Holistic Admissions in Nursing Education: Process & Outcomes at Four New LPN-to-BSN Programs in Washington State

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Abstract

Background/Introduction
Holistic admissions (HA) is a critical strategy used to align nursing education with core values of the profession including seeing and caring for the whole person. This admissions process considers the whole student including their academic achievements, personal background, experiences, and characteristics which helps promote a more inclusive student body that is better prepared to meet the complex healthcare needs of diverse populations. The presentation will showcase how a holistic admissions process was developed and implemented at four new LPN-BSN programs in Washington State.

Purpose
This presentation will highlight the benefits of HA in nursing education in context of the need for more diverse and culturally competent nurses, and the role of it can play in achieving this goal.

Methods or Processes/Procedures
We will provide practical tips and strategies for implementing HA in nursing programs, including the use of multiple measures of student achievement and the consideration of non-academic factors in the admission process. Selected open educational resources developed by the four pilot schools will be highlighted.

Results
The four pilot schools have embraced HA for their new LPN-to-BSN programs. Each school has increased the percentage of Black, Indigenous, and People of Color (BIPOC), first-generation college students, and those who are multilingual. Over 90 LPNs have been admitted to this new statewide pathway since fall 2021 with an overall retention rate of 95.7% across the 4 schools and the first 13 LPN-BSN students graduated in May 2023.

Limitations
Challenges and limitations of HA will be presented with suggestions for addressing these issues.

Conclusions/Implications for Practice
This poster presentation will highlight the importance of holistic admissions in nursing education and provide valuable insights and resources for educators and administrators who are interested in implementing this approach in their own programs.

Biography

Dr. Kim Tucker is the Director for Nursing Programs at Columbia Basin College in Pasco, Washington. She holds a PhD in Nursing Education from the University of Northern Colorado, and Master's in Nursing, Acute Care Nurse Practitioner track. Dr. Tucker's commitment to nursing and nursing education is evident through her roles as Director for Nursing Programs since 2014 and Director and a Board member of the Washington State Board of Nursing. With over two decades of teaching experience, Dr. Tucker has been instrumental in shaping the nursing curriculum and mentoring nursing faculty.

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