



Using Holistic Admissions in Pre-licensure Programs to Diversify the Nursing Workforce Drs. Kristina Fortes, Deanna Jung, & Chris Latham

This project was supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number D19HP3043 and title EMBRACE for grant amount 1,291,589.00.

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Why Implement Holistic Admissions?

Changing Demographics

Commitment to Institutional Goals

Culturally-Congruent Care

Community Needs & Alignment



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Legal Aspects Pertaining to the Holistic Admission Process

- 1978 University of California Davis vs Bakke
- 2003 Grutter vs Bollinger
- 2015 Fisher vs University of Texas 11-345

The Pre-Licensure Journey Stats

2017-18: 75,000 qualified nursing student applicants turned away.



Why? Insufficient faculty

Why? Insufficient clinical accommodations

Attrition reported up to 26% in Pre-Licensure programs

Current University Composition

University Stats

- 32% First generation students
- 47% Traditionally underrepresented minorities
- 45% Eligible for Federal PELL Grants

Traditional Admission Process

Student who demonstrated:

- outstanding GPA (greater than 4.0)
- community volunteer involvement
- access to advanced placement course in their high school preparations

“School of Nursing Impacted”

More applicants than student slots available

BRN Regulations

Resources for High Schools differ

Second Baccalaureate BSN

Admission Points for:

- ❖ GPA
- ❖ Community service
- ❖ Essay
- ❖ In-person interview

Aim of Holistic Pre-Licensure Admission Process

AACN strategic goal to include:

- ❖ Applicants' background and life experiences
- ❖ Readiness to contribute to the nursing profession
- ❖ Ability to contribute to the nursing profession

Holistic Approach

Metrics

Experiences

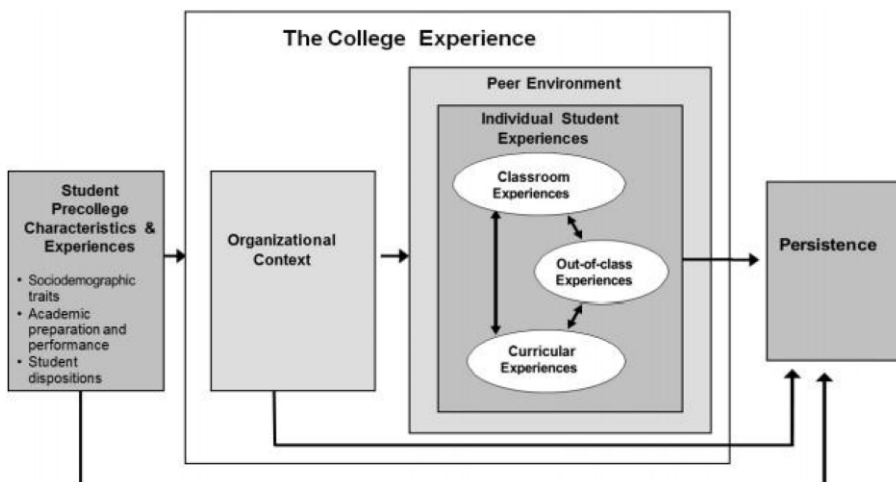
Attributes

More Than GPA

Consideration of Service Occupation Abilities

- ❑ Resilience in overcoming challenges
- ❑ Life experiences of caring for others
- ❑ Excellent communication skills

Persistence



Reason, R. D. (2009)

Process of Initiating Holistic Admissions

Multiple Steps:

- Approval from State University Chancellors office
- Two year vetting process
 - Buy in from
 - Administrators
 - Community stakeholders
 - Health care partners

Holistic Application Components

- ❖ University Application
 - ❖ Includes test scores, high school grades & demographics
- ❖ Two letters of recommendation
- ❖ Applicant essay describing Experiences, Attributes, & Metrics
- ❖ Interview

Interview Questions

Four Questions related to:

- ❖ Ethics
- ❖ Advocacy
- ❖ Resilience
- ❖ Role of the Nurse



Final Recommendations for an Effective Holistic Admission Process

- ❖ Seek expert consultation for holistic admission and faculty training at onset of process
- ❖ Planning for sustainability
- ❖ Initiate quality improvement process for evaluation of applicants
- ❖ Reviewed regularly via QI improvement process
- ❖ Tracking of student outcomes

Final Thoughts...

- ❖ Holistic admissions are tailored to each campus to fit each university's mission & vision
- ❖ Recruitment, selection, & admission processes are multifaceted
- ❖ Goal is to increase the education of students who have the aptitude for providing care with increasingly diverse populations

Questions

Thank you for your time & attention

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