



Academic Nursing Leadership Conference

OCTOBER 28-31, 2017





Harnessing Our Collective Strengths

October 29, 2017



NursingCAS Panel Discussion

●●●● Introductions



Robert Ruiz
Vice President,
Strategic Enrollment,
Liaison (*Boston, MA*)



Lisa Rosenberg,
PhD, RN
Associate Dean of
Students
Rush University
(*Chicago, IL*)



Chad Oppelt
Assistant Director of
Graduate & Extended
Studies Recruitment
College of St. Scholastica
(*Duluth, MN*)



The Current State of Higher Education



Value of Higher Education



Education is a
Right! Student
Debt is A
CRIME!!!

THIS SIDE UP
⇄

COVIDIEN
SharpSafety™
Sharp's Gentlest
Surgical Instrument
Safely
10
100-2098432-1022053
100-2098432-1022053

WE
MET
OO



RESTORE
OUR
MORAL

NO WALL
NO BAN
REFUGEES ARE WELCOME HERE!

WHEN INJUSTICE BECOMES LAW
RESISTANCE BECOMES DUTY

PROTECTING
OUR
DEMOCRACY

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THIS IS NOT AMERICA
THIS IS LIKE

We are family

PRESIDENT TRUMP
HAS AWOKEN A
SLEEPING GIANT

Could you
BE
any more of a
threat to democracy?

MY GOVERNMENT
MAY BE THE WORST
BUT THE PEOPLE
WILL SORT IT OUT

NO BAN
ON
MUSLIMS

THAT
YOU
JUDG
ROB

Immigrants
are the
face of
DIVERSITY

THRU
↑
BIKE
OBEY THE
SIGNAL

NO
BIKE
LANE

THINGS MORE
NEED
PROTECTION

NO HATE
NO FEAR
NO BAN

KEEP
FAMILIES
TOGETHER

Let's
Sing
America

WELCOME
TO
AMERICA

THE
PROTEST
WILL
SUCCEED

RAGE
against the
driving of
WHAT'S

RSVP

POLICE

HOME

NO BAN

THAT
YOU
JUDG
ROB

Immigrants
are the
face of
DIVERSITY





Item	Quantity	Unit Price	Total Price
Item 1	10	100	1000
Item 2	5	200	1000
Item 3	20	50	1000
Item 4	15	70	1050
Item 5	8	125	1000
Item 6	12	80	960
Item 7	3	300	900
Item 8	7	140	980
Item 9	9	110	990
Item 10	6	160	960

SIS











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REIPVBLICAE
MASSACHVSETTENSIVM

SIGILLVM
ACADEMIAE
HARVARDIANAE
IN-NOV-ANG

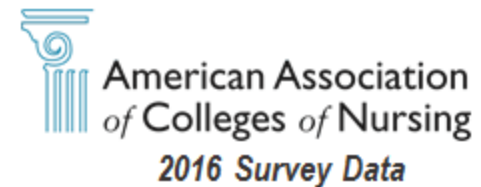


The Current State of Nursing Education



●●●● Key Trends impacting Nursing

- **Workforce Demands**
 - Current RN workforce – 50% of RNs are 50+ years old, approx. 9% are male, 17% are URMs
 - Future RN workforce - By 2022, there will be 3.24 million positions for RNs – based on predicted job growth, there will be 1.05 million open positions (*BLS Data*)
- **Changing and Aging Population**
 - By 2030, 1 in 5 Americans is projected to be 65 years old and over, by 2044, more than half of all American are projected to belong to a minority group (*Census Report*)
 - “The recruitment of culturally and economically diverse individuals to the higher education community positively impacts the classroom and professional practice environments. Exposure to other viewpoints and perspectives serves to advance collaboration that will translate into the work environment” – AACN Policy *Brief on Nursing Student Diversity*
- **Resource Constraints**
 - Schools turned away 64,067 qualified applicants from baccalaureate and graduate nursing programs in 2016 due to an insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints
 - 1,567 faculty vacancies were reported in 2016 with a need to create 133 additional positions to meet student demand
 - The average age of faculty ranges from 51-62 and average retirement age is 62.5 years old



●●●● Two Colleges' Perspectives



The College of
St. Scholastica



RUSH UNIVERSITY

Students vs. Clinical Sites



Hybrid DNP w/ 3 NP specialties, wide field of applicants

●●●● Potential Solutions

- NursingCAS to target In Progress applicants and more thoughtfully communicate with them.
- Adapted new considerations in our review process to credit applicants from areas with existing clinical sites.
- Increased yield – acceptance to enrollment



●●●● Two Colleges' Perspectives



The College of
St. Scholastica



RUSH UNIVERSITY

●●●● Core Principle of Holistic Review Admission Process

Selection criteria for admission are:

- Broad-based
- Clearly linked to school-specific mission and goals
- Promote diversity as an essential element to achieving institutional excellence

Benefits of diversity extend beyond education:

- Increases access to health care
- Accelerates advances in research
- Provision of more effective and culturally competent care

●●●● The Holistic Admissions Review

Holistic review is a flexible, individualized way of assessing an applicant's capabilities. Balanced consideration is given to the applicant's:

- Experiences
- Attributes
- Academic Metrics

These elements are considered in combination with how the individual might contribute value as a health professions student and future health professional.

●●●● Applicant Criteria: EAM Framework

- Experiences: Educational and employment background, “distance travelled”, leadership roles, community service, and life, health care, and research experience.
- Attributes: Applicant’s personal and professional characteristics, skills, and abilities such as age, race, ethnicity, SES, gender, sexual orientation, geographic location, family status, leadership, interpersonal style, values, maturity, motivation, language spoken, field of study, commitment, resilience, etc.
- Metrics: Quantitative academic components of the applicant’s portfolio, e.g., GPAs, GRE.

▼ Custom Fields

Field	Answer
Colleague ID	77205
GRE Waived	Yes ▼
GRE Scores	
GEM Affiliated Student	Yes ▼
Under Represented	Yes ▼
Undergraduate Degree Conferred	Yes ▼
Graduate Degree	No ▼
Grade Trend	Meets Standard ▼
Application Essay	Meets Standard ▼
Recommendation Letters	Exceeds Standard ▼
CV: CoCurriculars, Honors, Awards, Accolades	Exceeds Standard ▼
CV: Certifications, Credentials, Community Service, Work/Research Experience	Exceeds Standard ▼
Life Experiences ('Distance Traveled')	Exceeds Standard ▼
Languages Spoken	Exceeds Standard ▼
Leadership	Exceeds Standard ▼
Focus on Disadvantaged/Underserved Populations	Exceeds Standard ▼

GEM Holistic Review Details

Scorable Field	Input	Point Table	Multiplier	Component Score
CV: Certifications, Credentials, Community Service, Work/Research Experience	Exceeds Standard	Faculty Review	(None)	2.0
Focus on Disadvantaged/Underserved Populations	Exceeds Standard	Faculty Review 2	(None)	2.0
Leadership <small>Assigned To</small>	Exceeds Standard	Faculty Review 2	(None)	2.0
Languages Spoken <small>Moss, Angela</small>	Exceeds Standard	Faculty Review 2	(None)	2.0
GRE Quantitative Converted		GRE Section (QV)	(None)	0.0
GRE Written Converted		GRE Section (W)	(None)	0.0
Required Prerequisite Courses GPA	3.68	Other GPA	(None)	1.0
Natural Science GPA	3.31	Other GPA	(None)	0.0
GRE Waived	Yes	GRE waived	(None)	3.0
Under Represented <small>Received</small>	Yes	Under Represented	(None)	2.0
Graduate Degree <small>Jul 15 2017</small>	No	Grad Degree	(None)	0.0
CV: CoCurriculars, Honors, Awards, Accolades	Exceeds Standard	Faculty Review 2	(None)	2.0
Life Experiences ("Distance Traveled")	Exceeds Standard	Faculty Review 2	(None)	2.0
Military Status	Not a member of the military	Military	(None)	0.0
Recommendation Letters <small>Other Information</small>	Exceeds Standard	Faculty Review	(None)	2.0
Application Essay <small>Preferred Nickname:</small>	Meets Standard	Faculty Review	(None)	0.0
Grade Trend	Meets Standard	Faculty Review	(None)	0.0
GRE Verbal Converted		GRE Section (QV)	(None)	0.0
Natural Science Graded Hours	56.0	Science Credit Hours	(None)	1.0
Overall Total GPA	3.58	Overall GPA	(None)	2.0

●●●● AACN Holistic Admissions Review Training

Service Request for Holistic Admissions Review Training

AACN is pleased to announce it is now offering Holistic Admissions Review Workshops! This workshop training is designed to help universities consider a broad range of factors reflecting the applicant's academic readiness, contribution to the incoming class, and potential for success both in school and later as a professional.

If you are interested in this workshop being offered at your school or other diversity services please complete the Diversity Service Request.

[Diversity Service Request](#)

For more information, contact [Dr. Vernell DeWitty](#)



Let's Discuss!

