

Aligned with the philosophy of Boston College, The Carroll School of Management develops leaders and managers who bring an ethical mind-set to business decision-making. The School also partners with the business community to provide (student) consulting services in the areas of financial and strategic analysis, product development, and general business planning. With the Carroll School's small class size, rigorous academic curriculum, and **ranking in the top 50 schools globally for graduate programs**, the Admissions office receives a very competitive applicant pool.



**Having previously used Skype as a video interviewing tool, Graduate Admissions sought a more robust set of tools**, and most importantly, two-way recording, that allowed playback of both questions and answers. They turned to InterviewStream to pilot the technology. After a very successful trial for the Carroll School MS programs, the admissions staff plans to expand by interviewing domestic and international candidates for the MBA program.

According to Darragh Houlihan, Associate Director of Graduate Management Admissions, *"We have an added level of confidence in our selection process that we never had prior to using InterviewStream. We can vet our candidates in a more substantive manner, and we have the video output to back-up our decisions. We are receiving positive feedback from candidates, and our faculty is pleased with our selection of candidates this year. We attribute much of this success to InterviewStream."*

**Shelley Burt, Director of Graduate Enrollment at the Carroll School of Management, implemented InterviewStream into the 2010-2011 enrollment process. Her responsibilities include overseeing admission and enrollment processes for Boston College's graduate management programs.**



## **Challenge...**

### **Identifying Best Fit Candidates Effectively and Efficiently**

Interviews are required for admission. With five master's degree programs and two Ph.D. programs, two challenges arise. The first is vetting a large number of applicants with a limited capacity for interviews. The second is identifying the applicants that best fit the profile for their programs.

## **Solution...**

Utilizing both the pre-recorded and live interview functions, and the interview notes and star rating tool provided by InterviewStream, Darragh, and Assistant Director of Admissions, Kristen Baumann, were able to more confidently select qualified candidates.

## **Results!**

InterviewStream saves time and increases efficiency. The personalized, pre-recorded interviews allow them to ask specific questions that quickly qualify and best determine a candidate's fit. Also, by sharing the recorded video (live and pre-recorded) with Admissions staff and faculty, they were able to generate consensus and expedite the evaluation and selection process, which led to a higher caliber of admitted and enrolled students.

## The Benefits...

### Added Level of Confidence in Decision Making Process

- Storing and sharing interviews with other members of the staff was challenging before InterviewStream
- Video allows Admissions staff to make more confident decisions about a candidate's language skills, professionalism, confidence, and fit for their programs
- Committee members can collaborate and review candidates anytime, anywhere
- Flexibility to ask and record specific questions for each specialty program

### Saves Time and Money

- Pre-recorded interviews are a time-saving tool as multiple candidates can be compared on fewer questions
- Fluctuations in application volume does not affect interview capacity
- Storing and sharing interviews with other staff members allows for flexibility in reviewing the interviews with multiple departments during the evaluation process

### Efficient and Effective

- InterviewStream technology allows the admissions process to be more inclusive via collaborative internal feedback from Career Strategies and the Dean's office
- Establishes a stronger baseline for identifying a candidate's fit, as it creates less subjective, and more substantiated data
- Verify candidates' verbal skills and personal characteristics and identity (more so than TOEFL score report image)

## In Conclusion...



“InterviewStream has been a brilliant enhancement to the selection process on all levels here at Boston College. We believe InterviewStream's video pre-screen is the future standard for admissions, especially for domestic and international candidates who are unable to participate in a campus-based interview. With confidence, we have the ability to thoroughly pre-screen and evaluate students more efficiently and effectively.”

Shelley Burt, *Director of Graduate Enrollment, Carroll School of Management, Boston College*

**Carroll School of Management Uses InterviewStream Around the World**

