

Presenter Disclosures

Entangling the web of causation: Unraveling the web to diversify the nursing workforce

“No relationships to disclose”

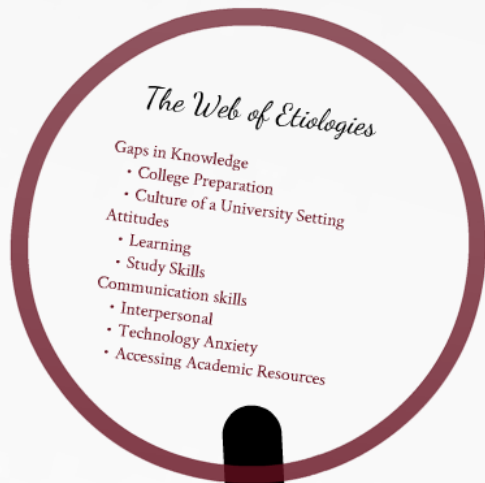
Entangled in the web of
causation: Unraveling the web
to diversify the nursing
workforce
"Discover the Nurse With In"

Judy A. Dillion, PhD, RN
Julie Kruse, PhD, RN
Kathy L. Perzynski, MS, RN
Lourdes University College of Nursing, Sylvania, Ohio

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Barriers to Successfully Diversifying Nursing



The Web of Etiologies

Gaps in Knowledge

- College Preparation
- Culture of a University Setting

Attitudes

- Learning
- Study Skills

Communication skills

- Interpersonal
- Technology Anxiety
- Accessing Academic Resources



Self-Confidence

Discrimination

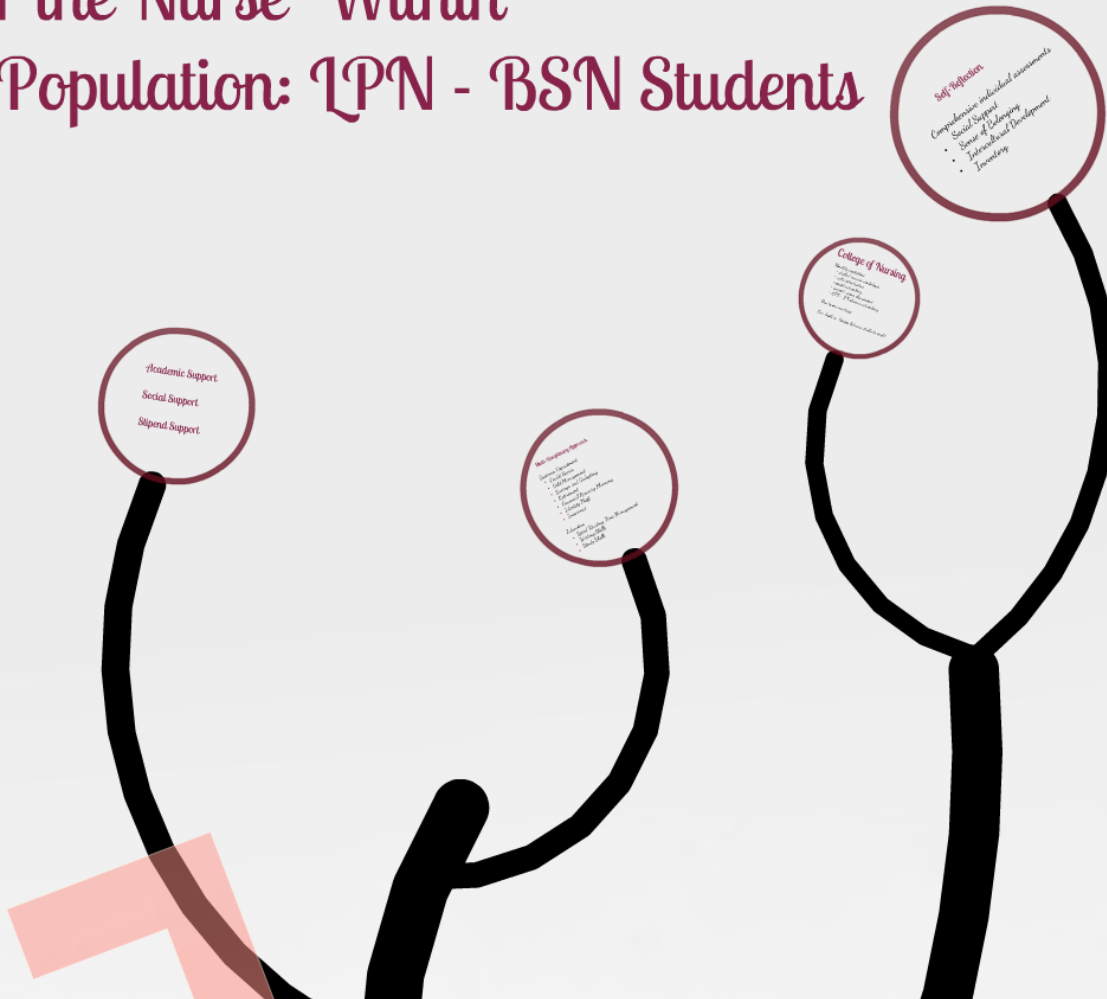
- LPN
- Minority
- Low Income
- First Generation College

The Diverse Student of Today

New baby, pregnancies, care for elderly family member with significant disabilities, significant family issues ex. lacking extended family support, stopped out or left due to financial reasons, laid off, grief due to son who was murdered, health related issues, divorce, many students- significant financial difficulties, parent untimely death, children with disabilities, issues with child, school stressors

Discover the Nurse Within

Target Population: LPN - BSN Students





Academic Support

Social Support

Stipend Support

Multi-Disciplinary Approach

Business Department

- *Credit Scores*
- *Debt Management*
- *Savings and Budgeting*
- *Retirement*
- *Financial Recovery Planning*
- *Identity Theft*
- *Insurance*

Education

- *Speed Reading, Time Management*
- *Writing Skills*
- *Study Skills*

College of Nursing

Monthly workshops

- *student success workshops'*
- *cultural activities*
- *social networking*
- *support, group discussions*
- *LPN - RN alumni networking*

One to one meetings

Peer leaders- liaison between students and t

Self-Reflection

Comprehensive individual assessments

- *Social Support*
- *Sense of Belonging*
- *Intercultural Development*
- *Inventory*

Retention

. Cohort # 1 Starting Fall 2010

	Grant	Non-Grant
• Spring 2011	96.3%	91.2%
• Fall 2011	81.8%	78.7%
• Spring 2012	70.6%	68.3%

Cohort #2 Starting Fall 2011

• Fall 2012	95.7%	78.3%
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Linguistic Skills

Pre- and Post Scores Improved in these areas

Note taking, writing short and long papers, reading efficiency, understanding assignments, working with others, active listening, structured study and asking the professors questions.

Financial Skills

Finding out it's not too late to do what's necessary for my family to be financially stable and to plan for a secure retirement. Informative and appreciated.

Sense of Belonging and Social Support

- Financial Support and talking with other students about the struggles of school
- Hagerty and Williams Sense of Belonging Scale was not significant

Qualitative Data

‘All things considered, this year in the Discover the Nurse Within project I have grown so much. I am now more confident in my abilities as a nursing student. I feel a sense of belonging with the nursing program and feel very comfortable talking to my advisors’. (Student participant, Cohort 1)

“Meeting and interacting with new people and forming productive study groups as well as a good support system. This project has helped me connect with new people and meet new faculty with good advice to further my learning techniques. It has also helped financially which has helped me stay with the program. As well as meeting people who have progressed along this program giving me the hope that it is possible to obtain (my BSN)” (NWD Student).