

Strategies To Reduce Bias In The Nursing School Admissions Interview Process

Purpose

Reducing Bias in the Admission Process

Process

Types of Bias

Scan for a list of bias terminology



Population

Faculty Interviewers for:

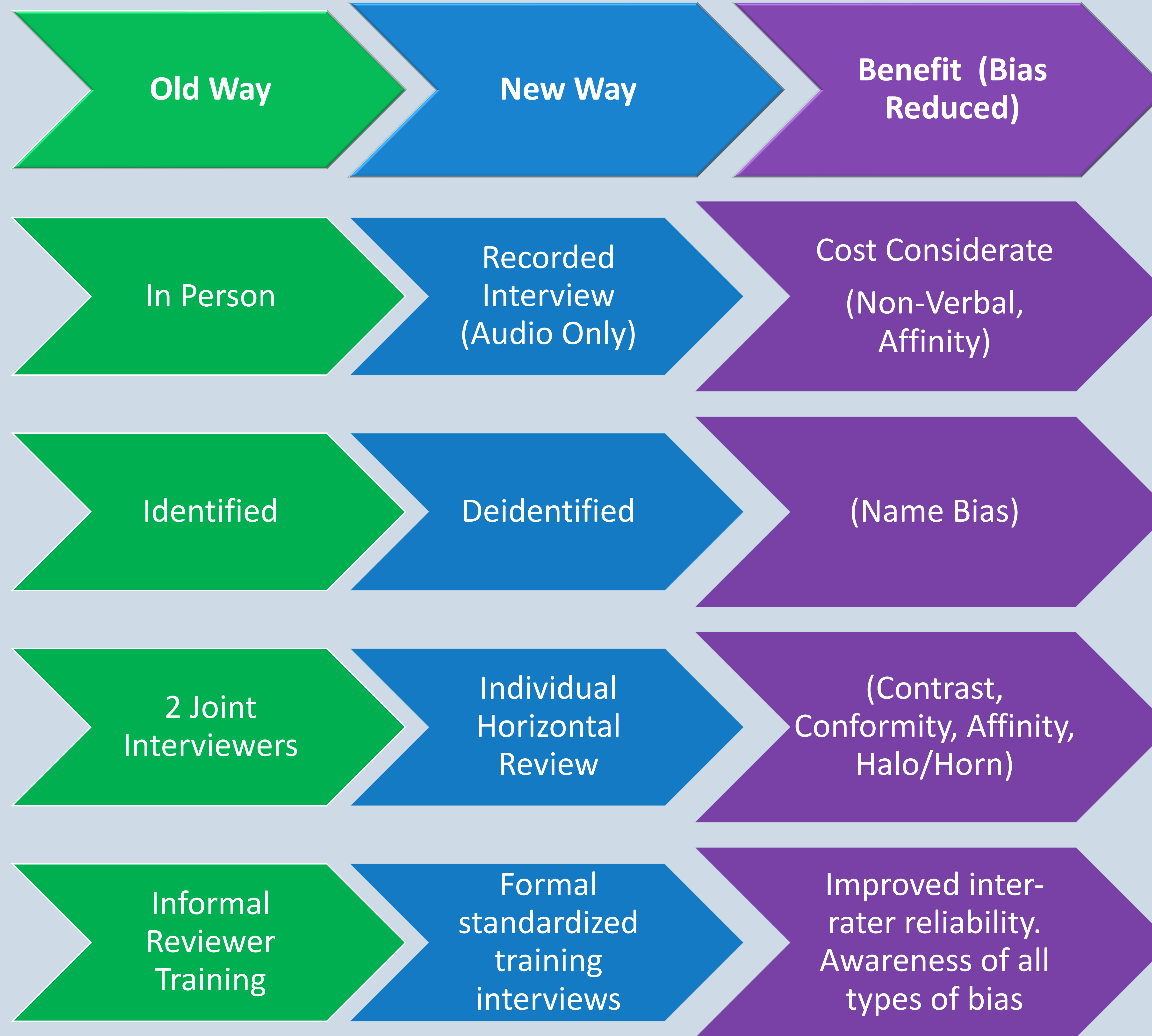
- Traditional BSN Program
- Accelerated NSB Program
- MSN/DNP Program

Background

Implicit bias leads to unintentional discrimination. Spoiling the chance for a truly diverse student population

Expected Outcome

Improve faculty awareness of implicit bias
 Reduced bias in interview process
 Increase percentage of diverse candidates



Metrics

Pre- Post Intervention
 Student Admission Diversity
 Qualitative Feedback

Barriers

Less personalized experience
 Lack of reviewer control
 Inability to “read” non-verbal cues
 Increased reviewer time commitment to be trained
 Possible reduction in number of trained reviewers
 Emphasis accent bias
 Lack of awareness of diverse looking individuals

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CAPSTONE PRESENTATION & GRADUATION

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Biography

Dr. Lea Wood is an Associate Teaching Professor, chairperson of the Inclusive Excellence Committee, and Co-Chair of the Diversity Advisory Council for the University of Missouri. She specializes in Universal Learning Design, application of smart technology, integration of inclusive content into the curriculum, and innovative instructional modalities for health care providers.

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