

AEIRS 2019

Holistic Admission: Usage, Outcomes & Barriers Heather Moore, PhD, R.T.(R)

Holistic Admission:

Description

A method of evaluating both traditional and non-traditional student characteristics to determine which applicants would potentially make the best healthcare professional.¹

Why Do It?

- To look at the whole applicant beyond traditional academic measures,
- To identify characteristics or life experiences that would make the applicant a valuable member of the student body and healthcare team,
- To increase the diversity of students admitted to healthcare programs and the workforce.¹

University of Cincinnati Selective Admission Criteria Example:

Holistic Criteria Breakdown by Percentage (%):

Measures	Academic Metrics	Attributes	Experiences
#1. Healthcare experience			10
#2. Program Information Session			10
#3. Military			5
#4. Professional Knowledge Survey		5	5
#5. Essay*		15	
#6. First-Generation College Stud Status		10	
#7. GPA	15		
#8. Course Scores	20** or 25		
#9. SAT/ACT**	5**		
Total %	40	30	30

* Essay Question Example: Describe at least two characteristics you possess and how they will help you succeed as a student in the radiologic technology program and as a technologist in the profession.

**Varies based on total number of college credit hours applicant has earned.

Your current admission criteria- Add the measures you currently use and its percentage of each category

Measures	Academic Metrics	Attributes	Experiences
#1			
#2			
#3			
#4			
#5			
#6			
#7			
#8			
#9			
Total %			

Now, Can you shift your current criteria to a more holistic process by getting closer to equal weights between the Academic Metrics, Attributes, and Experiences categories?

Holistic admission criteria- Add the holistic measures you would like use and its percentage of each category

Measures	Academic Metrics	Attributes	Experiences
#1			
#2			
#3			
#4			
#5			
#6			
#7			
#8			
#9			
Total %			

Helpful Resources:

Association of American Medical Colleges Website: <https://www.aamc.org>

- Go to the “Store” Link
- Search for “Holistic Admission”
- The “Roadmap to Diversity” and “Roadmap to Excellence” PDF downloads (free) provide a lot of information to get you started.

1. Urban Universities for Health. [UUH] (2014). Holistic admissions in the health professions. Findings from a national survey. Retrieved from: <http://urbanuniversitiesforhealth.org/our-work/publications>