The Integration of Implicit Bias Training for Admission Reviewers: A Multifaceted Approach for Success

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Holistic Admissions

• One Aim: Diverse Workforce

Current RN Workforce Demographics
- White/Caucasian 80%
- Underrepresented groups 20%
  (Smiley et al., 2023)

US Demographics
- White/Caucasian 61.6%
- Other race/ethnicity 38.4%
  (U.S. Census Bureau, 2022)
Implicit Bias

• Affects decisions made in the holistic review process.

• Mitigating Strategies
  • Diversity in mission statement
  • Engaging faculty in admission process
  • Admission reviewer training
    • What, when, how???

Admission Reviewer Training

• Online course through learning management system
  • Learning objectives:
    1. Explore the purpose of and concepts related to holistic admissions
    2. Recognize the process and strategies to effectively evaluate applicants
    3. Identify how implicit bias impacts applicant evaluation
    4. Apply strategies to minimize the impact of implicit bias.

• Two Modules
  • Module one: general information, technology used, program specific attributes, experiences and metrics, implicit bias impact on admissions
  • Module two: practice module

• Most aspects asynchronous
Implicit Bias Integration

Online Course  
Synchronous large group discussion  
Small group discussion (Pods)

Results

• Faculty & Staff Participating
  • 2020: 36 faculty
  • 2021: 45 faculty and 11 staff
  • 2022: 61 faculty and 9 staff

• Post Participation Survey:
  • Did the implicit bias training adequately prepare you to evaluate the applicants?
Results

Admission for Minority Groups

- Black
- Asian
- American Indian/Pacific Islanders
- Hispanic/Latino
- Undisclosed
- Males

2019 | 2020 | 2021 | 2022
---|---|---|---
7 | 8 | 2 | 4

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Limitations and Conclusion

• Other factors may have contributed to the increase in admission rates.

• The integration of implicit bias training for admission reviewers, in conjunction with holistic admissions, can be beneficial to increasing diversity in nursing.

References


Questions?

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