

Beyond GPA: Implementing an Innovative, Holistic, Web-based Admission Process

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University of Kentucky College of Nursing

1. Traditional BSN
2. Accelerated BSN
3. RN to BSN
4. LPN to BSN

Undergraduate Admission
Applications; N \approx 500 annually



INTRODUCTION

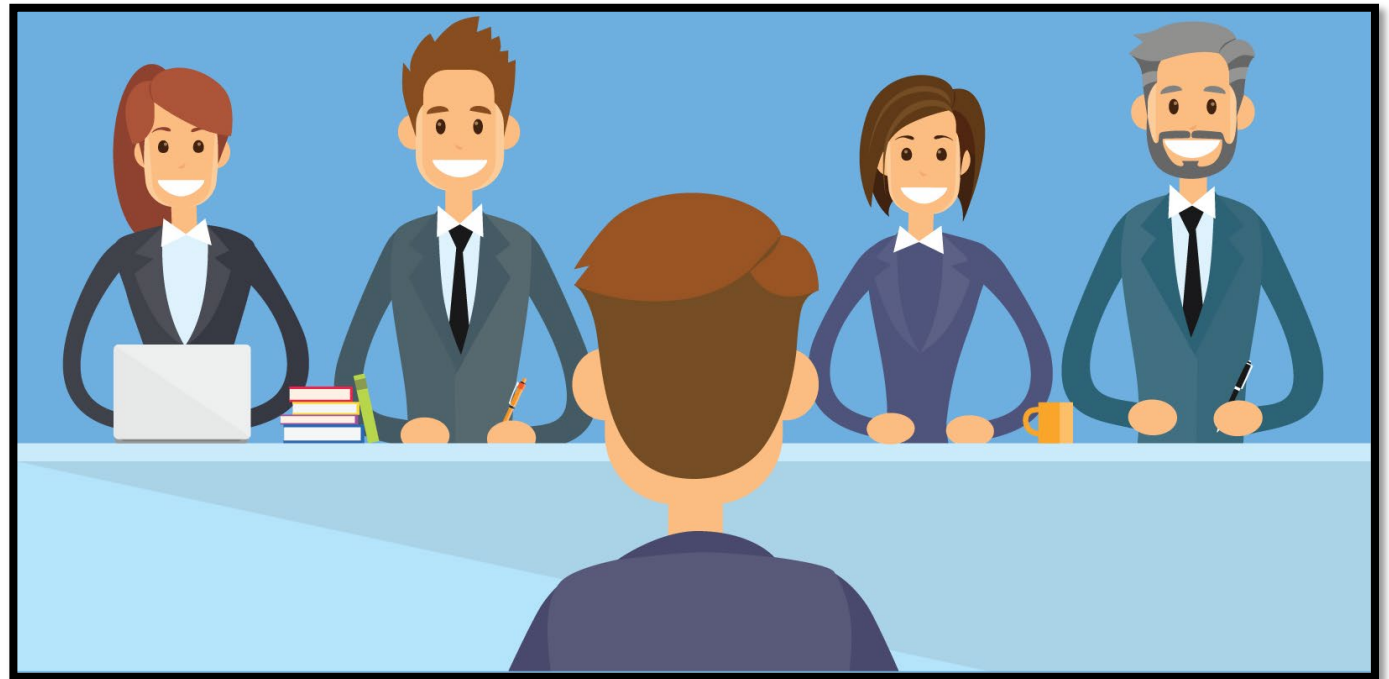
Why Holistic Admissions?

- ❖ Facilitates identifying a broadly diverse student body.
- ❖ Enhances learning environment for all students.
- ❖ Creates a better prepared health care workforce for today's population.

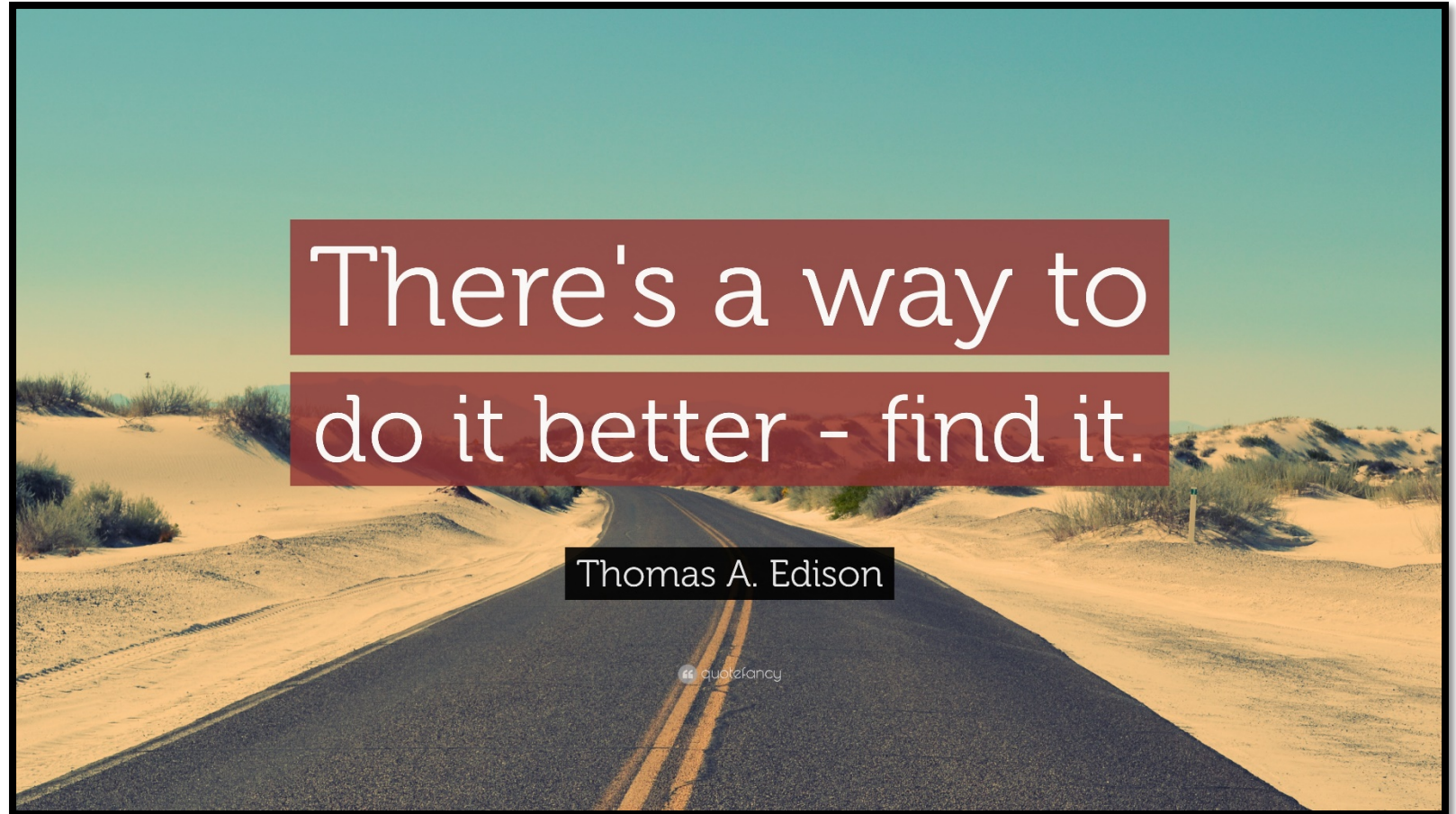
Holistic Admissions? Meant...

LIVE PANEL INTERVIEWS

- Time & planning intensive
- Faculty resource intensive
- L-o-n-g days
- Lack of inter-rater reliability
- Blurry recollection of applicants



Fall 2018 –
Our Admissions
Committee
Begged the
Question:
IS THERE A
BETTER WAY??



Better Way =

VIRTUAL ASYNCHRONOUS INTERVIEWS



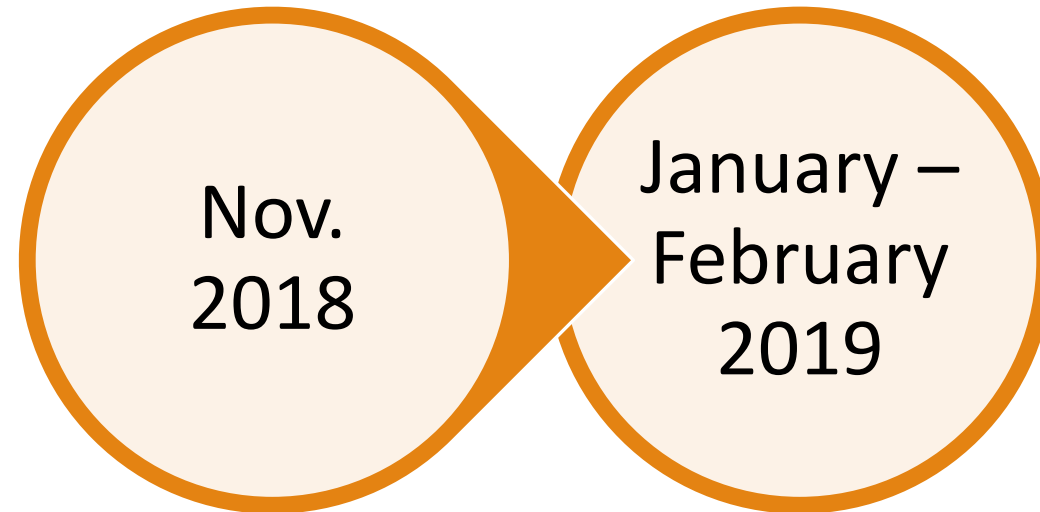
LEARNING OBJECTIVE

Learning Objective:

To determine the feasibility of implementing an innovative holistic admission process at our college of nursing.

METHODS & MATERIALS

Timeline of Events



Ideas Generated;
Stakeholder Buy-in

Four On-boarding
Meetings

Four Onboarding Meetings: Preparing for Asynchronous Interviews

1. Early January:

- Account set-up

2. Late January:

- Competency Workshop
 - *“What do we want our nurse graduates to look like?”*
 - Selected five competencies that are consistent with our mission & values...

Five Competencies Chosen...

1. Integrity/Ethics

2. Resilience

3. Motivation

4. Empathy

5. Critical Thinking



Video response

Written response

Four Onboarding Meetings: Preparing for Asynchronous Interviews

1. Early January:

- Account set-up

2. Late January:

- Competency Workshop
 - *“What do we want our nurse graduates to look like?”*
 - Selected five attributes that are consistent with our mission & values.

3. Mid February:

- Question & Rubric Development Workshop
 - Afterward - we made videos of questions we created.

4. Late February:

- Demonstration/Training Workshop

DEMO BSN 2019-2020

University of Kentucky College of Nursing

Assessment is closed.

[Getting Started](#) [How it Works](#) [Tips](#) [Technical Info](#) [Help](#)

Welcome! This guide is a quick introduction to your Kira assessment. We'll go over how it works and provide tips that will help you make a great impression.

Requirements

First things first, you'll need:

- A laptop or desktop computer with a webcam and microphone
- An internet connection

Our individualized platform

How does this assessment work?

How many times can I practice?

Are practices saved?

Is there a dress code?

RESULTS AND DISCUSSION

Timeline of Events



Our program is built by a dedicated, motivated, and capable group of students. They desire to make an impact on the lives of others through nursing, and are passionate about the careers they will be effective communicators, team players and advocates.

A FEW SCREEN SHOTS OF FACULTY VIEW

Assign applicants... Reviewers Reviewers per applicant Assign

All 363 Unassigned 0 In Review 0 Reviewed 323 Assigned to You 46 Search by name or email address

Filter All Needs Attention 0 Suspicious 0 Last Name

Student 1 Completed March 26, 2019 · Invited March 18, 2019	Fair (2.4)	CD SF	+ -
Student 2 Completed March 26, 2019 · Invited March 18, 2019	Great (4.1)	JW AH	+ -
Student 3 Completed March 25, 2019	Great (3.6)	JW HF LB	+ -
Student 4 Completed March 26, 2019 · Invited March 18, 2019	Great (3.6)	PK SP	+ -
Student 5 Completed March 26, 2019 · Invited March 18, 2019	Good (2.9)	CD CW	+ -

If large disparity in the two reviewer's scores, third reviewer was assigned.

Reviewer Ratings

You can track the ratings of your reviewers below.

BSN 2019-2020

Also noted each reviewer's average scores.

Reviewer Ratings

3.6 Average · 23 Reviewers · 323 Applicants · 100% Reviewed

Overall Fit

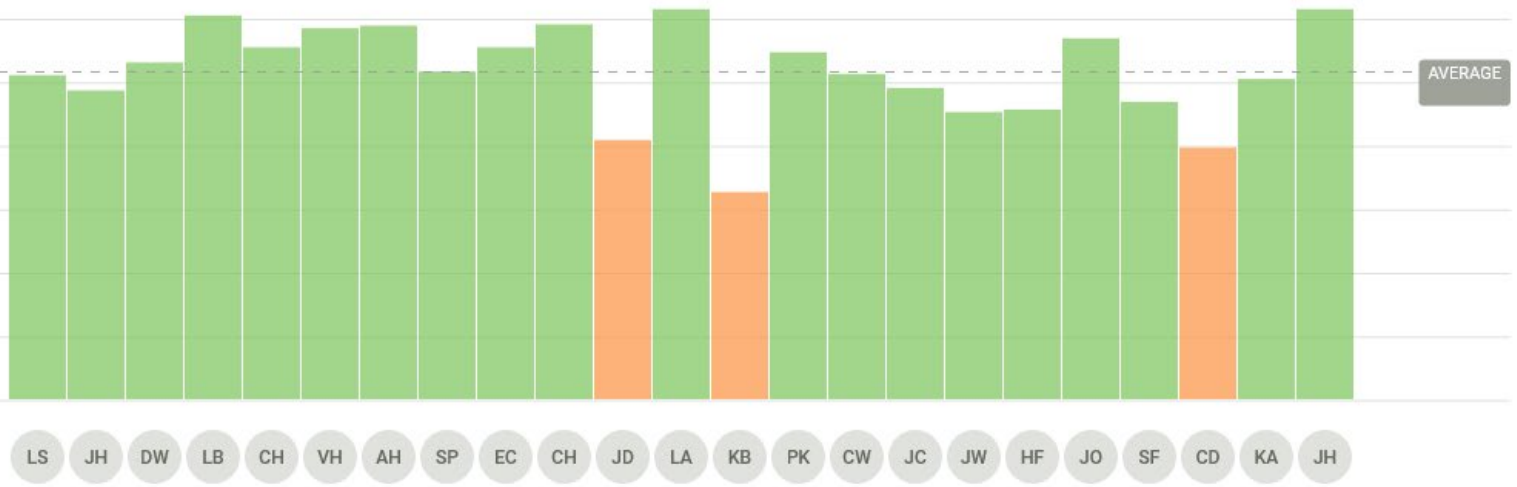
EXCEPTIONAL

GREAT

GOOD

FAIR

POOR



AVERAGE

Faculty Feedback: (N = 23)

- “Loved being able to do these at my own pace and on my own time.”
- “I would review 3 or 4, then take a break or I would start zoning out.”
- “I found myself going back & re-watching a few of mine; nice option.”
- “Incredibly easy process. Loved it.”

(Optional) Student Feedback (N =116)

RATE YOUR EXPERIENCE USING THIS PRODUCT:

❖ 5 = Exceptional:

❖ Perfectly easy to use; exceptional platform.

❖ 4 = Great:

❖ Easy to use; no issues.

❖ 3 = Good:

❖ Minor issues; didn't affect the outcome.

❖ 2 = Fair:

❖ Major issues; really affected the outcome.

❖ 1 = Poor:

❖ Major issues; couldn't complete.

- RESULTS: MEAN SCORE = 4.4/5.0.
- 57% of students rated experience a 5 out of 5.
- Number of students who rated it a "1" = 0.
- Number of students who rated it a "2" = 2.

CONCLUSIONS

Conclusion...

- The vast majority of both faculty and students found the process a positive experience.
- Factoring in interview scores (50% interview/50% GPA) did impact student offers & placement.
- What the admissions committee will do differently, moving forward:
 1. Give some clearer student instructions for the written assignment.
 2. Edit a few of the questions.
 3. Start earlier in spring, so faculty have more time to complete their reviews.

Questions?
