TO: Dianne Hall, College of Business
    Academic Standards Committee
FROM: Barbara Wilder, Chair, Admissions, Progression, & Graduation Committee
    School of Nursing
DATE: January 14, 2008
RE: Admission Interviews for Prospective Junior/AND Nursing Students

The School of Nursing is proposing to initiate an admission interview for prospective Junior/AND nursing students. The purpose of the interview is to select the best class possible through collecting more information about our applicants. There are students who have a level of commitment and motivation that does not express itself in their GPA. This is also a strategy that may lead to a more diverse class. The University of North Florida has used this method for many years and has found that it results in a lower attrition rate and more diverse class.

A brief explanation of the interview process is that each student will come to the school of nursing on the designated day. The students will be divided into groups of five and interviewed by a three-person panel of nursing faculty and community partners. All students are asked the same questions. A response will be gotten from each student for each question by the interview panel. The scores will be tabulated at the computer center and each student's score will then be part of our admission formula. This formula is used to determine the admission ranking of all prospective Juniors/ANDs.

We are asking that the committee expedite this review, if possible, because we would like to conduct these interviews at the end of April for the Fall 2008 Junior/AND class.

BW/kfd

cc Dr. Dorothy Cavender ✓
1. If you needed nursing care, what qualities would you want your nurse to have?

2. Where do you see yourself in 5-10 years?

3. What would you like us to know about you that isn't reflected in your transcript or academic record?

4. Describe a community or group volunteer activity with which you've been involved and what it has taught you about leadership.

5. All of the candidates for this program are highly qualified and there are more than we are able to accept. Why should we select you?
SCORING

- All questions will provide data relevant for scoring items 1-12
- Question 1 will provide data relevant for scoring items 13-15
- Question 2 will provide data relevant for scoring item 16
- Question 3 will provide data relevant for scoring items 19-20
- Question 4 will provide data relevant for scoring items 17-18
- Question 5 will provide data relevant for scoring items 19-20

The twenty questions are scored on a Likert type scale with:

A = Strongly Agree
B = Agree
C = Neither Agree or Disagree
D = Disagree
F = Strongly Disagree
INTERVIEW SCORING INSTRUMENT

Verbal Communication
1. Organized thoughts clearly and concisely (focused; direct; to-the-point; not evasive or wordy; answers the questions asked)
2. Articulate, with words clearly pronounced
3. Expressive ("alive"); speech animated; no monotone
4. Persuasive and convincing
5. Used proper grammar
6. Answered questions without being defensive or hostile
7. Maintained appropriate balance between listening and speaking

Nonverbal Communication
8. Dressed appropriately (professional interview attire)
9. Poised during interview
10. Appropriate affect during interview; without excessive anxiety or negative cues

Information - General
11. Answers were exceptionally keen and insightful
12. Articulated specific examples (not broad "flowery" statements)

Information - Nursing
13. Offered accurate information about the nursing profession
14. Described characteristics of a nurse beyond technical skills

Information - Goals
15. Recognized roles of the nurse beyond "helping people"
16. Articulated future goals related to nursing (committed to nursing profession)

Information - Leadership
17. Articulated personal leadership qualities
18. Articulated strong leadership or service examples

Information - Unique Attributes
19. Articulated personal unique attributes other than caring
20. Described how unique attributes will contribute to nursing profession
PROCEDURE

• Each interviewer group make up: 2 faculty-1 community.

• Each interviewer panel will interview 3-4 groups of students.

• Interviewers will gather in Room 230. They will be taken from that room to their designated interview room by Junior students.

• Ask each group some questions and score each interviewee on separate scantron.

• Give the scantrons to the Junior student when they bring the next group of interviewees.

SUGGESTIONS FOR INTERVIEWS

Group Facilitator:

At the beginning:

Mix up seating of interviewers and applicants in somewhat circular format.

Congratulate applicants on academic success.

Remind applicants that interviewers have no other information about individual students so that each enters the interview with a clean slate.

Have each person briefly introduce self, name and where from (two or three sentences).

Set the stage for open discussion.

Remind the students that:

• No right or wrong answers
• No order of response
• Opportunity for exchange of ideas

The interviewer will use the students’ answers to the interview questions to score the students interviewed.

Group Facilitators:

Wrap up interview session with following information:

Thank students for their participation in the interview process.

Admissions is something that AUSON takes very seriously due to impact on students’ lives. This is a pilot process for us this year. None of the information will impact Fall 2007 class, but may be used in the future classes.

Many qualified applicants will not be admitted despite excellent credentials.

Interview is one piece of information that may be used in the future in making admissions decision.

Ask applicants to leave name tags on the back of the chair when they leave.
Interviewers:

Ask one or two questions per interviewer and remember responses of the candidates.

Encourage individuals to respond by making eye contact.

Invite very quiet applicants to answer by calling on them by name if appropriate.

Limit opportunities for any one applicant to monopolize conversation, including interrupting if necessary.

Provide time for applicants to ask questions, but limit length of responses.

Thank individuals for coming.