

Luoma 13-14

## A Systematic Approach to Nursing Admission



**Holly Bigelow**

Rochester Community  
& Technical College

**Connie Frisch**

Central Lakes College

**Mike Mendez**

Century College

**Carolyn Olson**

St. Cloud Technical &  
Community College

**Mary Olson**

Saint Paul College

## Table of Contents

Project #2: A Systematic Approach to Nursing Admissions.....	2
Problem/Process Improvement:.....	2
Time Line .....	3
Research.....	3
MnSCU Nursing Applications General Summation .....	4
Result of a Straw Poll at Nursing Directors meeting.....	6
Follow-up Survey after Nursing Director Meeting.....	6
Result of Survey after Nursing Director Meeting.....	8
Q1.....	8
Q2.....	8
Q3.....	9
Q4.....	9
Q5.....	10
Q6.....	10
Q7.....	11
MnSCU Admissions Processing -Cost Savings Study .....	12
Email to Nursing Directors .....	12
Results.....	13
Q1.....	13
Q2.....	14
Q3.....	14
Q4.....	14
Q5.....	14
Q6.....	15
A Systematic Approach to Associate Degree Nursing Admission .....	15
Infographic .....	17
Prezi.....	18
Abstract for Poster Presentation for HEC Conference.....	18
Poster Presentation for HEC Conference.....	20
What was the final outcome of your project? .....	21
What leadership lessons did you and your team take away from the experience?.....	21

## Project #2: A Systematic Approach to Nursing Admissions

### **Problem/Process Improvement:**

Prior to becoming registered nurses, all students must first graduate from an approved and accredited nursing program. Each program has common standards identified by the accreditors and the MN Board of Nursing. Each graduate is required to pass a nationally standardized exam to become a Registered Nurse. However, nursing schools across MnSCU do not have standardized admission criteria or application processes. Why are there such differences in admissions when the graduates need to meet such rigorous standards?

In addition, each college currently employs staff to manage admissions with often complicated scoring mechanisms for each applicant. Applicants also apply to multiple colleges, submitting similar information, and having multiple system employees score such information. There is a possible financial benefit to standardizing and automating the admission procedure.

### **Team Charge:**

The project team would complete the following:

- Identify best practices in using predictors of nursing student success in associate degree nursing program admission criteria;
- Consolidate identified predictors of success into common admission criteria for MnSCU associate degree nursing programs;
- Identify system resources for creation of a common online admissions system that students across the state may use as a one-stop location to apply to associate degree nursing programs in MnSCU;
- Complete analysis of resources required and potential long term cost savings to MnSCU;
- Present findings and an action plan to key stakeholders for distribution to MnSCU associate degree nursing programs.

This project has the potential to benefit all colleges with an associate degree nursing program through minimizing duplication of services, automating current practices, and standardizing best practices in admissions. This project also benefits Luoma participants as they learn key leadership skills. Participants would learn about project management, implementation of best practices and change, communication with key stakeholders, and assessment of current vs. future states. Each participant would be able to take what they have learned back to their respective organizations. This work may be duplicated in the future for other programs in the system.

### **Team Members:**

Holly Bigelow, Rochester Community & Technical College  
Connie Frisch, Central Lakes College  
Mike Mendez, Century College  
Carolyn Olson, St. Cloud Technical & Community College  
Mary Olson, Saint Paul College

## Executive Sponsors:

Ron Anderson, President, Century College

Tim Wynes, President, Inver Hills Community College & Interim President, Dakota County Technical College

## Team Advisors:

Jennifer Eccles, RN, MScN, MEd, Director of Nursing, Century College

Dr. Doris Hill, RN, Ph.D., Dean of Health, North Hennepin Community College

## Time Line

**-Common Criteria of all campus analyzed - 9/2013**

**-Nursing Director meetings: 9/2013; 11/2013; 1/2014**

**-Nursing Director surveys: 11/2013; 12/2013**

**-MnSCU Admissions Directors: 12/2013**

**-President's emailed with infographic and detailed explanation of how project applies to Charting the Future (President's council presentation not given due to inclement weather)**

**-Health Educators Conference Poster Presentation: 4/2014**

**-Communication update to Nursing/Admissions Directors - 2/2014**

**-MnSCU ASA/IT resource presentation -2/2014**

**-MANE Prezi presentation-4-2014**

## Research

Allen, P. et al. (2011). West Texas nursing education portal project: Developing a regional centralized application system. *Journal of Professional Nursing*, 27(3), 140-144.

Anonymous (2010). The American association of colleges of nursing launches first national centralized application service for students seeking entry into schools of nursing. *Journal of Professional Nursing*, 26(4), 199-200.

Assessment Testing, Inc. (ATI). (n.d.). Research brief: Predicting RN student attrition using the TEAS V, Retrieved January 8, 2014 from [www.atitesitng.com](http://www.atitesitng.com)

Rogers, T.L. (2010). Prescription for Success in an associate degree nursing program. *Journal of nursing education*, 49(2), 96-100.

Salvatori, P. (2001). Reliability and validity of admissions tools used to select students for the health professions. *Advances in Health Sciences Education*, 6, 159-175.

Seago, J.A., Wong, S.T., Keane, D., & Grumbach, K. (2008). Measuring attributes of success of college Students in nursing programs: A psychometric analysis. *Journal of Nursing Measurement*, 16(3), 184-200.

## MnSCU Nursing Applications General Summation

SANA-T,

The Nursing program admission requirements have more alike or similar than campuses may realize. This information will be brought into the presentation we develop Thursday, but some points of interest in advance:

- There are 22 possible requirements that are shared by more than one campus (plus PN mobility).
- Carolyn's work points to some best practices and the use of a formal test, and it's used by about 1/3 of our system schools right now. That will be something we definitely need to discuss.
- Frequently, colleges require an item not listed but they are completed concurrently with the program
- The requirements most widely shared are GPA, College English, Anat & Phys (variations of it), Micro; Chemistry; Psyc
- About 50% of colleges (11) reference the required immunization docs and background study as part of the requirements (this is very likely a requirement all students may need to meet).

Note there are three tabs to the attached document: a general requirement summation, a block breakdown by topic, and a more granular version of the data collected by Connie and Mary.

\*Based on the way that information was communicated by campuses or based on lack of communication, some liberties were taken in the summation of requirements. It is not comprehensive or verified by any other persons (Cross validation is suggested if we are successful in our information sharing; no information will be portrayed to single out any campus when the graphics are made based on this data).

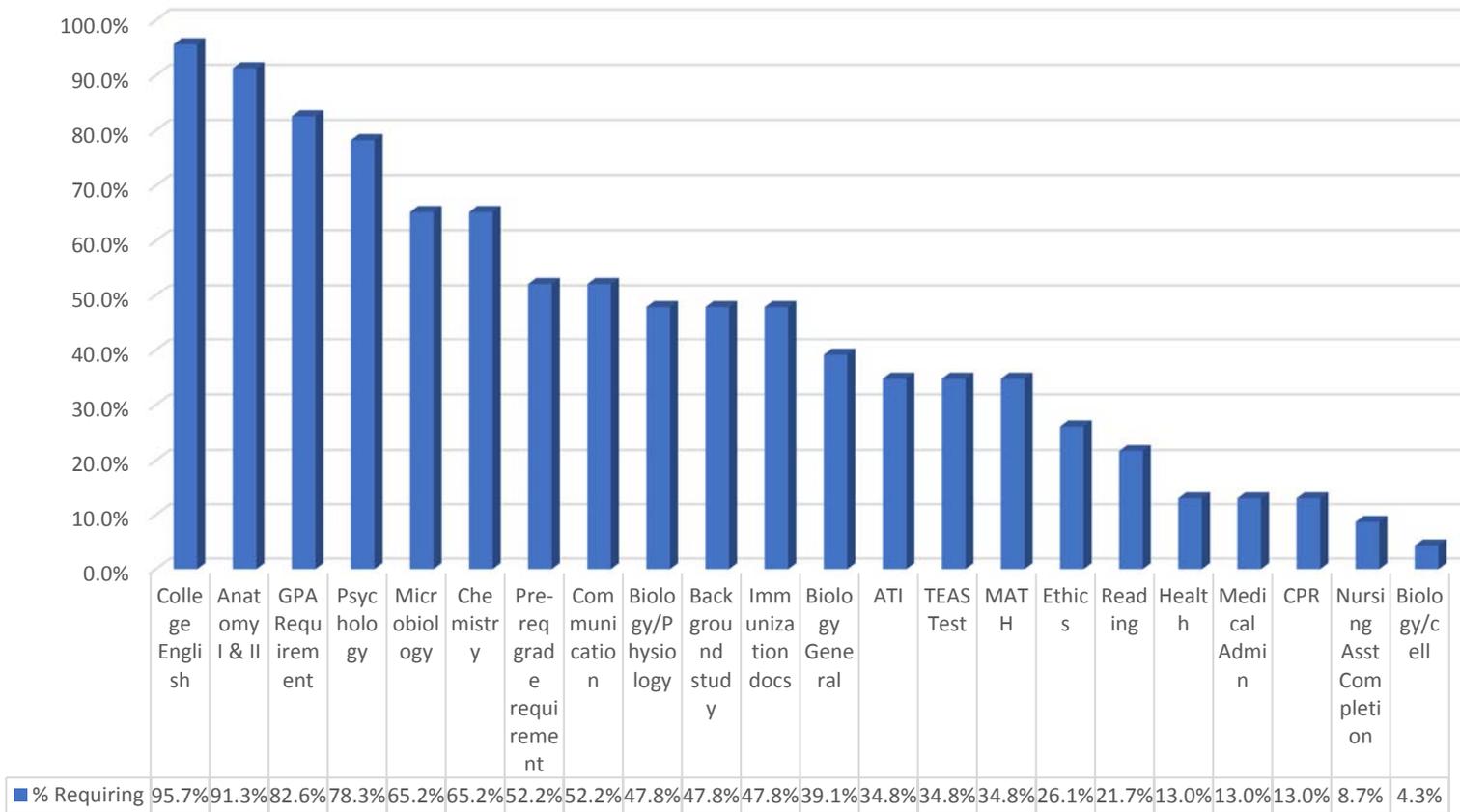
I've spoken with Student Affairs Vice Chancellor Mike Lopez this morning and he thinks we have a fresh spin on this, and gave some recommendations of next steps if we are successful this week. I have previously spoken with one of the Application specialists and local folks here about the viability of doing more campus autonomy on the app and how an algorithm would work and they seem to agree this would be definitely possible.

If anyone has suggestions/ideas of needed graphics or charts for the presentation, please send them to Mike and I before Thursday morning.

Thanks everyone!

Holly

Mnscu Nursing Programs Frequency of criterion used



## Result of a Straw Poll at Nursing Directors meeting

### Systematic Approach to Nursing Admissions

Results of informal survey taken at Nursing Directors meeting on 11/22/13

After hearing the presentation today by the Luoma group, what is your initial reaction to implementing a centralized nursing admissions process? Is it a good idea?

Yes	No	Maybe
14	1	8

\*Rasmussen College abstained because they are not part of MnSCU

## Follow-up Survey after Nursing Director Meeting

The MNSCU Systematic Approach to Nursing Admissions –Team (SANA-T) project proposal is a four-part proposal that would generate extraordinary access for students a critical MnSCU career program on a statewide level.

1. ADN applications would be universally captured at a system level managed by one common application with shared biannual term deadlines, shared system requirements (from evidence based criteria) and some requirements defined autonomously by programs.
2. Applicants are eligible to apply to any desired programs from campuses where they have been admitted. As part of the application, applicants rank the programs in order of preference for admissions.
3. Programs would receive the application data to review and rank applicants by their campus criteria and local transcripts. Campuses login to the application to rank order (e.g. 1, 2, 3) applicants as qualified/not qualified.
4. An algorithm would process the applicants to the best match based on campus ranking and student preference. A system communication would identify if a student was offered a seat at a campus, not qualified, and if they were waitlisted at any campuses. The Waitlist communications would be managed at a system level, but access to the list would be available at the campus level.

### **1. Do you see yourself supporting a systematic approach to nursing admissions?**

- Do you see yourself supporting a systematic approach to nursing admissions? Yes
- No

### **2. If no, what are your concerns?**

If no, what are your concerns?

**3. What are the advantages of a centralized system? (check all that apply)**

- What are the advantages of a centralized system? (check all that apply) Easy for students
- Research – evidence based
- Time
- Cost
- Collaborative – (Charting the Future)

**4. What are the disadvantages of a centralized system?(Please list)**

What are the disadvantages of a centralized system?(Please list)

**5. How do you determine best practice?**

- How do you determine best practice? Scholar Journals
- Peers
- National Standards
- National Research Conferences
- Other Research

**6. Who are key people that help manage nursing admissions at your campus? (check all that apply)**

- Who are key people that help manage nursing admissions at your campus? (check all that apply) Admission
- Records and Registration
- Counseling and/or Advisors
- Support Staff (Admin Support Staff)
- Nursing Faculty
- Information Technologies Staff
- Other

## 7. Do you have anything more to add to this survey? Comments?

Do you have anything more to add to this survey? Comments?

Done

Powered by **Survey Monkey**  
Check out our [sample surveys](#) and create your own now!

## Result of Survey after Nursing Director Meeting

Q1

Do you see yourself supporting a systematic approach to nursing admissions?

- Answered: 14
- Skipped: 1

	Answer Choices –	Responses –
–		57.14%
Yes		8
–		42.86%
No		6
<b>Total</b>		<b>14</b>

Q2

If no, what are your concerns?

- Answered: 6
- Skipped: 9

- If I weren't part of MANE I would.
- 12/19/2013 1:44 PM
- individual issues with students would not get taken care of at the designated college
- 12/17/2013 7:48 PM
- I checked no as I am not sure. Being a small campus I personally review everyone of the applicants and determine if things are in order and if they are eligible and then put the information into a spreadsheet and send out letters to take admission test also. So I may or may not support this. I do like the individualized application review I do. Yes time consuming but personalized. We can still do that as we do not have the numbers that others have that apply here. Now if we do it state wide it may help to increase our number of applicants as more students will see our program.
- 12/10/2013 8:39 AM
- Were MANE schools included in conversation. Would this include them and how would that work?

- 12/10/2013 7:56 AM
- no personal touch and small programs in rural minnesota may suffer
- 12/9/2013 5:08 PM
- the concept is good. Not sure if nursing admissions is the best way to start.
- 12/9/2013 12:16 PM

### Q3

What are the advantages of a centralized system? (check all that apply)

- Answered: 12
- Skipped: 3

Answer Choices –	Responses –
–	91.67%
Easy for students	11
–	66.67%
Research – evidence based	8
–	83.33%
Time	10
–	75.00%
Cost	9
–	83.33%
Collaborative – (Charting the Future)	10
<b>Total Respondents: 12</b>	

### Q4

What are the disadvantages of a centralized system?(Please list)

- Answered: 9
- Skipped: 6

- loss of control on the individual campus
- 12/18/2013 11:27 AM
- Big system when there are problems
- 12/18/2013 8:11 AM
- As I did say in the first answer. I believe it takes away the personal touch that I have with each applicant. Students know if something is missing I will contact them so it is found. It is not always the student who missed things...many times it is the institution that did and I do not want to penalized students for our mistakes.
- 12/10/2013 8:39 AM
- If a student has specific questions where would they be directed? Where is the human factor in the process?

- 12/10/2013 7:56 AM
- Cost, management, ownership
- 12/9/2013 2:48 PM
- All schools not the same in admission criteria.
- 12/9/2013 12:40 PM
- I'm not convinced of any of the advantages. I think it may be very confusing for our type of students. In the end, it could cause the directors more work, especially with disgruntled students at the local level-the system won't have any problems. Also, our current system isn't broken.
- 12/9/2013 12:16 PM
- will there be a campus cost later?
- 12/9/2013 11:30 AM
- Cost needs to be offset by efficiencies created.
- 12/9/2013 11:23 AM

### Q5

How do you determine best practice?

- Answered: 15
- Skipped: 0

Answer Choices –	Responses –
–	86.67%
Scholar Journals	13
–	40.00%
Peers	6
–	93.33%
National Standards	14
–	53.33%
National Research Conferences	8
–	33.33%
Other Research	5
<b>Total Respondents: 15</b>	

### Q6

Who are key people that help manage nursing admissions at your campus? (check all that apply)

- Answered: 15
- Skipped: 0

Answer Choices –	Responses –
–	66.67%

Answer Choices –	Responses –
<b>Admission</b>	<b>10</b>
–	<b>53.33%</b>
<b>Records and Registration</b>	<b>8</b>
–	<b>46.67%</b>
<b>Counseling and/or Advisors</b>	<b>7</b>
–	<b>60.00%</b>
<b>Support Staff (Admin Support Staff)</b>	<b>9</b>
–	<b>46.67%</b>
<b>Nursing Faculty</b>	<b>7</b>
–	<b>6.67%</b>
<b>Information Technologies Staff</b>	<b>1</b>
–	<b>6.67%</b>
<b>Other</b>	<b>1</b>
<b>Total Respondents: 15</b>	

## Q7

Do you have anything more to add to this survey? Comments?

- Answered: 6
- Skipped: 9

I think this is an area we have a great potnetial to work together to improve the student experience  
12/18/2013 11:27 AM

I think this is a good thing to look into and if the state goes with it I will not be opposed to it due to our college getting out there and noticed maybe. At this time basically I look at all the applications, our secretary pulls their DARS, and between the two of us we enter them into a spreadsheet to see who makes it and then I send out letters to the those who made it. So it is a small group that touch our applications here.

12/10/2013 8:39 AM

Asked above

12/10/2013 7:56 AM

will this be another MnSCU driven initiative meant to mainly benefit the Metro programs...like TCCP which costs us \$3000 for services we don't need or want? What type of fee will be billed to the Program for this service? I think that should definitely be an upfront piece of information provided when evaluating whether Programs truly want this.

12/9/2013 5:08 PM

1. Recommend starting with programs of lesser volume first and see how that goes before nursing. Suggest this sequece, Surgical Technology, Dental Hygiene, Baccalaureate Nursing programs, LAST----AD programs. By the time it gets to us, the bugs will be worked out.

12/9/2013 12:16 PM

Please get this system up and running! We really need it. Thanks!

12/9/2013 11:23 AM

## MnSCU Admissions Processing -Cost Savings Study

### 1. Please identify your college (and campus location).

Please identify your college (and campus location).

### 2. How many ADN applications do you receive annually?

How many ADN applications do you receive annually?

### 3. How many ADN Nursing Applicants do you accept annually?

How many ADN Nursing Applicants do you accept annually?

### 4. Who processes your ADN Nursing Applications? (Please select all who actively process the applications.)

- Who processes your ADN Nursing Applications? (Please select all who actively process the applications.) Nursing Director
- Nursing Staff/faculty
- Admissions Staff
- Records Staff

Other (please specify)

### 5. Estimate how many hours annually are spent processing all ADN applications to ensure criteria are met. (e.g. GPA calculations, LPN licensing, academic record/transcript)

Estimate how many hours annually are spent processing all ADN applications to ensure criteria are met. (e.g. GPA calculations, LPN licensing, academic record/transcript)

### 6. Estimate how many hours annually are spent communicating to ADN applicants regarding their application status and/or acceptance.

## Email to Nursing Directors

Nursing Directors:

The Systematic Approach to Nursing Admissions (SANA-T) Luoma Leadership project continues to move forward. As you may recall, this project idea was shared at our previous Director of Nursing meetings as well as Admission Director meetings last Fall. MnSCU two-year college Presidents were recently sent an update on the status of the project.

We are attaching an Infographic of the concept and an overview of how this project aligns with Charting the Future. This project is being presented to the Office of the Chancellor Academic & Student Affairs/IT group on Feb. 25, with the goal of being considered as an upcoming MnSCU FY 2015 project.

At this time, we are inviting you to complete a brief survey to gather an A.D.N. application current cost assessment so we can project future cost savings.

Here's a preview of the information asked in the survey:

- Please identify your college (and campus location).
- How many ADN applications do you receive annually?
- How many ADN Nursing Applicants do you accept annually?
- 

Who processes your ADN Nursing Applications? (Please select all who actively process the applications.)

- Estimate how many hours annually are spent processing all ADN applications to ensure criteria are met. (e.g. GPA calculations, LPN licensing, academic record/transcript)

We are asking you to complete the survey by XXXX. Please represent calculations inclusive of all departments involved in the A.D.N. applicant processing. The survey should be found [here](#).

Thank you for your interest and support of our Luoma action learning project to date! If you have any questions, please feel free to contact any of the committee members.

Respectfully,  
SANA-T

## Results

Q1

Hibbing Community College 1515 East 25th Street Hibbing, MN 55746  
Normandale Community college  
Central Lakes College  
RCTC, Rochester  
Minnesota State College - Southeast Technical (Winona and Red Wing)  
Century College  
Minneapolis Community & Technical College, Minneapolis  
ANoka Ramsey Community College MANE

FDLTCC Cloquet MN  
SCTCC

Q2

400-475

240 to 300

140-170 usually

350

250

700

About 300

450

50

160

Q3

88-100

80

90

rsi

96

144

104 for Fall 2013, 154 for Fall 2014.

112

40

50

Q4

---

	Answer Choices –	Responses –
–		44.44%
<b>Nursing Director</b>		4
–		44.44%
<b>Nursing Staff/faculty</b>		4
–		77.78%
<b>Admissions Staff</b>		7
–		44.44%
<b>Records Staff</b>		4
<b>Total Respondents: 9</b>		

Comment:

Nursing Admissions/Nicole Palo  
Health Science Enrollment manager  
Nursing Advisor  
Administrative Assistant  
Nursing adm. asst.

Q5

the calculation takes around 160 hours but the whole process is around 600 hours

200 hours

12 hours per week total on average with all the above(624)

GUESS-uninterrupted-;80-120 hours

60

640

350+

720 hours  
100-125  
60  
Q6  
endless  
included in above  
average of 2 hours pwe week (104 per year)  
GUESS-varies on complaints; 40-60++ difficult to quantify. complaints may come MONTHS later by applicant or parents.  
200  
Unable to estimate as this is diffuse and large, through admissions advisors, counselors, and nursing leadership. Sorry!  
About 80  
64 hours  
75-100  
10

## A Systematic Approach to Associate Degree Nursing Admission

### ***IT Project Request:***

The MnSCU Systematic Approach to Associate Degree Nursing (ADN) Admissions project proposal is a four-part proposal that would generate extraordinary access for students a critical MnSCU career program on a statewide level. (This project proposal is intimately tied to the direction outlined in *Charting the Future*. The recommendations each part relates to are outlined with the project proposal below.)

- I. ADN applications would be captured at a system level managed by *one* common application with shared biannual term deadlines, shared system requirements (from evidence based criteria) and some requirements defined autonomously by programs. ([Charting the Future](#) - Recommendations 1, 2, 4, 5)
- II. Applicants are eligible to apply to any desired programs from campuses where they have been admitted. As part of the application, applicants rank the programs in order of preference for admissions. ([Charting the Future](#) - Recommendations 1, 2, 4)
- III. Programs would receive the application data to review and rank applicants by their campus criteria and local transcripts. Campuses login to the application to rank order (e.g. 1, 2, 3) applicants as qualified/not qualified. ([Charting the Future](#) - Recommendations 3, 4)
- IV. An algorithm would process the applications to the best match --based on campus ranking and student preference. A system communication would identify if a student was offered a seat at a campus, not qualified, and if they were waitlisted at any campuses. The Waitlist communications would be managed at a system level, but access to the list would be available at the campus level. ([Charting the Future](#) - Recommendations 2, 3, 4, 5, 6)

### ***Rationale for Project:***

This project has the potential to benefit all colleges with an associate degree nursing program through minimizing duplication of services, automating current practices, and standardizing best practices in admissions. This work could be built with scalability for other MnSCU selective admission programs.

***Project Progress to-date:***

Research conducted on evidence based practices for nursing admission  
Research conducted on MnSCU campuses existing criterion  
Presentations to MnSCU Nursing Admission and MnSCU Admission Directors

***Project Sponsors -***

This project is led by a MnSCU [Luoma](#) Leadership group. Feel free to reach out to any project members if you have questions:

***Team Members:***

[Holly Bigelow](#), Rochester Community & Technical College  
[Connie Frisch](#), Central Lakes College  
[Mike Mendez](#), Century College  
[Carolyn Olson](#), St. Cloud Technical & Community College  
[Mary Olson](#), Saint Paul College

***Executive Sponsors:***

Ron Anderson, President, Century College  
Tim Wynes, President, Inver Hills Community College & Interim President, Dakota County Technical College

***Team Advisor:***

Jennifer Eccles, RN, MScN, MEd, Director of Nursing, Century College  
Dr. Doris Hill, RN, Ph.D., Dean of Health, North Hennepin Community College

# THE MNSCU PATH TO AN ASSOCIATE NURSING DEGREE



# Prezi

[http://prezi.com/cynuvyea5kv9/?utm\\_campaign=share&\\_medium=copy](http://prezi.com/cynuvyea5kv9/?utm_campaign=share&_medium=copy)

## Slides

**Systematic Approach To Nursing Admissions**

**Proposal: App w/ customization & scale**  
College and System view: Some criteria are shared; some criteria are customize; research  
Student view: design consistency, user centered, unilateral expectations & communications

**Overview**  
Prior attempts to systemize nursing program application  
Luoma Leadership Action Research project  
-Identify best practices  
-Consolidate predictors of success  
-Identify System resources for creation of a common online admissions system  
-Analyze resources and cost savings  
-Present action plan

**Charting the future: Extraordinary Access**  
I. ADN applications are captured at a system level managed by one common application with shared biannual term deadlines & system requirements (evidence based) and program defined requirements. (Charting the Future - Recommendations 1, 2, 4, 5)  
II. Applicants are eligible to apply to any programs where they have been admitted. As part of the application, applicants rank the programs in order of preference for admissions. (Charting the Future - Recommendations 1, 2, 4)

**Identify Best Practices/Predictors of success**  
Performance Criteria: Attrition decreases with common/evidence based admission criteria  
TEAS V best known predictor of student performance  
Maslow's hierarchy of needs met  
Eight Criterion used by > 50% Colleges

**Charting the future: Leverage resources**  
III. Programs receive application data to review and rank applicants by campus criteria and local transcripts. Campuses login to the application to rank order (e.g. 1, 2, 3) applicants as qualified/not qualified. (Charting the Future - Recommendations 3, 4)  
IV. Algorithm processes applicants to the best match based on campus ranking and student preference. A system communication identifies if a student was offered a seat at a campus, not qualified, and if they were waitlisted. Waitlist communications would be managed at a system level, but access to the list would be available at the campus level. (Charting the Future - Recommendations 2, 3, 4, 5, 6)

**Next Steps**  
Savings analysis  
Project prioritization

**Proposal: App w/ customization & scale**  
College and System view: Some criteria are shared; some criteria are customize; research  
Student view: design consistency, user centered, unilateral expectations & communications

**THE HINSJOU ROAD TO AN ASSOCIATE NURSING DEGREE**  
START  
Apply to be admitted to nursing school  
Apply to nursing programs at school  
Use matches of programs  
Congratulations! Approve transfer of credits

Criterion	Frequency
TEAS V	50%
Grade Point Average	45%
High School GPA	40%
Standardized Test Scores	35%
Letters of Recommendation	30%
Interview	25%
Work Experience	20%
Community Service	15%
Other	10%

## Abstract for Poster Presentation for HEC Conference

**TITLE:** Systematic Approach to Associate Degree Nursing Admissions

**OUTCOMES:**

- 1.) Understand the need for and benefit of a standardized admission process for Associate Degree Nursing Admissions within the MnSCU system.
- 2.) Describe the four-part proposal for a systematic approach to Associate Degree Nursing Admissions.

**ABSTRACT:** Prior to becoming Registered Nurses, all students must first graduate from an approved and accredited nursing program. Each program has common standards identified by accreditors and the Minnesota Board of Nursing. Each graduate is required to pass a nationally standardized exam to become a Registered Nurse. However, nursing schools across MnSCU do not have standardized admission criteria or application processes. Why are there such differences in admissions when the graduates need to meet such rigorous standards?

In addition, each college currently employs staff to manage admissions with often complicated scoring mechanisms for each applicant. Applicants also apply to multiple colleges, submitting similar information, and having multiple system employees score such information. There is a possible financial benefit to standardizing and automating the admission procedure.

Through the Luoma Leadership Academy, a group was formed to examine best practice for nursing program admission and propose a systemized plan to standardize Associate Degree nursing program admissions.

# Poster Presentation for HEC Conference

<div style="text-align: center;"> <h2 style="margin: 0;">Systematic Approach to Nursing Admissions</h2> <h3 style="margin: 0;">Team Advisor: Jennifer Eccles</h3> <p style="margin: 0;">Team: Holly Bigelow, Connie Frisch, Mike Mendez, Mary Olson &amp; Carolyn Olson</p> </div>		
<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Abstract</div> <p><b>ABSTRACT:</b> Prior to becoming Registered Nurses, all students must first graduate from an approved and accredited nursing program. Each program has common standards identified by accreditors and the Minnesota Board of Nursing. Each graduate is required to pass a nationally standardized exam to become a Registered Nurse. However, nursing schools across MnSCU do not have standardized admission criteria or application processes. Why are there such differences in admissions when the graduates need to meet such rigorous standards? In addition, each college currently employs staff to manage admissions with often complicated scoring mechanisms for each applicant. Applicants also apply to multiple colleges, submitting similar information, and having multiple system employees score such information. There is a possible financial benefit to standardizing and automating the admission procedure. Through the Luoma Leadership Academy, a group was formed to examine best practice for nursing program admission and propose a systemized plan to standardize Associate Degree nursing program admissions.</p>	<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Project</div> <p>The MnSCU systematic Approach to Associate Degree Nursing (ADN) Admissions project proposal is a four-part proposal that would generate extraordinary access for students in a critical MnSCU career program on a statewide level. (This project is intimately tied to the direction outlined in <i>Charting the Future</i>. The recommendations each part relates to are outlined in the project proposal below.)</p> <ol style="list-style-type: none"> <li>I. ADN applications would be captured at a system level managed by <i>one</i> common application with shared biannual term deadlines, shared system requirements (from evidence-based criteria) and some requirements defined autonomously by programs. (<a href="#">Charting the Future - Recommendations 1, 2, 4, 5</a>)</li> <li>II. Applicants are eligible to apply to any desired programs from campuses where they have been admitted. As part of the application, applicants rank the programs in order of preference for admissions. (<a href="#">Charting the Future - Recommendations 1, 2, 4</a>)</li> <li>III. Programs would receive the application data to review and rank applicants by their campus criteria and local transcripts. Campuses login to the application to rank order (e.g. 1, 2, 3) applicants as qualified/not qualified. (<a href="#">Charting the Future - Recommendations 3, 4</a>)</li> <li>IV. An algorithm would process the applications to the best match-based on campus ranking and student preference. A system communication would identify if a student was offered a seat at a campus, not qualified, and if they were waitlisted at any campuses. The waitlist communications would be managed at a system level, but access to the list would be available at the campus level. (<a href="#">Charting the Future - Recommendations 2, 3, 4, 5, 6</a>)</li> </ol> <p><b>Project Sponsors:</b> This project is led by a MnSCU <a href="#">Luoma</a> Leadership group. Feel free to reach out to any project members if you have questions:</p> <p><b>Executive Sponsors:</b> Ron Anderson, President, Century College Tim Wynes, President, Inver Hills Community College &amp; Interim President, Dakota County Technical College</p> <p><b>Team Advisor:</b> Jennifer Eccles, RN, MScN, Med, Director of Nursing, Century College</p>	<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Rationale for the Project</div> <p>This project has the potential to benefit all colleges with an associate degree nursing program through minimizing duplication of services, automating current practices, and standardizing best practices in admissions. The work could be built with scalability for other MnSCU selective admission programs.</p>
<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Objectives</div> <ol style="list-style-type: none"> <li>1.) Understand the need for and benefit of a standardized admission process for Associate Degree Nursing Admissions within the MnSCU system.</li> <li>2.) Describe the four-part proposal for a systematic approach to Associate Degree Nursing Admissions.</li> </ol>	<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Project Progress to-Date</div> <p>Research conducted on evidence based practices for nursing admission</p> <p>Research conducted on MnSCU campuses existing criterion</p> <p>Presentations to MnSCU Nursing Admission and MnSCU Admission Directors</p>	<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">References</div> <p>Allen, P. et al. (2011). West Texas nursing education portal project: Developing a regional centralized application system. <i>Journal of Professional Nursing</i>, 27(3), 140-144.</p> <p>Anonymous (2010). The American association of colleges of nursing launches first national centralized application service for students seeking entry into schools of nursing. <i>Journal of Professional Nursing</i>, 26(4), 199-200.</p> <p>Rogers, T.L. (2010). Prescription for Success in an associate degree nursing program. <i>Journal of nursing education</i>, 49(2), 96-100.</p> <p>Seago, J.A., Wong, S.T., Keane, D., &amp; Grumbach, K. (2008). Measuring attributes of success of college Students in nursing programs: A psychometric analysis. <i>Journal of Nursing Measurement</i>, 16(3), 184-200.</p>
		<div style="background-color: #0056b3; color: white; text-align: center; padding: 2px; font-weight: bold;">Team Members</div> <p><b>Team Advisor:</b> Jennifer Eccles, Director of Nursing, Century College <b>Team Members:</b> Holly Bigelow, MS, Educational Leadership, RCTC Director of Admissions &amp; Records Connie Frisch, MA, RN, Central Lakes College Director of Nursing/Dean of Allied Health Mike Mendez, MA, Century College Instructional Designer Carolyn Olson, MSN, RN, St. Cloud Community &amp; Technical College Director of Nursing/Dean of Allied Health Mary Olson, MA, RN, Saint Paul College Practical Nursing Program Director</p>

## What was the final outcome of your project?

Presenting it to the system office and parties of interest

Project was positively received at the System Office Meeting. Generally, the audience agreed that it was a good idea. However, there were concerns about using the same algorithm with nursing that is used for MDs---this issue was brought up by the Nursing Director group as well. While we talked about cost, one of the audience members stated that cost should not be an issue; the issue should be whether or not it is a good idea---we can figure out the cost later.

## What leadership lessons did you and your team take away from the experience?

Group Dynamics

Preparation/Assessment prior to moving ahead

Respect and Listening

We are caring people (soft skills)

Implementation

Tenacity

Know the stories of our group members and celebrating with them