

REQUEST FOR DECISION

Committee Name: Academic Programs Committee, University Council

Date: March 19, 2026

Presented by: Paul Jones, Chair, Academic Programs Committee

Subject: Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) Programs Admission Qualification Changes

MOTION

It is recommended by the Academic Programs Committee that Council approve the admission qualification changes to remove situational judgement testing from the Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) Programs, effective for the 2027-2028 application cycle.

CONTEXT AND BACKGROUND

The College of Nursing is proposing an admission change to remove the situational judgement testing (Casper) from the Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) Programs. After an extensive internal analysis of over 1200 students from 2021 to 2024, Casper scores showed only minimal predictive correlation within 5 key variables (admission GPA, graduation GPA, final course grades, NCLEX exam results, and number of exam attempts). Analysis showed that rankings of applicants also changed very little when Casper was removed from the admission formula.

The College feels that by eliminating Casper, it strengthens the fairness in their admissions process and aligns with their strategic mission to support accessible and inclusive nursing education.

CONSULTATION

The College of Nursing submitted a proposal to the Academic Programs Committee (APC) on March 4, 2026. APC had the opportunity to review the proposal and voted in favour of the changes. University Council has the authority to approve changes to admission qualifications. Senate confirmation of the decision is required before the changes can take effect.

ATTACHMENTS

1. **Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) Programs Admission Qualification Changes**

Changes to Undergraduate Program Admission Requirements

SUBMISSION INFORMATION

Degree(s) Bachelor of Science in Nursing	
Fields of study Nursing	
Concentration (i.e. option, specialization within a major, themes, streams, focus, etc.): Bachelor of Science	
Academic Unit (unit offering the program): College of Nursing	Proposed date for implementation: Fall 2027
Contact person name Donna Ludwar	Email donna.ludwar@usask.ca
Motion Carried at the College Faculty Council Approval or equivalent: MOTION: The Undergraduate Education Committee recommends Faculty Council approve the removal of the situational judgement test from the College of Nursing admission requirements for the BSN and the PDBSN effective 2027-28. Moved by Dr. Marnie Kramer, seconded by Michelle Patterson	

Admission requirements are made up of several factors including admission qualifications and selection criteria which are governed under the [Policy on Admission to Degree Programs](#).

Select the area in which you are proposing to change/create:

Admission Qualifications

These are the credentials that an applicant must present in order to establish eligibility for admission. They include but are not restricted to objective qualifications such as high school subjects, secondary or post-secondary standing, minimum averages, English proficiency, and minimum scores on standardized tests. Qualifications may vary for some admission categories. Admission Qualifications become part of your "Admission Requirements" for applicants.

Admission category

Admission categories are approved at a university wide level and are a way to differentiate and compare applicants with similar qualifications (i.e. Regular Admission, Special Admission, Indigenous Specific Seats, etc.).

Enrolment Management

Changes to the capacity of seats available for new admits if different from the college/school strategic enrolment plan.

Selection Criteria

The means by which a college assesses and ranks its applicants for admission. They include but are not restricted to admission test scores, cut-off averages, interview scores, departmental recommendations, auditions, portfolios, letters of reference, admission essays, definitions of essential abilities for professional practice, and the relative weighting to be given to the various requirements. Selection criteria may vary for some admission categories.

☐ **Learner Pathway**

Different routes that individuals choose to progress into, within, and out of the post-secondary education system.

Note: If the learner pathway requires individuals to adhere to a **different set of admission qualifications** this would then require Council level approval.

RATIONALE

Describe the rationale for the admission change and provide a statement from College/School leadership recommending the change and how it relates to the strategic mission and enrolment plan of the College.

Rationale for Removing CASPER

The College of Nursing recommends discontinuing the CASPER test because internal analysis (2021–2024 cohorts) shows it has **minimal predictive value** for academic or professional success. Correlations with GPA, core course grades, and NCLEX results were statistically significant but **very small**, and admission rankings changed little when CASPER was removed.

In addition, national research highlights **fairness concerns and racial disparities**, and the test introduces **financial barriers** for applicants. Continuing to use a tool that adds cost without improving selection quality does not align with the College's commitment to equity and evidence-based admission processes.

Leadership Statement

College of Nursing leadership supports the removal of CASPER from admissions. Evidence from our internal study shows the test does not meaningfully predict student success and may pose equity and financial barriers for applicants. Eliminating CASPER strengthens fairness in our admissions process, aligns with our strategic mission to support accessible and inclusive education, and advances our enrolment plan by removing unnecessary obstacles for qualified applicants.

Note: The Academic Programs Committee is responsible for evaluating academic implications of admission requirements. Approval at APC, Council and Senate (where applicable) does not imply approval of required resources (faculty complement, additional space requirements, etc.). Academic units are responsible for implementing these changes within the resources available including any incremental tuition generated.

Consultation with the Registrar (CWR) – Proposal Highlights

Title of Proposal: Admission Qualification Change – Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) Programs

General Description: The College of Nursing proposes removing the Casper (Computer-Based Assessment for Sampling Personal Characteristics) situational judgement test as a requirement of admission to the Bachelor of Science in Nursing (B.S.N.) and Post-Degree Bachelor of Science in Nursing (PDBSN) programs.

College Approval: College of Nursing Faculty Council approved, January 21, 2026.

Provost's Office Review: Provost's Office has reviewed and supports the proposal.

Effective Term: 2027-28 application cycle

Course implications

- N/A

Registration and classes

- N/A

Convocation

- N/A

Financial and Budget

- N/A

Student Mobility

- N/A

PROVOST & SFO CONSULTATION

To: Academic Programs Committee of Council

From: Kyla Shea, Academic Programs and Planning Specialist

Date: February 12, 2026

Re: Deletion of the Situational Judgement Test (Casper) as an admissions requirement –
BSN and PDBSN

SUMMARY

The Provost and Strategic Finance Offices are aware of this proposal and have no concerns.

Date: January 28, 2026	Reviewed By: Loleen Berdahl, Acting Deputy Provost	Communicated By: Kyla Shea
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