



# Holistic Admissions

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## Abstract

Progression toward establishing holistic practices in admissions policies and procedures by following four key strategies recommended by AACN during the current grant period: 1) *Setting goals and strategy building*; 2) *Review of the college admission application and admission selection process*; 3) *Selection and training of admission committee*; 4) *Holistic admission launch and implementation*. In 2020, the Admission, Progression, and Graduation Committee (APG), formed a subcommittee to help with the grants efforts to facilitate the holistic admissions review objectives. This subcommittee, named the Holistic Admission Action Committee (HAAC), will be comprised of INSPIRE leadership along with key college of nursing faculty and staff.

## Objectives

Implementation of established holistic admission review plan.

Maintain and evaluate and address changes where they are needed.

Monitor challenges and resolutions.

Pilot model of holistic review technology driven system (if recommended).

## Holistic Review Criteria

- Writing Sample
- Healthcare related activities
- Leadership related activities
- Recommendation letters
- Interview

## Experiences

### Barriers:

Changes in Leadership

Faculty, staff, and administration must embrace varying levels of change and possibly psychological discomfort in order to fully embrace and implement the Holistic Review process.

### Facilitators:

Workshops on Holistic Admissions

The Admission, Progression, and Graduation Committee (APG), created the Holistic Admissions Action Committee to develop, implement, and sustain the holistic admissions process.



2020

	Lourdes University	College of Nursing
Mission-driven	Yes	Yes
Evidence-based	Yes	Yes
Assess a balance of:		
Experience	No	No
Attributes	No	No
Academic metrics	Yes	Yes

## Attributes

- Kindness
- Good Communicator
- Adapts to stress well
- Compassionate
- Responsible
- Leadership
- Passion /Drive
- Respect for people and humanity
- Work Ethic

2021

	Lourdes University	College of Nursing
Mission-driven	Yes	Yes
Evidence-based	Yes	Yes
Assess a balance of:		
Experience	No	No
Attributes	No	Yes
Academic metrics	Yes	Yes

## Academic Metrics /Potential Diversity Criteria

Typical: Gender, Age, Ethnicity, Physical Ability  
Atypical: SE Status, Life Experiences, Sexual Orientation, Multilingual and Personal Characteristics.

Academics: Science GPA 2.75

## Potential Outcomes

- Increase Diversity
- Improve Retention
- Increase productive, successful professionals
- Reach those whose test scores outshine them

## References

Glazer, G., Clark, A., Bankston, K., Danek, J., Fair, M., & Michaels, J. (2016). Holistic admissions in nursing: We can do this. *Journal of Professional Nursing, 32*(4), 306-313. doi:10.1016/j.profnurs.2016.01.001



With the appointment of a Holistic Admission Action Committee (HAAC) attribute criteria has been established during holistic admission planning.

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