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"KEEP A PULSE ON PROGRESSION: OPTIMAL STUDENT LEARNING MODALITIES IN NURSING EDUCATION AND STUDENT SUCCESS"

FUTURE OF NURSING™
Campaign for Action

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CASE STUDY

- Michael

- 22-year-old

- Nursing student in his second year of a Bachelor of Science in Nursing program

SESSION #3

STUDENT SUCCESS STRATEGIES PATHWAY PROGRAMS

Deborah Stamps, EdD, MBA, GNP, FAAN
Deborah Stamps Consulting, LLC

OBJECTIVES

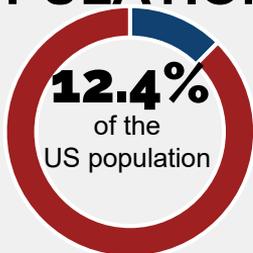**At the end of this interactive session participants will be able to:**

Identify the healthcare workforce model inclusive of a K-12 exploratory program.

COVID-19 HAS HELPED EXPOSE SIGNIFICATNT HEALTH DISPARTIY AMOUNT THE AFRICAN AMERICAN AND LATINO POPULATIONS

12.4% of the US population

African Americans represent only 12.4% of the population, yet they account for about 23.8% of the total COVID-19 deaths[1]

23.8% of deaths where the race is known*
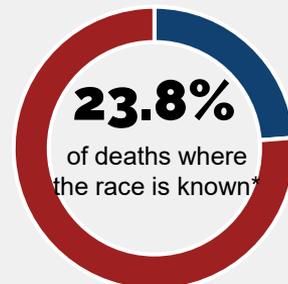
According to CDC data released June 15, 2020:

Latinos and African Americans together comprise **55%** of coronavirus cases, nearly double their US population makeup[2]
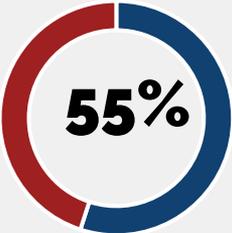
"In order to get to equality, we need to eliminate all of those barriers and things that disenable us from getting to the well society that's necessary to compete in the global economy"

Carladenise Edwards, PhD, MS Ed
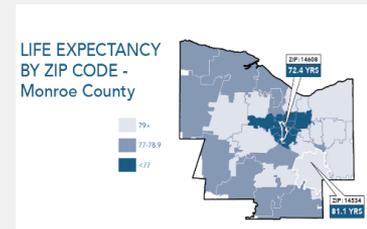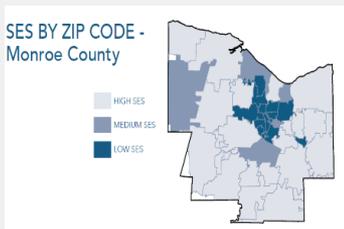Senior Vice President and Chief Strategy Officer, Henry Ford Health System

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TO CHAMPION NURSING IN AMERICA

Deborah Stamps
CONSULTING, LLC Foundation Robert Wood Johnson Foundation

WHAT ARE HEALTH DISPARITIES?

Racial or ethnic group

Religion

Socioeconomic status

Gender

Age

Mental health

A particular type of health difference that is closely linked with economic, social, or environmental disadvantage.

Cognitive, sensory, or physical disability

Sexual orientation or gender identity

Socioeconomic status

Geographicc Location

Other Characteristics

If she lived in Penfield   If she lived on Hudson Ave

SES BY ZIP CODE - Monroe County

HIGH SES
MEDIUM SES
LOW SES

LIFE EXPECTANCY BY ZIP CODE - Monroe County

ZIP:14608
72.4 YRS

79+
77-78.9
<77

ZIP:14534
81.1 YRS

9 years more life

Common Ground 2017 Report

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Each year, **countless lives** and approximately $300B are lost because of healthcare disparities. (AAMC, 2013)

DETERMINANTS OF HEALTH

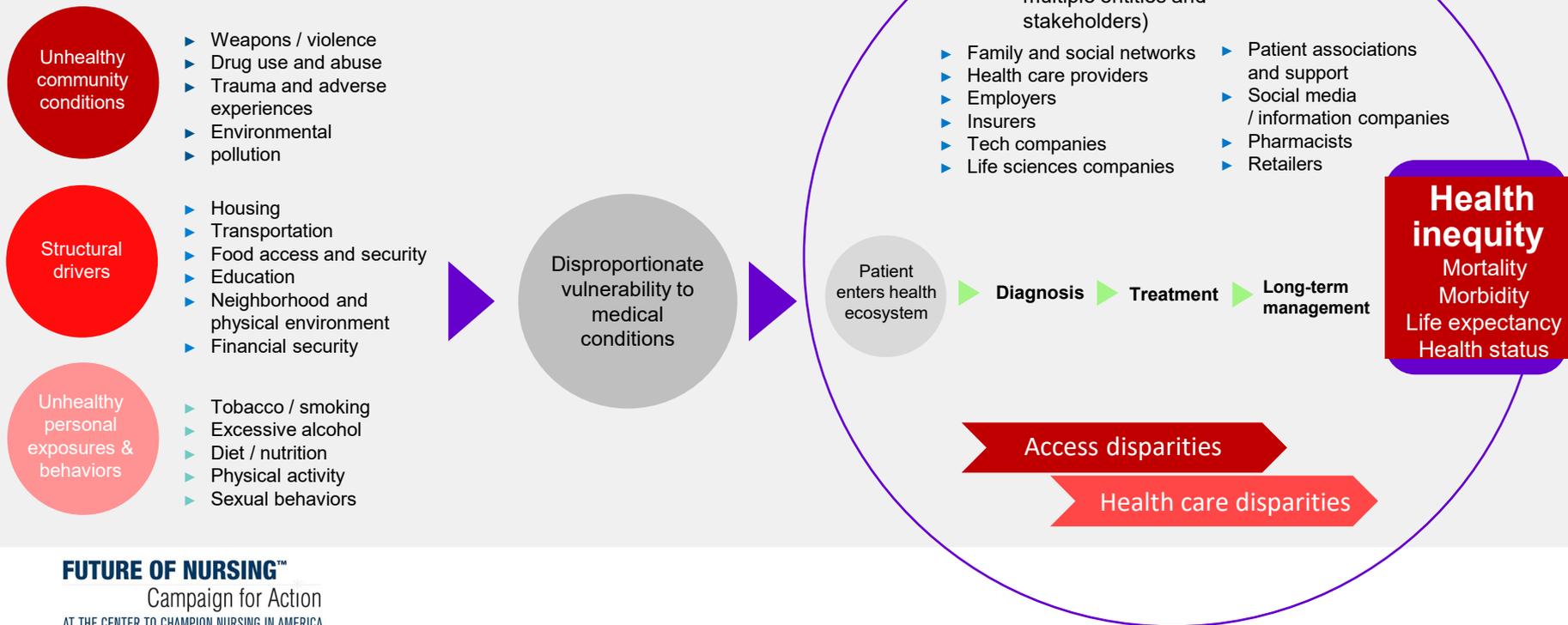
- **Physical Environment: 10%**
- **Health Behaviors: 30%**
- **Clinical Care: 20%**
- **Social and Economic Factors: 40%**

CHAPTER 1: Understand the PRAPARE Project

©2019. National Association of Community Health Centers, Inc., Association of Asian Pacific Community Health Organizations, and the Oregon Primary Care Association.

DRIVERS OF HEALTH INEQUITY

Unhealthy community conditions
- Weapons / violence
- Drug use and abuse
- Trauma and adverse experiences
- Environmental
- pollution

Structural drivers
- Housing
- Transportation
- Food access and security
- Education
- Neighborhood and physical environment
- Financial security

Unhealthy personal exposures & behaviors
- Tobacco / smoking
- Excessive alcohol
- Diet / nutrition
- Physical activity
- Sexual behaviors

Disproportionate vulnerability to medical conditions

Health Ecosystem

(A complex ecosystem involving multiple entities and stakeholders)
- Family and social networks
- Health care providers
- Employers
- Insurers
- Tech companies
- Life sciences companies
- Patient associations and support
- Social media / information companies
- Pharmacists
- Retailers

Patient enters health ecosystem ▸ **Diagnosis** ▸ **Treatment** ▸ **Long-term management**

Access disparities

Health care disparities

Health inequity
Mortality
Morbidity
Life expectancy
Health status

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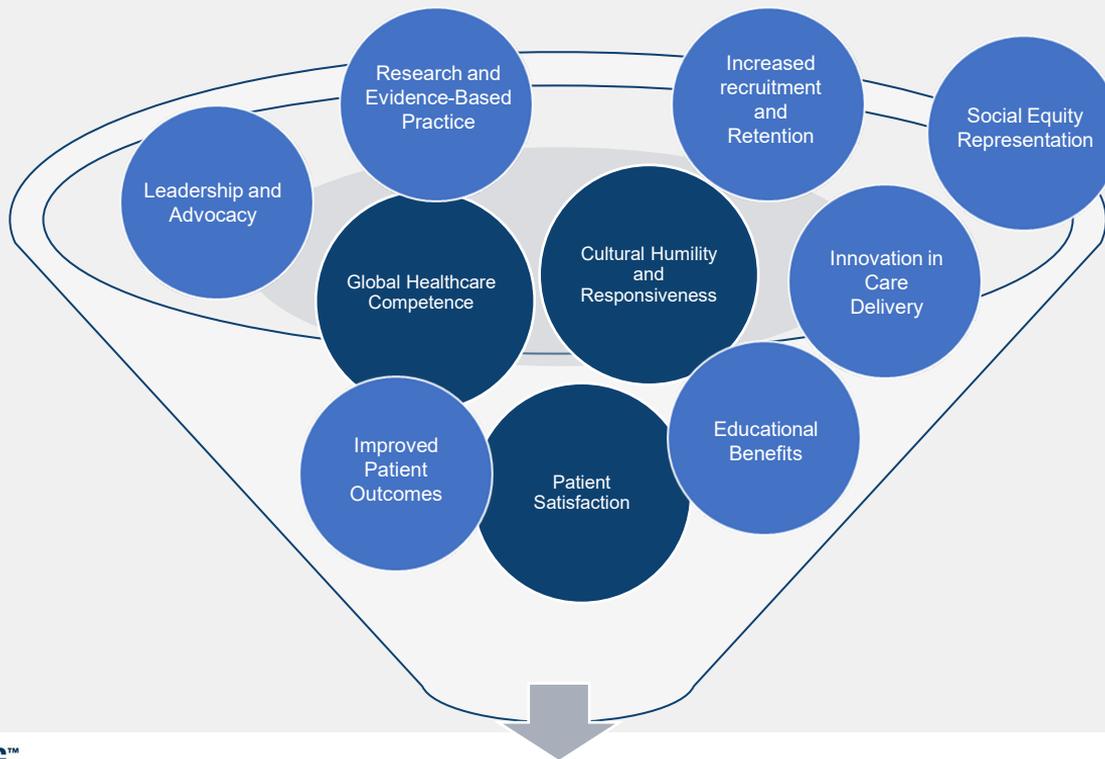AARP Foundation   Robert Wood Johnson Foundation

THE FUTURE OF NURSING

"The decade ahead will demand a stronger, more **diversified nursing workforce** that is prepared to provide care; promote health and well-being among nurses, individuals, and communities; and address the systemic inequities that have fueled wide and persistent health disparities" (NASEM, 2021, p.2)

BENEFITS OF DIVERSIFYING THE NURSING PROFESSION

Research and Evidence-Based Practice

Increased recruitment and Retention

Social Equity Representation

Leadership and Advocacy

Global Healthcare Competence

Cultural Humility and Responsiveness

Innovation in Care Delivery

Improved Patient Outcomes

Patient Satisfaction

Educational Benefits

Increased Diverse Nursing Workforce
Reduced Health Disparities

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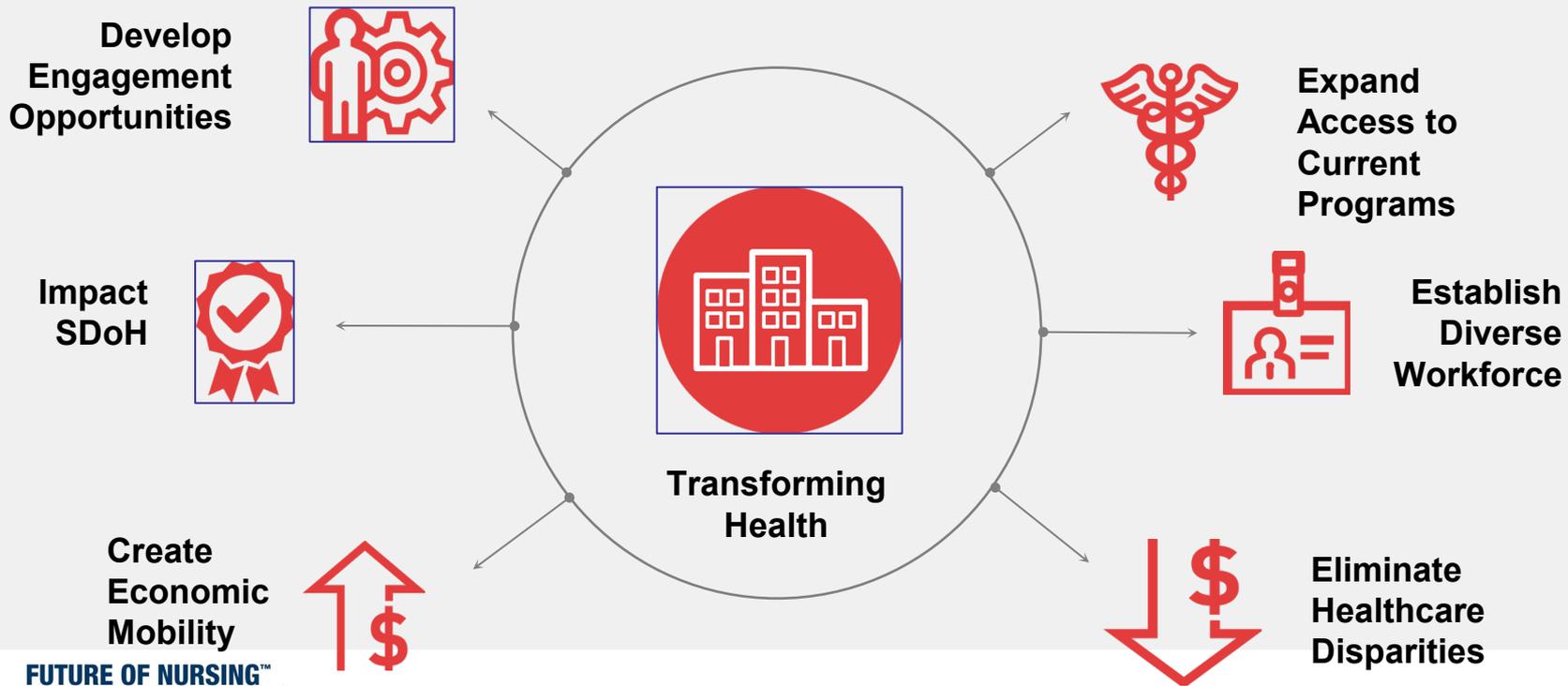
DISPARITIES IN COVID-19 PATIENT OUTCOMES HAVE RAISED AWARENESS OF HEALTH INEQUITIES AND SDOH

Social determinants of Health (SDOH) have a large impact on our health outcomes. The burden on the health care system and economy is great.

80%
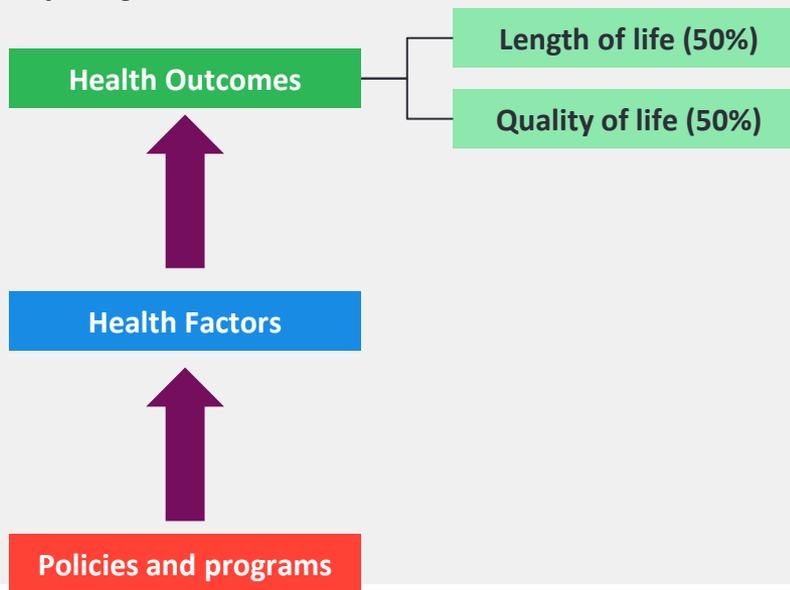Percent of our overall health and wellbeing **not** attributed to clinical care

US$82b
Estimated total cost of racial/ethnic disparities in 2009 — US$60b in excess health care costs and US$22b in lost productivity

US$353b
Projected economic burden of health disparities in the US in 2050 if they remain unchanged

Health Outcomes

Length of life (50%)

Quality of life (50%)

Health Factors

Policies and programs

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Source: Wyatt R, Laderman M, Botwinick L, et al. Achieving Health Equity: A Guide for Health Care Organizations. IHI white paper. Cambridge, MA: Institute for Health Care Improvement; Institute for Clinical Systems Improvement

NURSING WORKFORCE PATHWAY
PROFESSIONAL ACADEMIC WORKFORCE MODEL

K-12 Exploratory Programs

Student Internships

CNA and HHA Programs

AAS in Nursing

PN Certificate

BS in Nursing

Master's Degree

Doctorate Degrees

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SESSION #3

STUDENT SUCCESS STRATEGIES
STUDENT RETENTION

Twanda Gainer, MS, RN, PhD (c)
RN Reach, LLC

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~AARP Foundation   Robert Wood Johnson Foundation

OBJECTIVES

At the end of this interactive session participants will be able to:

- Discuss program recruitment and retention strategies.
- Identify critical success factors for student retention and completion.

PULSE ON PROGRESSION: "CPR"

C
- Care
- Committed

P
- Prescriptive
- Plan

R
- Reach-out
- Remediate

STUDENTS SOCIAL DETERMINANTS OF SUCCESS

- Anxiety
- Requirements outside of academic workload
- Depression
- Study skills
- Competing demands
- Emotional instability
- Pre-chronic stress
- Student's self concept of academic ability

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Williams, S. (2016) HRSA Health workforce

LEARNING STYLES AND EDUCATION

- Student's learning style is linked to their performance in different learning environments
- Perception of the learning materials and format of presentation is influenced by their style/preference
- Increasing students' awareness of their learning style/preference and then providing them with strategies to learn, in both their preferred and non-preferred environments, enhances teaching and learning
- Students learning style *vs*. Educators learning styles
  - Awareness is important

LEARNING AND STUDY STRATEGIES INVENTORY (LASSI)

Developed by Claire Ellen Weinstein, Ph.D., David R. Palmer, Ph.D., and Taylor W. Acee, Ph.D.

- Inventory that asks questions about current study practices and attitudes
- Set of 80 questions; ten scales most directly related   to college academic success
- Individualized assessment

https://www.hhpublishing.com/ap/_assessments/LASSI-3rd-Edition.html

LASSI:
THREE COMPONENTS OF STRATEGIC LEARNING

1. WILL
2. SKILL
3. SELF-REGULATION

LASSI: THE WILL TO LEARN

- Anxiety
- Attitude
- Motivation

These scales indicate the degree to which students worry about academics, their interest in college, and the willingness to exert the effort necessary to fulfill academic requirements.

LASSI: THE SKILL TO LEARN

- Information Processing

- Selecting Main Ideas

- Test Strategies

  These scales indicate learning strategies, skills and thought processes related to learning new information and demonstrating new knowledge.

LASSI: SELF-REGULATION

- Time Management
- Self-Testing
- Concentration
- Study Aids

These scales indicate how students manage the whole learning process through use of time, attention, and utilizing study supports such as tutors to enhance learning.

HOW LASSI IS USED

To help….

- Identify individual learning strengths and needs

- Coordinate with study skills resources

- Monitor progress between pre-LASSI to post-LASSI taken at end of semester used to monitor progression

LASSI: STUDY SKILLS

- Time management

- Memory techniques

- Lecture note taking

- Textbook reading skills

- Test preparation and test taking

- Stress management

VARK: LEARNING STYLES AND EDUCATION

- Student's learning style is linked to their performance in different learning environments

- Perception of the learning materials and format of presentation is influenced by their style/preference

- Increasing students' awareness of their learning style/preference and then providing them with strategies to learn, in both their preferred and non- preferred environments,   enhances teaching and learning

- Students learning style *vs*. Educators learning styles

  - Awareness is important

VARK - NEIL FLEMING

WWW.VARK-LEARN.COM

- Visual
  - Seeing
- Aural
  - Listening
- Read/(write)
  - The written word
- Kinesthetic
  - Experience and practice
- Multimodal
  - A mixture of some or all of the above

V A R K
a guide to learning styles

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"KEEP A PULSE ON PROGRESSION: OPTIMAL STUDENT LEARNING MODALITIES IN NURSING EDUCATION AND STUDENT SUCCESS"

SESSION #3

STUDENT SUCCESS STRATEGIES
GENDER DIVIDE IN THE PROFESSION

Tonya Jackson, MSHA, BSN, RN
The National Black Nurse Association

GENDER REPRESENTATION

Predominance of Women

- Predominately female

- Predominately white female

- 90% of the Nursing workforce

- Growing number of males, entering the fields

- Black women represent the majority of nurses of color

Men in Nursing

- Still Minority

- In 2023, men accounted for about 12% of Registered Nurses in the United States

NURSING SCHOOL ENROLLMENT TRENDS

"State of the Union"

Increased Diversity

- Enrollment of various racial and ethnic backgrounds

- Increase in Black Men

- Increase in Hispanic Women and Men

- Increase in other genders of color

Men of Color in Nursing Education

- Men of color is still underrepresented

- Efforts to recruit (HBCUs)

Barriers

- Financial barriers

- Lack of representation

- Lack of targeted support

- Lack of mentorship for men of color

HISTORICALLY BLACK COLLEGES AND UNIVERSITIES (HBCU)

Implications

"HBCU Role"

- **Nurture and Support**

- **Forefront of inclusive environments**

- **Encouragement of diverse gender and representation**

"Innovative Recruitment Strategies"

- Targeted strategies to recruit men of color
  - ❑ Outreach initiatives
  - ❑ Scholarships
  - ❑ Tailored mentorship

"Pipeline Development"

- Partnerships
  - ❑ High schools
  - ❑ Community Organizations
  - ❑ Healthcare institutions

GENDER REPRESENTATION

Future Outlook

Continue efforts for Inclusivity.

❏ FON is moving towards greater inclusivity

❏ Breakdown gender and racial barriers

❏ Needed for culturally competent care to diverse patient populations

GENDER REPRESENTATION

Future Outlook

Advocacy and Policy Change.

❑ Local, State and Federal level

❑ Underrepresented genders growth support

❑ Financial aid polices

❑ Anti-discrimination measures

❑ Support of diversity initiatives at educational institutions

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Addressing Gender Bias

- Female-dominated profession

- Need to achieve gender bias

- Enhancement of diversity in perspectives

Cultural Competence

- More men of color

- Diverse health care teams

- Meet the needs of diverse patient populations

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Targeted Mentorship Programs

Winston Salem State University (WSSU)

Male Mentorship Network: WSSU has developed mentorship programs where male nursing students and faculty mentor new or prospective male students. This provides role models and support systems that are crucial for retention.

Impact: This program has significantly reduced the feelings of isolation that male students might experience in predominantly female classrooms and offered guidance through the unique challenges that the male students faced.

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Targeted Outreach and Community Engagement

Howard University (HU)

Community Partnership: Howard has partnered with community organizations, churches, and local health clinics to reach potential male students where they are. They used this approach to leverage trusted community leaders to advocate for nursing careers.

Impact: This program has allowed Howard University to build trust and encourage young men to consider nursing as a respected and needed profession.

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Scholarship and Financial Support

Florida A&M University (FAMU)

Targeted Scholarships: FAMU offers scholarships specifically for the male nursing student. These scholarships have been successful in attracting students who might be deterred by the cost of education.

Impact: This program has allowed FAMU to reduce the economic barriers that their students were experiencing. This support has allowed the male students to pursue nursing without the burden of financial strain.

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Curriculum and Support Services

North Carolina A&T University (A&T)

Male –Friendly Learning Environment: NCAT has adjusted their curricula to include discussion on gender and cultural competence in healthcare to ensure that the male students fell their perspectives are valued. NCAT provides specialized counseling and academic support services tailored to male nursing students, addressing specific needs like work-life balance and dealing with stereotypes.

Impact: This program has allowed NCAT to help male students navigate the pressures of their academic and personal lives. This program has contributed to a higher retention rate of NCAT's male nursing students.

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Marketing and Recruitment Campaigns

Morehouse School of Medicine

Diverse Representation in Marketing through Social Media and Digital Campaigns: Morehouse has used marketing campaigns that predominantly feature male nurses of color in their promotional materials. Morehouse has also used social media campaigns that highlight stories of successful male nurses and students, especially from diverse backgrounds. Morehouse use these platforms to showcase day-in-the life stories that engage prospective students.

Impact: This program has allowed Morehouse to provide visual representation that helps normalize the image of men in nursing. This campaign has encouraged more men to apply for Morehouse's nursing program and has been successful in breaking down the stereotype of nursing being a solely female profession. Using social media campaigns has allowed Morehouse to reach a wide audience and inspire young men to consider nursing.

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Institutional Commitment and Leadership

Tuskegee University

Leadership Advocacy/Policy and Institutional Support: Tuskegee University has implement advocating for diversity at the dean and faculty levels, stressing the importance of male representation in nursing during public forums, faculty meetings, and alumni events. Tuskegee has also implemented policies that support work-study programs or flexible class schedules that makes nursing education more accessible to non-traditional males students.

Impact: This initiative has allowed Tuskegee University leadership to visibly support and recruit men into nursing. This level of advocacy has also set a tone of inclusivity and commitment that has resonated through the institution. The change in policy has attracted men nursing students by providing a program that makes it feasible for them to complete their studies.

FUTURE CONSIDERATIONS

Continuous Evaluation and Improvement:

- ❑ Continuous evaluation of strategies effectiveness
- ❑ Adjustments made on feedback
- ❑ Eye on the evolving demographics of student population

Building a Supportive Network:

- ❑ Create networks among HBCUs
- ❑ Share best practices
- ❑ Share success stories

SUCCESSFUL STRATEGIES FOR MALE ENROLLMENT

Addressing Gender Bias

- Female-dominated profession

- Need to achieve gender bias

- Enhancement of diversity in perspectives

Cultural Competence

- More men of color

- Diverse health care teams

- Meet the needs of diverse patient populations