



## **Report from Small/Liberal Arts Schools Like-Schools Meeting March 25, 2018**

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**Given academic nursing's commitment to creating diverse and inclusive learning environments, what challenges and opportunities have you encountered in working to improve diversity in your programs? What strategies have you found to be most effective?**

- Received a HRSA grant, appreciates AACN support—holistic admissions process.
- Messiah College—ethnic and religious diverse. One frequent challenge is students of diverse backgrounds do not match admission criteria. Developed an “undeclared nursing major” for those who do not initially meet the requirements. Advisor works with these students. They have one science course/semester and they take advantage of free tutoring, supplemental instruction, etc. At the end, they do have to meet the same standards of regular nursing majors. Most do not make it into the nursing major. But, they believe giving them a chance is helpful.
- Goshen College—25% are Hispanic. Student Life Dept reaches out to Hispanic parents, letting them know what classes are like, and inviting them to see the skills lab, etc.
- A school serving predominantly Hispanic population—they reach out to inner city high schools—bring them to the college, help them envision how they can be successful. PROMISE Scholars program—those who need some extra assistance. Students in the last 2 years (FINISH Scholars program) get additional help (emergency help with rent, etc).
- Culture change—has to start at the top and be intentional. Several lectures by President and Provost. Focus week on diversity. “Removing the Stain of Racism from the Southern Baptist Convention.” The authors of this book spoke at chapel. Came to the SON. Could not start strategies for change until the culture changed.

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- Dealing with social determinants—this keeps them from being successful. Would be helpful to keep the students an additional year. Looking for funding to allow this.
- Students come from educationally challenged environments, poverty, language issues. Their solution---when admitted, many students needed an extra year of HS. It takes them 5 years to go through the program. First year—pre-nursing course, writing-intensive course. They have a journal they must write in every day, writing eight papers (all graded by nursing faculty). Pre-nursing pathway—meets with students every week and serves them lunch. They write out their schedules, bring families in so they see this “new world.” Many of the students pay their parents’ mortgage. SON has become very close to families and supports them.
- Very diverse SON, 24-hour tutorial for pre-nursing students. Bring families in for training days.
- Diversity in nursing—poor. In this room, only one male. Importance of respecting and promoting men in nursing. SON needs to build in language to be more inclusive of men.
- One-third to one-half of all students enter school with poor reading/writing skills. Hard to be successful in graduating in 4 years. Not prepared to obtain resources—many textbooks became electronic. 70% are athletes, so brings more men into program. Introduce global perspectives. Send students to Guatemala to learn more about diversity.
- Collaborate with athletic department to bring more men into nursing.
- American Association of Men in Nursing—good resource

**Any comparison information on HESI, ATI or any other content mastery/NCLEX preparation product?**

- Used HESI for many years—but had two poor years with boards. Then switched to Kaplan. All programs have worth, so it is more how you use it. But, concerned about what we are truly testing.
- Students use Kaplan (believes most people have trouble because they do not take test well versus not knowing the content)
- National Council Review (has made a huge difference—students pay for it---it is more meaningful if they pay for it and they take it more seriously)
- Used HESI for 4 years with 100% pass rate. The students need to purchase it and have ownership and responsibility. One faculty is dedicated to helping students pass boards.
- Uses both ATI and HESI—they work, so we are not changing. Make the comparison and choose what’s best historically for your SON.
- ATI—well integrated into program. Can not prevent graduation but can prevent progression.

**A new AACN publication on academic leadership has been proposed. What issues would you like to see included in this publication?**

- Look at more global aspects of leadership in nursing
- Would like a template on starting new programs.
- Academic leadership, tenure, promotion.
- Scholarship of teaching—revisit this issue.
- Concepts of “Nurses on Boards”
- Continuity of operations—shortage of personnel. How do we build and develop future leaders? How do we make the job realistic to those who will follow after us?
- Political and advocacy promotion
- Working with Development Offices to raise funds for SON
- Pressure to use proprietary individuals to increase enrollment. We need to have more information to manage increased enrollment.
- How will we continue programs if we do not include EdD and other doctorates versus just doctorates in nursing?