Northeastern University

Bouvé College of Health Sciences

HOLISTIC ASSESSMENT OF ADULT LEARNERS FOR AN ACCELERATED BSN PROGRAM

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A holistic weighted admissions evaluation tool can identify the adult learner with aptitude for success in an accelerated BSN program.

OUR PURPOSE

OUR HISTORY – ABSN PROGRAM

- Second degree students
- 16 month program
- Admit 3 times per year
- Hybrid curriculum delivery
- Target enrollment per year: 216
- First cohort started summer 2012

OUR HISTORY – ACHIEVING A HOLISTIC APPROACH

- Developed a weighted admissions evaluation tool (WAET)
  - Analyzed the predictive power of indicators
  - Pre-requisite GPA was the significant predictor
- The WAET was trialed and finalized November 2016
- Full implementation summer 2017

HOLISTIC REVIEW - QUALITATIVE AND QUANTITATIVE

- Life experience is important
  - Personal goal statement
  - Video
  - 3 references
- Academic performance
  - Cumulative baccalaureate GPA
  - Pre-requisite GPA

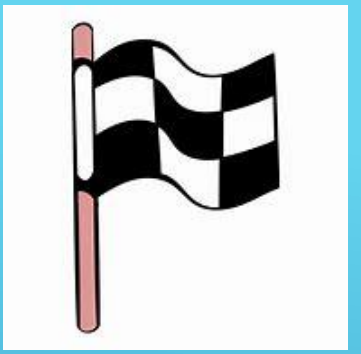
PRE-ADMISSION PROCESS

- Prospective student inquiry
- Assigned a dedicated admissions counselor
  - Pre-interview
- Guidance
  - WAET is used continuously
  - Persistence
  - Two remaining pre-requisite courses
- Admissions committee review and decision

- Personal goal statement scored and weighted P/F
- Video scored and weighted P/F
- 3 Reference rubrics scored and weighted
- 3 Reference letters
- Flags prompt ‘individual review’ WAET ranking

QUALITATIVE INDICATORS

ADMISSION FLAGS

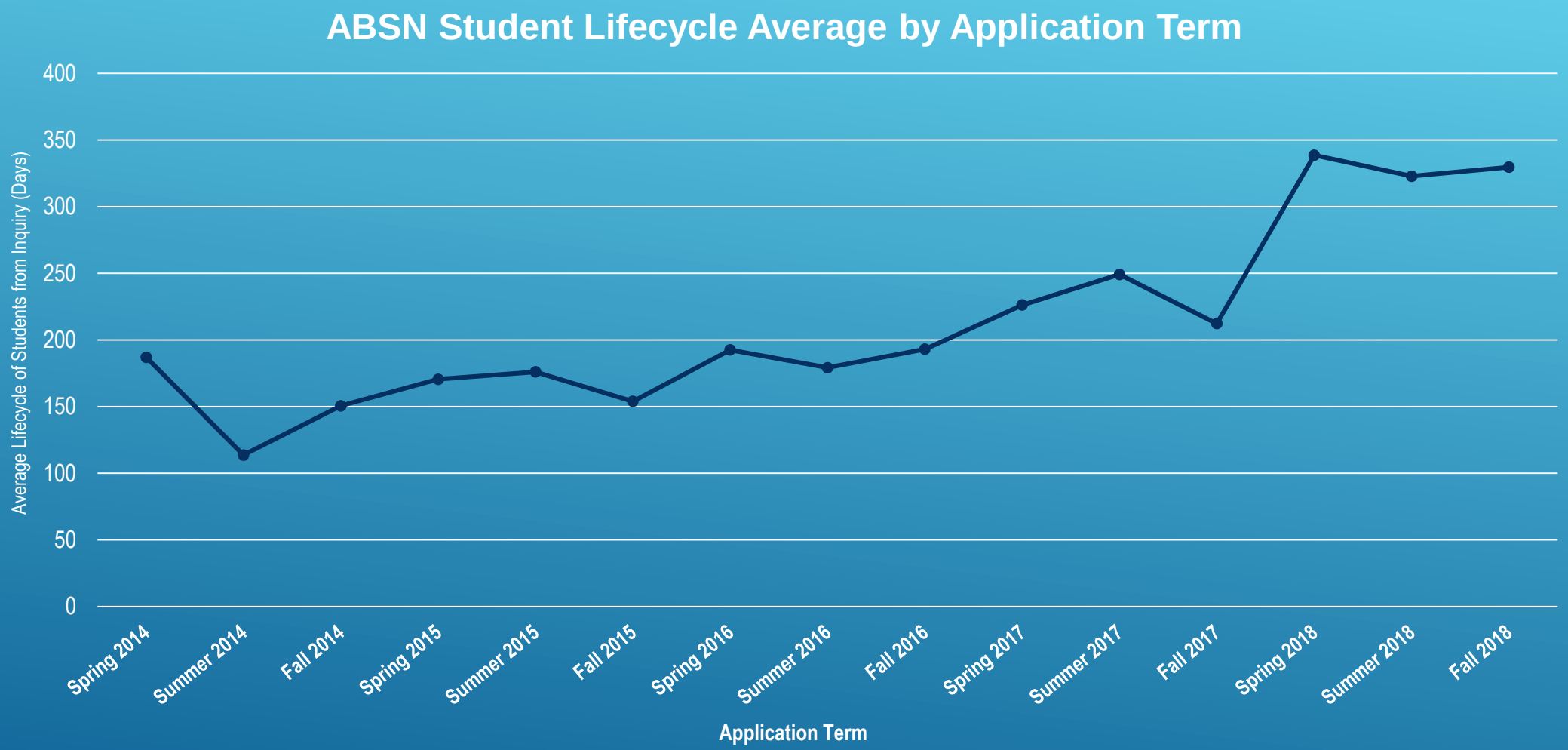


- Prior nursing program enrollment
- Prior academic dismissals or suspensions
- Unsatisfactory prerequisite attempts, repeated withdrawals or poor grades
- Patterns of withdrawals
- Poor performance in most recent math course
- Criminal history
- Resume inconsistencies

QUANTITATIVE INDICATORS

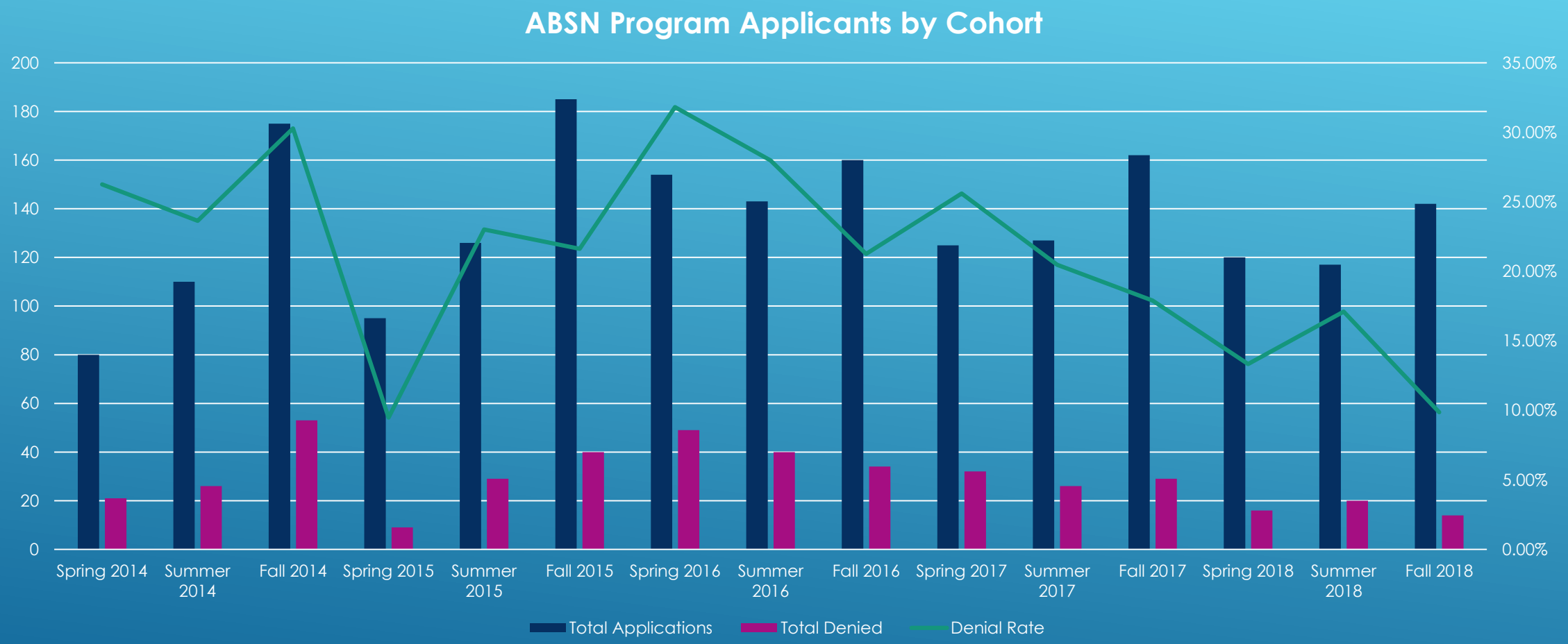
- Cumulative Baccalaureate GPA 3.0
  - 2.8-2.99 = Last 60 semester hours review
- Pre-requisite GPA
  - 4 science courses
  - 4 liberal arts courses
- 3 Reference scales
  - Likert scale range 0-30
  - ‘Unable to judge’ responses removed from calculation

Inquiry to application time increased



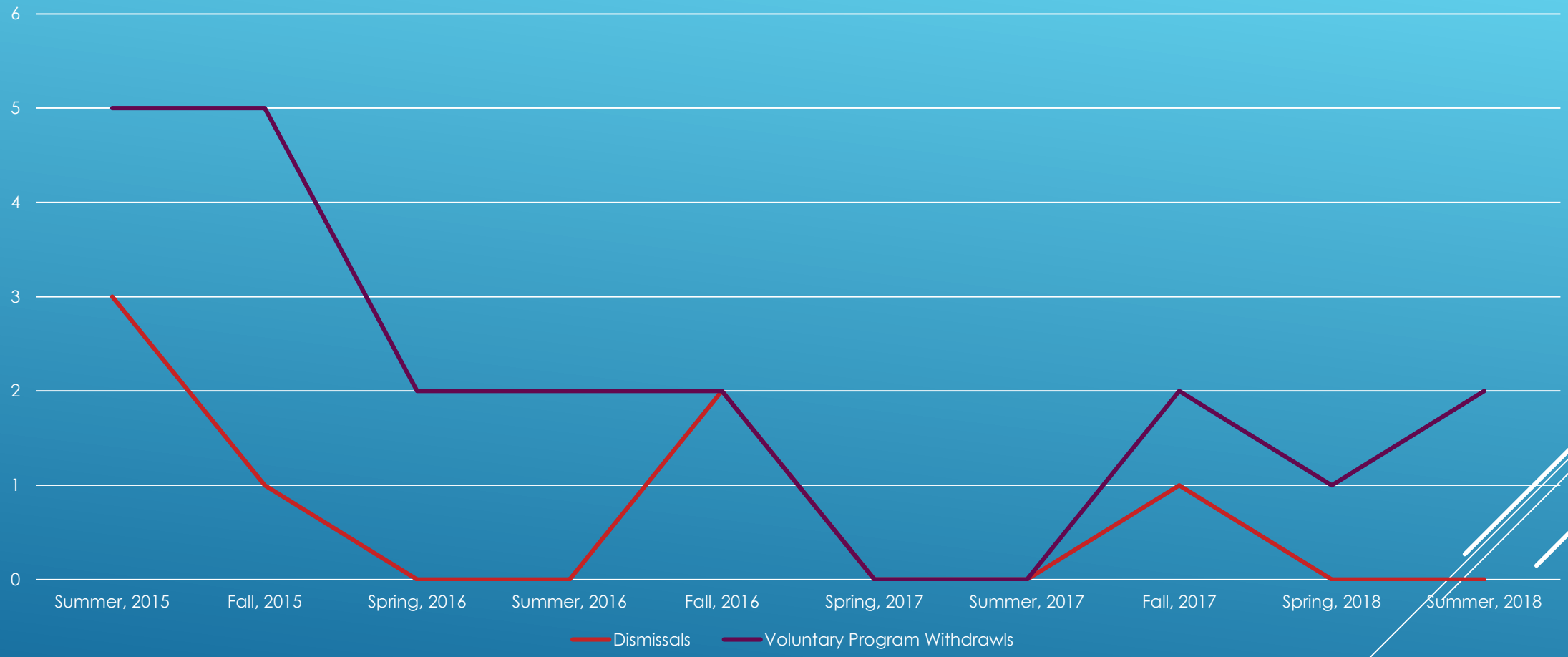
OUTCOME: APPLICATION PROCESS

Admissions denial rates decreased



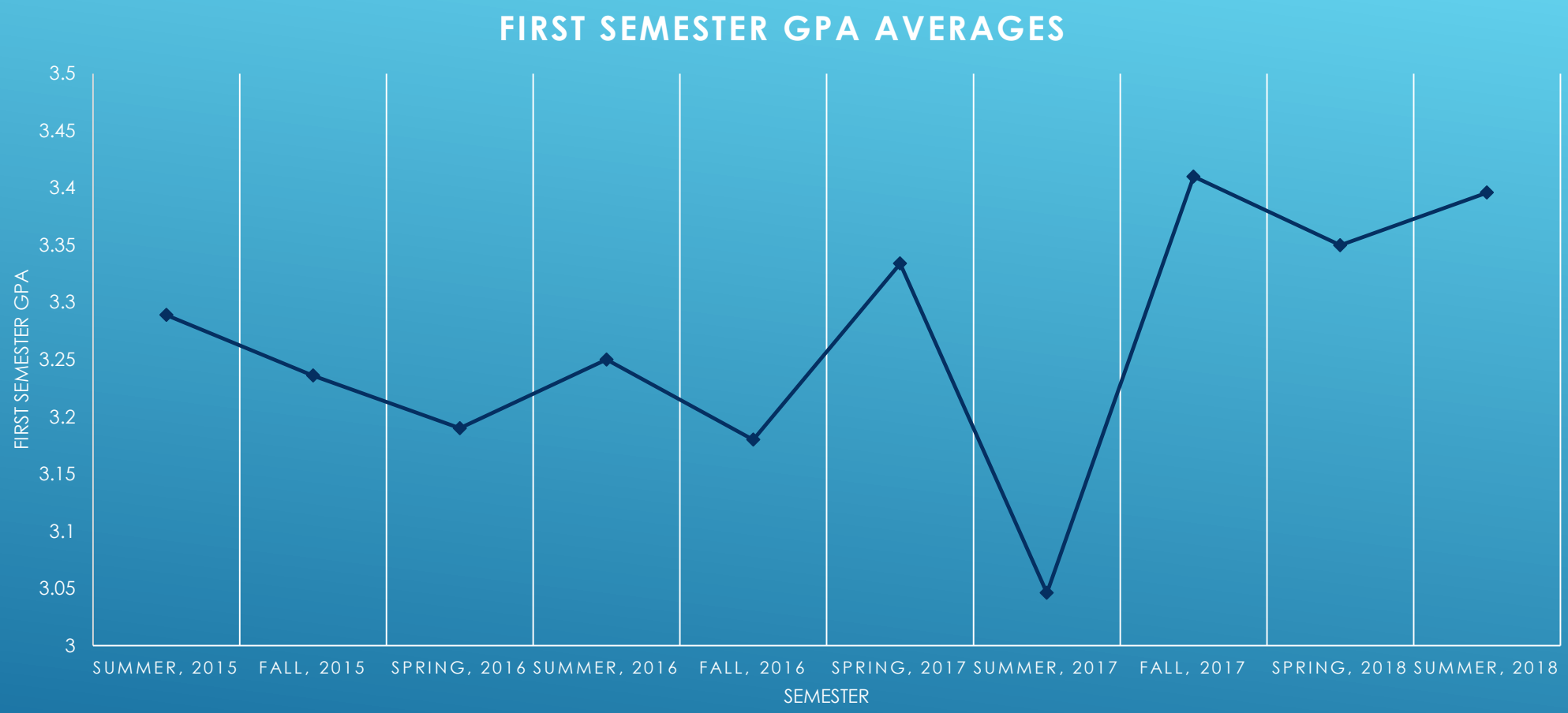
OUTCOME: DENIAL RATE

Incidence of dismissals or withdrawals decreased



ACADEMIC PROGRESSION

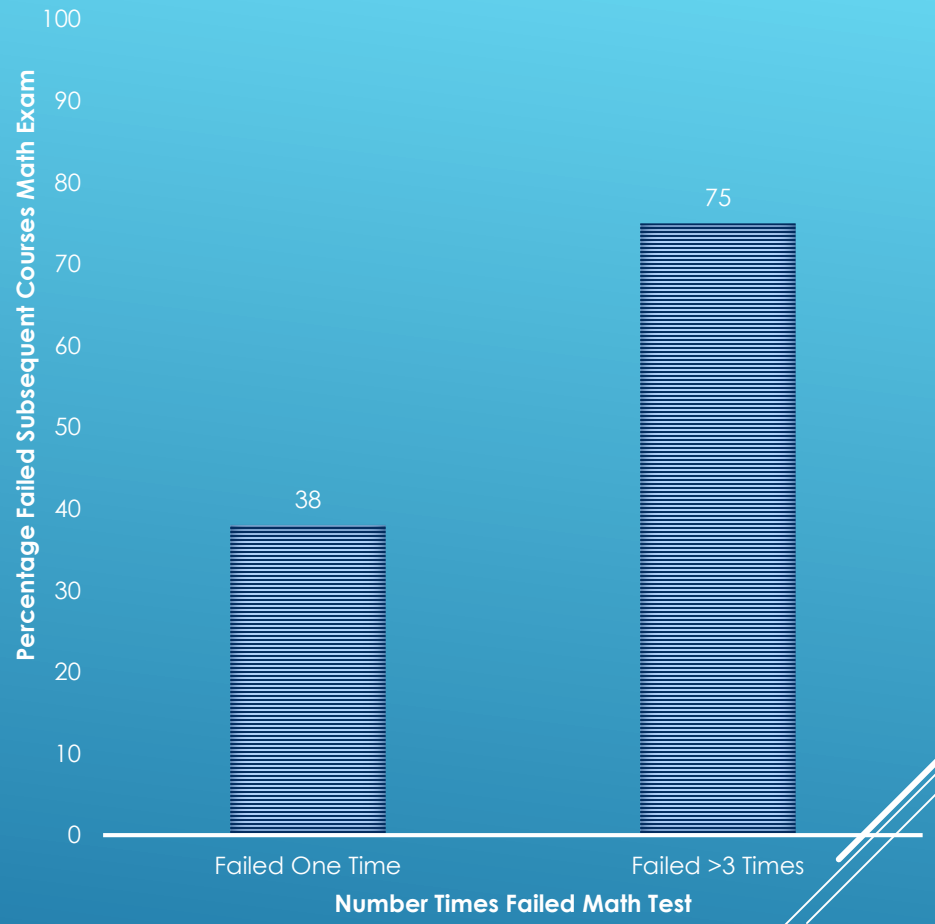
First semester GPA increased



OUTCOME: FIRST SEMESTER GPA

Pre-entrance math exam

- The more times the pre-entrance math exam is repeated, the greater the likelihood of failing a 1st semester calculation exam 1 or more time.



CURRENT OBSERVATION

SUMMARY

- Current findings
  - Guidance in the application process is important
  - Applicant persistence supports acceptance
  - Successful program completion increased
  - Academic performance improved
- We are still working toward our goal
  - First cohort graduated in August 2018 - NCLEX results pending
  - Improve performance on the pre-entrance math exam
  - Review WAETs of students with/of concern to identify further qualitative indictors

QUESTIONS?

Thank you for your attention!