

# Promoting Inclusion of Diversity In Nursing Education

Western Carolina University-USA

Dr. Sharon Metcalfe, Program Director

OMICS Conference Oct-5-7, 2015



*Celebrating 40 Years of  
Excellence in Nursing Education*

WCU SCHOOL OF NURSING

# NN-CAT Workforce Diversity Programs



# NN-CAT Workforce Diversity Programs

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WCU

# What Careers Can You Explore As a Nurse?

We offer several **undergraduate** and **graduate** programs:

## **Undergraduate**

- Traditional Pre-Licensure BSN Program
- Accelerated BSN Program
- WCU-AB Tech Dual Enrollment RIBN Program
- RN to BSN Program

## **Graduate**

- MS(N) Family Nurse Practitioner
- MS(N) Nurse Administration
- MS(N) Nurse Anesthesia
- MS(N) Nurse Educator
- DNP –Doctorate/Nursing/Practice



## WELCOME TO THE EXCITING WORLD OF NURSING

### ■ BSN Admission Requirements

Admission to the BSN Program is **highly competitive**. Students must satisfy the following requirements to be eligible for admission consideration

#### General acceptance to WCU

- Minimum Cumulative **GPA of 3.0**
- Accumulate 60+ semester hours by program matriculation
- Complete three of the five science prerequisites by the application deadline
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## WELCOME TO THE EXCITING WORLD OF NURSING

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- **Completion of all course prerequisites before entry** into the program
- **SAT Critical Reading Score** – Minimum **500** – may be taken **twice** post-high school graduation
- **TEAS exam** – may be taken once per application cycle (General Studies)



**With increasing diversity of USA population, the Nursing Division of HRSA (Health Resources Service Administration) has sought new workforce diversity programs to increase nursing professional diversity.**

# NN-CAT Workforce Diversity Programs

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- In July 2013, the School of Nursing was awarded a **\$1 million dollar** grant to implement **three workforce diversity programs** to **increase diversity** with both *student* and *graduate nursing population*





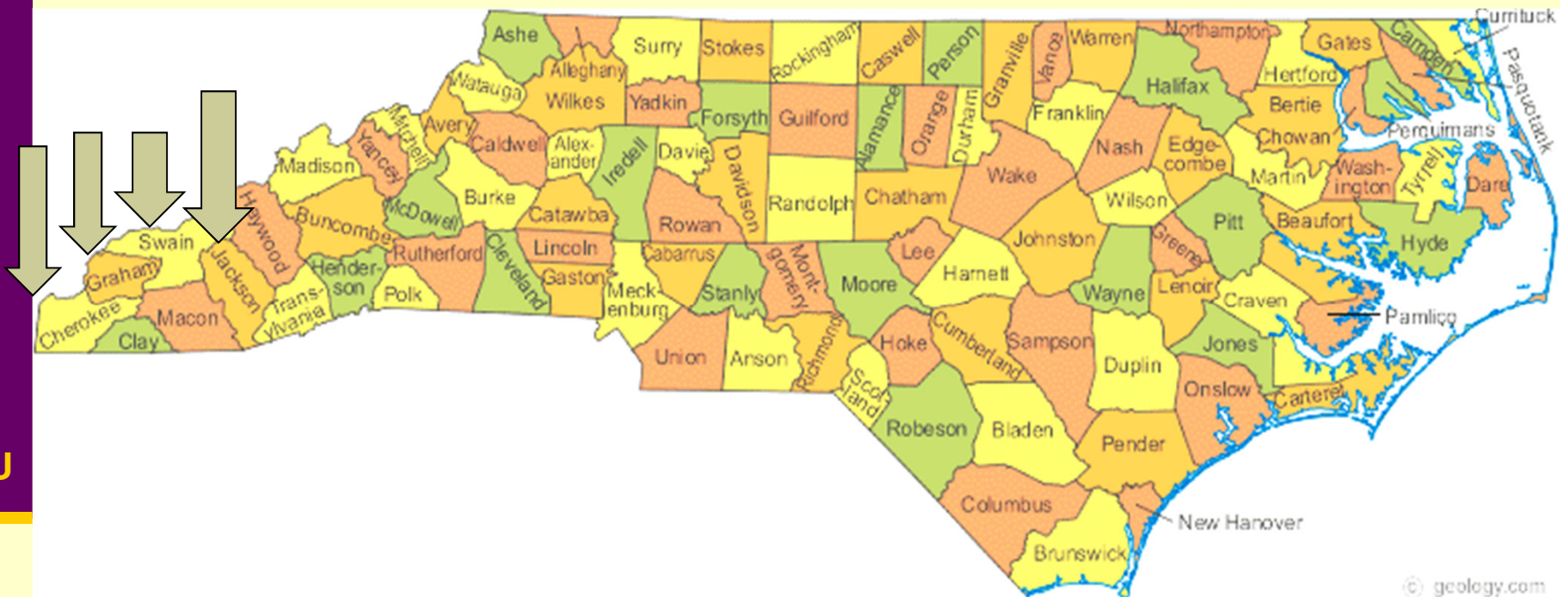
# NN-CAT Workforce Diversity Programs

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- **Purpose**: NN-CAT (Nursing Network: Careers and Technology Programs)-
- **Increase Nursing Education Opportunities for Individuals from Rural and Diverse Backgrounds** (including *ethnic minorities* under-represented among Registered Nurses-



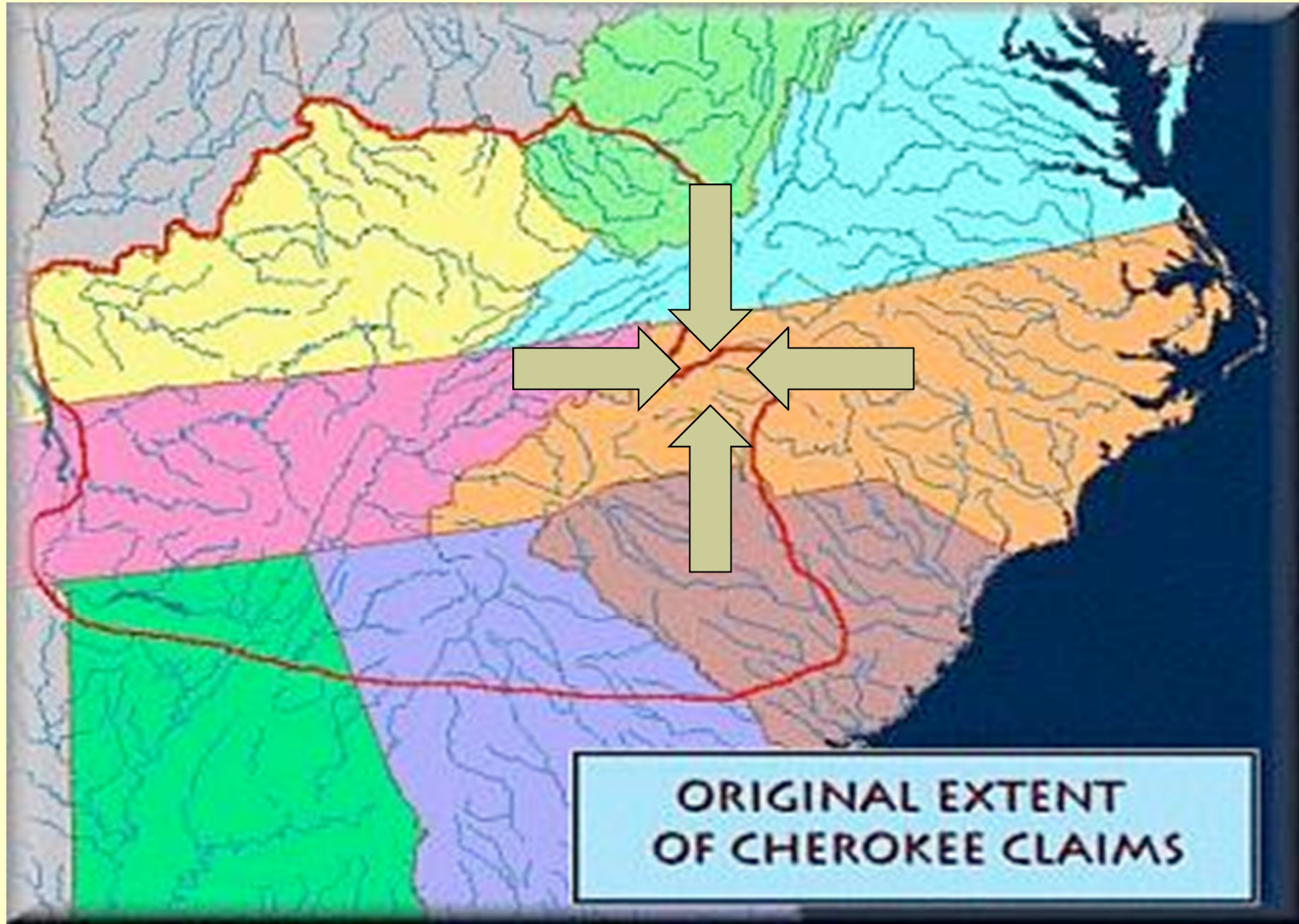
# NN-CAT Workforce Diversity Programs Four Counties & Qualla Indian Boundary



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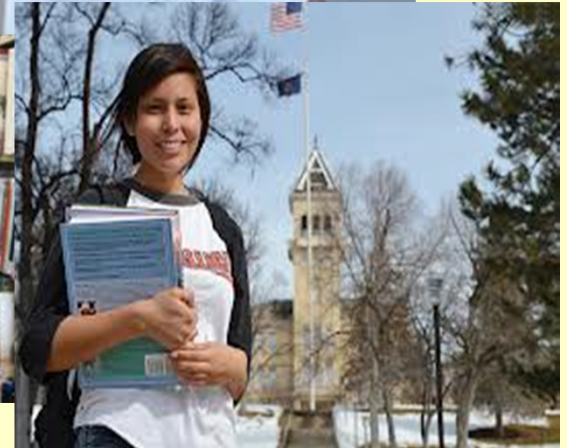
WCU



ORIGINAL EXTENT  
OF CHEROKEE CLAIMS

# NN-CAT Workforce Diversity Programs

- **1<sup>st</sup>: *Mentoring Program*** -  
**Prenursing & RIBN Students**
- **2<sup>nd</sup>: *Second Life Virtual Science Program*** with 6  
**Rural High Schools**
- **3<sup>rd</sup>: *MEDCAT*** –  
**NNCAT Summer Health Careers Program**



# NN-CAT Workforce Diversity Programs

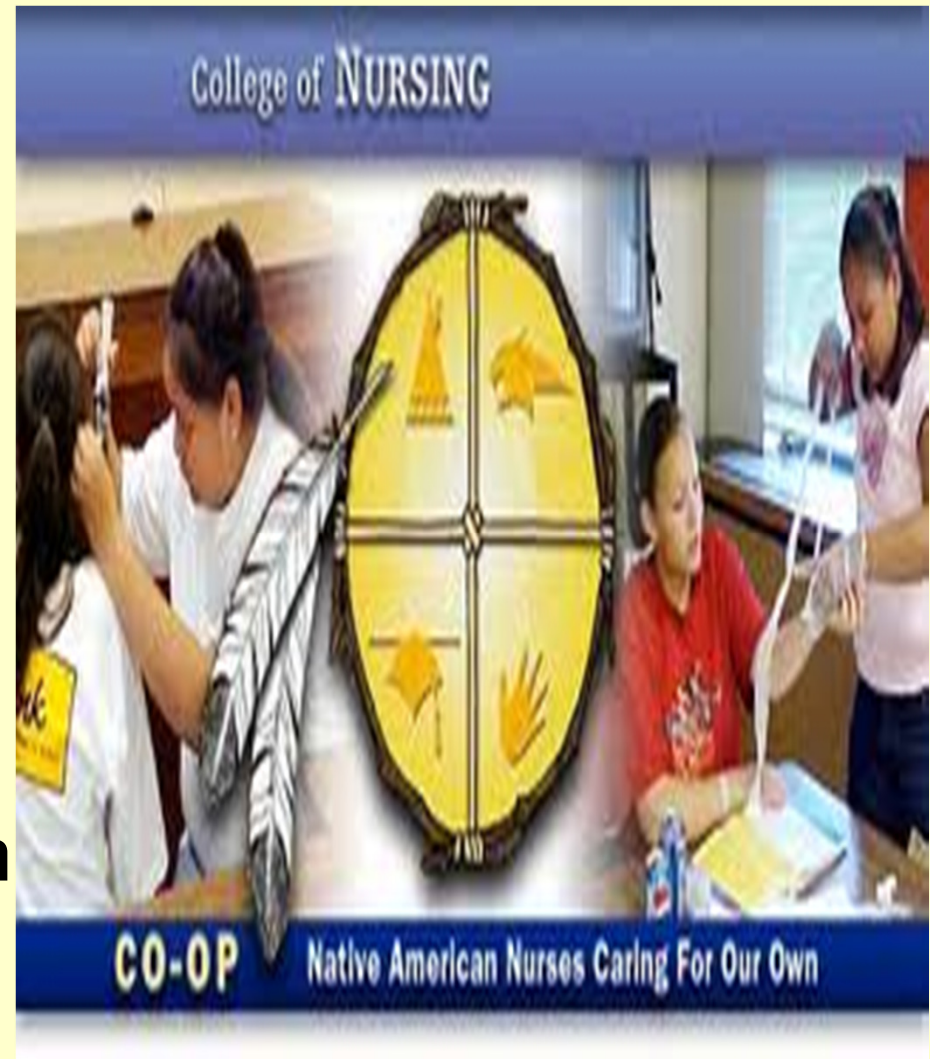
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- **Goals: One**
- **Increase # of students from *underrepresented ethnic minorities* and /or *diverse rural backgrounds* admitted or retained into prenursing, nursing or RIBN**



# History-Mentoring Nursing Students

- In 2007, WCU School of Nursing wrote 1<sup>st</sup>. HRSA grant for program-
- Spring 2008- Visit to Montana State University to learn about Native American Nursing Mentoring Program
- Funded 3 times!



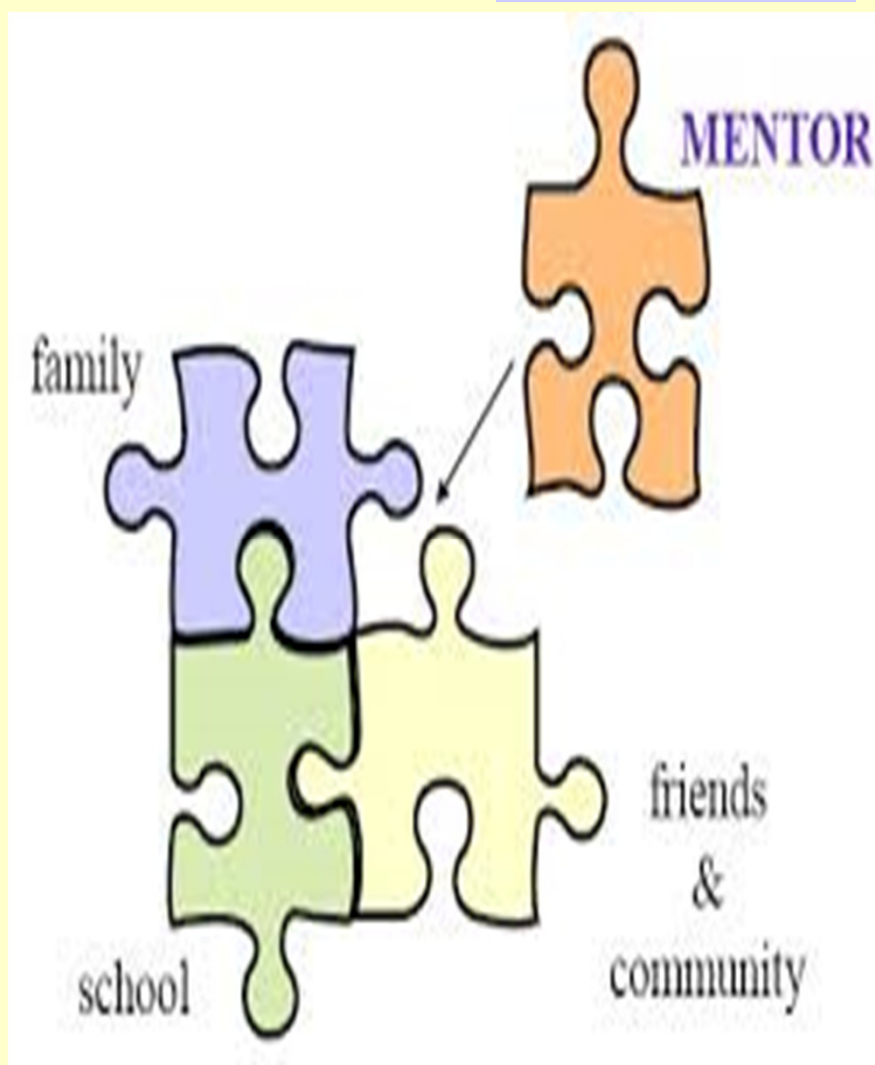
# NN-CAT Workforce Diversity Programs

- **NN-CAT Mentoring Program:  
Established Fall 2013 with concern of shortage of diverse students (rural and ethnic)**
- **Based upon Montana State University Program**



# NN-CAT Mentoring/Scholarship/Stipend Program

- **Mentee Selection:**
- **Two page essay on life challenges, reason they would like to be selected**
- **Socioeconomic issues**
- **Family support**
- **Academic progress**





# NN-CAT Mentoring/Scholarship/Stipend Program

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- Students have been admitted to a special Mentoring Program that provides a personal mentor to help *facilitate* their *studies* and *preparing them* for *applying* to WCU Nursing School



# NN-CAT Mentoring/Scholarship/Stipend Program



# NN-CAT Mentoring/Scholarship/Stipend Program



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# NN-CAT Mentoring/Scholarship/Stipend Program



# NN-CAT Mentoring/Scholarship/Stipend Program

Our *WCU* program is based upon the Montana Program:

- \* *Personal Mentor*
- \* *Guided Tutoring*
- \* *Focused 2-3 study meetings with mentor a month*
- \* *TEAS/SAT Study with Mentor*
- \* *Weekly phone/email contact -mentor*



# NN-CAT Mentoring/Scholarship/Stipend Program



# NN-CAT Mentoring/Scholarship/Stipend Program

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- ***Scholarship of \$4000 per student***
- ***\$250 Stipend per month for 10 months(living)***
- ***Coordination of study time with mentor and their prenursing advisor***
- ***Career guidance from mentor for nursing specialties***

# NN-CAT Mentoring/Scholarship/Stipend Program

- To become a nurse, it takes student dedication, devotion to study, and passion to care for others!
- We will guide them with their mentor to strive for academic success and a successful nursing career!





# NN-CAT Mentoring/Scholarship/Stipend Program

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## ■ Mentees-Spring 15'

- 4 Appalachian- (F)
- 5 African American (Females)  
2 Native American (Females)
- 3 Hispanic/Latino (Females/)
- 2 Bi-Racial (Females)

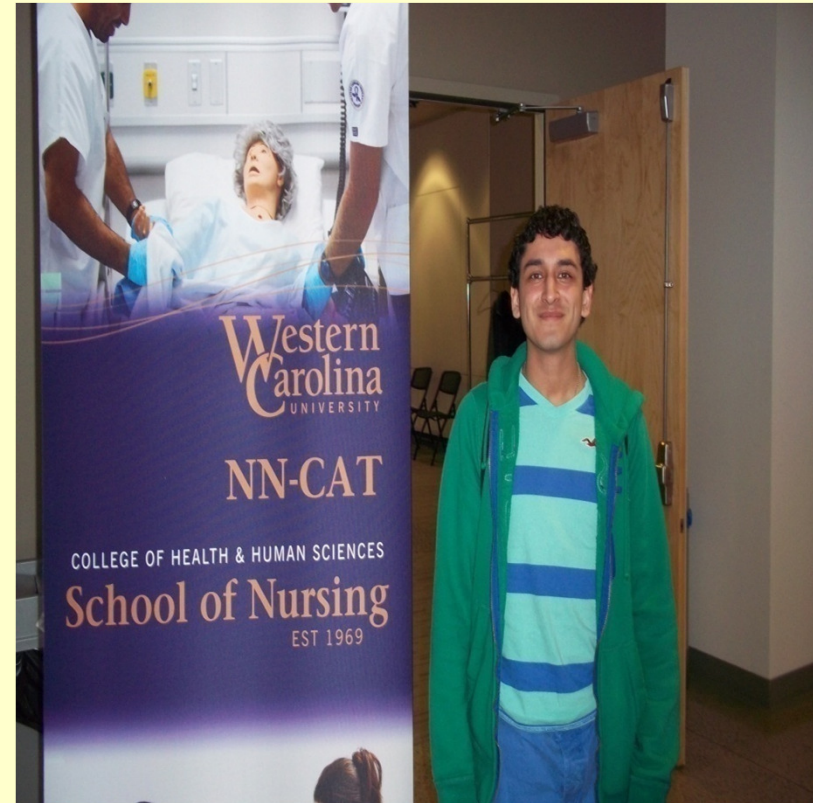
## ■ Nine Mentors

## ■ Mentees-Fall 15'

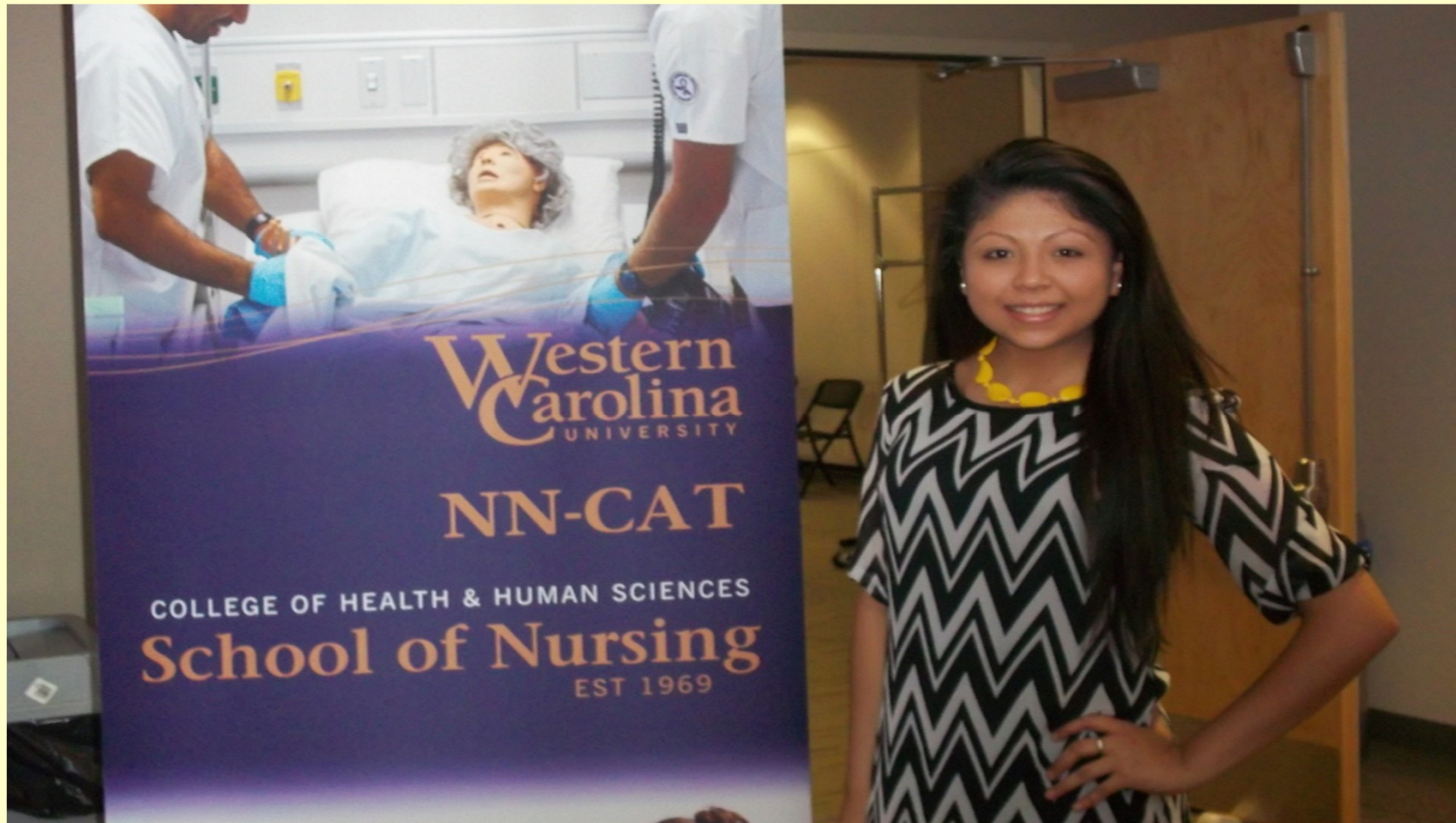
- 4 Appalachian (F)
- 1 International (F)
- 5 Hispanic/NA (F)
- 6 African American (Females)
- 1 Native American (F)

# NN-CAT Mentoring/Scholarship/Stipend Program

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# NN-CAT Mentoring/Scholarship/Stipend Program



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# NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Student Quotation:**
- **“This program has helped me be prepared for the TEAS and Critical Reading tests. It has also helped me stay on track to apply to nursing and graduate on time. I have also enjoyed the support system that I have for questions and concerns.”**  
**J. Mills-Prenursing student**

# NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Student Quotation:**
- **"The NN-CAT Mentoring Program is very helpful, it is keeping me on track with everything I need to accomplish to pursue my career as a nurse."**  
**K. Peterson, Prenursing student**



## NN-CAT Mentoring/Scholarship/Stipend Program

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### ■ Mentor Student Quotation:

- "I can do this" reiterates what you and I have been discussing these past weeks. So far being a part of this program and having you to talk to, I have been able to dig a little deeper in trusting myself and believing in my abilities. This quote not only applies to myself but to being a part of this program as well .

**K. Harper, Prenursing student**

## NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Student Quotation:**
- **“This mentoring program has given me guidance when it comes to selecting my classes. The program has also lifted a financial burden by providing the monthly living stipend that allows me ensure that I have the gas to get to my classes.”**
- **J. Walkingstick, pre nursing student**

# NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Student Quotation:**
- "This program is great! I am so appreciative of all the resources it has supplied me with. My mentor is always supportive and resourceful. I am so lucky to have this opportunity given to me." L. Yanez.

# NN-CAT Mentoring/Scholarship/Stipend Program



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# NN-CAT Mentoring/Scholarship/Stipend Program

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## ■ Mentor Quotation:

- "There is nothing more satisfying than helping someone else achieve her goals. Working with NNCaT has been a wonderful experience so far--my mentee and I have established a solid relationship on both professional and personal levels and it's exciting to watch her go through this journey of becoming a nursing student (and then hopefully a nurse). Each week when I check in on her progress, I can truly see how this mentor/mentee relationship is helpful. We have tackled schedule changes, we're working towards testing score improvement, and we're getting to know each other as people who have chosen to help others in our careers. I wish this opportunity could be available to all pre-nursing students--it would be so beneficial to have the guidance this program provides." Rebecca Manring

# NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Quotation:**
- **“It is an honor being a Mentor in the NN-CaT program, to be able to positively influence the lives of prospective nursing students is a rewarding experience”. M. Cavacos**

# NN-CAT Mentoring/Scholarship/Stipend Program

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- **Mentor Quotation:**

- “I have found it very satisfying to mentor two students from diverse backgrounds. Facilitating access to resources has allowed me to understand the needs of diverse populations and the things that make them successful in their paths toward entry into nursing school.”

- A. Putnam

# NN-CAT Workforce Diversity Programs

## Challenges to Mentoring Program

- Connecting community nursing mentors to academic resources

- Students presenting with already low GPA

- School requirements of needing 500 for SAT Critical Reading

- Guiding student to self-advocate for themselves





# NN-CAT Workforce Diversity Programs

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## Nursing Inclusion Focus

- **RESEARCH Focus:**
- Years 1, 2, 3
- Basic questions:
- Do mentors provide guidance for leading students to application success?
- Do students value the mentorship for leading them to apply to nursing school?



# NN-CAT Workforce Diversity Programs

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- **Goal: Two**
- **Increase *underrepresented ethnic minority and diverse* student participants in summer and virtual **Second Life/ MED/CAT and NN-CAT Health Careers program****



# NN-CAT Workforce Diversity Programs

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- ***WCU School of Nursing NN-CAT and MAHEC Summer Health Careers Program***
- **Exploration of Health Careers**
- **One week residential WCU**

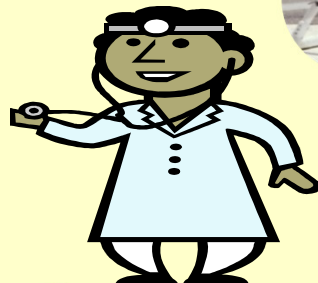
- **Promotion of rural high school and Qualla Boundary students to learn through simulation and collaborative teams/learning**



Western  
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**NN-CAT  
NURSING  
EXPLORER'S  
DAYS  
JUNE 19-20, 2015**

*School of Nursing*



# NN-CAT Workforce Diversity Programs

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- **WCU/NN-CAT** two-day *Exploring Nursing Careers* summer camp
- **Goal**: Encourage students to pursue nursing careers through exposure to “real-life” nurses with exciting careers
- Simulation team building with manikins
- Achieving your life goals and dreams workshops
- Promotion for rural high school student success!



# NN-CAT Mentoring/Scholarship/Stipend Program

- **Challenges to MED/CAT-**
- **NN-CAT**
- **Distance from home to WFU/WCU**
- **“Being away from home for 1 week”**
- **Travel time from home to WCU/WFU**



# NN-CAT Workforce Diversity Programs

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## Nursing Inclusion Focus

- **RESEARCH Focus:**
- Years 1, 2, 3
- Basic question:
- Does inviting rural and diverse high school students to a two-day and week-long health/nursing careers camps encourage them to pursue nursing as a career in their future?



# NN-CAT Workforce Diversity Programs

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- ***NN-CAT Program:  
Second Life Virtual  
High School  
Science Program***
- ***Enriched program  
showcasing  
science (biology  
and environmental  
biology) and  
patient care  
scenarios***





# NN-CAT Workforce Diversity Programs



# NN-CAT Workforce Diversity Programs

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- Program focuses upon *native plants, trees*, of rural Western North Carolina
- Additionally, shows students *impact of pollution, coal mining* upon health of simulated patients



# NN-CAT Workforce Diversity Programs

- **First Patients Built:**
- Patient with Emphysema
- Patient with Health Physical (High School Student)
- Patient with Asthma
- Patient with Cardiac Symptoms



# NN-CAT Workforce Diversity Programs

- Goal is to increase interest in rural/ethnic students in nursing careers
- 6 Rural High Schools (1 Qualla Boundary)
- 10 Faculty
- 140 students



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# NN-CAT Workforce Diversity Programs



- **Mr. Neil Torda, IT Specialist, helping to show students the process of logging on to the private island of :**
- **WCU School of Nursing**

# NN-CAT Workforce Diversity Programs



# NN-CAT Workforce Diversity Programs





# NN-CAT Workforce Diversity Programs

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**Second Life Project Team** (Mr. Neil Torda, IT Specialist, Dr. Sharon Metcalfe, Program Director, and Diann Ferguson, Support, traveled to 11 classes at 6 rural schools to install Second Life Island.

# NN-CAT Workforce Diversity Programs



- **Challenges with the Second Life Program-**
- **Variety of computers**
- **Learning level of students/teachers**
- **Health focus of Island**
- **Quiz on disease process at end of program-students**

# NN-CAT Workforce Diversity Programs

## Nursing Inclusion Focus

- **RESEARCH Focus:**
- Years 1, 2, 3
- Basic questions:
- Does using a virtual online media for learning about the world of nursing increase the interest in pursuing a nursing career for diverse and rural students in North Carolina?



# NN-CAT Workforce Diversity Programs

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## Goals to 3 year Program

- Increase student interest in nursing careers and profession
- Increase inclusivity of multicultural and rural diverse students' acceptance into nursing program
- Begin interest in nursing careers in early high school

