

# HOLISTIC ADMISSIONS IN ACADEMIC NURSING

Graduate Nursing Admissions Professionals

Ashley Sonke, M. Ed.

California Baptist University

AACN Holistic Admissions Consultant

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## AGENDA

- Setting the Stage
- Holistic Admissions Overview
- Evaluation
- Resources for Getting Started

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## SETTING THE STAGE

WHY DIVERSITY MATTERS

2001

Crossing the quality chasm

2002

Unequal Treatment

2004

The Sullivan Report  
*Missing Persons: Minorities  
In Health Professions*

Institute of Medicine Reports

- Importance of patient-centered, evidence-based guidelines
- Cultural competence as means of improving care and eliminating disparities

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- “Evidence indicates that diversity is associated with improved access to care for racial and ethnic minority patients, greater patient choice and satisfaction, and better educational experiences for health professions students, among many other benefits.”

Institute of Medicine, 2004



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## CULTURALLY COMPETENT CARE

- Need for nurses to effectively deliver health care services that meet the social, cultural, and linguistic needs of their patients.
- Culturally competent care influences Nurse-patient relationship
- “If providing culturally competent care is a goal we can all support, then diversifying the pipeline of nursing students into baccalaureate and high degree programs must be a national priority.”

Deborah Trautman, PhD, RN, FAAN  
AACN President and CEO

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## RECRUITMENT & ADMISSIONS

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## HOLISTIC ADMISSIONS

- Strategy for increasing diversity through enrollment processes
- Contributes to a broadly diverse student body
- Leads to increasing workforce diversity

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## WHAT IS HOLISTIC REVIEW?

A flexible, individualized way of assessing an applicant's capabilities by which balanced consideration is given to experiences, attributes, and academic metrics (EAM) and, when considered in combination, how the individual might contribute value as a nursing student and nursing profession.

Adapted from : *AAMC Advancing Holistic Review*

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## HOLISTIC REVIEW CORE PRINCIPLES

- Core 1: Broad-based selection criteria linked to school mission and goals, & promotes diversity as an essential element for institutional excellence
- Core 2: Balance of applicant experiences, attributes, and academic metrics is used in assessing applicants with intent of creating a richly diverse interview, selection pool, and student body. This is applied equitably across entire qualified pool.

Urban Universities for HEALTH. Holistic admissions in the health professions: findings from a national survey.  
<http://urbanuniversitiesforhealth.org/media/documents/holisticadmissionsinthehealthprofessions.pdf>. Published September 2014.

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## HOLISTIC REVIEW CORE PRINCIPLES

- Core 3: Individualized consideration given to each candidate and how they might contribute to the learning environment and profession, weighing the criteria.
- Core 4: Race and ethnicity may be considered as factors when making admission-related decisions when narrowly tailored to achieve mission-related educational interests and goals.

Urban Universities for HEALTH. Holistic admissions in the health professions: findings from a national survey.  
<http://urbanuniversitiesforhealth.org/media/documents/holisticadmissionsinthehealthprofessions.pdf>. Published September 2014.

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## KEY ELEMENTS

- Mission centric
- Highlighting diversity as contributors to educational excellence
- Strategically aligned to yield a school's desired educational and workforce outcomes,
- Informed & Supported by institutional data

Urban Universities for HEALTH. Holistic admissions in the health professions: findings from a national survey.  
<http://urbanuniversitiesforhealth.org/media/documents/holisticadmissionsinthehealthprofessions.pdf>. Published September 2014.

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## ADMISSIONS TOOLS

- **What you are looking for in an applicant should not be confused with how you obtain that information.**

- **Traditional Admissions Tools**

- |                       |                 |                      |
|-----------------------|-----------------|----------------------|
| • Interview           | Essay Questions | Health Records       |
| • Personal Statements | Resume/CV       | Writing Samples      |
| • References          | Test Scores     | Background questions |
| • Transcripts         | Licenses/ Certs |                      |

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## EXAMPLE: CBU INTERVIEW PROCESS

- Group process style
- Incorporates the following activities:
  - MMIs
  - Timed written essay
  - Instructional video with Q&A
  - Teamwork activity
- Process 105 applicants in 2 hours

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## VIDEO AND Q&A

- Recorded message from Program Director
- Q&A with live Nursing Student Services Coordinator



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## TIMED WRITTEN ESSAY

- Interviewees choose a nurse profile that they identify with
- 25 minutes to craft an essay



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## TEAMWORK ACTIVITY

- Faculty observe small groups interacting in a teamwork activity
- Looking for: teamwork, leadership, problem solving, and any red flags



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## MULTIPLE MINI INTERVIEWS (MMI)

- 6 faculty members, 2 sets of 3 questions
- Students are all asked same questions
- One minute per answer
- Concerns/red flags addressed in next level interview



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## GROUP PROCESS INTERVIEW

### PROS

- Quick and efficient
- Gives the committee just enough to identify major concerns
- Excellent for identifying attributes
- Students have called it “fun!”

### CONS

- “All hands on deck” – faculty/staff resources
- Space availability
- Online vs. on campus programs
- Complex organization & implementation

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## QUESTION THE TOOLS

- Are the admissions tools you are using giving you the students that you are looking for?
- Is it backed by data?
- Does it support/further your mission?
- Do you need to make changes?

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## PREPARATION FOR IMPLEMENTATION

- **Keys to Success**
  - Institutional readiness
    - Mission statement
    - Onboarding and inclusion
  - Staff & Administration resources
    - Holistic Review is *not* easier than a traditional metrics-based review
  - Admission Committee
    - Holistic Review buy-in and training
  - Stakeholder commitment
    - Who can promote or kill this process?
  - Connect with Holistic Review community

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## ACTIVITY

- Organizational readiness – Diversity initiative component

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## TOOLS FOR IMPLEMENTATION

- AACN Holistic Review Workshop
  - Objective- deep dive into institution specific elements for Holistic Admissions implementation
  - Format- One day, on-site training facilitated by AACN consultants
  - Request for Service-  
[https://www.surveymonkey.com/r/AACN\\_Diversity\\_Request\\_For\\_Service](https://www.surveymonkey.com/r/AACN_Diversity_Request_For_Service)
  - 2017- AACN's work with HRSA Workforce Diversity grantees

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## AACN'S HOLISTIC ADMISSION WORKSHOP



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## KEEP IN MIND

- **Highly individualistic-** Use resources available to adapt to unique nuances of each institution.
- **Sustain the change-** It will not happen overnight. Set yourself up for success.
- **Keep it flexible-** Your model will go through many life cycles.
- **Seek out resources-** AACN workshops, GNAP community, books, articles, etc.

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## RESOURCES

- <https://www.aacnnursing.org/Diversity-Inclusion/Holistic-Admissions>
- <http://urbanuniversitiesforhealth.org/media/documents/holisticadmissionsinthehealthprofessions.pdf>
- <https://www.slideshare.net/JuliaMichaels/holistic-review-an-introduction?ref=http://www.aacn.nche.edu/education-resources/holistic-review/what-is-holistic-review>

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## QUESTIONS?

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