

Holistic Review Impacts Success of Underrepresented Minority Nursing Students: A Case Study

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Introduction

The nursing profession has been working towards increasing the diversity of nursing students in an attempt to keep up with changing demographics and complex healthcare systems. It is projected that racial and ethnic minorities will comprise more than half of the US population in the next 20 years; however, this prevalence is not reflected in nursing education or practice (Scott & Zerwic, 2015).

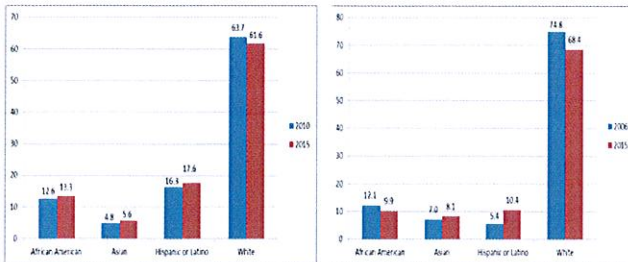


Figure 1. United States Census Bureau QuickFacts United States Percentage of Population by Race

Figure 2. AACN Race/Ethnicity of Students Enrolled in Generic (Entry-Level) Baccalaureate, 2006-2015.

Culturally diverse nursing students are considered a vulnerable population due to social isolation and lack of faculty support and supportive services (Muronda, 2015); and according to Degazon and Mancha (2012), the benefits of having a diverse student body are twofold:

- Increase in culturally congruent care
- Development of more effective health policies

Consequently, a diverse nursing workforce will lead to narrowing of disparities in health outcomes.

Holistic review is "a flexible, individualized way of assessing an applicant's capabilities by which balanced consideration is given to experiences, attributes and academic metrics and, when considered in combination, how the individual might contribute value as a medical and future physician" (Addams, Bletzinger, Sondheimer, White & Johnson, 2010, p. 10).

While a few nursing schools have started implementing the use of holistic review as part of the admission process, there is a gap in the current literature on using holistic review as part of the academic progression of students throughout the program.

Methods

PSoN will implement a holistic review admissions process that comprises the four basic principles of holistic review:

- alignment with our School's mission and goals;
- assessment of applicants' experiences, attributes, and academic metrics in the context of social determinants;
- individualized consideration; and
- consideration of race and ethnicity as factors in the selection of students for admission to the aADN program.

Holistic Review: Admission Process

- Academic Criteria
- Non-academic Criteria

Participant Identification

- Consent to participate
- Support (partial scholarship and stipend, peer mentoring, career development and readiness program, enhanced tutoring services)

Holistic Review: Academic Progression

- Final course grades, interactions with faculty, staff and peers, professionalism, extracurricular activities

Expected Outcomes

- Increased completion rate

Figure 3 PSoN Holistic Review Process.

Results

We expect the initiative to result in the following outcomes:

- **Enrollment** of students in the target populations will **increase by 10%**
- **100%** of the participants will **complete the program** within 15 months of enrollment
- Students' licensure first-time pass rate will be at or above the state and national means
- At least **85%** of the scholarship recipients who do not enroll in the RN-BSN program will obtain **employment within 12 months** following RN licensure
- At least **90%** of the participants will be **satisfied with the education** they received
- PSoN **retention rates** will improve by a minimum of **5%** for the target populations
- PSoN **graduation rates** will improve by a minimum of **5%** for students in the target population
- At least one student in the cohort will enroll in the RN-BSN program following licensure

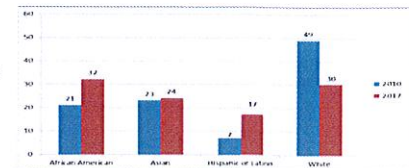
Our long-term goal is to contribute to the development of a highly skilled, adept, and adaptable workforce that reflects, and is prepared to serve, the most diverse urban communities in the country, the residents of NYC. Additionally, we aim to support URM nursing students at PSoN throughout the entire educational pipeline, from enrollment through graduation, to become registered nurses (RNs) and find employment in our region.



Conclusions

Fostering a culture of diversity and inclusion is integral to our School's mission, vision, and philosophy, and aligns with our academic approach. Every course in the curriculum includes an objective related to the development of cultural competency and students are evaluated on their ability to communicate in a culturally sensitive manner and to deliver culturally-competent patient care. Creating a nursing workforce that reflects the city's unusually diverse population and is adept at inter-cultural communication and prepared to provide culturally sensitive and competent care will be critical to meeting the city's changing and increasingly complex healthcare needs.

Figure 4 PSoN Percentage of Enrolled Students by Race, 2010 and 2017.



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