GMAT Subgroup Validity Study

The Relevance of Testing for Underrepresented Populations in Business School Classroom

Graduate Management Admission Council™

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Numerous validity studies have been conducted that show how successful the GMAT exam is at predicting academic performance. Conducted by an independent third party, this new study is designed to take a fresh look at the value of admissions testing and its purpose, intent, and effectiveness in predicting academic success and post-GME employment success, particularly for underrepresented populations (URP) at business schools.

What is the Subgroup Validity Study?

This study is designed to evaluate how GMAT scores predict academic performance for URP candidates once an individual is admitted into a graduate-level business program.

The study will include a statistically relevant sample size, and use rigorous, multilevel modeling with data to be collected from a variety of different schools and programs. Study variables will include at a minimum:

- **Race,**
- **Ethnicity**
- **Gender**
- **Citizenship**
- **GMAT scores**
- **Undergraduate GPA**
- **Mid-program or core course GPA**
- **Final year GPA**

What will you learn?

This research will result in insights that refine admissions procedures for the various schools and programs included in the study, including MBAs and master's degree programs. Schools can expect to gain:

Evidence on validity of tests like the GMAT exam

Best practices for using tests as pre-admission criteria

Insights into implications of waiving tests

Benchmarking your programs against the industry

To sign up for the study, please email **gmatprogram@gmac.com.**

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How can you participate?

To sign up for the study, please email **gmatprogram@gmac.com**.

For additional details about the study including FAQs and data templates, please visit https://www.gmac.com/reach-and-recruit-students/gmat-validity-study-relevance.

How much data will be needed for the study?

This study requires data for students who graduated in years 2018, 2019, and 2020, and data from multiple years is highly encouraged. Participating schools have two options to submit data:

Option 1   Schools gather and submit a full set of de-identified data for the study in the format laid out in the template.

Option 2   Schools provide a limited amount of personal information that GMAC will use to identify and match applicable data.

When will results be available?

Every participating school will be entitled to access to the results of the full study. Data collection will take place between Q2–Q3 2021 and early insights are anticipated to be shared with participating schools in the fall. A final report with findings will be shared no later than the end of November 2021.

This timeline is contingent upon the assumption that a reasonably sufficient amount of quality data will be collected as planned during the summer of 2021.

Did you know?

In the US, the Family Education Rights and Privacy Act (FERPA) permits educational institutions to disclose personally identifiable information from education records without student consent to "organizations conducting studies for, or on behalf of, educational agencies or institutions for the purpose of developing, validating, or administering predictive tests." (20 U.S.C.A. § 1232g(b)(1)(F); see 34 C.F.R. § 99.31(a)(6)(i)(A).

The deadline to enroll in the study is August 15th. Please contact your GMAC representative if you have any questions about the data submission process and timeline.