

9. BUILDING THE EVIDENCE BASE

9.3 Review and adapt evidenced-based approaches to increasing the number and diversity of students and faculty from disadvantaged and traditionally underrepresented groups to promote a diverse, inclusive learning environment and prepare a culturally competent workforce.

1. Key Strategic Stakeholders

Nursing Organizations

American Association of Colleges of Nursing; Sigma Theta Tau; American Nursing Foundation; National League for Nursing; Foundation of the National School Nurse Association

Education

Organization for Associate Degree Nursing – National Education Progression in Nursing; State Higher Education Executive Officers Assn; primary and secondary educational organizations; state boards of education; high school counselors; researchers; graduate programs; English as a second language (ESL) programs; ethnic fellowship foundations

State

National Governors Association

Others

Tribal groups; National Coalition of Ethnic Minority orgs

Media

Minority Nursing Association journals; national publications

2. Top 3-5 Actions for 2021

- A. Evaluation of education modality
- B. Admission criteria analysis (holistic vs academic)
- C. Evaluation of the universities and schools of nursing honors admission programs
- D. Analysis language-based barriers
- E. Identify & prioritize educational barriers from pre-K-12
- F. Identify programs that assist ESL or immigrant students in passage of nursing education and NCLEX
- G. Profile best practices of models in successful recruitment, retention and graduation of disadvantaged students. Example: The Nightingale College encourages disadvantaged students to apply and provides support for both disadvantaged students and faculty from ethnic/minority groups
- H. Integration of various levels within nursing programs

3. Top 3-5 Actions for 2022

- A. Meta-Analysis of Best Practices of Education Modalities.
- B. Meta-Analysis of Holistic Admission Criteria – Does it really make a difference.
- C. Designate Funding for Educational Research
- D. Undergraduate language resourcing
- E. Assessing and identifying best practices in programs that assist ESL & immigrant students
- F. Assessing programs that support faculty diversity and develop toolkit and best practices
- G. Promote the continuing education of diverse pre-licensure students to graduate programs
- H. Targeted recruitment and marketing plan to increase the percentage of diverse faculty

4. Success Indicators

- Increase percentage of faculty and students from underrepresented populations; increase the percentage of research projects completed and published on recruitment and success of diverse students and faculty; expanded ESL programs; faculty diversity tied to accreditation.