



State University of New York

College of Nursing

Holistic Admissions Review in Academic Nursing

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American Association
of Colleges of Nursing

Strategies for
success when
implementing
holistic admissions
review for schools
of nursing



BACKGROUND

2001

Crossing the quality
chasm

2002

Unequal
treatment

2004

The Sullivan Report
*Missing Persons:
Minorities in Health
Professions*

Framing the Issue

- Recruiting individuals from under-represented groups into nursing is a priority for the profession.
- A diverse nursing workforce is needed to serve a diverse patient population.
- Evidence supports a strong connection between having a diverse nursing workforce and ability to provide quality, culturally competent patient care.
- Nurse educators today must meet the challenge of preparing a highly competent diverse nursing workforce able to navigate a rapidly changing healthcare environment.

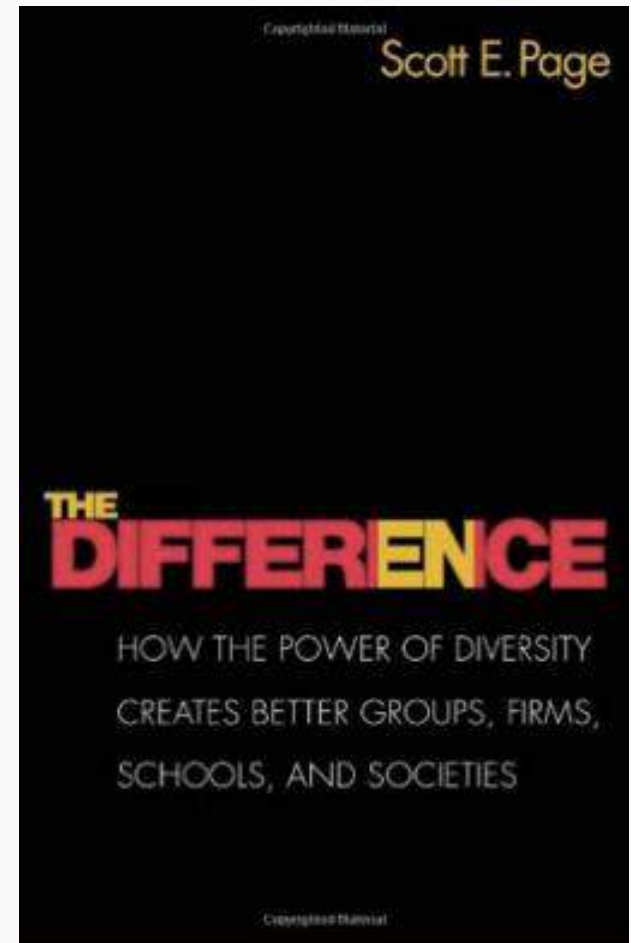
Definition

Holistic Review is a university admissions strategy that assesses an applicant's unique experiences alongside traditional measures of academic achievement such as grades and test scores. It is designed to help universities consider a broad range of factors reflecting the applicant's academic readiness, contribution to the incoming class, and potential for success both in school and later as a professional.(1)

Holistic Review has been described by the Supreme Court as a highly individualized review of each applicant's file, giving serious consideration to all the ways an applicant might contribute to a diverse educational environment.(2)

Recommending Reading

- Reveals how groups that display a range of perspectives outperform groups of like-minded experts
- Examines practical ways to apply diversity's logic to a host of problems
- Offers a pragmatic defense of diversity practices
- Quantifies the harmful effects of a drop in diversity







Providing access to educational opportunities

DIVERSITY: ENROLLMENT IN NURSING PROGRAM

UNDERGRADUATE PROGRAMS (2014-15)

MASTER'S PROGRAMS (2014-15)

- White
- Black or African American
- Hispanic or Latino
- Asian
- American Indian or Alaskan Native
- Native Hawaiian or Pacific Islander
- Two or More Races

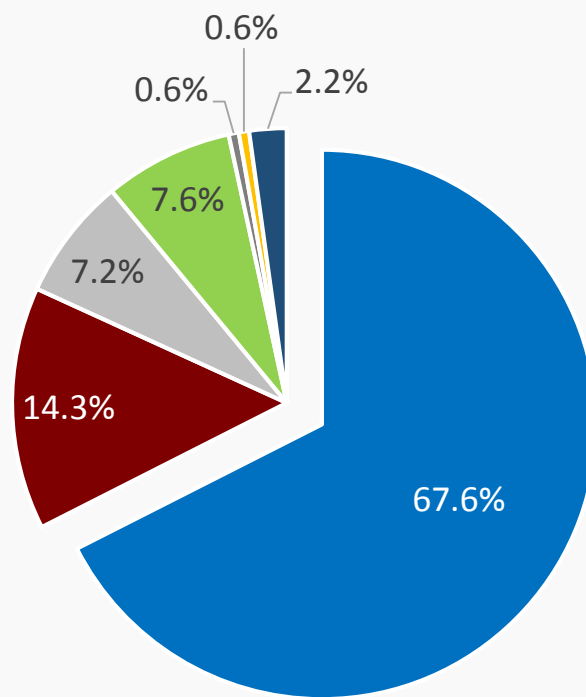
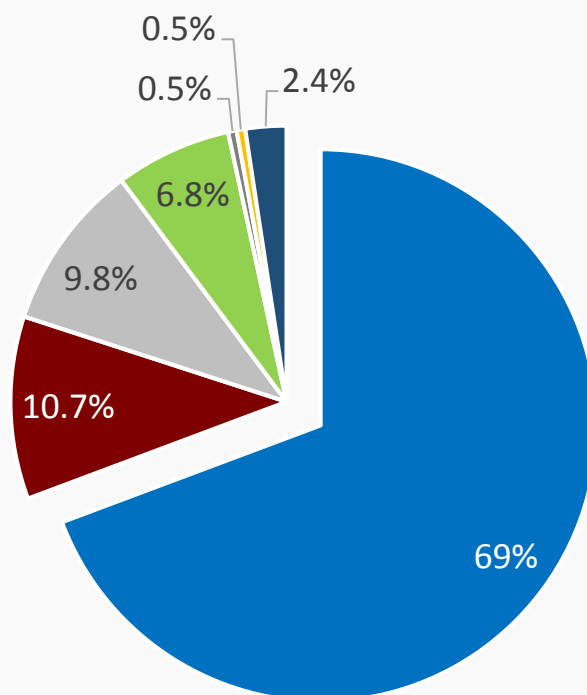
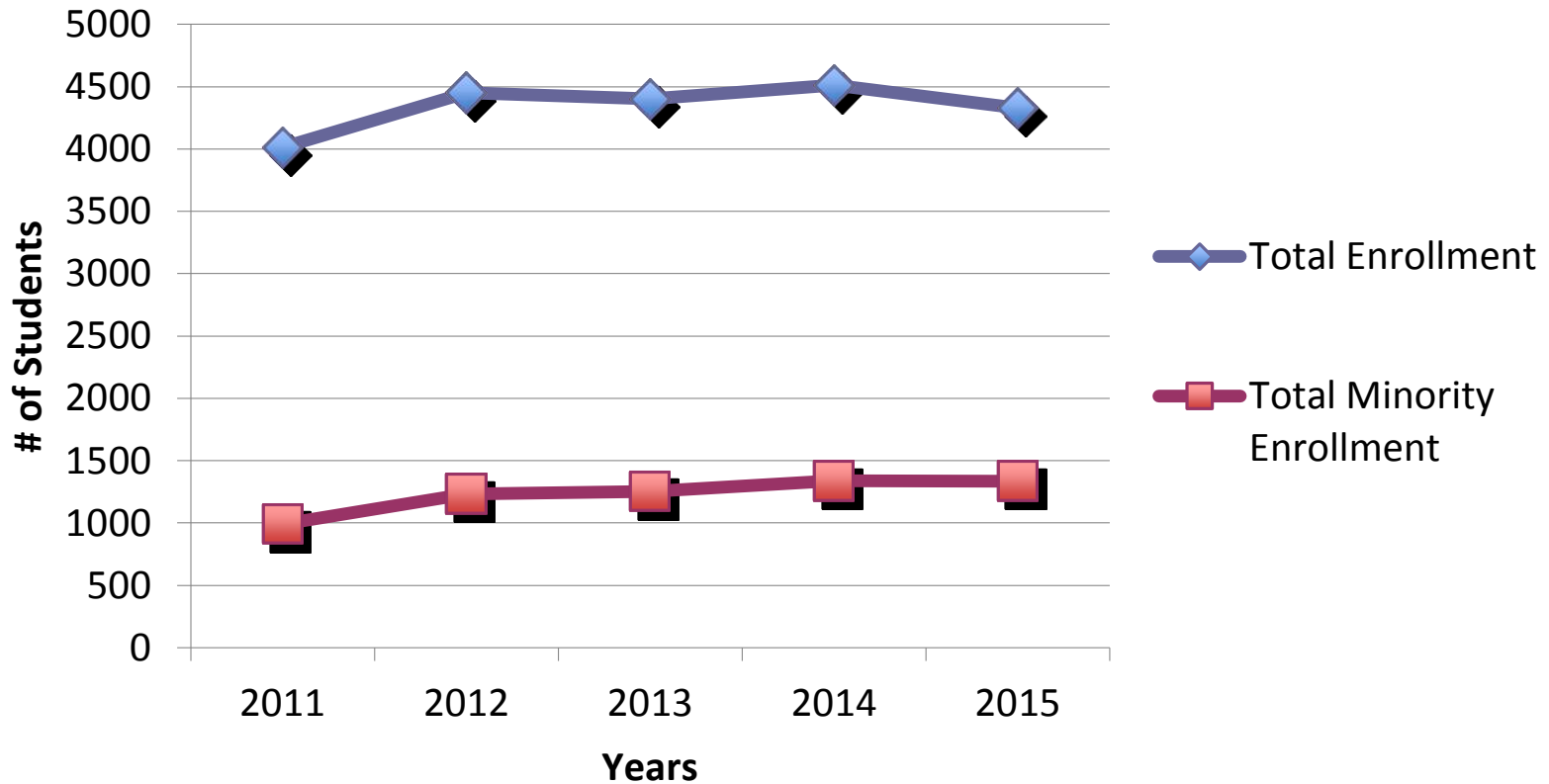
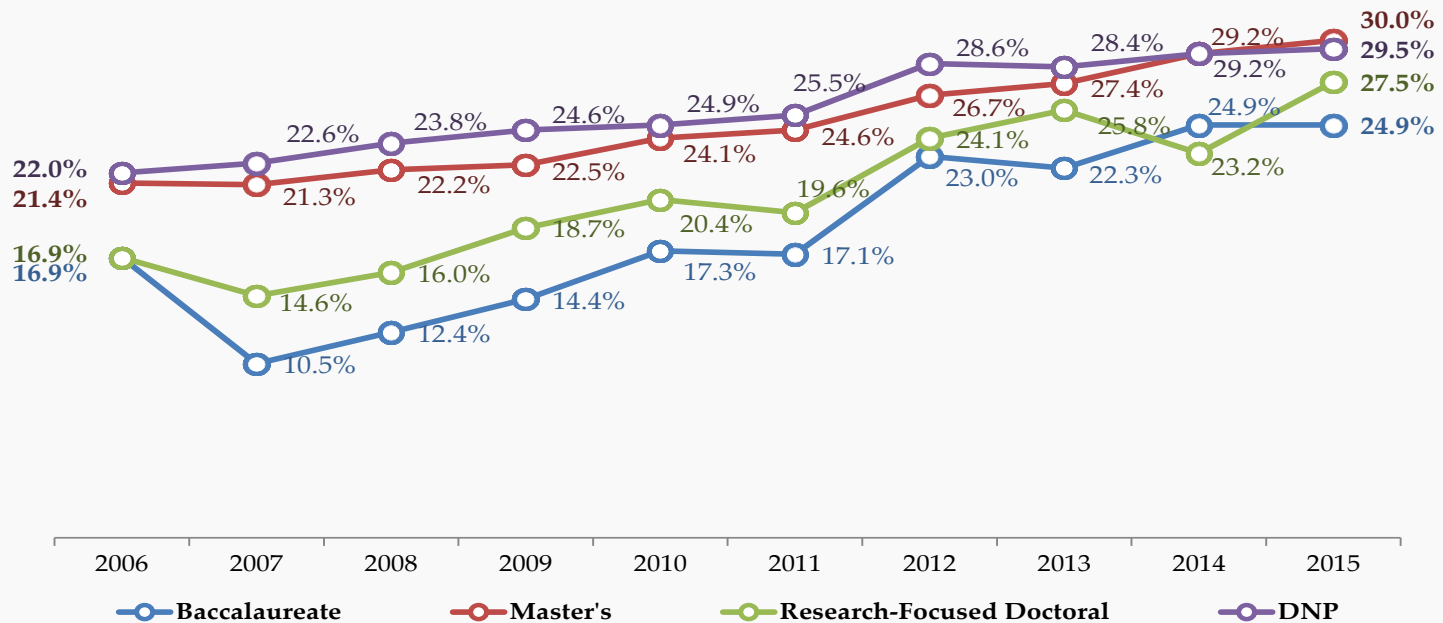


Figure 1. Minority Enrollment in Doctoral (Researched-Focusd) Nursing Programs (AACN, 2015)



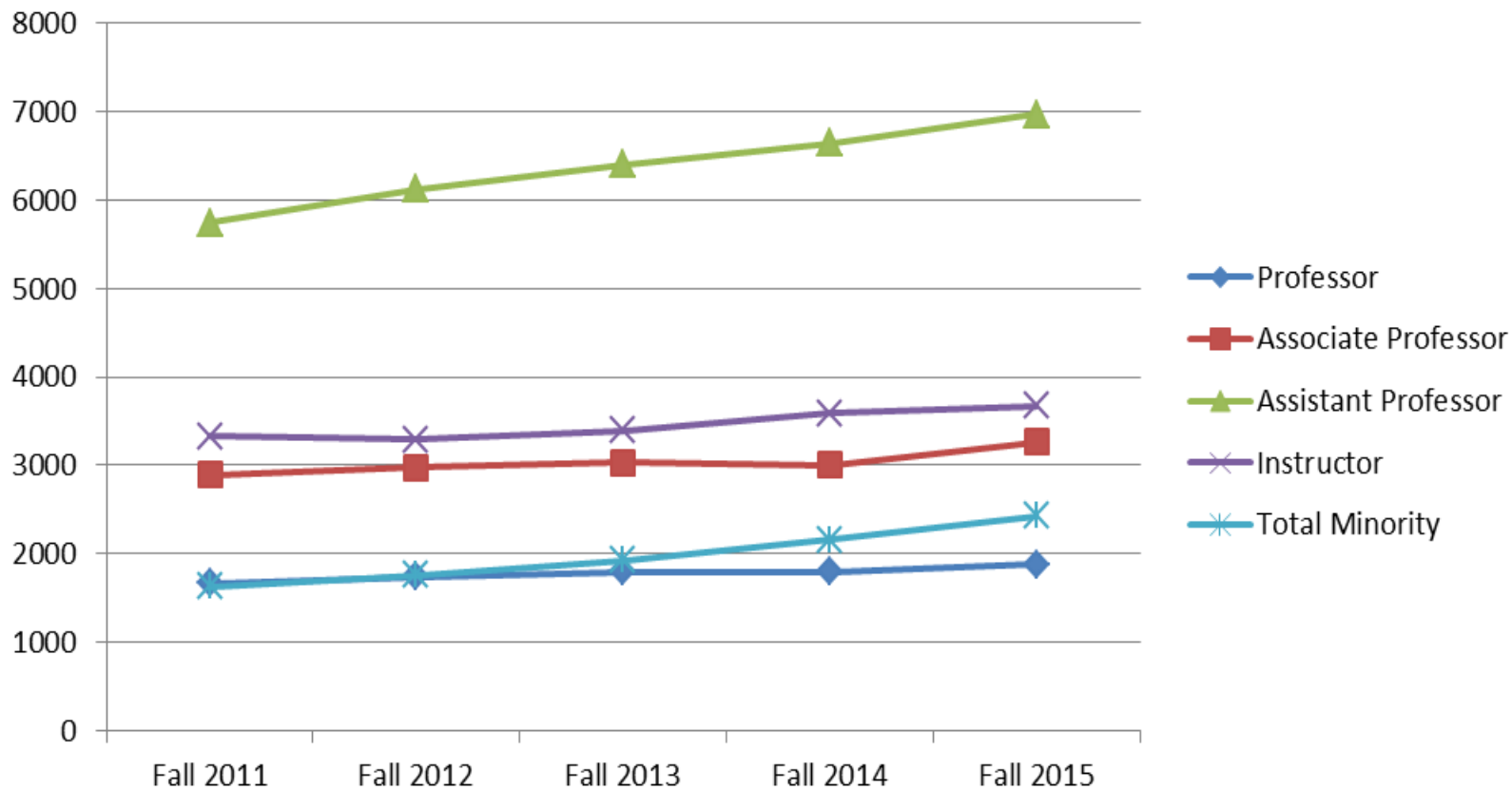
Diversity in Graduates

Figure 4. Percentage of Graduates Who Are Underrepresented Minorities by Type of Nursing Program, 2006-2015



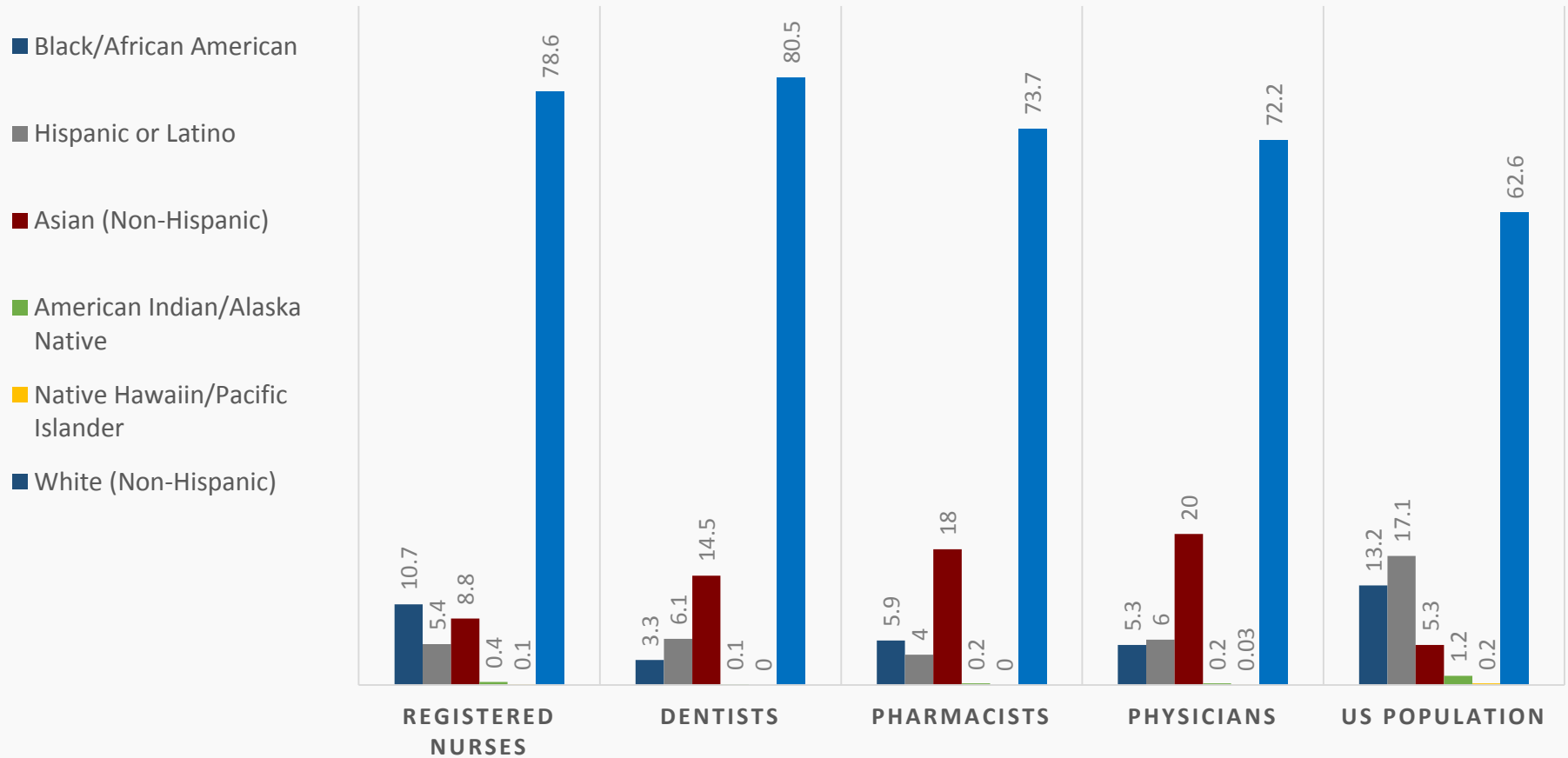
FACULTY BY RANK

Nursing Faculty by Rank, 2011 - 2015



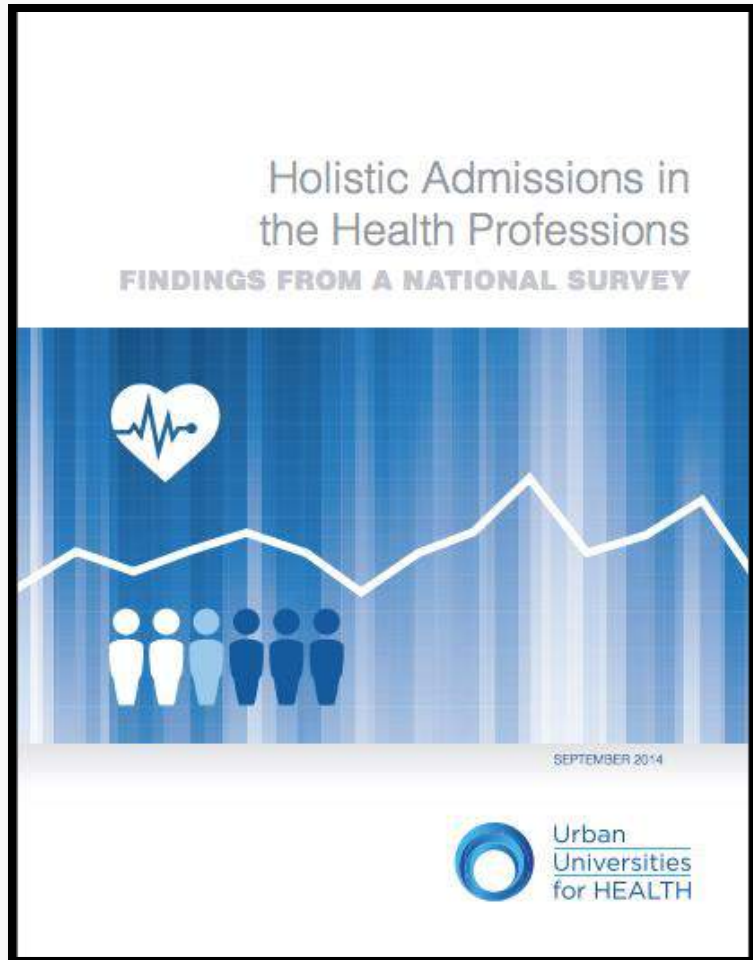
DIVERSITY IN HEALTH OCCUPATIONS

U.S. HEALTH OCCUPATIONS BY RACE (2010-2012)



Recommended Reading

- First to examine the nationwide impact and use of holistic review for students pursuing careers in the health professions
 - Impact on academic success, diversity, and other outcomes such as students' engagement with the community
- Holistic review defined as “a university admissions process that assesses an applicant’s unique experiences alongside traditional measures of academic achievement such as grades and test scores”



NATIONAL STUDY ON ADMISSIONS IN HEALTH PROFESSIONS



Respondents reported Holistic Review has had an overall positive impact at schools



72% saw increase in diversity in incoming class



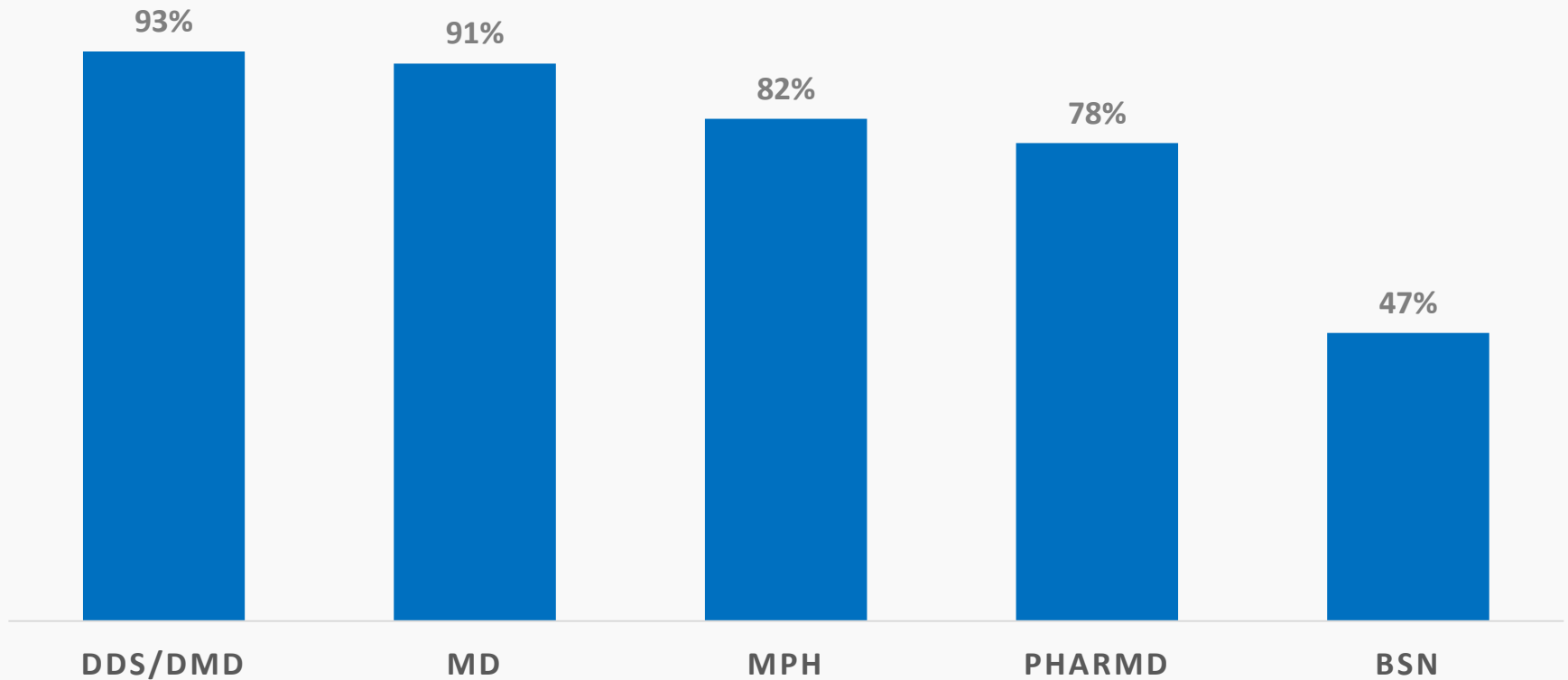
Half of schools reported no change to the average GPA of incoming class, while 40% reported an increase

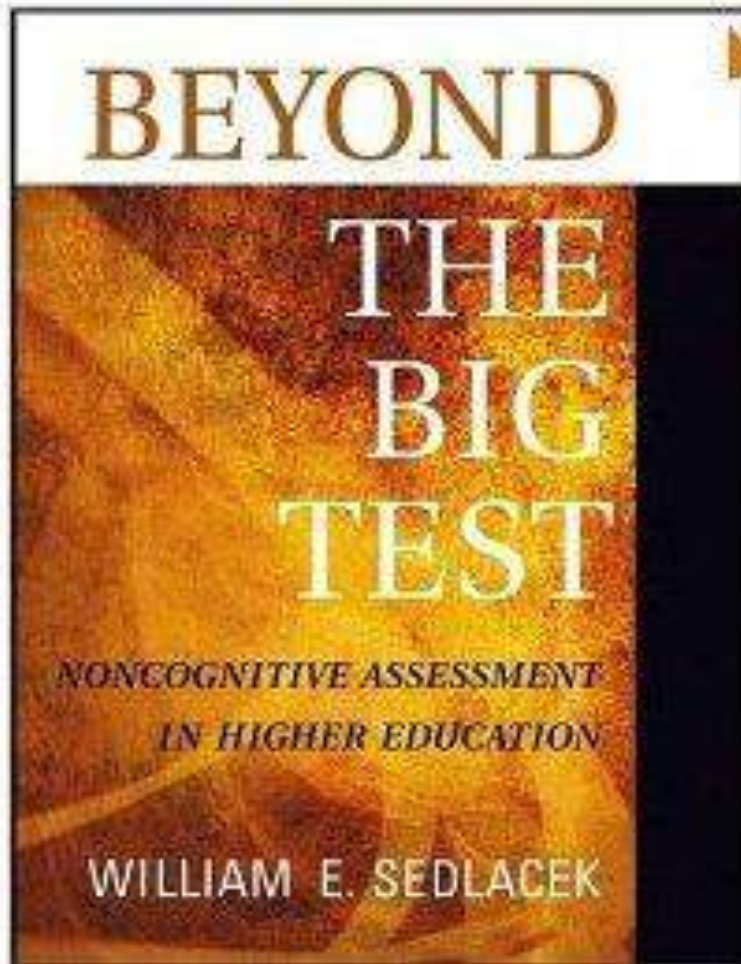


47% of nursing schools self-identified as using some elements of Holistic Review

HOLISTIC REVIEW IN HEALTH PROFESSIONS SCHOOLS

SELF-REPORTED USE OF HOLISTIC REVIEW BY HEALTH PROFESSION (N=171)



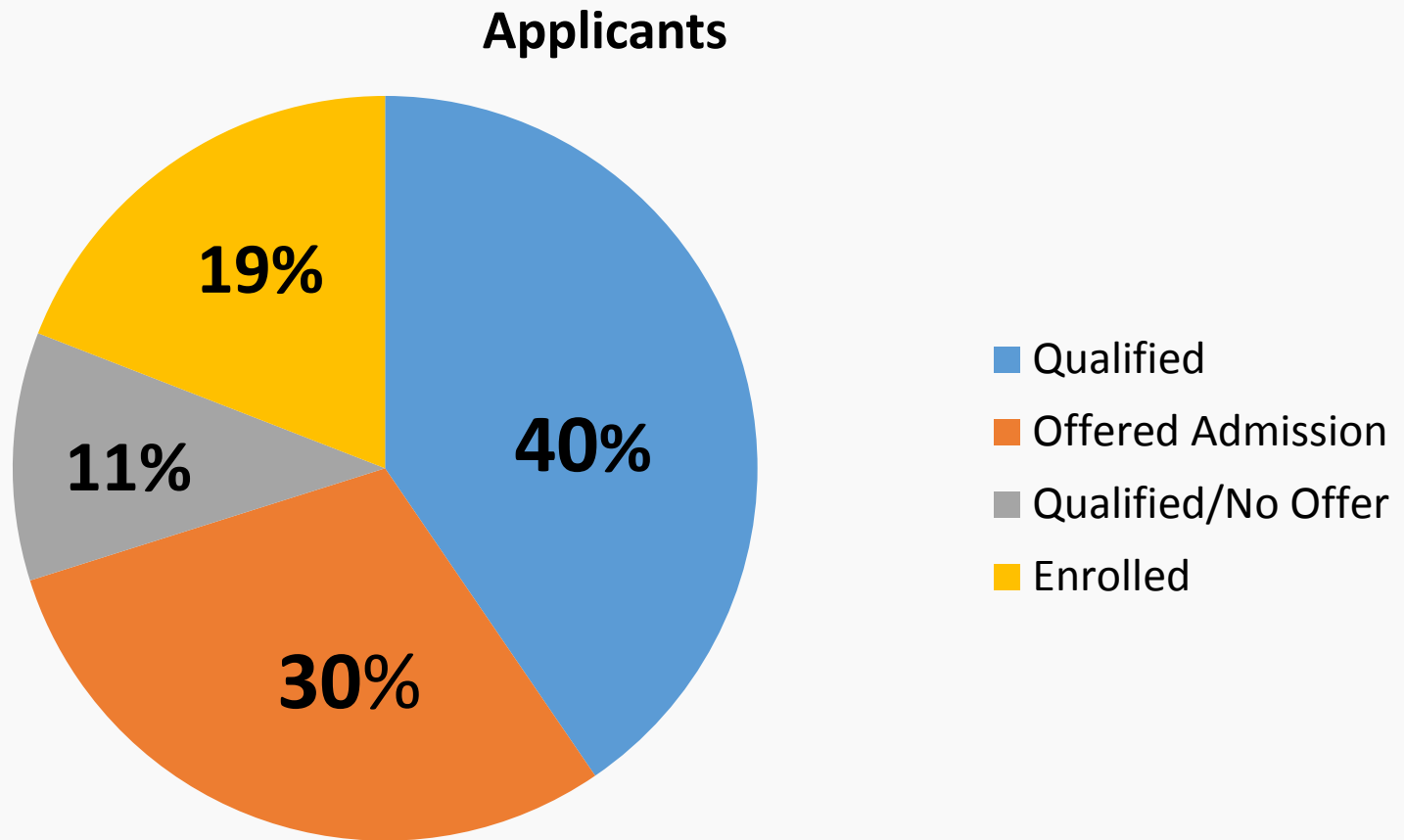


Theory and research of
holistic admissions

--*William Sedlacek*

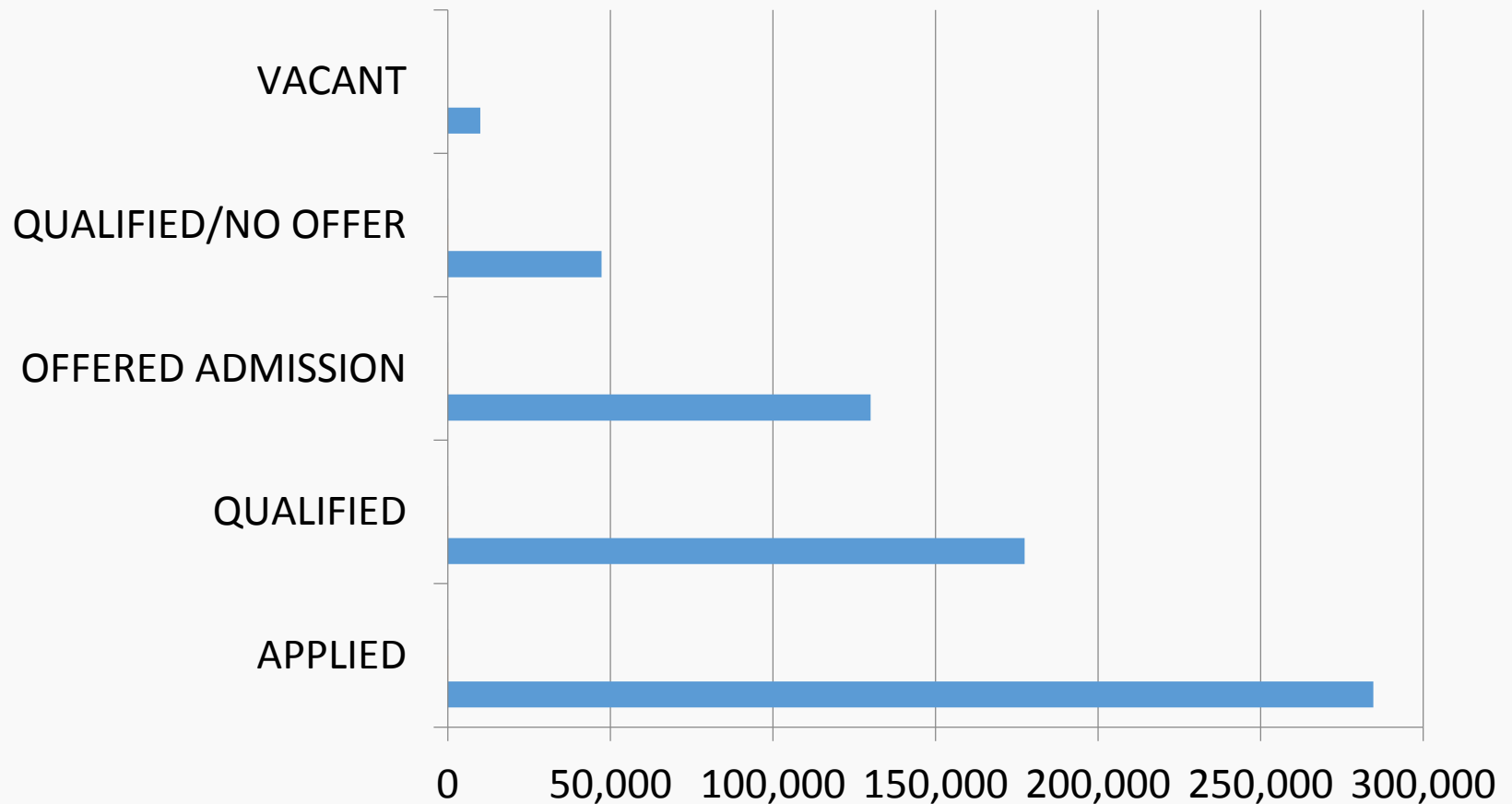
2015-2016 Generic BSN Applicants

N = 284,636



Qualified Applicants*

(N= 851 Schools)





UNIQUE ASPECTS OF NURSING

- ✓ Many pathways into nursing
 - ✓ No single centralized application process
 - ✓ Variation regarding when the student is officially declared a “nursing student”
 - ✓ No single admission examination for all future students
-



OPERATIONAL GUIDELINES

- ✓ Mission driven
- ✓ A more diverse student body
- ✓ Diverse learning environments benefits all students
- ✓ Individualized consideration of the unique contributions of each student
- ✓ Grounded by evidence

“Evidence indicates that diversity is associated with improved access to care for racial and ethnic minority patients, greater patient choice and satisfaction, and better educational experiences for health professions students, among many other benefits.”

- Institute of
Medicine, 2004



Change Process

Sense of Urgency



Guiding Coalition



Vision and Strategy



Communicating Vision

Change Process

Empowering Action



Short Term Wins

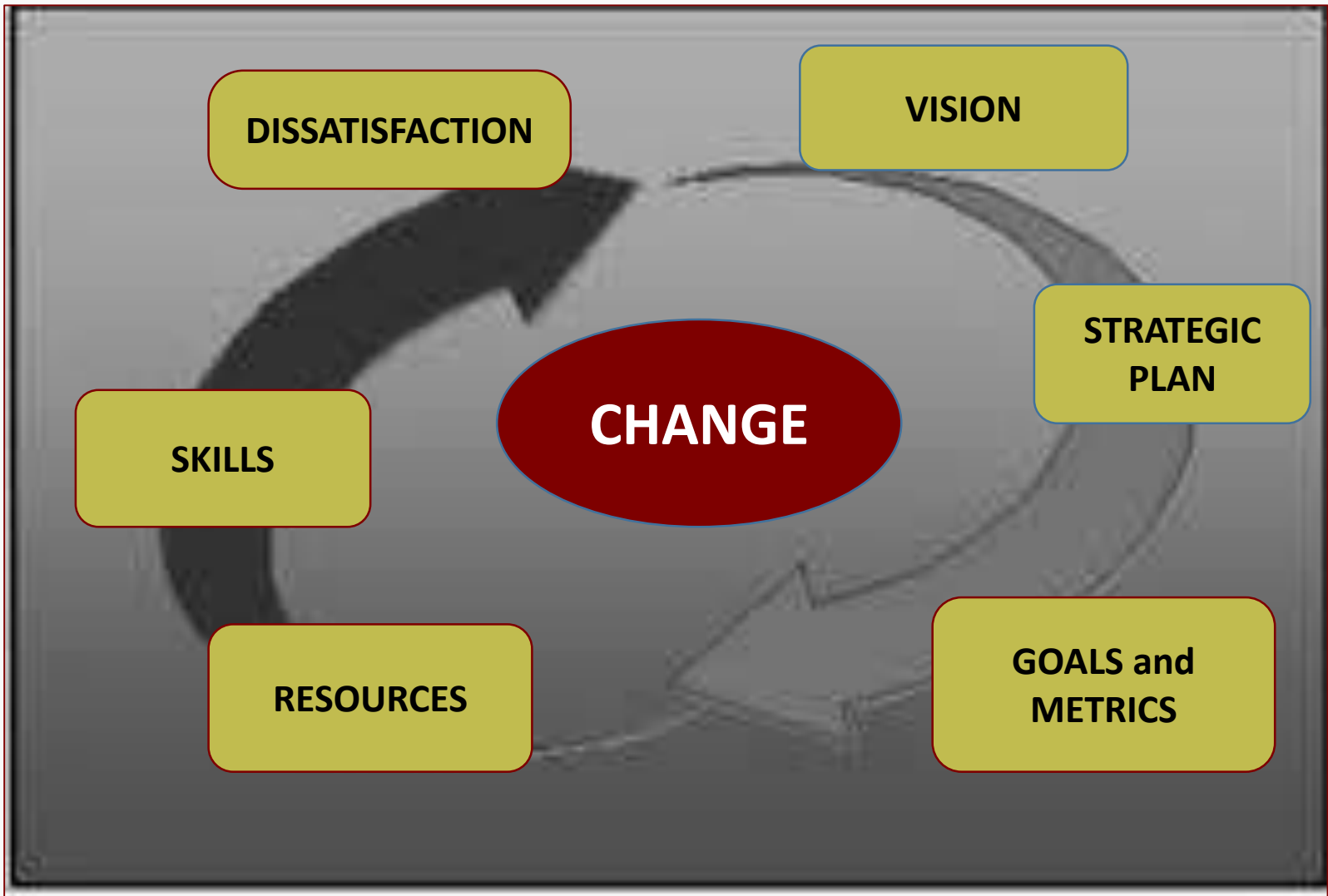


Holding Gains



Anchoring Culture





Challenges Mitigating Strategies

- Vision
- Strategic Plan
- Goals and Metrics
- Resources
- Skills

LEADING INITIATIVES

Home / Leading Initiatives / Education Resources / Holistic Review / Holistic Admissions Review in Nursing

HOLISTIC ADMISSIONS REVIEW IN NURSING

AACN.NCHE.EDU/EDUCATION-RESOURCES/HOLISTIC-REVIEW

Education Resources

ACEN Course Process

Curriculum Standards

Essentials Series

Links to Colleague Organizations

Nursery & Health Research Center

Reckonover Essentials Research Center

Nursing Education Programs

Nurse Residency Program

Position Statements

Publications

Research and Data

Academic-Practice Partnerships

Futures Task Force

Joining Forces

Clinical Nurse Leader

Doctor of Nursing Practice

Public/Population Health Nursing

Holistic Admissions Review in Nursing

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Holistic review is a university admissions strategy that assesses an applicant's unique experiences alongside traditional measures of academic achievement such as grades and test scores. It is designed to help universities consider a broad range of factors reflecting the applicant's academic readiness, contribution to the incoming class, and potential for success both in a classroom and later as a professional. Holistic review, when used in combination with a variety of other merit-based practices, contributes to a "holistic admission" process. Many colleges and universities have employed a holistic admission process to assemble a diverse class of students with the background, qualities, and skills needed for success in the profession.



[Holistic Review: A Quick Primer \(PDF\)](#)

[Holistic Review in Nursing - An Introduction \(VIDEO\)](#)

[Holistic Review in Nursing - An Introduction \(PPT\)](#)

[Why pursue diversity?](#)

[What is the evidence for holistic review?](#)

[What specific practices are associated with holistic review?](#)

[Is holistic review legal?](#)

[How has holistic review been used in nursing?](#)

[How can I implement holistic review at my nursing school?](#)

[Other frequently asked questions](#)

[Join the conversation about holistic review](#)

In August 2016, the AACN's Online Collaboration Community used for participation in "Overcoming Barriers to Holistic Admissions in Nursing" sessions was opened for conversation from the full AACN Community. If you are interested in talking about this topic, join the community and click on "Holistic Review Discussion Board".



CASE STUDY: NEW CAREERS IN NURSING PROGRAM

2008 - 2015

Years of operation

130

Number of unique schools of nursing funded

\$35,170,000

Total amount funded

48

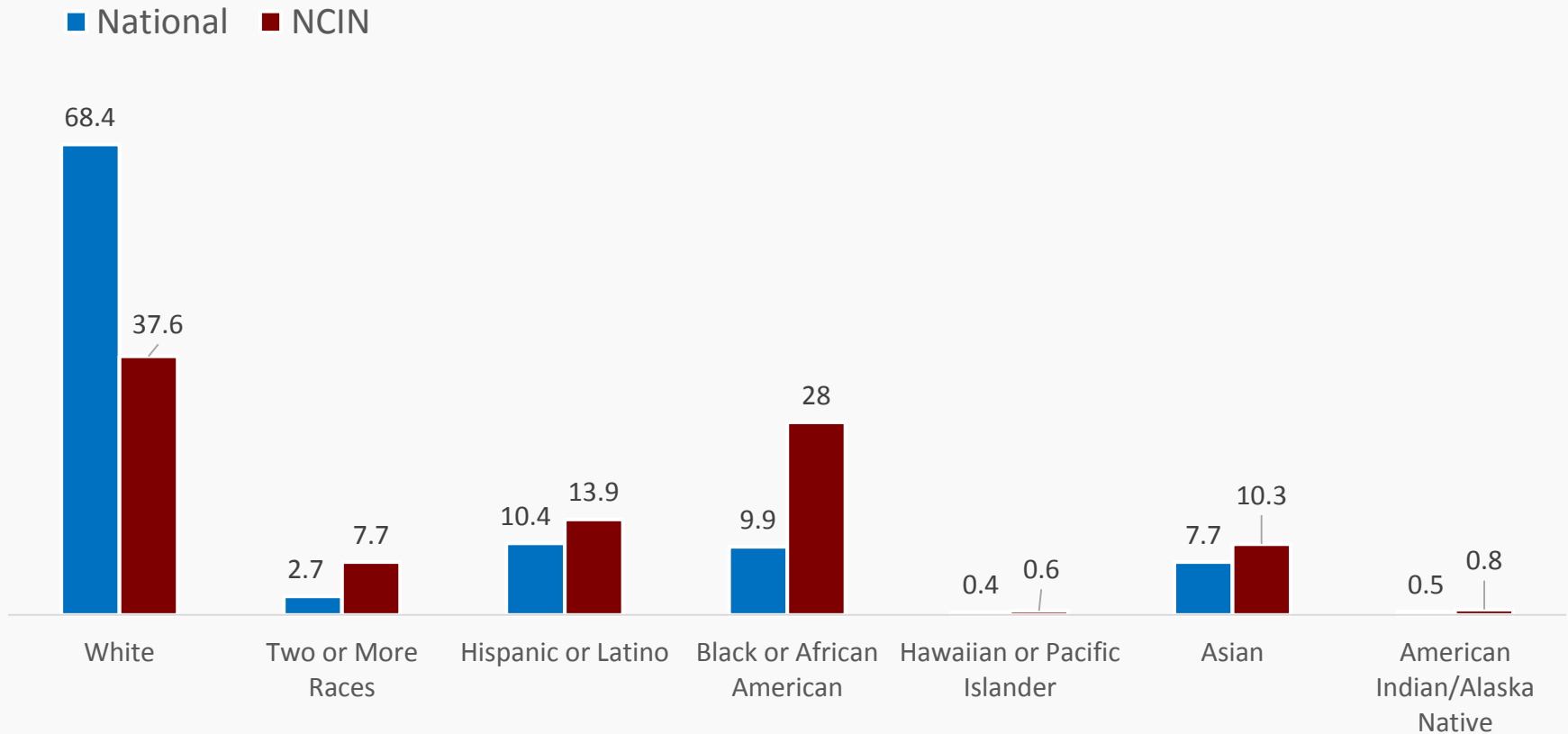
States applied

41

States funded (+DC)

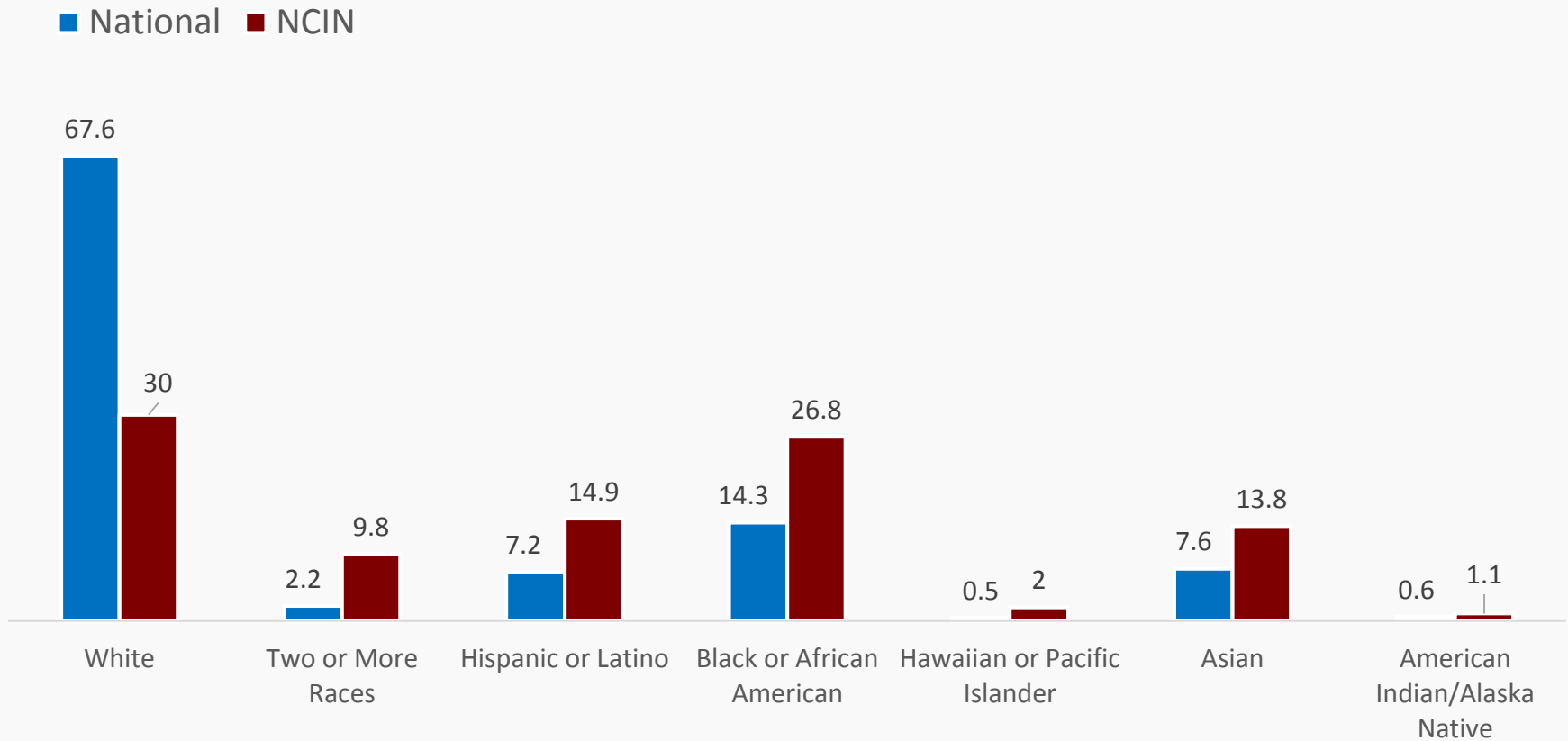
NCIN: COMPARISON TO THE NATIONAL POPULATION

PERCENTAGE OF ENTRY-LEVEL BACCALAUREATE ENROLLED STUDENTS BY RACE/ETHNICITY



NCIN: COMPARISON TO THE NATIONAL POPULATION

PERCENTAGE OF MASTER'S ENROLLED STUDENTS BY RACE/ETHNICITY



Process







THE HEALTHCARE WORKFORCE FOR TOMORROW

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Select References

- Kotter, J.P. (2012). *Leading Change*. Harvard Business Review Press.
- Page, S.E. (2008). *The difference: How the power of diversity creates better groups, firms, schools, and societies*. Princeton University Press.
- Sedlacek, W.E. (2004). *Beyond the big test: Noncognitive assessment in higher education*. San Francisco: Jossey-Bass.
- Scott, L.D., & Zerwic, J. (2015). Holistic review in admissions: a strategy to diversify the nursing workforce. *Nursing Outlook*, 63(4): 488-495.