

Objectives

- Review local and national RN statistics
- List Health Resources and Services Administration funded programs in Wisconsin
- Describe multi-faceted strategies needed to maintain retention and graduation of diverse BSN students from economically &/or educationally disadvantaged backgrounds &/or who are from underrepresented minorities in nursing
- Provide data on project outcomes

Problem

- “Nursing schools have made strides in recruiting and graduating nurses that reflect the patient population, however, more must be done before equal representation is realized” (American Association of Colleges of Nursing, 2018)
- There are substantial gaps in the proportion of diverse nurses in the workforce, which can limit insights that could contribute to a more culturally inclusive health care environment (American Association of Colleges of Nursing, 2017)

State and National Registered Nurse Statistics

Race/Ethnicity	White	Black/African American	Hispanic/Latinx	Asian	American Indian/Alaska Native	Other
Wisconsin RN <small>Source: WCN DWD 2018 RN Report</small>	94.2%	2.0%	2.0%	1.8%	---	2.1%
Wisconsin Population <small>Source: U.S. Census Bureau estimates July 1, 2018</small>	87.3%	6.7%	6.9%	2.9%	1.2%	1.9%
U.S. RN <small>Source: 2018 National Council of State Boards of Nursing</small>	80.8%	6.2%	5.3%	7.5%	0.4%	2.9%
U.S. Population <small>Source: U.S. Census Bureau estimates July 1, 2018</small>	76.6%	13.4%	18.1%	5.8%	1.3%	2.7%

Nursing Workforce Development Programs

- Nursing Workforce Diversity grants
 - assist students from disadvantaged backgrounds to become nurses
 - facilitate diploma, associate degree-RNs to become BSN-prepared RNs, and prepare practicing RNs for advanced nursing education
- 33 Health Resource and Services Administration-Nursing Workforce Diversity funded programs nationally
 - Three in Wisconsin
 - Marquette University
 - University of Wisconsin-Madison
 - Viterbo University

» Source: Health Professions Training Programs. (2019). <https://data.hrsa.gov/topics/health-workforce/training-programs>

Marquette University College of Nursing: Project BEYOND-2

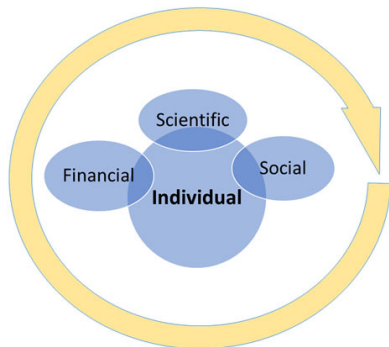
Currently funded by three federal grants obtained from the Health Resources Services Administration (HRSA):

- Nursing Workforce Diversity–Grant No. D19HP30849
- Scholarships for Disadvantaged–Grant No. T08HP30203
- Nursing Workforce Diversity-Eldercare–Grant No. D19HP39728

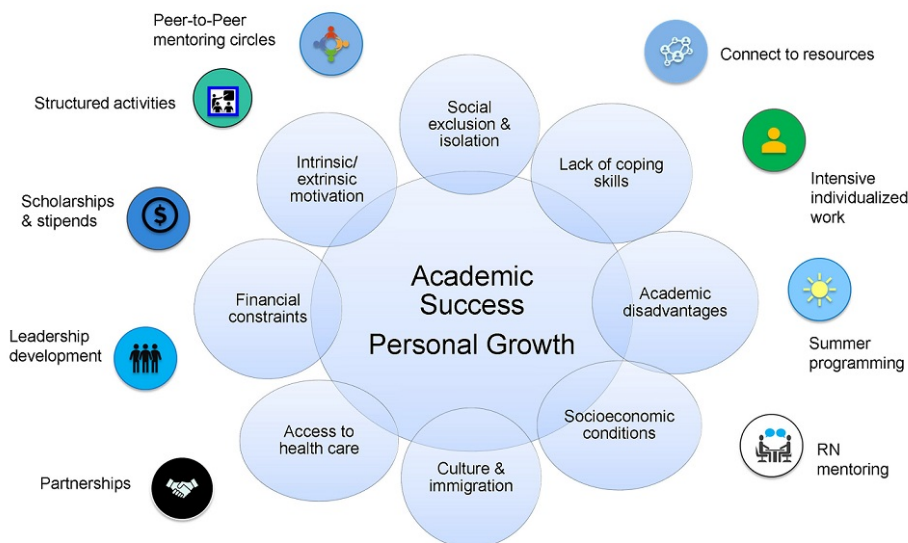


Identified Social Determinants of Health & Challenges

Framework: Asset Bundles Model



Johnson, J., & Bozeman, B. (2012). Perspective: adopting an asset bundles model to support and advance minority students' careers in academic medicine and the scientific pipeline. *Academic medicine: Journal of the Association of American Medical Colleges*, 87(11), 1488-1495. <https://doi.org/10.1097/ACM.0b013e318265a8d3>



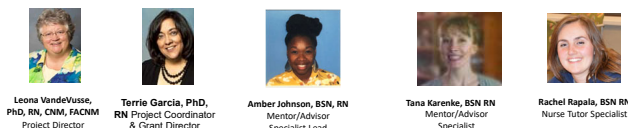
Strategies to address identified Social Determinants & challenges

Identified SDE/H	Strategies
Social exclusion & isolation	Peer mentor, individual meetings, structured session, outings, nurse mentor program
Lack of coping skills	Stress management/mediation, counseling center, self-care skills
Academic disadvantages	Pre-Admission Intensive (summer), Learning & Study Strategies Inventory (LASSI [®]), teach-back & tutoring sessions, academic planning, task prioritization, time management skills.
Socioeconomic conditions	Scholarships and stipends, loaner resources(e.g. laptops, anatomical models), healthy snacks, connections with MU backpack program & food banks
Culture & immigration	Inclusive & culturally diverse campus events; counseling center; local nursing associations; advisors that represent project demographics, family demands
Access to health care	Connections to free clinics/sliding scale, assist with navigation of online marketplace healthcare plans
Extrinsic/intrinsic motivation	Discussing goals, spending time to get know students & understand what motivates them to learn

COVID-19 Programming Transition

- Transitioned to virtual advising March 2020
- Summer 2020
 - Continued to virtually check-in with students during summer
 - Held a virtual group student session to obtain student feedback and ideas for fall 2020 programming
 - Developed virtual program planning for fall, integrating student ideas
- Fall 2020
 - Created virtual COVID circles comprised of groups averaging up to 10 freshmen to seniors per circle, with a senior or junior lead responsible for organizing each group & staying in touch with project staff
 - Continue offering structured programming in virtual platform

Project BEYOND-2 Team



Partners, Collaborators, & Professional Networks

- Aurora Advocate Health Care
- Wisconsin Center for Nursing
- American Association of Colleges of Nursing
- National Black Nurses Association Milwaukee Chapter
- Black Nurses Rock, Inc.- Milwaukee Chapter
- Greater Milwaukee National Association of Hispanic Nurses Chapter Milwaukee Area Health Education Center
- Rufus King International High School
- Messmer High School
- National Diversity Consultant-Dr. Norma Martinez-Rogers



Impact by Academic Year (AY)

	AY 17-18	AY 18-19	AY 19-20	AY 20-21
Project participants (n)	78	75	99	115
Retention rates	91%	97%	92%	---
Graduation rates of continuing PB-2 students	100%	100%	92%*	---

*One senior currently enrolled and on track for anticipated graduation date AY 20-21

<https://www.marquette.edu/nursing/project-beyond.php>

Thank you!

