

Inclusive Mentorships Preparing All Culturally diverse DNP students to Transition (IMPACT) into expert clinician roles



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INTRODUCTION

Background & Significance

- Currently nearly 81% of the nursing profession identifies as a white female (NCSBN, 2021). Most mentorship programs focus on undergraduate students.
- Lack of diversity in healthcare is one factor that has contributed to poor quality of care of diverse patients (Terlizzi et al., 2019).
- The consequences of lack of diversity include:
 - Increase in attrition rates of diverse nursing students within nursing programs (Veal, Bull, & Muller, 2012).
 - Lack of belonging and support in the nursing profession toward diverse students.
 - Lack of sense of community and inclusive excellence within graduate nursing programs.

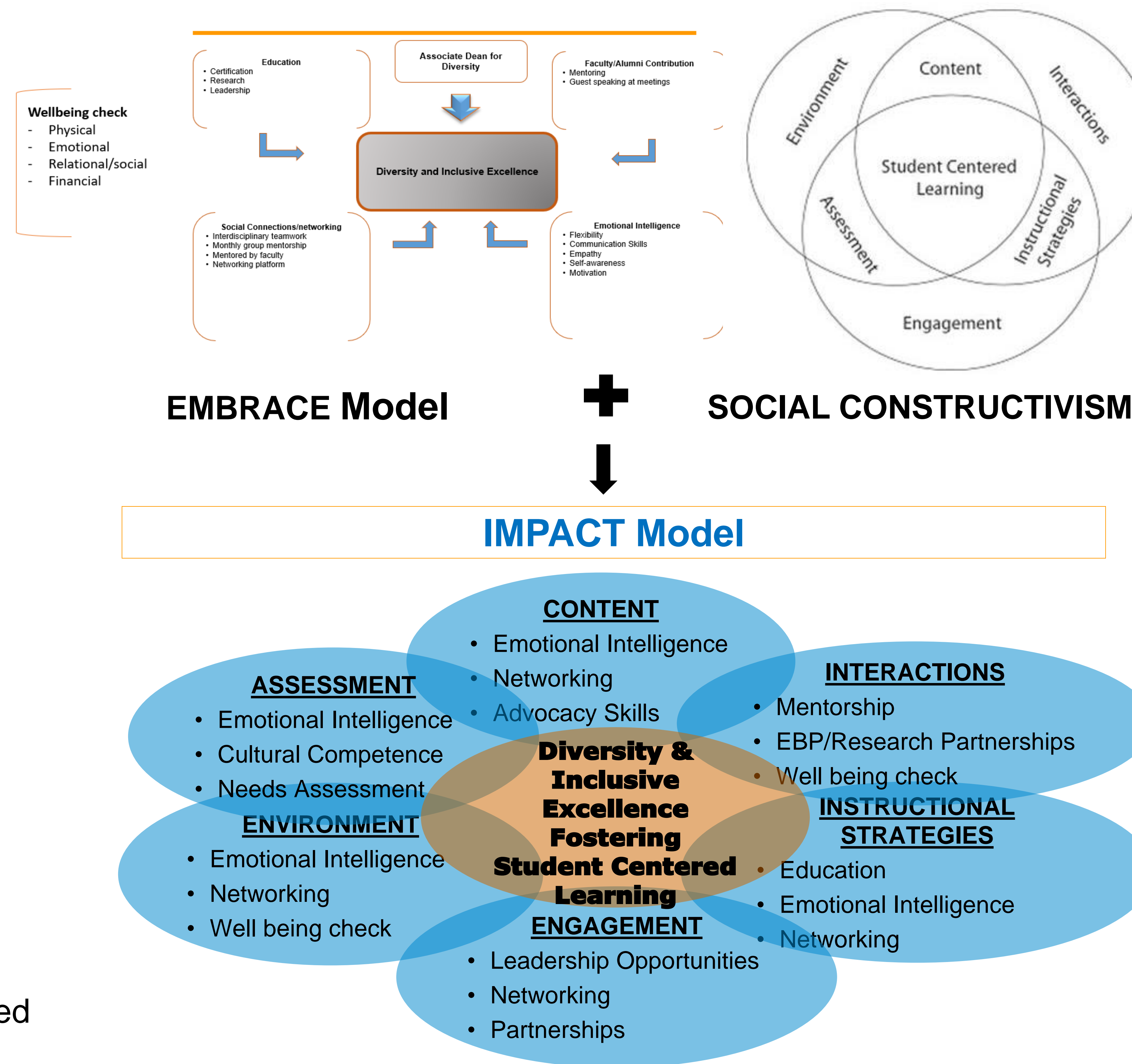
Purpose

To create an engaging culturally personalized mentorship program and model tailored for diverse DNP students. The program is designed to provide support throughout their graduate studies while transitioning them to care for diverse patient populations as an expert clinician.

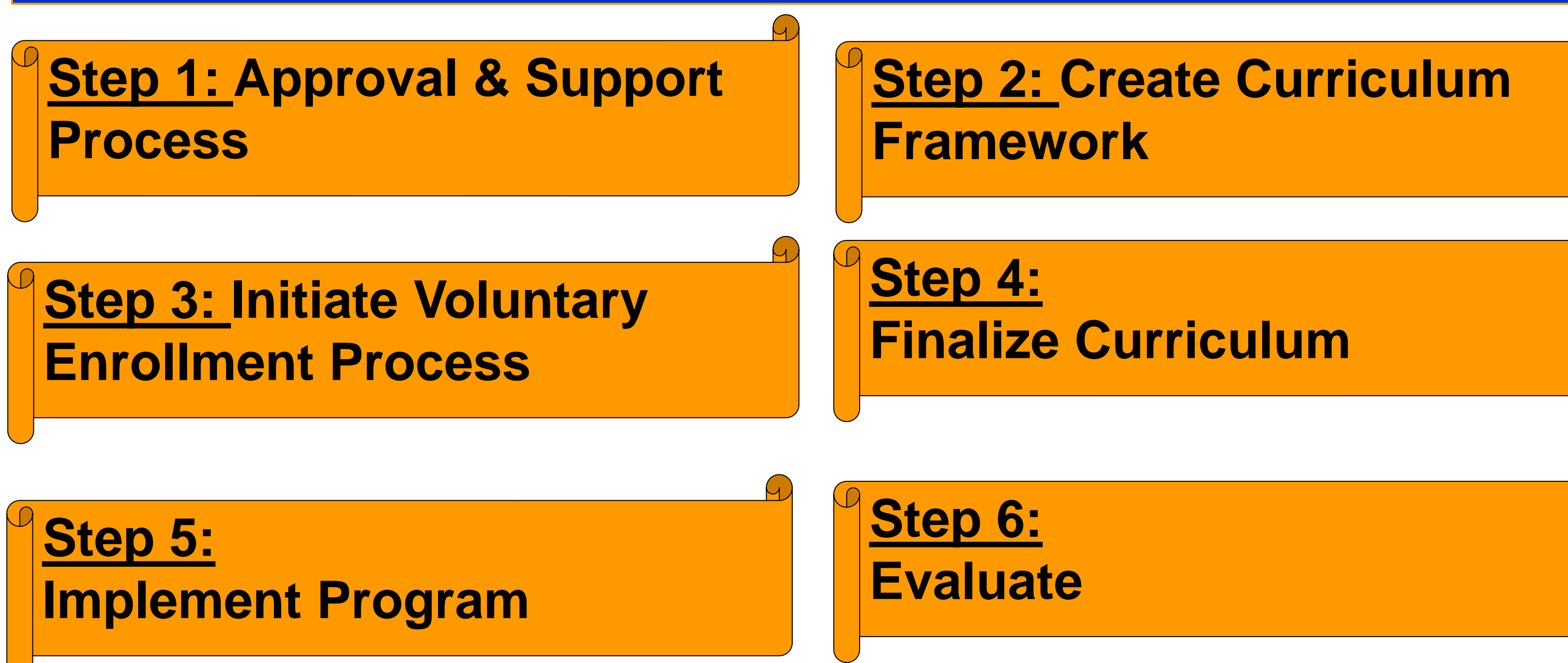
Objectives

- Provide multifaceted opportunities in leadership, research, and clinical practice based on a “needs assessment” per cohort.
- Increase recruitment and retention of diverse nursing students, while decreasing attrition rates
- Contribute to bridging health care disparity gaps

FRAMEWORK



IMPLEMENTATION PROCESS



METHODOLOGY

Design

A program evaluation using a multimethod design.

Sample

Culturally diverse DNP students. Defining *diverse* as multifactorial incorporating intersectionality.

Setting

Any nursing school offering DNP programs.

Evaluation

Combination of Likert scale and open-ended survey questions & pre-program needs assessment

ANTICIPATED OUTCOMES

- Assist culturally diverse DNP students with their transition into DNP roles through *inclusive mentorships* via multifaceted opportunities while successfully graduating from DNP programs.
- Implementation of the IMPACT program can positively affect the quality-of-care DNP nurses provide to diverse patients upon graduation by improving competence, communication, confidence, and cultural competence (Smiley et al., 2021).

CONSIDERATIONS

Possible Challenges:

- Lack of support from state legislation, dean, faculty, DNP prepared APRNs and community partners.
- Lack of enrollment and/or participation from DNP students

Implication to Practice: Initiation of the IMPACT program is essential due to the lack of appropriate culturally diverse engagement models focused on supporting and transitioning DNP students into HCPs.

diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

I.M.P.A.C.T

Shavondra Huggins, DNP, CNS, WHNP-BC, FNP-C, APRN, CNE

Biography

Dr. Shavondra Huggins is a board-certified women's health nurse practitioner and certified family nurse practitioner licensed in the state of Florida. She is currently employed as a Clinical Assistant Professor in the College of Nursing (CON) at the University of Florida (UF) where she teaches in both the undergraduate and graduate programs. She is a co-advisor of UF Student Nurses Association, past member of the Research and Scholarship Committee, and current chair of the Nominating and Bylaws committee. Prior to her employment at the University of Florida, Dr. Huggins worked as a nurse practitioner in various specialties including primary care, OBGYN, and Neurosurgery.

Dr. Huggins received her Associate of Arts degree from Florida State College at Jacksonville, her Bachelor of Science in Nursing from Florida Agriculture & Mechanical University, and her Master of Science in Nursing from the University of South Alabama as a dual degree women's health nurse practitioner and clinical nurse specialist. She also received her post-master's certificate as a family nurse practitioner from the University of South Alabama. Her Doctor of Nursing Practice was awarded from the School of Nursing at the University of North Florida.

Dr. Huggins has held several leadership positions within organizations like Delta Sigma Theta Sorority, Inc., James Weldon Johnson YMCA Advisory Board, and Northeast Florida Women's Veterans Advisory Board. She is a current member of the Northeast Florida Medical Society, Florida Nurses Association, American Nurses Association, and American Association of Nurse Practitioners to name a few. Since her association as faculty with UF CON, Dr. Huggins has been recognized as a graduate of the inaugural UF CON Mentorship Program, graduate of the inaugural UF CON Pathways to Promotion Program, 2020 Daisy Award nominee, 2021 Daisy Award winner, 2021 FNA Nurse Educator Icon recipient, and 2022 UF CON Care, Lead, and Inspire Award recipient, and most recent a 2023 Volunteers in Medicine "Women with Heart Honoree". Dr. Huggins always vowed to stay rooted in her community, educate future nurses, provide extraordinary patient care, and to always be a leader.

Contact Information



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