

Holistic Admissions: Increasing Diversity in the Nursing Workforce

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ABSTRACT

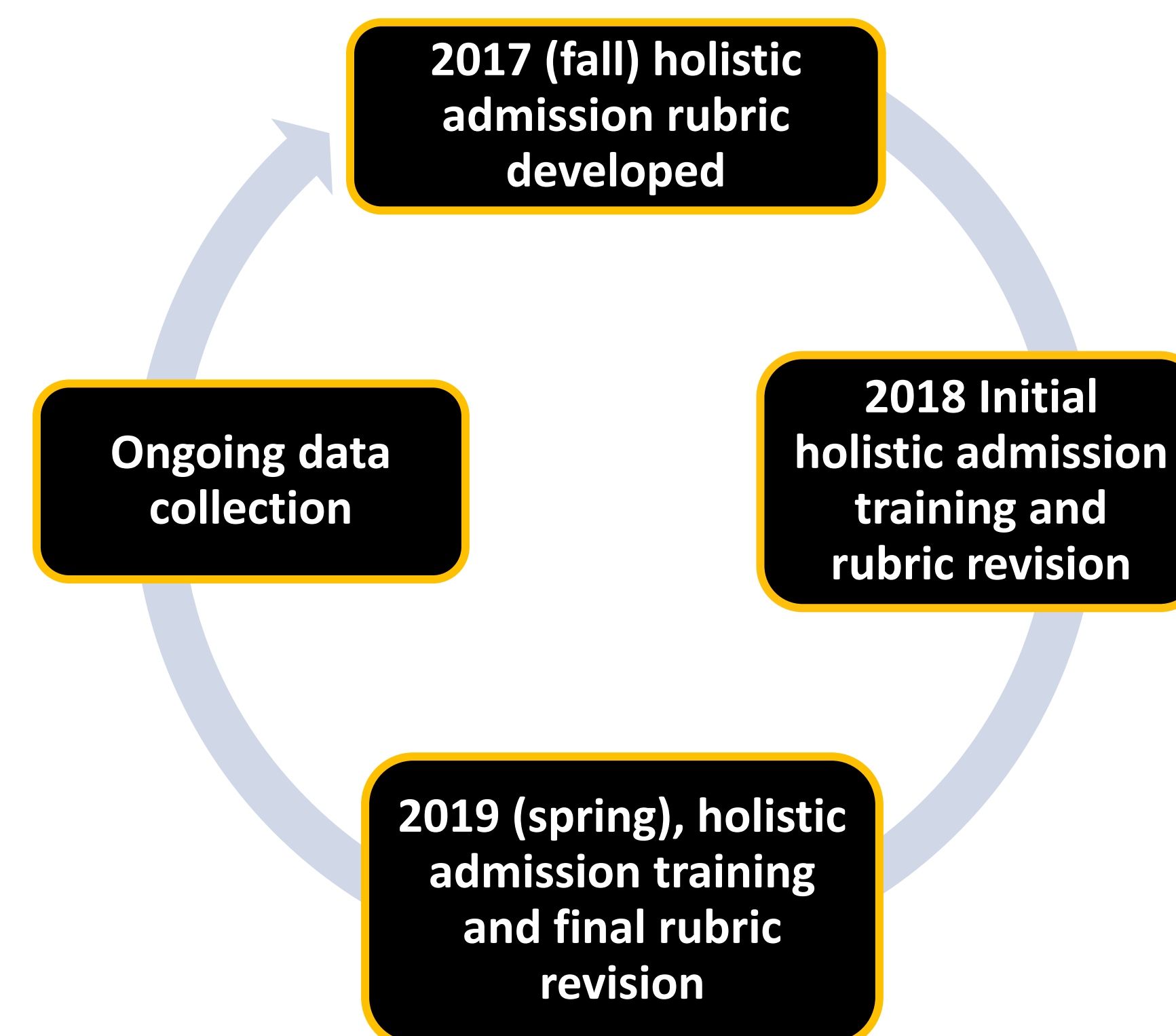
Texas Lutheran University was awarded the HRSA grant in 2017 titled the *Cambio Project*. The purpose of this project was to create a pipeline for underrepresented and minority students to enter the nursing profession. As a part of this project, we began to explore holistic admissions and TLU's department of nursing current admissions standards. We underwent training on holistic admissions and revised our application to account for diversity, inclusion, and first generation college students. Since 2017, we have observed a positive impact from our efforts to implement a holistic admission process. Throughout this process the department of nursing has identified opportunities for growth and expansion of TLU's support systems and resources for our diverse student body.

INTRODUCTION

Texas Lutheran University is a small, liberal arts university located in South Central Texas that is designated as a Hispanic Serving Institution. As a nursing program, we sought funding to increase the number of baccalaureate of science nursing graduates from disadvantaged, underrepresented populations. The initiative was originally focused on increasing the quality and relevance of health care by establishing a pipeline for a diverse nursing workforce. As a result of a demographic shift in the area, the demand for a diverse nursing workforce reflecting the population it serves emerged. TLU Nursing focused on reaching diverse student populations which highlighted the need to develop a more robust holistic admission process. Over the past four years, the TLU Department of Nursing has committed time and resources, made possible through HRSA, to sustain the holistic admission process in an effort to facilitate ongoing recruitment of a diverse nursing student population that mirrors the diversity of the community served.

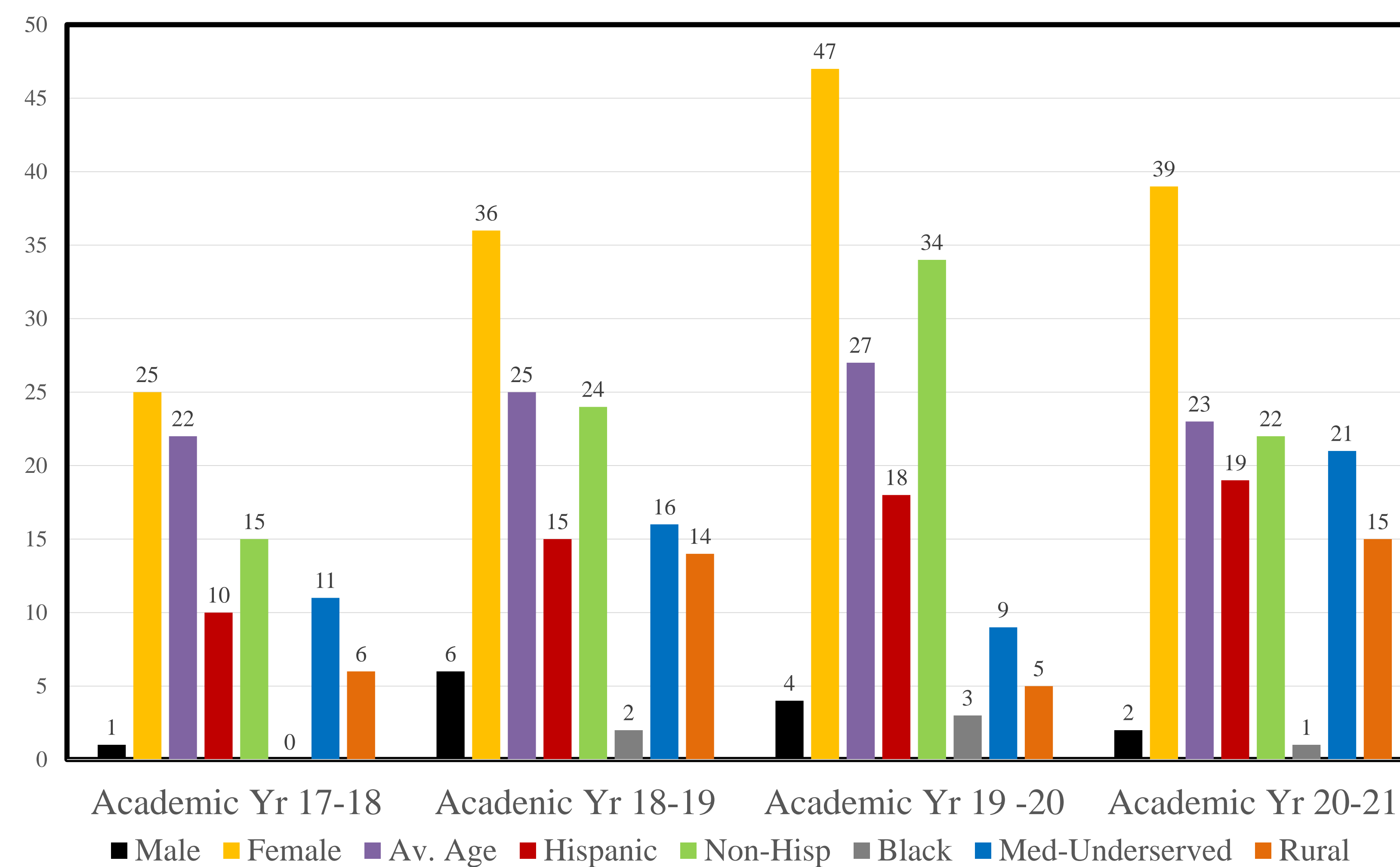


METHOD



RESULTS

TLU Holistic Admission Profile



CONCLUSIONS

- Revision of the Holistic Admission Scoring Rubric helped to identify diverse students to meet the needs of today's patient care population.
- With implementation of holistic admissions, increased enrollment of Hispanic students was observed
- With additional resources and support through HRSA, these students were able to successfully enter and complete the program



CHALLENGES

- Financial needs of students
- Lack of effective communication skills among students
- Underdeveloped academic skills
- Lack of confidence
- Lack of diverse faculty role models/mentors
- Limited peer support
- Diverse students may struggle with basic housing and food.

RECOMMENDATIONS FOR SUSTAINABILITY

- Review TEAS admission criteria
- Hire a full time nursing tutor
- Increase institutional support for nursing students
- Ongoing recruitment of diverse nursing students