

From Holistic Admissions to Inclusive Nursing: Developing the Social Determinants of the Student Nurse's Success

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Learning Objectives

- Define holistic admissions and holistic student success
- Identify how holistic admissions can be expanded to include other evidence-based strategies for student success
- Address strategies to “intervene” across the student lifespan, including retention, curriculum, and support beyond graduation into the workforce
- Discuss challenges and next steps for inclusive nursing practices

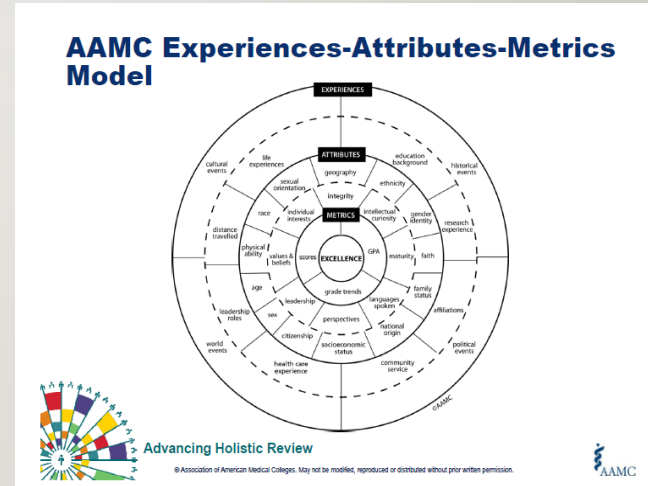


What is holistic admissions?

...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 medical or health care student and future physician or health care professional.



Holistic Admissions: 2017 -2019

- **Starting the Discussion**
 - How does our school's mission align with who we want in the nursing workforce?
- **What attributes and experiences are we looking for?**
 - If most of our applicants are eligible, what other criteria do we decide will make the best nurse in the workforce?
- **Implicit Bias Training**
 - How does bias influence decisions?



Holistic Admissions Impact: 2007 -2019

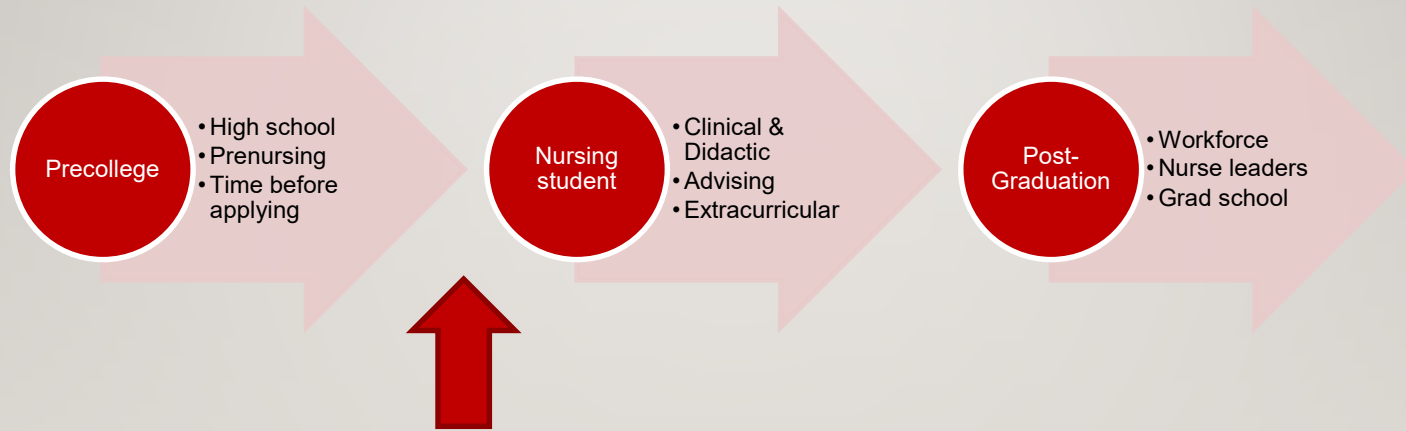
Class Profile	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total Class	270	268	270	268	267	273	297	304	305	302	313	316	324
Targeted Minority	8%	10%	11%	10%	9%	8%	10%	11%	11%	12%	13%	16%	20%
AI	0%	1%	0%	0%	1%	1%	1%	1%	1%	1%	1%	2.5%	3%

Average GPA of admitted students remained the same with new review process (within hundredths)

Percentages increases are a positive indicator of a diverse class, but numbers are not enough.



Lifespan of Nursing Student



Holistic Admissions "intervention"



Jeffrey's Universal Retention and Student Success Model (NURS)

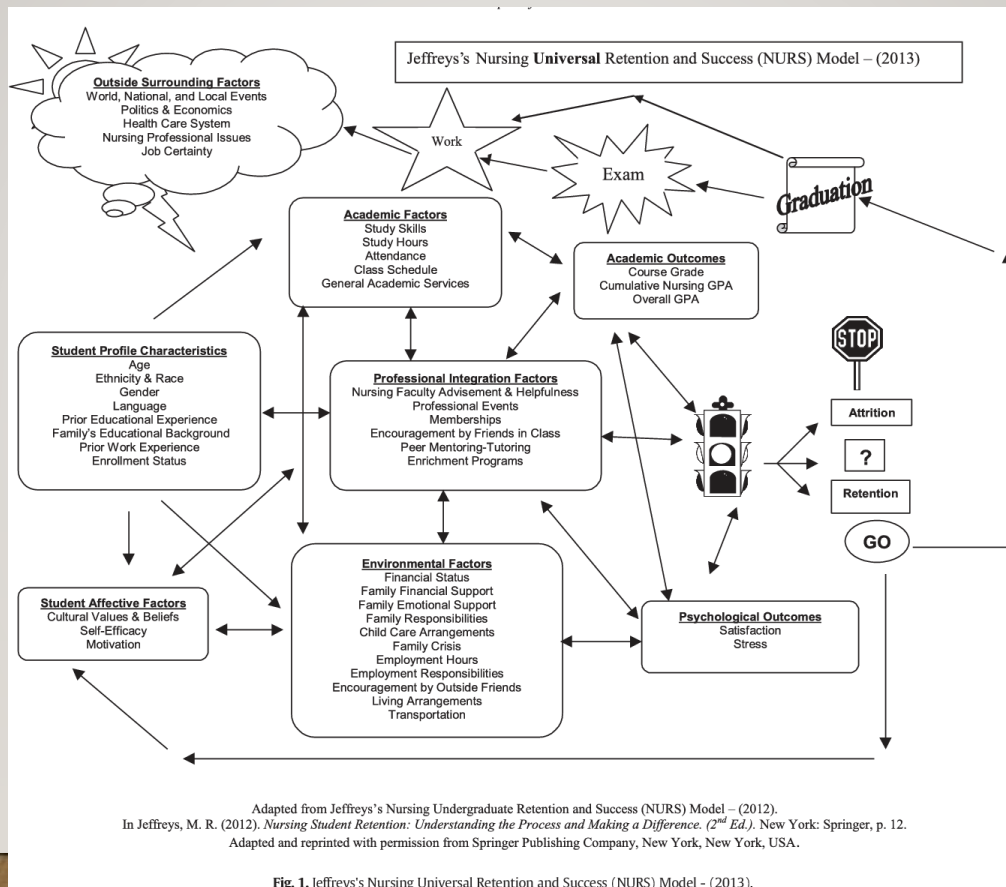


Fig. 1. Jeffrey's Nursing Universal Retention and Success (NURS) Model - (2013).

financial support



Social Determinant: Financial

- Financial includes family background, history, and socioeconomic status
- Access to transportation
- Housing and sense of belonging in a community
- Ability to pay for books, professional supplies, fees





Social Determinant: Academic Preparation

- What high school they attended
- What zip code they live in
- Access to STEM coursework
- Access to AP and other advanced level work
- Exposure to health care careers
- Curriculum once in nursing school (clinical and didactic)

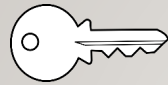




Social Determinant: Psycho -social

- What communit(ies) they are a part of
- Access to mental health resources
- Cultural identit(ies)
- Friend and family dynamics
- Career trajectories
- Representation matters at every level of the lifespan





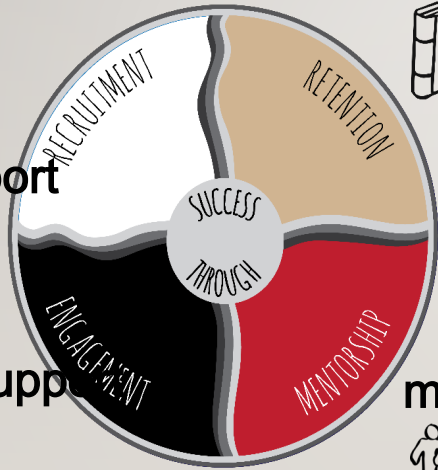
One Model of Holistic Student Success

holistic admissions academic support

peer support



financial support



STREAM

FOR NATIVE NURSING STUDENTS

mentorship



Holistic Student Success

...a **flexible, individualized way** of supporting the nursing student throughout their lifespan

by which **balanced consideration** is given to the **social determinants of student success, including the learning environments in which they are socialized into the field, and**

what retention and curricular strategies Schools of Nursing can employ to ensure they are producing the most culturally congruent nursing workforce.



Metrics to address effectiveness of HSS

- Inclusive Excellence plan includes robust evaluation plan within each section. So highlights include:
 - Tracking course evaluations across programs
 - Continuous “early advising” interventions (dialogues between faculty and advisors)
 - Performance evaluations and expectations of all faculty
 - Nursing Learning Center feedback
 - EBI student exit assessments
 - Diversity/inclusion event evaluation data



Where do we go from here?

- Integration of diversity/inclusion into research
- Implementation of inclusive excellence action plan in tandem and embedded with School's strategic plan
- Continuous assessment of student experience (informal meetings, talking, circles, aforementioned metrics)



Questions?



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