

# **Examination of Gender Bias in Admission to Universities in Israel**

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## **Abstract**

This study examined whether the measures used in the admission of students to Universities in Israel are gender biased. The criterion used to measure bias was performance in the first year of University study, and the predictors consisted of an admission score, a high school matriculation score, and a standardized test score as well as its component subtest scores. Statistically, bias was defined according to the boundary conditions given in Linn (1984). No gender bias was detected when using the admission score (which is used for selection) as a predictor of first year performance in University. Bias in favor of women was found predominantly using school grades as predictor whereas bias against women was found predominantly in using the standardized test scores. It was concluded that the admission score is a valid and unbiased predictor of first year University performance for the two genders.