

Purpose

To increase the Diversity of the Student body at the University of Michigan – Flint School of Nursing.

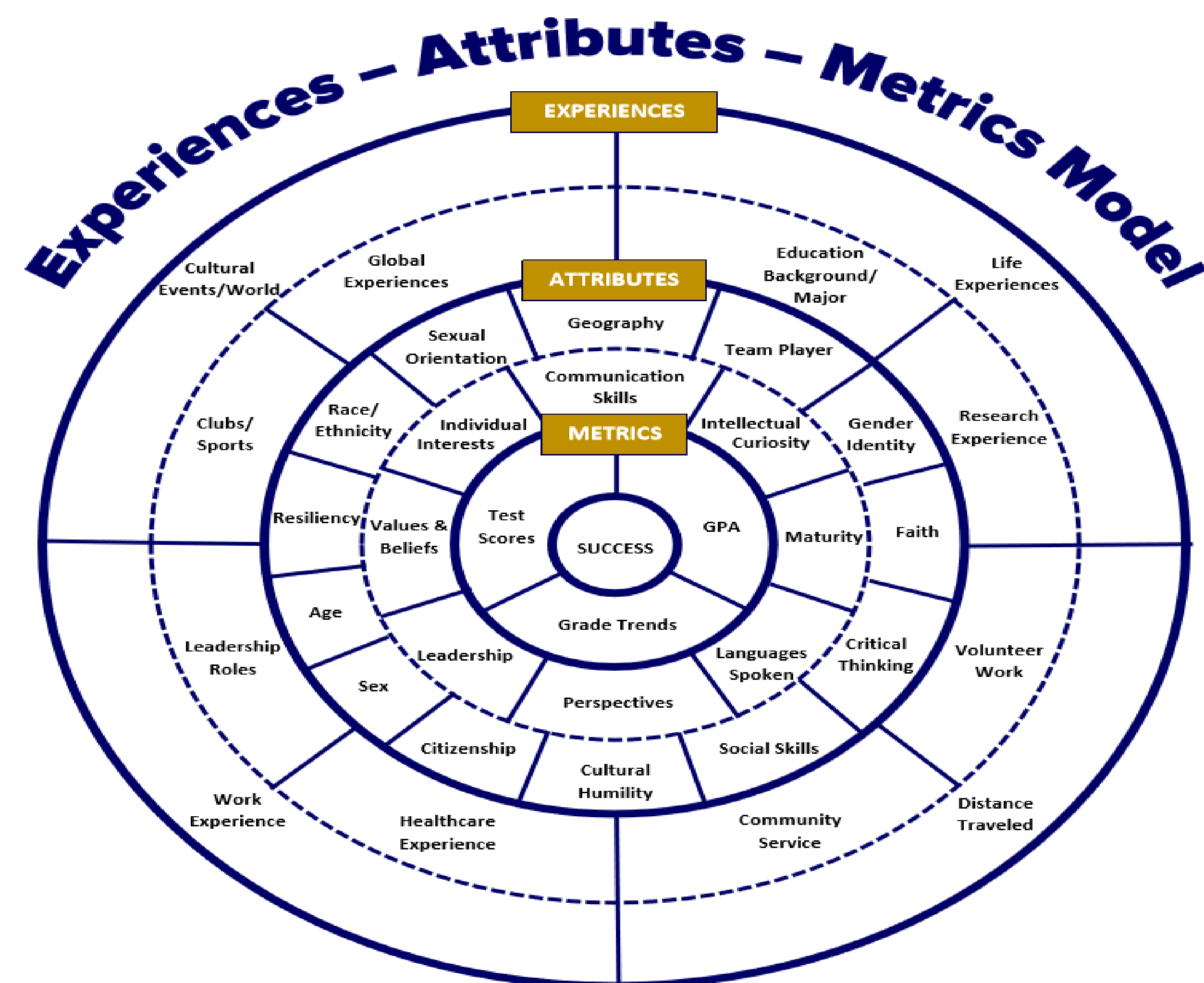
Background

- A diverse healthcare workforce positively affects outcome quality, patient care, and satisfaction.
- Health equities persist in underserved communities where the Social Determinants of Health (SDOH) impact individuals of color.
- Research indicates that minority providers and healthcare workers tend to work in urban communities.

Objectives

To develop a Holistic Review Admission (HAR) to Increase the diversity of the student body.

Framework – Experience-Attributes (EAM) Metric Model



Data Assessment

Flint population Admission Demographics
UMF- School of Nursing
2018-2022 Traditional BSN Program

Demographic	2018 winter	2018 Fall	2019 winter	2019 Fall	2020 Winter	2020 Fall	2021 Winter	2021 Fall	2022 Winter	2022 Fall
Female	32	43	41	38	37	41	33	38	36	44
Male	12	5	8	7	11	5	6	4	5	5
American Indian, Native Alaskan	0	0	0	0	5	0	0	0	1	0
Asian	1	1	0	0	1	1	1	1	1	1
Black or African American	5	5	0	6	5	1	7	4	6	6
Hispanic or Latino	1	3	6	3	0	3	2	5	4	3
Native Hawaiian, Pacific Islander	0	0	1	0	0	0	0	0	0	0
Two or more races	1	3	1	1	2	1	1	2	2	0
White	36	36	40	34	40	26	29	27	26	38
Veteran	0	0	1	0	0	2	0	3	1	0
Unknown	0	0	0	0	0	1	0	1	1	1

	City of Flint
	2020 Census
American Indian or Alaska Native	0.30%
Asian	0.50%
Black or African American	54.00%
Hispanic or Latino	4.60%
Native Hawaiian or Other Pacific Islander	0.00%
Nonresident Alien	
Two or more races	6.00%
Unknown	
White	36.3%

Implementation/Evaluation

Phase 1

- HAR presentation to the School of Nursing
- Formulate a subcommittee, review literature
- Contact AACN for HAR educational workshop
- Develop rubrics for EAM
- Fine-tune method for student interviews

Phase 2

- Discuss student needs to support excellence
- Success Coordinator in place
- Develop a student mentoring program
- Develop/discuss student pipeline programs
- Hiring additional staff/faculty for review

Phase 3

- Reevaluate the HAR rubric and readjust as needed
- Assess attrition of students
- Student focus groups to assess beneficial resources and needs
- Ongoing training, assessment and

Anticipated Outcome

- Diversity in the School of Nursing to reflect the national statistics and the city of Flint.

Acknowledgments

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References

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diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

Development and Implementation of a Holistic Admission Review Process to Increase Student Diversity

Melva Craft-Blacksheare, DNP, CNM, RN

Biography

I have been an RN for over 42 years and a Certified Nurse Midwife for 29 years. I received an MSN and MS in Health Service Adm. I have been the lead faculty for undergraduate Maternity Nursing at the university for 12 years, RN/BSN courses - Health Policy, Issues in Women's Health, Transcultural Nursing, and Health across the Lifespan. My research is primarily on the Black Maternal Mortality Health Crisis, I serve on the Michigan Maternal Mortality Review Committee and the Michigan Maternal Mortality Surveillance Committee. I am also the SON representative of the university's DEI committee. I am active in the University Flint Community and was active during the Flint water crisis, participating in community activities to support families I've published several articles on the lead environmental crisis and how it affected women and families. I am a strong supporter of Social Justice, I understand the importance of combating health inequities and understand the importance of educating others about structural racism, to one day live in a free and equal society.

Contact Information



Melva Craft-Blacksheare, DNP, CNM, RN
Associate Professor
University of Michigan - Flint
melvagcb@umich.edu
313-903-6832