

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

Kim Tucker, PhD, RN, CNE; Teri Woo, PhD, RN; KaraLynn LaValley, PhD, RN; Jenny Freese, DNP, MAE, RN; Mary Baroni, PhD, RN; Kristen Hosey, DNP, RN; Sarah Rapoza, PhD, RN; Diane Nauer, EdD, RN; Anna Drury, MN, RN

Introduction

Holistic admissions (HA) is a critical strategy used to align nursing education with core values of the profession.

The nursing profession focuses on seeing and caring for the whole person. HA does the same by evaluating applicants according to a variety of experiences, attributes, and metrics (EAM).

The process is driven by the school's mission and values and can be flexibly applied to meet the needs of each program.

Funded by a grant from Premera, HA processes were developed at four schools (3 community colleges and 1 private four-year institution) in Washington State.

Implementation

Development was guided by HA consultants, college-based workgroups, and national nursing association toolkits.

Applicants were evaluated according to holistic measures (EAM) such as:

- leadership experience
- military experience
- prior nursing experience
- GPA
- linguistic abilities
- first-generational college status
- video essays
- interviews



Outcomes to Date

To date, 9 cohorts have been admitted across the 4 schools utilizing HA processes.

HA has resulted in a much more diverse study body across all 4 schools. Diversity across cohorts:

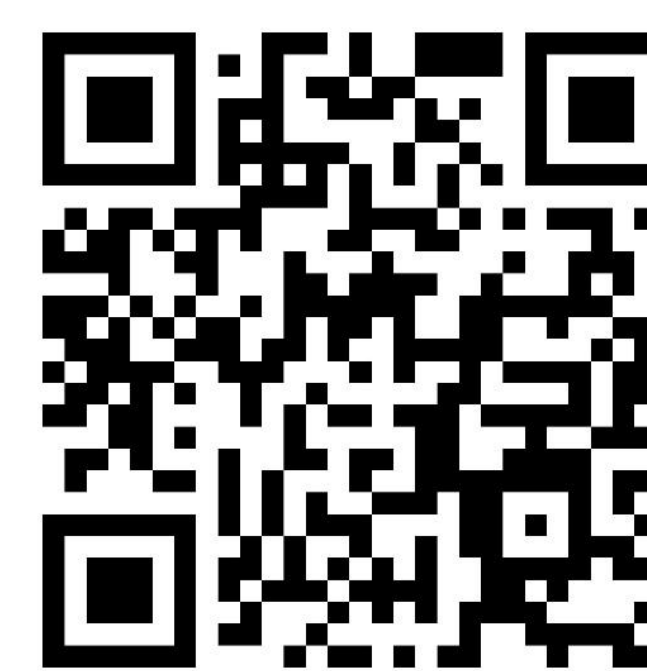
- BIPOC 61.5%
- First Generation 63.1%
- Multi-lingual 43.9%
- Military 7.1%



95.7%
Retention Rate
Across Cohorts



92%
NCLEX Pass Rate
First 13 Graduates



Video:

“Holistic Admissions in Nursing Education: Stories of Success”

Conclusions

- ✓ Our findings add to the growing body of evidence that suggests HA increases diversity without affecting student success rates.
- ✓ HA allows non-traditional students and students who have faced lifelong barriers a chance to be admitted into competitive nursing programs.
- ✓ HA helps promote a more inclusive student body that is better prepared to meet the complex healthcare needs of diverse populations, which continues to be of importance to the entire nursing profession.
- ✓ All nursing programs would be well-served to consider utilizing a holistic admissions process.



Contact Information

Dr. Kim Tucker ktucker@columbiabasin.edu
 Dr. Teri Woo Twoo@stmartin.edu
 Dr. KaraLynn LaValley KLaValley@greenriver.edu
 Dr. Jenny Freese jfreese@wvc.edu

Special thanks to our HA consultants:
 Dr. Diana Meyer & Tiffany Fromm-Smith



Saint Martin's
UNIVERSITY

