

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

Presented by: Dr. Chrysanthe Patestos

Hello and thank you for joining us! On behalf of myself and Dr. Prisca Anuforo, I'm thrilled to present our continued work on the Integrative Student Growth Model (ISGM), a transformative approach to nursing education. Since its first iteration, the ISGM has been refined to foster success for all students, especially those who have been historically underrepresented in nursing. As a result of this refinement, the ISGM champions diversity through the implementation of strategies on multiple levels. A strong focus of these strategies includes identifying and reducing barriers to success.

The table on the lower left displays the alignment of the ISGM outcomes to the Essentials Domains. Though our curriculum is not designed as competency-based at the moment, we felt it was important to be forward thinking as institutions progress toward competency-based nursing education.

The Center of our poster illustrates the fundamental values that guide the entire program. These values originate from the NLN Education Competencies Model, and we believe that by infusing these values into the entirety of our program at the student, faculty, and institutional levels, our graduates will have internalized those core values, and will carry those values with them into their professional nursing practice.

One strategy of the ISGM that we highlight here is the development of admissions rubrics inspired by the AACN Holistic Admissions Toolkit. The rubrics are meant to even the playing field for applicants by diversifying criteria for admission to the nursing program and looking at students more holistically. The rubrics acknowledge the value of life experiences and recognize barriers to academic achievement that underrepresented students may experience leading up to college. We believe these barriers don't have to equate to the inability to be admitted or be successful in a nursing program.

The ISGM is more than a model; it's a commitment to creating a more inclusive, compassionate, and diverse nursing workforce.