

A Summer Student Nurse Camp: Establishing a Pathway to Nursing Education for Marginalized Youth to Increase Diversity in Nursing



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Purpose

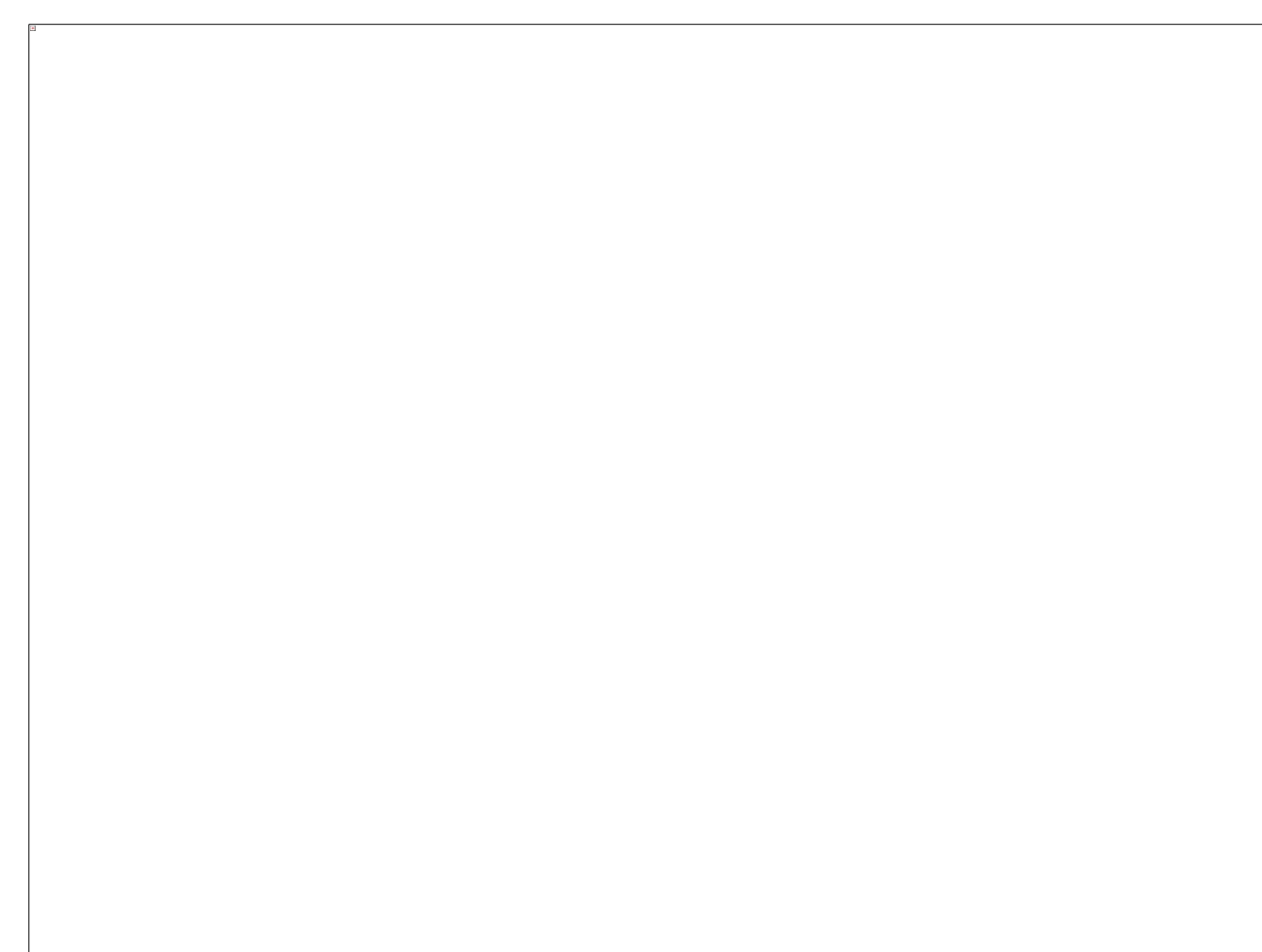
To establish a pathway to nursing education by preparing high school students from underrepresented minority backgrounds for academic and professional success in nursing by providing early exposure, enhance academic readiness, mentorship, academic support, increase retention rates, and financial support to build a diverse nursing workforce that reflects our community.

Background

- There is an increase in diversity in our patient population.
- In 2010, IOM noted that a nursing workforce reflecting the makeup of the country is essential in providing quality patient care.
- Although there is an increase in nursing diversity, nurses of color are still underrepresented in the nursing profession.
- The underrepresentation is reflected in the number of students applying to nursing school.
- Partnerships between academic institutions and community organizations can help strengthen recruitment.
- Pipeline programs create pathways to nursing by garnering interest, increasing recruitment, enrollment, retention, graduation, and licensure.
- The summer camp focuses on barriers to higher education and increasing nursing workforce diversity.

Methods

- Partnership with area High Schools .
- One day summer camp with HS students in Dallas area.
- Students were introduced to panels, various specialties in nursing, nursing students, hospital tour, and simulation experiences.



Survey Findings

A Pre and Post Qualtrics survey was administered to collect data via a QR code. The Pre and Post survey contained open ended questions and yes/no questions that were answered electronically through their mobile device. The demographics of the participants varied.

SSNC 1: 30 Participants – 10% American Indian/Alaskan Native, 7% Asian, 17% Black/African American, and 67% Hispanic

SSNC 2: 74 Participants - 9% American Indian/Alaskan Native, 18% Asian, 23% Black/African American, and 50% Hispanic

If you had to describe a day-in-a life of as a nurse, what words would you use to describe it?

Pre-Survey: Busy, Stressful, Chaotic, Taking care of patients, Not sure, Productive

Post-Survey: Busy and fulfilling, Busy with many activities, Challenging and effective, Lots of Learning, Balanced, Compassionate

What did you like most about the camp?

Simulation Experience, Hands on Experience, Learning about nursing, Interacting with new People, faculty, and staff

After attending the camp, how has this impacted your decision to pursue nursing as a career?

Want to pursue a career in nursing, Pursue education at BU, Excited about a career in nursing, Pushed more to become a nurse

After attending the summer camp, did the camp provide you with a pathway to overcome potential barriers to college?

SSNC 1: 74% Yes

SSNC 2: 76% Yes

Implementation Plan



Proposed Strategies

Institutional and Cultural Change

- Inclusive Climate
- Faculty Training
- Accountability

Financial and Strategic Partnerships

- Financial Support
- Articulation Agreements

Mentorship and Community Building

- Role Models
- Peer Support

Expected Outcomes

- Establish Partnerships
- Sustainability
- Enhance Academic Readiness
- Retention
- Increase the Diversity in the Nursing Workforce
- Reduce Patient Health Disparities
- Strengthen Patient-Nurse Trust

Conclusion

- Creating pathways between high schools and SONs are vital.
- Help to mitigate barriers.
- Pathway is effective because it will:
 - Recruit high school students
 - Garner interests in nursing
 - Dispel myths about nursing
 - Increase diversity in the workforce

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Biography

Dr. Michelle Jamison is a Clinical Associate Professor at Baylor University Louise Herrington School of Nursing (LHSON), where she has taught both in the undergraduate and graduate department. She has also served as an adjunct Community Health faculty at Texas Woman's University in Dallas, Texas. Dr. Jamison earned a Bachelor of Science in Nursing degree from Saint Louis University, Master of Science in Nursing from The University of Texas at El Paso and a Doctor in Nursing practice from the University of Texas at El Paso. Specializing in Community Health, she teaches students through lectures, labs, and clinical settings in the DNP-FNP program. Her professional career includes several years of experience as a Registered Nurse (RN) in community health as a School Nurse. Her Family Nurse Practitioner (FNP) professional experience includes several years in retail health, occupational health, and home health. Her current clinical practice focuses on the core pillars of health unique to each individual: physical, emotional, spiritual, and social, acting as a bridge to care to connect patients with the resources and support they need to improve their quality of life. Dr. Jamison is affiliated with various professional organizations and maintains an active role on several committees including Chair of the Community Engagement and Belonging, American Academy of Nurse Practitioners, National Association of Family Nurse Practitioners, Texas Family Nurse Practitioners, Texas Doctor of Nursing Practice, and American Association of College of Nursing Access, Connection and Engagement Leadership Network, Undergraduate Academic Policies Committee, Healthy Workforce Environment Task Force, Graduate Studies Committee, Graduate Policy Committee, Texas Doctor of Nursing Practice, and Clinical Track Search Committee.

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