



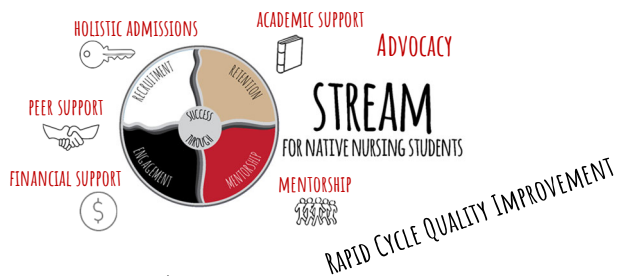
STREAM
FOR NATIVE NURSING STUDENTS

STREAM AND MODELS OF STUDENT SUCCESS
 SUCCESS THROUGH RECRUITMENT/RETENTION, ENGAGEMENT, AND MENTORSHIP (STREAM) FOR NATIVE NURSING STUDENTS

KALA CORNELIUS, DNP, MSN, RN, STREAM CO-DIRECTOR
 HALEY BURKHARDT, MS, STREAM COORDINATOR

FUNDED BY A HUMAN RESOURCES & SERVICES ADMINISTRATION NURSING WORKFORCE DIVERSITY GRANT

School of Nursing
UNIVERSITY OF WISCONSIN-MADISON

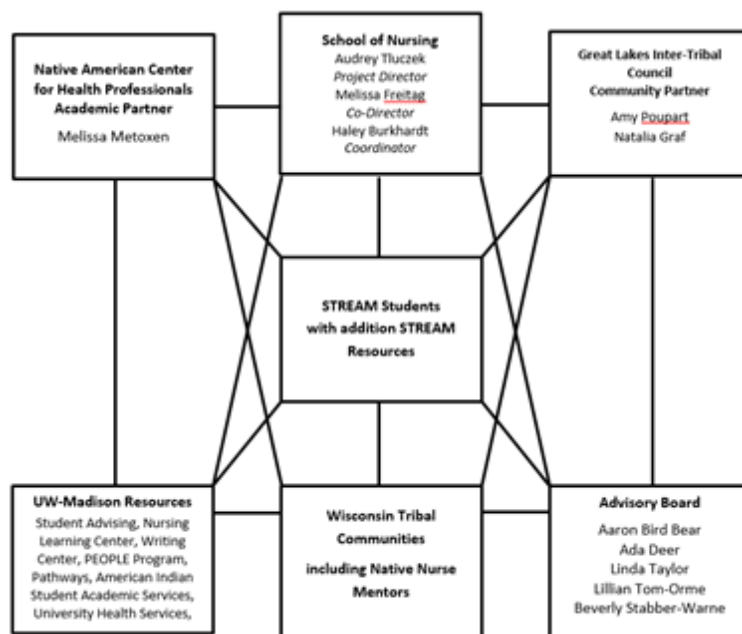


INCREASE NUMBER OF NATIVE AMERICAN NURSES
 EXPAND COMMUNITY PARTNERSHIP - GREAT LAKES INTER-TRIBAL COUNCIL
 EXPAND ACADEMIC PARTNERSHIPS - NATIVE AMERICAN CENTER FOR HEALTH PROFESSIONS



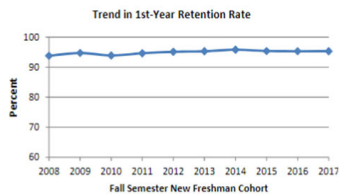
PROGRAM ORGANIZATION

- **PROGRAM DIRECTOR**
LISA BRATZKE, PHD, RN, ANP-BC, FAHA
- **PROGRAM CO-DIRECTOR**
MEL FREITAG, PHD
- **PROGRAM CO-DIRECTOR**
KALA CORNELIUS, DNP, MSN, RN
- **PROGRAM COORDINATOR**
HALEY BURKHARDT, MS
- **NACHP LIAISON**
MELISSA METOXEN, MS

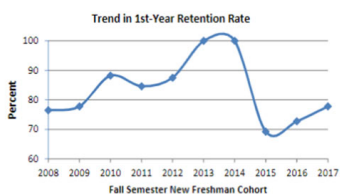


WHY DO WE NEED PROGRAMS LIKE STREAM?

TRENDS AT UW-MADISON



ALL NEW FRESHMEN



AMERICAN INDIAN FRESHMEN

MORE DATA CAN BE FOUND AT UW-MADISON ACADEMIC PLANNING AND INSTITUTIONAL RESEARCH WEBSITE: <https://apir.wisc.edu/stream/retention-graduation/>



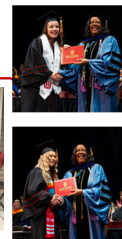
STREAM PROGRESS 2017 - 2020

CURRENT STREAM STUDENTS

- 7 UNDERGRADUATE STREAM STUDENTS
 - 2 PRE-NURSING STUDENTS
 - 5 NURSING STUDENTS
- 3 GRADUATE STUDENTS
 - 1 DNP STUDENTS
 - 2 PHD STUDENT
- 1 POST-DOCTORAL FELLOW



- 8 GRADUATED STREAM STUDENTS
 - 6 BSN
 - 2 DNP



AAMC Experiences-Attributes-Metrics Model



Advancing Holistic Review

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HOLISTIC ADMISSIONS

- **STARTING THE DISCUSSION**
 HOW DOES OUR SCHOOL'S MISSION ALIGN WITH WHO WE WANT IN THE NURSING WORKFORCE?
- **TWO AAMC SPONSORED, FULL-DAY WORKSHOPS**
 70+ FACULTY AND STAFF PARTICIPANTS
- **ONE AAMC SPONSORED, FULL-DAY WORKSHOPS**
- **IMPLICIT BIAS TRAINING**
 WHERE IS ACADEMIC PERFORMANCE INCLUDED IN REVIEW?



HOLISTIC ADMISSIONS IMPACT

Class Profile	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Total Class	270	268	270	268	267	273	297	304	305	302	313	316	324
Targeted Minority	8%	10%	11%	10%	9%	8%	10%	11%	11%	12%	13%	16%	20%
AI	0%	1%	0%	0%	1%	1%	1%	1%	1%	1%	1%	2.5%	3%

- AVERAGE GPA OF ADMITTED STUDENTS REMAINED THE SAME WITH NEW REVIEW PROCESS (WITHIN HUNDRETHS)



ACADEMIC SUPPORT

- TO BE ADMITTED TO STREAM, STUDENTS MUST HAVE DECLARED PRE-NURSING OR NURSING AS THEIR MAJOR
- MUST MEET NURSING PROGRAM GPA REQUIREMENTS
- INFORMAL STUDY GROUPS WITHIN COHORTS
- STUDENTS ARE REQUIRED TO MEET WITH STREAM DIRECTOR AND COORDINATOR ONCE A SEMESTER TO DEVELOP AN INDIVIDUALIZED SEMESTER PLAN
 - REVISIT PREVIOUS SEMESTER GOALS, ACTION STEPS, AND OUTCOMES
 - DEVELOP NEW GOALS OR ADD ON TO PREVIOUS GOALS
 - COMPLETE A MENTAL HEALTH ASSESSMENT



PEER SUPPORT

TALKING CIRCLES

- MONTHLY THEMED DINNER GATHERINGS WITH STUDENTS, CO-FACILITATED BY STREAM CO-DIRECTOR, STREAM COORDINATOR, AND NACHP LIAISON.
- EXPANDED TO NON-TRADITIONAL TALKING CIRCLES DURING SUMMER SEMESTER (BOOK CLUB)
- STUDENTS ENCOURAGE EACH OTHER TO ATTEND STUDENT ORG MEETINGS, LECTURES, CULTURAL EVENTS



MENTORSHIP

MENTOR ROLE

- EACH STUDENT IS PAIRED WITH A NATIVE NURSE MENTOR REQUIRED TO CHECK-IN MONTHLY



MENTOR EVENTS

- NATIVE NATIONS NURSING SUMMIT AND PRE-SUMMIT DINNER
- STUDENT MENTOR NETWORKING EVENT INCLUDES CULTURAL LANDSCAPE TOUR OF CAMPUS



FINANCIAL SUPPORT

IF PROGRAM REQUIREMENTS ARE MET, STUDENTS RECEIVE:

- MONTHLY STIPEND TO COVER HOUSING, FOOD, TRANSPORTATION, ETC.
 - THIS STIPEND AMOUNT DOES NOT COME OUT OF STUDENT'S FINANCIAL AID PACKAGE
- SUPPORT TO ATTEND PROFESSIONAL DEVELOPMENT EVENTS, CONFERENCES, ETC.
- SUPPORT FOR NCLEX PREP COURSES
- ONE-TIME BOOK STIPEND AT THE BEGINNING OF FIRST YEAR IN NURSING PROGRAM



NATIVE NATIONS NURSING SUMMIT

SUMMIT HISTORY AND GOALS

- GREAT LAKES INTER-TRIBAL COUNCIL
- OUTREACH- RECRUITMENT AND EDUCATION
- CREATE MORE VISIBILITY FOR PROGRAM AND SCHOOL
- STRENGTHEN TRIBAL PARTNER RELATIONS
- PROMOTE COMMUNITY-DRIVEN INTERVENTIONS AND BEST PRACTICES IN NATIVE HEALTH, SPECIFIC TO HOST COMMUNITY

6TH ANNUAL NATIVE NATIONS NURSING SUMMIT – 2020

HOSTED BY STREAM AND NANAINA (THE NATIONAL ALASKA NATIVE AMERICAN INDIAN NURSES ASSOCIATION)

- THURSDAY NOVEMBER 19TH
- VIRTUAL



STREAM PROGRAM GROWTH

- ADDITION OF SUPPORT TO GRADUATE PROGRAMS AND BSN@HOME ONLINE PROGRAM
- ADDITION OF POST-DOC
- PHYSICAL STREAM SPACE FOR STUDENTS AND STAFF
- CREATION OF TRIBAL COMMUNITY CLINICAL IMMERSION PROGRAM
- CREATION OF STREAM ALUMNI NETWORK



MOVING FORWARD

- CONTINUE TO INCLUDE NON-TRADITIONAL PROGRAM OPTIONS
- INCORPORATION OF TRIBAL NATION RECOMMENDATIONS AND STUDENT FEEDBACK
 - RAPID CYCLE QUALITY IMPROVEMENT
- CONTINUE TO FOSTER RELATIONSHIPS WITH TRIBAL NATIONS IN WISCONSIN
- SUSTAIN PROGRESS WITH CLINICAL IMMERSION PROGRAM
- FURTHER INTEGRATE INTO ACADEMIC AFFAIRS FOR PROGRAM SUSTAINABILITY



SUPPORT DURING COVID-19

- VIRTUAL EVENTS
- MORE FREQUENT STUDENT CHECK-INS
- STREAM OFFICE HOURS
- ALUMNI NETWORK

ACHIEVEMENT RESILIENCE
SUCCESS GROWTH
MOTIVATION

STREAM
FOR NATIVE NURSING STUDENTS

THANK YOU!

MIGWECH WAEWAENEN YAWAKO

School of Nursing
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