

Holistic Admissions: An Evidence-Based Strategy to Diversify Global Nursing Education

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JUST BECAUSE SOMEONE HAS GOOD GRADES AND TEST SCORES DOESN'T MEAN HE/SHE WILL BE A GOOD NURSE!

WHAT IS HOLISTIC ADMISSIONS? A flexible way of assessing an applicant that considers:

- Life experiences
- Personal qualities and attributes
- Traditional measures (test scores and GPA)

PURPOSE

Objectives

To describe:

- 1) The first national study in the U.S. of holistic admissions in nursing, medicine, public health, dentistry and pharmacy
- 2) A qualitative research study with U.S. nursing deans about barriers, benefits, and feasibility of holistic admissions

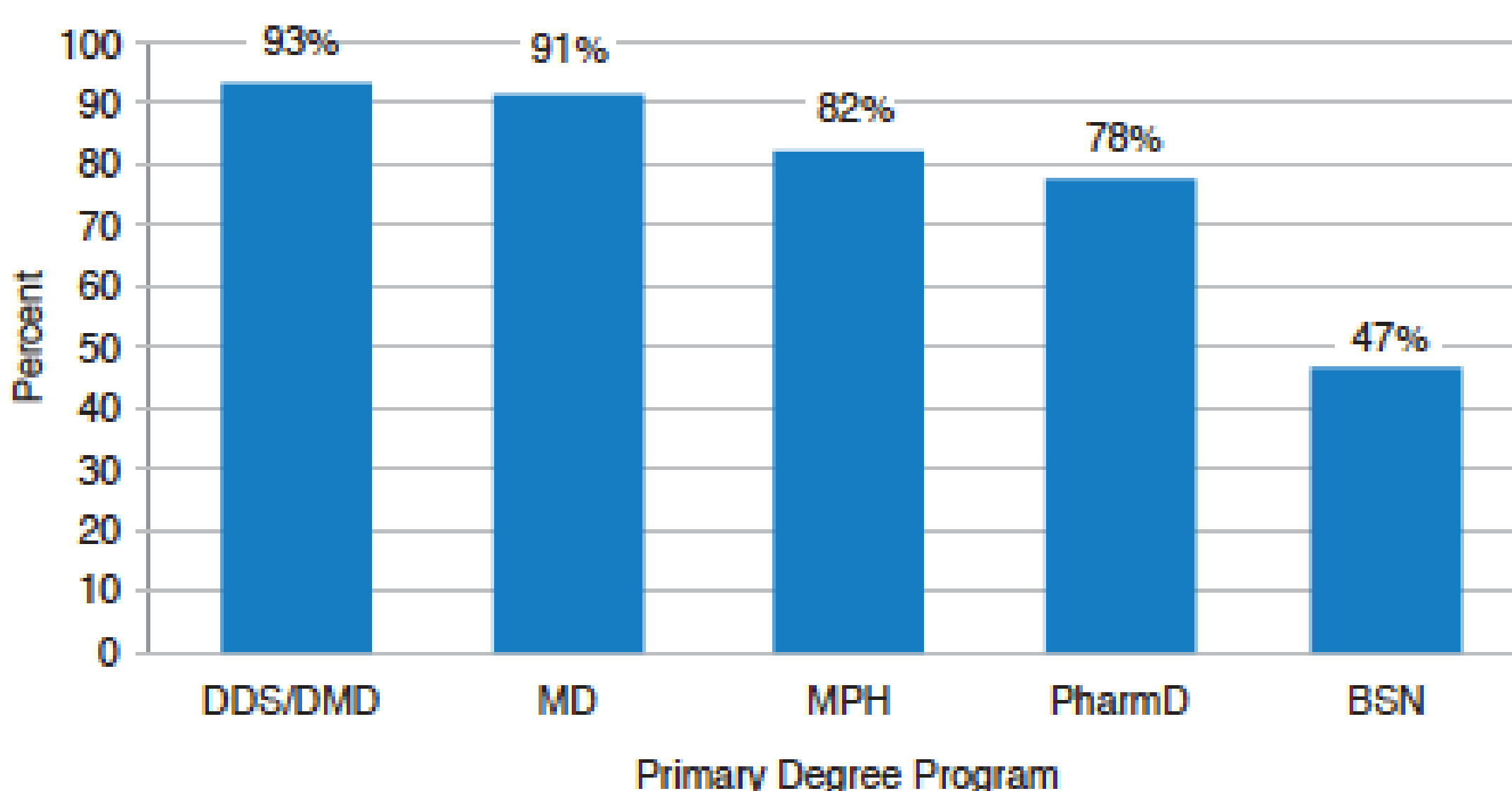
METHOD

- 46 question survey designed to assess admissions practices and student outcomes
- Survey was sent to presidents of 163 public universities having two or more health professions school
- 104 universities in 45 states participated (64%)
- 228 individual health professions schools completed the survey

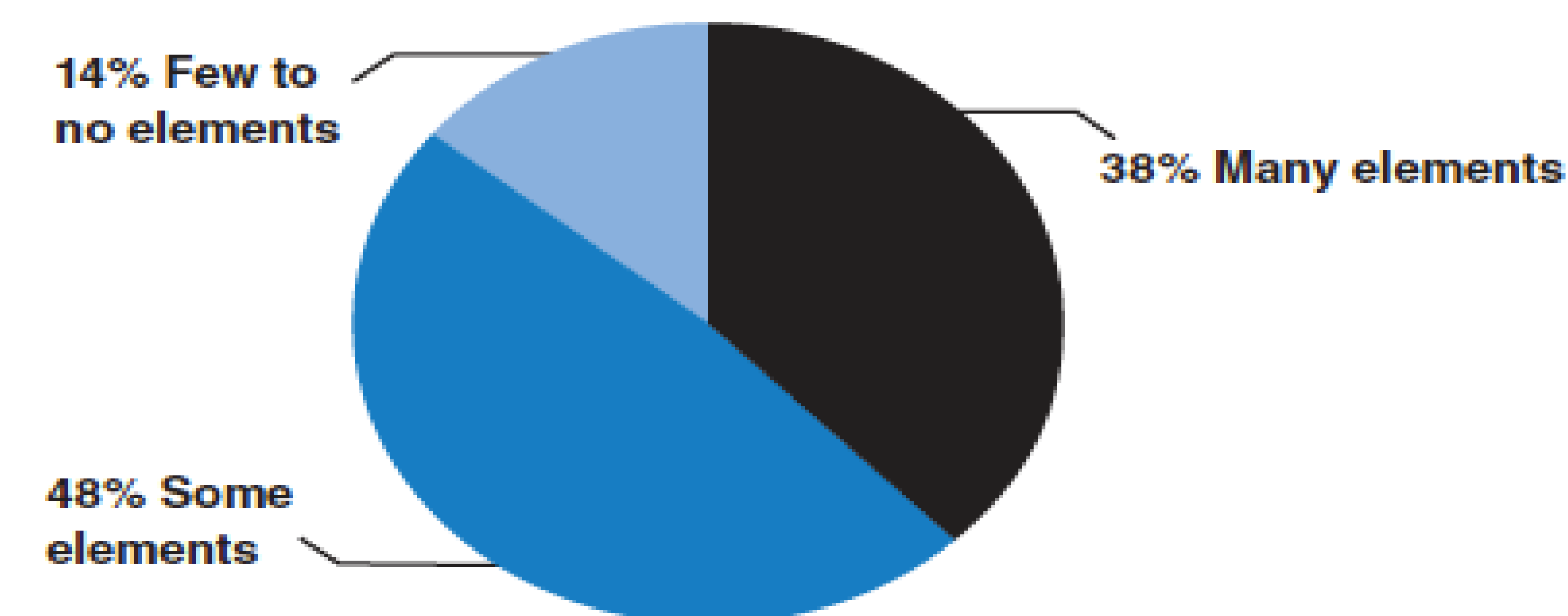
RESULTS

Use of Holistic Review (N=171):

Percent of schools that self-report using holistic review, by primary degree program

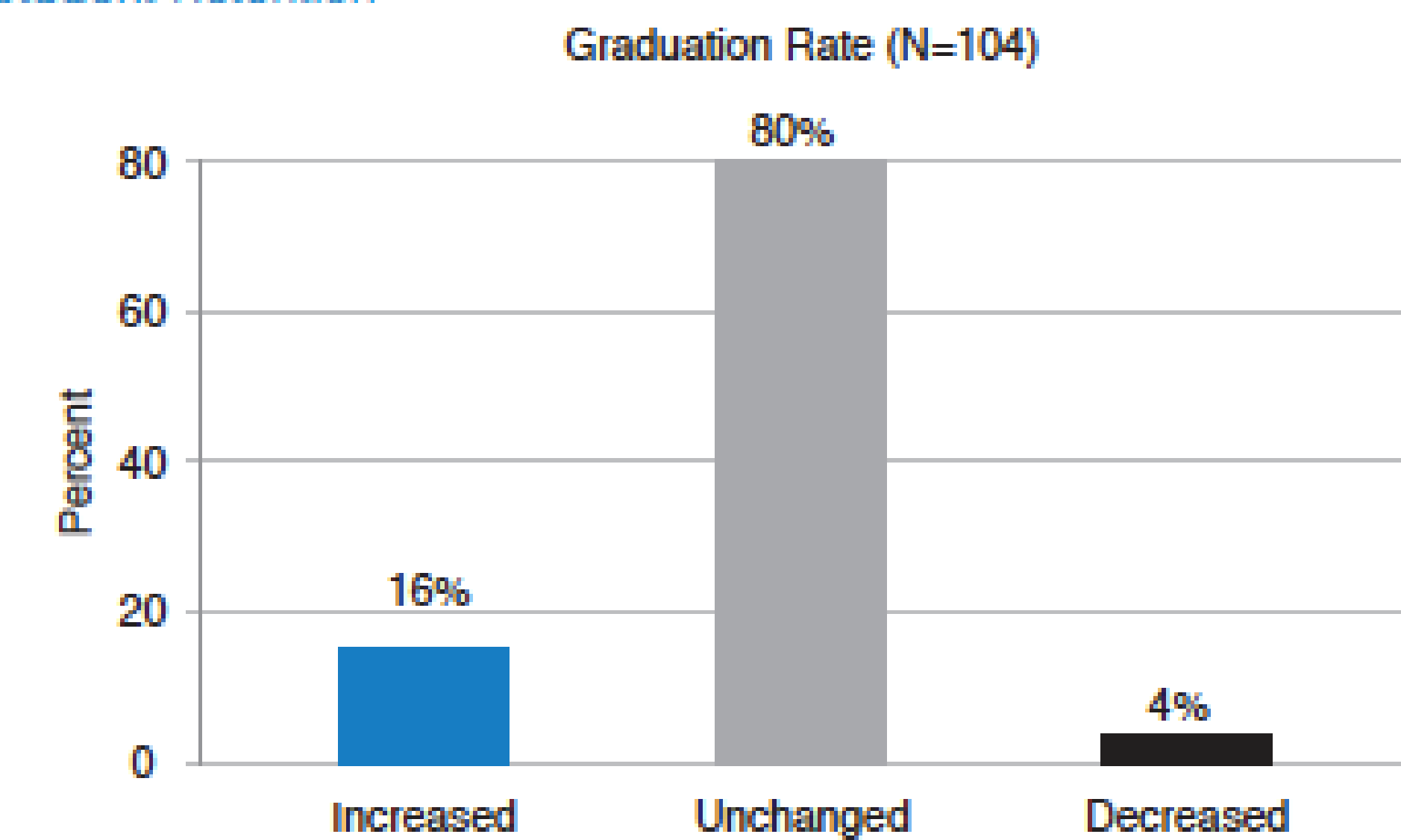


Extent of Use of Holistic Review: Schools Self-identified as Using Holistic Review

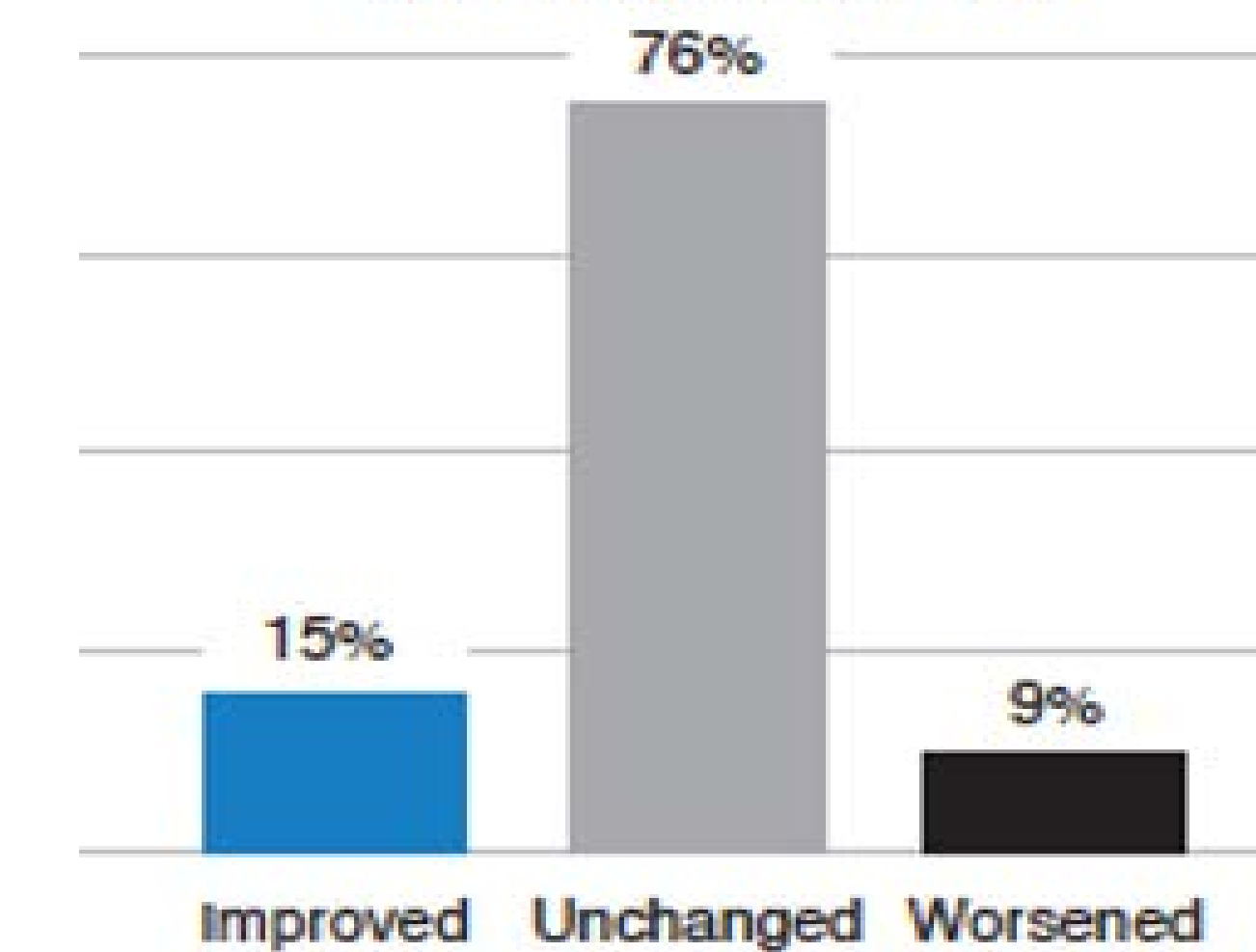


IMPACT OF HOLISTIC ADMISSION ON ACADEMIC SUCCESS

Student Retention



Average number of attempts needed to pass required licensing exams (N=87)



REASONS FOR THE CHANGE AND EXISTING BARRIERS

Reasons for making the change

- Enable the school to shape the incoming class to better meet its mission and goals including increasing diversity.
- Improve the chances that the school's graduate would reflect the public they serve.
- To address perceived problems with prior approaches.
- To meet accreditation requirements
- In response to encouragement from university administration.

- Lack of knowledge or expertise regarding the implementation.
- Concerns that faculty and staff would not have enough time to review applications.
- Concerns that the process would not be sufficient as the current process.

Reasons for not using holistic admissions

CONCLUSION

- Holistic admissions is an effective strategy for schools that seeks to increase diversity of their students bodies and develop an inclusive, positive learning environment
- It is important to know the impact of holistic admissions on incoming student academic qualifications, student retention, and student performance
- Additional resources to support the implementation of a holistic admission process are required such as: additional staff and faculty to support the admission process and additional training for existing staff
- Further research is required and will be needed to support decision making in admissions

References:
 1 Urban Universities for HEALTH. (2014). Holistic Admission in the Health Professions: Findings from a National Survey. Washington, DC.
 2 Glazer, G., Clark, A., Bankston, K., Danek, J., Fair, M., Michaels, J. (2016). Holistic admission in nursing: we can do this. *Journal of Professional Nursing*, 32(1) published online 12 January 2016.

Funding Sources:
 2013 Survey of Admissions in the Health Professions : Urban Universities for HEALTH \$265,000 HRSA Grant
 2015 Disseminating Evidence on Admissions : Urban Universities for HEALTH \$150,000 HRSA Grant