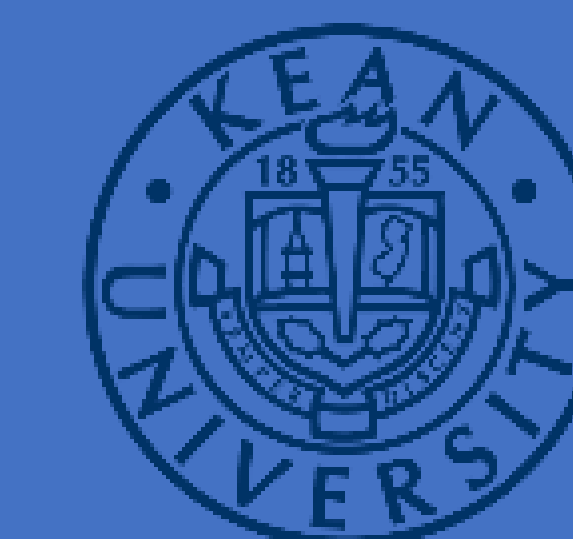


Championing diversity through holistic nursing education: Implementing strategies from the Integrative Student Growth Model (ISGM)

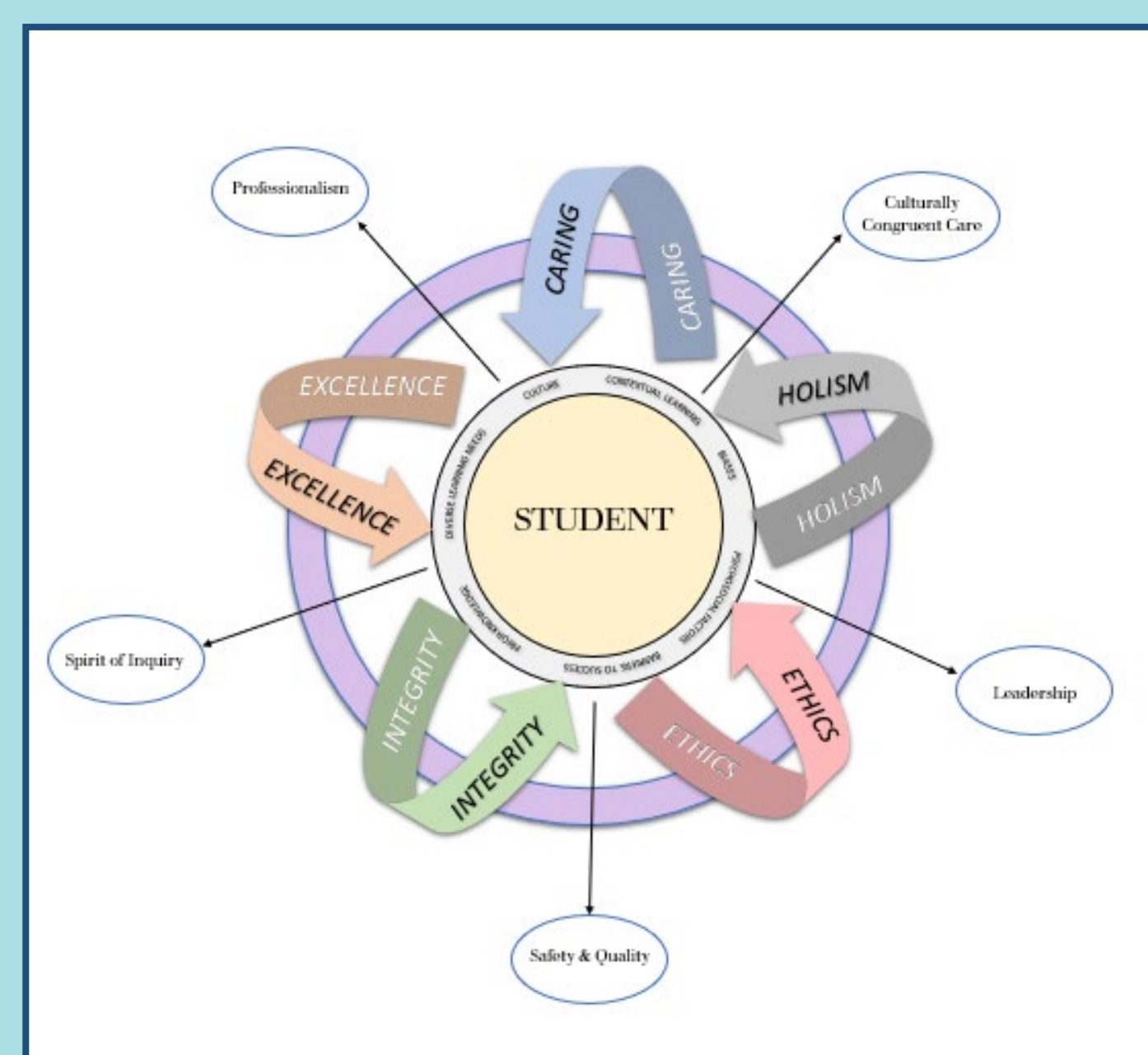


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Introduction

The Integrative Student Growth Model (ISGM) was introduced in 2018. In its first iteration, the ISGM focused on the development of graduates who embrace a holistic approach to nursing. Evidence shows that healthcare would benefit by increased diversity of the nursing workforce, which would contribute to the reduction of health disparities. Since attrition and diversity remains a high priority for our profession, the ISGM was refined to intentionally include biases and barriers to success as factors which may impede the academic, personal, and professional growth for underrepresented and academically and/or socially disadvantaged students. The ISGM offers strategies to address those factors and seeks to facilitate success for all students.

The New ISGM



Strategies for Implementation



Institution

Faculty

Student

Holistic Admissions Processes

ISGM Faculty Training

Precollege Program

Precollege Program

Self-Assessment for Barriers to Success

Self-Assessment for Barriers to Success

Clinical Immersion Model

Professional Nurse Mentor Program

Clinical Immersion Model

Funding Support

Professional Development

Professional Nurse Mentor Program

Alignment with Essentials Domains

ISGM OUTCOMES

	Professionalism	Culturally Congruent Care	Leadership	Safety & Quality	Spirit of Inquiry
1. Knowledge for Nursing Practice	X	X		X	X
2. Person-Centered Care		X		X	
3. Population Health		X		X	X
4. Scholarship for Nursing Discipline	X	X	X	X	X
5. Quality & Safety	X	X	X	X	X
6. Interprofessional Partnerships	X	X	X	X	X
7. Systems-Based Practice			X	X	
8. Informatics & Healthcare Technologies			X	X	X
9. Professionalism	X	X	X	X	
10. Personal & Professional Leadership Development	X	X	X	X	X

Tools for Testing

Holistic Admissions Rubrics

Holistic Admissions Scoring Rubric for Applicants Who Have Graduated High School <3 Years Ago	Points Possible	Points Achieved
Disadvantaged – Max of 17 points		
Applicant graduated from a Union County high school that is under-resourced or has low graduation rates	4	
Applicant graduated from a high school located in a disadvantaged area outside of Union County	2	
Evidence that the applicant overcame significant challenges	3	
First generation college student	3	
Student experienced homelessness during high school, as defined by the McKinney-Vento Act (eligibility, documentation, flowchart)	3	
Applicant is from a Medically Underserved Area (MUA) or a Health Professions Shortage Area (HPSA), or commitment to practice in one of these areas	3	
Worked full time or cared for immediate family while attending high school	1	
EDU or SP. PRAC – Max of 10 points		
Experience – Max of 17 points		
Prior health care experience		
0-5 yrs = 3pts	3	
5 yrs – 6 yrs	4	
Experience working with underserved populations	3	
Military or Veteran status	4	
Community Service	3	
Leadership experience	3	
Personal Attributes – Max of 10 points		
Committed to diverse perspectives	2	
Demonstrated success working in teams	2	
Has passion for nursing	2	
Altruistic	2	
Self-motivated	2	
Metrics – Max of 10 points		
SAT/ACT Scores		
SAT Score 1000-1099 or ACT Score 20-22 = 5pts	5	
SAT Score 1100-1199 or ACT Score 23-25 = 8pts	8	
SAT Score 1200+ or ACT Score 26+ = 10pts	10	
High School GPA (Weighted, on a 4.0 scale) – Max of 10 points		
2.5-2.75	3	
2.75-3.0	5	
3.1-3.5	8	
3.6 & over	10	
Required Academic High School Courses – Max of 3 points		
Achieved 4 or better in Biology with lab and/or Chemistry with lab	2	
OR		
Successfully completed math or science AP or IB courses with a B or better	3	
Essay – Max of 10 points		
Total Points Achieved	0-10	

Holistic Admissions Scoring Rubric for Applicants Who Have Graduated High School >3 Years Ago	Possible Points	Points Achieved
Disadvantaged – Max of 15 points		
Applicant graduated from a Union County high school that is under-resourced or has low graduation rates	4	
Applicant graduated from a high school located in a disadvantaged area outside of Union County	2	
Evidence that the applicant overcame significant challenges	3	
First generation college student	3	
Applicant experienced homelessness in the past two years	3	
Applicant is from a Medically Underserved Area (MUA) or a Health Professions Shortage Area (HPSA), or commitment to practice in one of these areas	2	
Experience – Max of 30 points		
Full time work experience >2 yrs. OR		
Full time health care experience		
12 months-23 months = 4 pts	4	
24 months-59 months = 8 pts	8	
25 years = 12 pts	12	
Experience working with underserved populations	3	
Military or Veteran status	5	
Consistent Community Service	5	
Leadership Position at Work	5	
Personal Attributes – Max of 10 points		
Committed to diverse perspectives	2	
Demonstrated success working in teams	2	
Has passion for nursing	2	
Altruistic	2	
Self-motivated	2	
Prior College-Level Coursework (must have completed at least 18 credits) – Max 15 points		
Completed at least 18 college-level credits AND achieved a cumulative GPA as follows in a MDN, STEM major , AND a grade of B or better, and no lower than a C+ in any of the following courses: English Composition I & II, Anatomy & Physiology I & II (with lab), Microbiology (with lab), 2000 level or higher Math		
GPA 3.0 or better	7	
GPA 3.75-2.99	3	
Completed at least 18 college-level credits AND achieved a cumulative GPA as follows in a STEM major , AND a grade of B or better, and no lower than a C+ in any of the following courses: English Composition I & II, Anatomy & Physiology I & II (with lab), Microbiology (with lab), 2000 level or higher Math		
GPA 3.0 or better	10	
GPA 3.75-2.99	5	
Completed an associate degree in a STEM major with a Cumulative GPA of 3.0 or better, AND a grade of B or better, and no lower than a C+ in any of the following courses: English Composition I & II, Anatomy & Physiology I & II (with lab), Microbiology (with lab), 2000 level or higher Math		
Essay/Personal Statement – Max of 10 points	0-10	
Total Points Achieved		30

Recommendations for Future Inquiry

- Testing the Holistic Admissions Rubric for reliability & validity
- Develop & test a self-assessment tool to identify barriers to success.
- Effectiveness of a precollege program in preparing underrepresented students for success.
- Develop & test a tool to measure effectiveness of the Clinical Immersion Model.

Next Steps

Implementation of the ISGM will provide an opportunity to study the effectiveness of a systems-based, holistic approach to nursing education on student outcomes among underrepresented and academically and/or socially disadvantaged students, thus, addressing disparities in the preparation of competent graduates who contribute to a diverse nursing workforce.

Visit the ISGM Site more information!

