Co-Curricular Interest  
Academic History  
Visa status  
Agent/Source info

# Tiffin's Steps: Ready to Review

- ✓ Application submitted
- ✓ Application fee paid (or waived)
- ✓ Transcripts uploaded (unofficial = okay)
- ✓ English proficiency score
- ✓ Passport

## **Not required:**

- Financials
- Official documents

*Assumption: Fast decision improves yield*

- Achieving faster decisions with fewer requirements
- Future follow-ups are required to gather official docs, financials, etc.

# Tiffin's Steps: Application Review

## Admission Counselor:

- Verifies credential equivalency and accreditation
- Calculates equivalent GPA using AI tool
  - Admission eligibility
  - Scholarship tier
- Verifies English proficiency examination, if needed
- Issues admission and scholarship decision in CRM

### Slow-Downs

- Missing school data
- Unique grading systems
- Poor translations

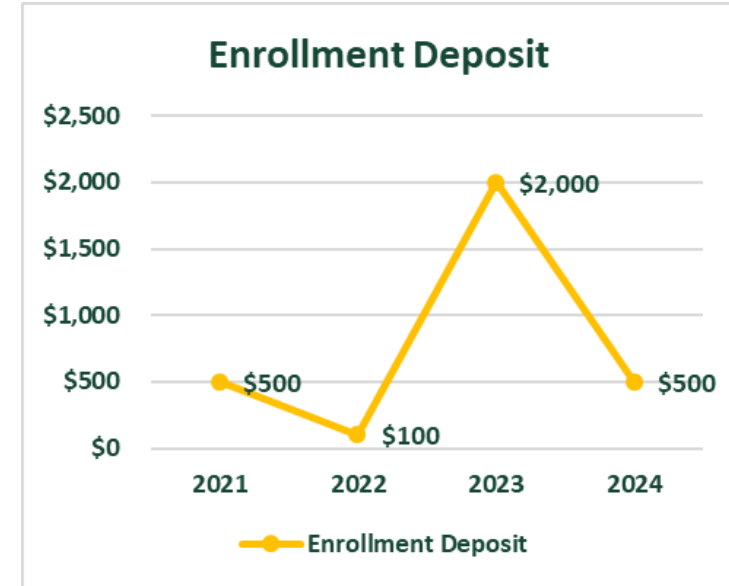
# Tiffin's Steps: Admitted Students

## Student Staff

- Follows up on missing documents, answer questions, promote pre-departure sessions and orientation

## Admission Counselors

- Guidance and Yield
  - Need: Enrollment Deposit + Financial Support Documents



# Tiffin's Steps: Committed Students

*Our International Student Advisor's Many Hats*

DSO & Academic Advising

- Receives notification of student deposits in CRM
- Reviews financials, passport, biographical information
- Issues individual Form I-20, *send quickly!*
- Additional steps: Transfer credits, calculating time to graduation

Visa awarded -> Register for classes

## Slow-Downs

- Incomplete or old financials
- Missing bio data
- Misinformation about student visa status
- Student responsiveness

# What are the top challenges for international admissions officers?



ChatGPT (OpenAI):

## Credential Evaluation

Language Proficiency Assessment

## Fraud and Document Verification

Regulatory and Visa Issues

Recruitment and Outreach

## Financial Aid and Affordability

Cultural Sensitivity and Communication

Competition from Other Institutions

Gemini (Google):

## Increasing Complexity of Applications

Cultural and Linguistic Differences

## Financial Considerations

Declining Enrollment

Diversity and Inclusion

Political and Economic Instability

Managing Expectations

## Technology and Data Management

Claude (Anthropic):

## Credential Evaluation Complexity

## Verifying Document Authenticity

Language Barriers

Visa and Immigration Issues

Cultural Context

## Financial Verification

Recruitment Logistics

Geopolitical Factors

# Pre-application

- Clear instructions
  - Documents, fees, deadlines
- Modality
  - Online/digital
  - Paper-based
  - Combination
  - External provider (CommonApp, etc.)
- Who
  - Applicants, agents, parents, counselors
- Fees



# Application Process

- External document evaluation
- Credential Evaluation
  - In-house
  - Outsourced
  - Combination
- English proficiency
- Financial Documents
- Faculty Requirements
- Other...



# A moment in the life of an admissions officer

Application review, high season!

## 1. Personal Details - who is the applicant?

- a. Are they your applicant?
- b. Is the “applier” the “applicant”?
- c. Are they admissible?
- d. Are they international?

## 2. Language Proficiency and Test Scores

- a. Do I have the scores I need, are they authentic?

## 3. Academic Records

- a. Do I have documents that meet my policy requirements, and are they authentic?

## 4. Financial Documents

- a. Can the applicant afford to study, and meet any immigration requirements?



# Outsourced Credential Evaluation

- + Speed
- + Experience
- + Efficiency
- Cost
- Control
- Standards

What about the documents?

**scholaro** Scholaro, Inc.  
www.scholaro.com 800.875.0862  
info@scholaro.com

**Course-by-Course CREDENTIAL EVALUATION REPORT**

Name: **Name Name** Date of Birth: Month DD, YYYY  
Evaluation ID: 123456-123456 Evaluation Date: December 14, 2022  
Validate report authenticity at [scholaro.com/validate](https://scholaro.com/validate)

U.S. Equivalency: **Bachelor of Science Degree in Computer Science and Engineering**  
U.S. Credits: **12.75**  
U.S. GPA: **2.732**

Name of Awarding Institution: **Jawahar Institute of Engineering & Technology**  
Name of School Attended: **Jawahar Institute of Engineering & Technology**  
Country: **India**  
Admission Requirements: **Completion of secondary education**  
Program: **Bachelor of Technology program in Engineering**  
Degree Awarded to: **Graduate Programs**  
Standard Program Length: **Four years**  
Years Attended: **2018-2022**  
Year of Completion: **2022**

This evaluation is based on the following documents electronically submitted by the student:

- **Presidential Certificate, No. No. JIC 00000000**  
Issued by Jawahar Institute of Engineering & Technology, Hyderabad, Telangana, India, dated 12/14/2022, Serial No. 00000000
- **Consolidated Name of Marks/Grades and Credits, A0000000, Serial No. 00000000**  
Issued by Jawahar Institute of Engineering & Technology, Hyderabad, Telangana, India, dated 12/14/2022
- **Memorandum of Marks**  
Issued by Jawahar Institute of Engineering & Technology, Hyderabad, Telangana, India, dated 12/14/2022
- **Primary Degree Institution: Jawahar Institute of Engineering & Technology, Hyderabad, Telangana, India**  
Date of Institution: Month DD, YYYY

Page 1 of 6

**scholaro** Scholaro, Inc.  
www.scholaro.com 800.875.0862  
info@scholaro.com

**Course-by-Course CREDENTIAL EVALUATION REPORT**

Name: **Name Name** Date of Birth: Month DD, YYYY  
Evaluation ID: 123456-123456 Evaluation Date: December 14, 2022  
Validate report authenticity at [scholaro.com/validate](https://scholaro.com/validate)

**Grade Conversion Table:**

Grade	Scale	Description	US Grade
O	8.00	Outstanding	A
A+	8.00-8.99	Excellent	A
A	8.00-8.99	Very Good	AB
A-	7.00-7.99	Good	B
B	6.00-6.99	Average	BC
C	5.00-5.99	Fair	C
D		Conceded Pass/Good Marks	D
F	0.00-4.99	Fail	F
Ab		Absent	-

**Jawahar Institute of Engineering & Technology**  
Location: **Hyderabad, Telangana**  
University Type: **Public**  
Accreditation: **University Grants Commission**  
Year of Establishment: **1972**  
Official Website: **jiic.ac.in**

Page 5 of 6

**scholaro** Scholaro, Inc.  
www.scholaro.com 800.875.0862  
info@scholaro.com

**Course-by-Course CREDENTIAL EVALUATION REPORT**

Name: **Name Name** Date of Birth: Month DD, YYYY  
Evaluation ID: 123456-123456 Evaluation Date: December 14, 2022  
Validate report authenticity at [scholaro.com/validate](https://scholaro.com/validate)

**Education System in India (scholaro.com/IN)**

**Evaluation Notes:**  
Evaluation reports, delivered by our agency, are advisory reports prepared by professional evaluators based on comprehensive research with deep understanding of different educational systems around the world and in accordance with best practices adopted by our agency. Scholaro evaluates an extensive list of print and electronic publications on comparative international education. A list of printed resources is available at [www.scholaro.com/library](https://www.scholaro.com/library). Evaluation reports, prepared by our evaluators, do not substitute any professional licensure and/or certification in the United States, and are subject to Terms and Conditions available at [www.scholaro.com/terms](https://www.scholaro.com/terms).

**Scholaro, Inc.** is an Endorsed Member of AACSB, the Association of International Credential Evaluators, Inc. ("AICE"), and is approved by the Bureau of Education for the Handicapped to provide foreign credential evaluation services for Education Certificate. Scholaro's comparative recommendations follow the general guidelines of the U.S. National Council for the Evaluation of Foreign Educational Credentials.

**Assumptions:**

- Conversion of foreign academic hours is calculated on the assumption that the average number of credits for one year of full-time academic study in the United States varies from 18 to 24 semester hours for graduate programs, 18 to 30 semester hours for undergraduate programs, and 15 to 20 units for secondary programs.
- Grade Point Average is calculated on a 4.00 scale by dividing the total number of grade points by the total number of units, not considering grades of F or the Satisfactory/Unsatisfactory scale.

*[Signature]*  
Director of Evaluation Services

Page 6 of 6

# Guide to Selecting an Evaluation Service

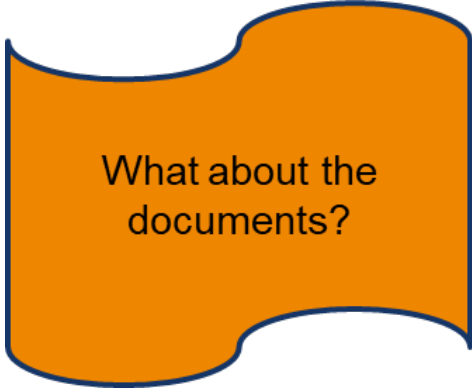
- Identity
- Standards
- Resources
- Training
- Involvement
- Track Record
- Policies
- Scope
- Content
- Fees

NAFSA – Considerations for Selecting a Credential Evaluation Service

[https://www.nafsa.org/professional-resources/browse-by-interest/considerations-selecting-credential-evaluation-service?login=success&check\\_logged\\_in=1](https://www.nafsa.org/professional-resources/browse-by-interest/considerations-selecting-credential-evaluation-service?login=success&check_logged_in=1)

# In-house Credential Evaluation

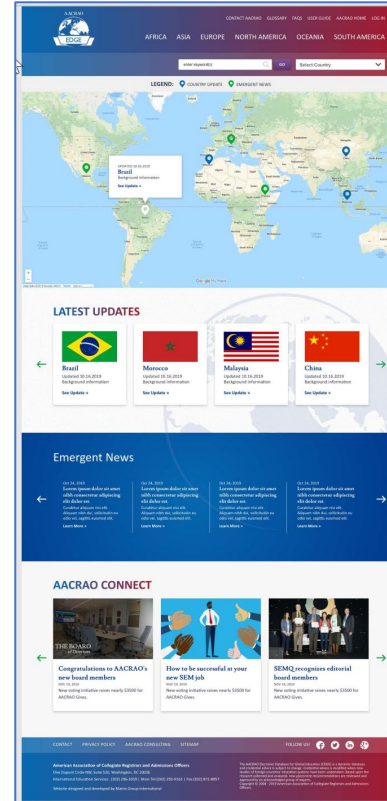
- + Control of the process
- + No outside expenses
- + Can align with institutional policies
- - Time
- - Training
- - Resources



What about the documents?

# Required Resources

- Research
  - AACRAO EDGE
- Training
  - Conferences
  - Webinars
  - TAICEP
- Tools
  - Scholaro Premium
- Data Management
  - CRM (Slate, etc.)



# Combination using Scholaro Premium

- Self-service / self-reported international GPA and degree equivalency
- Applicant → University
- Administrator → Application
  - Minimal Training
  - AI-powered recommendations
  - Reduced data entry
  - Affordable

Country:

Institution:

Recommended grading scale:  
Most Common Postgraduate

Grading Scale:  
☒ Common ☐ All

### Degree Report

Get the United States equivalent of your diploma or degree from any country in the world.

- ✓ Create degree report instantly
- ✓ Save as PDF
- ✓ Includes total U.S. credit hours\*
- ✓ High School, Bachelor's, Master's, PhD
- ✓ Look up report on scholaro.com/report-check

---

### scholaro equivalency

#### Degree Report

Name: Rahul Acharya  
Report ID: 201315  
Report Date: 6/17/2024  
Country: India  
Degree: Bachelor of Engineering  
U.S. Equivalency: Bachelor's degree  
U.S. Credits: 120

[Look up this report on scholaro.com/report-check](#)

---

#### Report Summary

It is the judgment of Scholaro that the above degree is equivalent to Bachelor's degree at academic institutions in the United States.

### GPA Report

Calculate United States Grade Point Average from any country in the world. UK degree classification also available.

- ✓ Create GPA report instantly
- ✓ Import and translate courses using AI\*
- ✓ View GPA by year, semester, or custom group
- ✓ Save as PDF
- ✓ Update at any time
- ✓ Look up report on scholaro.com/report-check

---

### scholaro gpa

#### GPA Report

Name: Rahul Acharya  
Report ID: 443040  
Report Date: 6/17/2024  
Country: India  
Grading Scale: USC 10-point  
GPA: 3.250

[Look up this report on scholaro.com/report-check](#)

Year	Course name	Credits / Hours	Grade	US Grade	Grade Points
1	Mathematics	3	10	A	4.0
	Computer Science	3	7	B	3.0
2	Engineering	3	9	A	4.0
	Physics	3	5	C	2.0
Cumulative GPA:					3.250

Year 1 GPA: 3.500  
Year 2 GPA: 3.000



### A Quien Corresponda:

Por medio de la presente hacemos constar que la alumna [REDACTED], cuyo número de matrícula es **2943232**, está inscrita en el periodo académico **mayo - agosto 2021** en la **Licenciatura en Educación y Desarrollo**, impartida en la Universidad Tecmilenio.

Así mismo informamos que la alumna ha acreditado hasta el periodo académico **enero - abril 2021** las siguientes materias:

Periodo	Créditos	Materias	Calificación
2019 Sept - Dic	6	Introducción a la Universidad	100
2019 Sept - Dic	6	Principios de bienestar y felicidad	100
2020 Enero - Abril	6	Habilidades verbales	99
2019 Sept - Dic	6	Razonamiento lógico matemático	100
2019 Sept - Dic	6	Habilidades digitales	92
2020 Enero - Abril	6	Bioestadística	
2020 Enero - Abril	6	Historia de la educación	
2020 Enero - Abril	6	Comunicación efectiva	
2020 Enero - Abril	6	Teorías modernas del aprendizaje	
2020 Mayo - Agosto	6	Pedagogía y didáctica general	
2020 Mayo - Agosto	6	Taller de presentaciones efectivas	
2020 Mayo - Agosto	6	Teorías modernas de la enseñanza	
2020 Mayo - Agosto	6	Educación y desarrollo	
2020 Mayo - Agosto	6	Aprendizaje infantil y especial	
2020 Mayo - Agosto	6	Pensamiento lógico y argumentación	
2020 Sept - Dic	6	Personalidad, motivación y eficiencia	
2020 Sept - Dic	6	Psicología de la educación	96
2020 Sept - Dic	6	Planeación de proyecto empresarial	100
2021 Ene - Abr	6	Proyecto empresarial: ejecución	100
2021 Ene - Abr	12	Proyecto empresarial: monitoreo	100
2021 Ene - Abr	12	Proyecto empresarial: evaluación	100
2021 Ene - Abr	6	Desarrollo de proyecto de psicología para la educación	100
2020 Sept - Dic	6	Educación especial	99
2020 Sept - Dic	6	Educación social	100
2020 Sept - Dic	6	Psicología de personas con capacidades diferentes	99



Grading Scale:

☐ Common ☒ All

Secondary/Tertiary with 6 or 60 as ...

Import and translate courses (Beta):

Select files...

Mexico Sample\_Redacted (1).pdf  
File(s) uploaded successfully.

Supported files: pdf, jpg, png.

25 courses were successfully imported

Course	Credits or hours	Grade	
Introduction to University	6	100	X
Principles of Well-Being and Happiness	6	100	X
Verbal Skills	6	99	X
Logical Mathematical Reasoning	6	100	X
Digital Skills	6	92	X
Biostatistics	6	92	X
	6	92	X
	6	96	X
	6	98	X
	6	98	X
	6	100	X
	6	98	X
	6	95	X
	6	96	X
	6	100	X
	6	95	X
	6	96	X
	6	100	X
	6	100	X
	12	100	X
	12	100	X
Development of Psychology Project for Ed	6	100	X
Special Education	6	99	X
Social Education	6	100	X
Psychology for People with Disabilities	6	99	X

Secondary/Tertiary with 6 or 60 as passing Grading Scale:

Grade	Scale	Second Sc...	Description	US Grade ...	Notes
MB	90 - 100	9 - 10	Excellent/V... Good (Excellent/... Buen)	4.0	
B	80 - 89.99	8 - 8.99	Good (Buen)	3.0	
S	60 - 79.99	6 - 7.99	Sufficient (Suficiente)	2.0	
AC			Accredited (Acreditada)	-	
NA	0 - 59.99	0 - 5.99	Fail (Reprobado)	0.0	Usually marked as NA or N/A.

Ⓢ Enter P for Pass/Fail classes  
Enter W for withdrawal from a class

Processing... ●●

Secondary/Tertiary with 6 or 60 as ...

Import and translate courses (Beta):

Select files...

Mexico Sample\_Redacted (1).pdf  
File(s) uploaded successfully.

Supported files: pdf, jpg, png.

Total years:

Number of rows to add:

## Grading Scale:

Common ☒ All

Secondary/Tertiary with 6 or 60 as...

View All

Customize

## Import and translate courses (Beta):

Select files... ☒ DoneMexico Sample, Redacted (1) pdf  
File(s) uploaded successfully

Supported files: pdf, doc, png

25 courses were successfully imported

Retry

Course	Credits or hours	Grade	
Introduction to University	6	100	X
Principles of Well-Being and Happiness	6	100	X
Verbal Skills	6	99	X
Logical Mathematical Reasoning	6	100	X
Digital Skills	6	92	X
Biostatistics	6	92	X
History of Education	6	92	X
Effective Communication	6	96	X
Modern Learning Theories	6	98	X
Pedagogy and General Didactics	6	98	X
Effective Presentation Workshop	6	100	X
Modern Teaching Theories	6	98	X
Education and Development	6	95	X
Child and Special Learning	6	96	X
Logical Thinking and Argumentation	6	100	X
Personality, Motivation, and Efficiency	6	95	X
Educational Psychology	6	96	X
Business Project Planning	6	100	X
Business Project: Execution	6	100	X
Business Project: Monitoring	12	100	X
Business Project: Evaluation	12	100	X
Development of Psychology Project for Education	6	100	X
Special Education	6	99	X
Social Education	6	100	X
Psychology for People with Disabilities	6	99	X

Total years:  +  @ Number of rows to add:  +  Add

Calculate GPA

Clear all

The Institution field is required.  
The Qualification field is required.

Create GPA Report

Course	US Credits	Grade	US Grade	Grade Points
1 Introduction to University	6.00	100	A	4.0
2 Principles of Well-Being and Happiness	6.00	100	A	4.0
3 Verbal Skills	6.00	99	A	4.0
4 Logical Mathematical Reasoning	6.00	100	A	4.0
5 Digital Skills	6.00	92	A	4.0
6 Biostatistics	6.00	92	A	4.0
7 History of Education	6.00	92	A	4.0
8 Effective Communication	6.00	96	A	4.0
9 Modern Learning Theories	6.00	98	A	4.0
10 Pedagogy and General Didactics	6.00	98	A	4.0
11 Effective Presentation Workshop	6.00	100	A	4.0
12 Modern Teaching Theories	6.00	98	A	4.0
13 Education and Development	6.00	95	A	4.0
14 Child and Special Learning	6.00	96	A	4.0
15 Logical Thinking and Argumentation	6.00	100	A	4.0
16 Personality, Motivation, and Efficiency	6.00	95	A	4.0
17 Educational Psychology	6.00	96	A	4.0
18 Business Project Planning	6.00	100	A	4.0
19 Business Project: Execution	6.00	100	A	4.0
20 Business Project: Monitoring	12.00	100	A	4.0
21 Business Project: Evaluation	12.00	100	A	4.0
22 Development of Psychology Project for Education	6.00	100	A	4.0
23 Special Education	6.00	99	A	4.0
24 Social Education	6.00	100	A	4.0
25 Psychology for People with Disabilities	6.00	99	A	4.0

Cumulative GPA: 4.000

Total credits: 162.00

## Secondary/Tertiary with 6 or 60 as passing Grading Scale:

Grade	Scale	Second Sc...	Description	US Grade	Notes
MB	90 - 100	9 - 10	Excellent/V... Good (Excellent/... Bare)	4.0	
B	80 - 89.99	8 - 8.99	Good (Bare)	3.0	
S	60 - 79.99	6 - 7.99	Sufficient (Sufficient)	2.0	
AC			Accredited (Accredited)		
NA	0 - 59.99	0 - 5.99	Fail (Reprobado)	0.0	Usually marked as NA or N/A

☐ Enter P for Pass/Fail classes  
☐ Enter W for withdrawal from a class


scholaro gpa

## GPA Report

Name: [REDACTED] Institution: Universidad Tecnológica  
 Report ID: 555442 Qualification: Bachelor's degree  
 Report Date: 2/12/2025 Total Score: 4.0 (out of 4.0)  
 Country: Mexico Total Credits: 121.50 (US)  
 Grading Scale: Secondary/Tertiary with 7 or 70 as passing Total Points: 485.00  
 GPA: 4.000

Look up this report on [scholaro.com/report-45678](https://scholaro.com/report-45678)

Course name	US Credits	Grade	US Grade	Grade Points
1 Introduction to University	4.50	100	A	4.0
2 Principles of Well-Being and Happiness	4.50	100	A	4.0
3 Verbal Skills	4.50	99	A	4.0
4 Logical and Mathematical Reasoning	4.50	100	A	4.0
5 Digital Skills	4.50	92	A	4.0
6 Biostatistics	4.50	92	A	4.0
7 History of Education	4.50	92	A	4.0
8 Effective Communication	4.50	96	A	4.0
9 Modern Learning Theories	4.50	98	A	4.0
10 Pedagogy and General Didactics	4.50	98	A	4.0
11 Effective Presentation Workshop	4.50	100	A	4.0
12 Modern Teaching Theories	4.50	98	A	4.0
13 Education and Development	4.50	95	A	4.0
14 Child and Special Learning	4.50	96	A	4.0
15 Logical Thinking and Argumentation	4.50	100	A	4.0
16 Personality, Motivation and Efficiency	4.50	95	A	4.0
17 Educational Psychology	4.50	96	A	4.0
18 Business Project Planning	4.50	100	A	4.0

Page 1 of 2

scholaro gpa

Course name	US Credits	Grade	US Grade	Grade Points
19 Business Project: Execution	4.50	100	A	4.0
20 Business Project: Monitoring	9.00	100	A	4.0
21 Business Project: Evaluation	9.00	100	A	4.0
22 Development of Psychology Project for Education	4.50	100	A	4.0
23 Special Education	4.50	99	A	4.0
24 Social Education	4.50	100	A	4.0
25 Psychology for People with Disabilities	4.50	99	A	4.0
Cumulative GPA: 4.000				

## Grade Summary

US Grade	Credits	Percent
A	121.50	100%

## Secondary/Tertiary with 7 or 70 as passing Grading Scale

Scale	Grade Points
90.00 - 100.00	4.0
80.00 - 89.99	3.0
70.00 - 79.99	2.0
60.00 - 69.99	1.0

# Discussion - Revisit Objectives

- Explore/understand differences and similarities of schools' IA processes
- Examine how application processing can affect yield
- Understand if your institution's/organization's policies and processes align in the best interests of the students and partner organization
- Learn about the resources available to make your IA process as efficient as possible