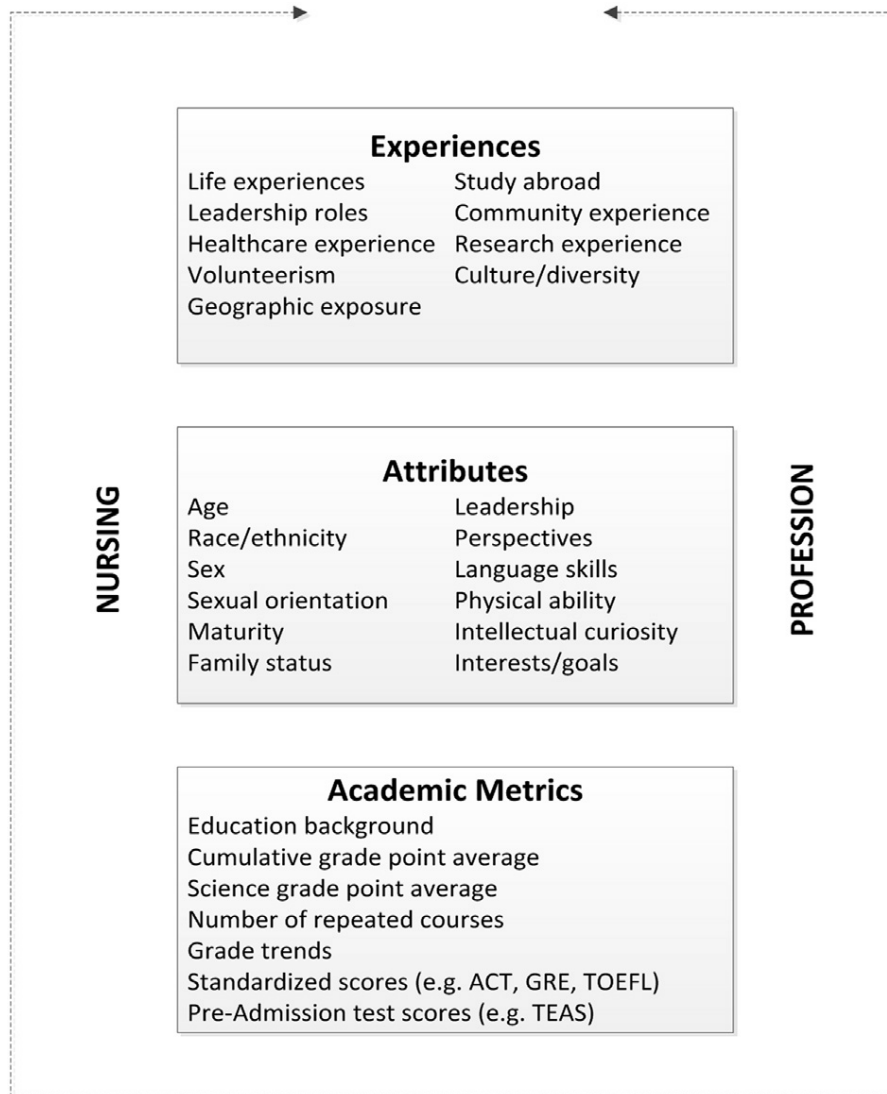


**Promoting Diversity in Nurse Practitioner Student Population:
 Experiences with Holistic Admissions**

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Holistic Admission Model:



Scott, L.D., & Zerwic, J. J. (in press). Holistic Review in Admissions: A Strategy to Diversify the Nursing Workforce. *Nursing Outlook*.

Planning a Holistic Admission Process at your institution? Consider...

Current University/College Mission

- What is the mission of the college and its definition of diversity/inclusivity?
- How is diversity/inclusivity integrated into the College's strategic goals?

Current Student Characteristics, Diversity Goals/Objectives/Strategies

- What is your student profile related to diversity?
- What are your operational goals, objectives, and strategies to promote student diversity?

Faculty and Staff Development

- Orientation to Holistic Admission concepts and process needed for all faculty/staff involved
- Reflection/discussion should include
 - How applicants have been evaluated for admission
 - Identification of applicant characteristics that would be beneficial to 1) the future nursing profession; and 2) to strengthening the diversity of the nursing class.
 - Faculty/staff assumptions and potential biases in reviewing applicants
 - Development of admission processes to minimize bias and maximize inclusion/diversity
- Common faculty/staff assumptions and understanding essential to a Holistic Admissions process

Implementing Holistic Admissions

- Design your process to
 - Have multiple (diverse) 'voices' providing input on each applicants characteristics
 - Application materials- both written and interview guides need to be designed to elicit understanding of a broad array of applicant attributes
 - UIC process
 - Multiple faculty to separately review applications
 - Application reviewers do not interview applicants
 - Interviewers do not review applications
 - Teams of applicant reviewers and interviewers meet to discuss applicants and make recommendation to Graduate Admissions Committee
 - Additional level of review/oversight at the Graduate Admission Committee level
 - Discussion on bringing composite of characteristics together for a more comprehensive picture of the applicant
 - Emphasis on promoting diversity within the student population and choosing applicants who embrace an inclusive perspective that respects and welcome diversity within colleagues and the patient population they serve

Evaluation/Outcomes

- Evaluation metrics should be designed at the time of your program plan and implementation
 - Process evaluation: include faculty/staff evaluations for continuous quality improvement
 - Outcome evaluation: longitudinal, identify metrics such as class diversity profile & student attitudes

Selected Resources re: health disparities, nursing profession disparities, and Holistic Admissions

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University of Illinois at Chicago College of Nursing: NONPF 2015 Armchair Discussion Handout
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