


Addressing Structural and Institutional Barriers to Promote Academic Success in Under-Represented Minority Nursing Students: Strategies promoting equity and inclusion

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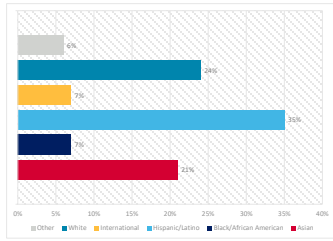
Objectives

1. Roadmap informing programming of the UIC College of Nursing
2. Strategic approaches specific to leadership, strategic planning, and educational resources
3. Areas for further growth related to supporting diverse students




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UIC Fall 2021 Undergraduate Enrollment




Race/Ethnicity	Percentage
Other	4%
White	24%
International	7%
Hispanic/Latino	33%
Black/African American	7%
Asian	21%



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Roadmap for Nursing Programs





(Matthews et al., 2022)



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Leadership

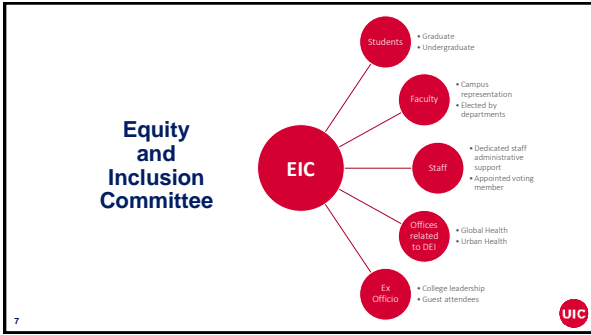
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Associate Dean for Equity and Inclusion

- Advance an inclusive & equitable environment with high-levels of diversity across the college's constituents
- Voting member of leadership team
- Closely works with Equity and Inclusion Committee
- Training/Expertise:
 - PhD in 2012 in Public Health
 - Research focus: health disparities, link between psychological well-being and cardiovascular health, and strengths-based factors of positive affect and resilience

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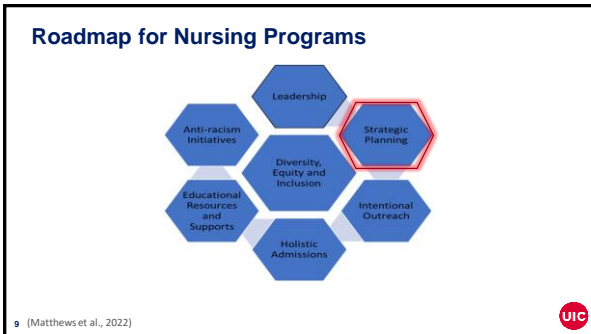
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Equity and Inclusion Committee Activities

- Meet and Learn
- Time to Talk
- Addressing specific DEI concerns in the College of Nursing community
- Diversity Strategic Plan
- Mission Statement
- Supporting student success initiatives

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Strategic Planning

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Mission Statement

- World Café approach
- Mission statement drafts
- Edits and revisions by Equity and Inclusion Committee working group
- Final draft with survey to entire college
- Strong support from college community
- Next steps:
 - Vision and values
 - Visible display in College of Nursing

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THE MISSION OF UIC COLLEGE OF NURSING IS TO TRANSFORM HEALTH AND HEALTHCARE FOR ALL INDIVIDUALS THROUGH COMMUNITY-DRIVEN COLLABORATIONS THAT PROMOTE EQUITY AND SOCIAL JUSTICE. WE WILL ACHIEVE THE HIGHEST LEVEL OF EXCELLENCE IN NURSING EDUCATION, RESEARCH, PRACTICE, AND SERVICE BY LEADING INNOVATION AND DISCOVERIES THAT ADVANCE THE HEALTH OF ALL POPULATIONS LOCALLY, NATIONALLY, AND GLOBALLY.

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Diversity Strategic Plan





- Revised and updated by Equity and Inclusion Committees
- Specific tasks with delegation
- Accountability at all levels
- Requires follow up and evaluation

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Roadmap for Nursing Programs



14 (Matthews et al., 2022) 

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Resources and Supports



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Student Success Program

- Undergraduate nursing students of the Urban Health Program
- 15-week programmatic curriculum
- Group-based sessions to increase retention of underrepresented minority (URM) students
- Address issues specific to URM students

Table 4
Program impact on educational and career goals.
N = 35

	N	%
Report program on your ability to complete the Spring 2021 semester		
No impact	n = 3	9%
Moderate impact	n = 8	23%
High impact	n = 23	68%
Report of mentorship on the rest of your nursing education or career		
Moderate impact	n = 2	6%
High impact	n = 30	86%
How prepared do you feel to reach your education or career goals in nursing		
A little prepared	n = 2	6%
Somewhat prepared	n = 13	37%
Very prepared	n = 20	57%
Would you recommend the program to other College of Nursing students		
Yes	n = 35	100%
How well did the program meet expectations		
Very well	n = 34	97%
Well	n = 1	3%


16 (Matthews et al., 2022) 


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Socio-emotional Factors

Table 5
Benefits of the student success program on socio-emotional factors (N = 35).

	N	%
Your sense of belonging in the College of Nursing		
Before	n = 20	57%
After the year	n = 15	74%
Level of support from peers/mentor		
Before	n = 10	29%
After the year	n = 15	71%
Confidence in their ability to reach educational goals in nursing		
Before	n = 10	29%
After the year	n = 15	87%
Confidence in their ability to reach career goals in nursing		
Before	n = 10	29%
After the year	n = 15	71%
Ability to handle stressors on campus or work		
Before	n = 10	29%
After the year	n = 15	87%
Ability to cope with adversity on campus or career journey		
Before	n = 10	29%
After the year	n = 15	87%
Your level of stress		
Before	n = 10	29%
After the year	n = 15	53%
Your thoughts about leaving the program		
Before	n = 10	29%
After the year	n = 1	3%
Never	n = 2	6%





17 (Matthews et al., 2022) 

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Seminars for Excellence in Nursing Science

- Designed for incoming nursing students
- Foundational concepts
- Augment learning skills
- Increase socialization
- 5 weeks during summer semester
- Positive feedback from pre-licensure students



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Seminars for Excellence in Nursing Science

Topics include

- Math
- Writing
- Physiology and pathophysiology
- Skills lab
- Philosophy of science
- Statistics and epidemiology

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Center for Academic Excellence and Cultural Engagement

More than a physical space!

- Building community
- Feeling of belonging
- Student support services
- Learning experiences and speakers specifically addressing DEI topics
- Student-led groups



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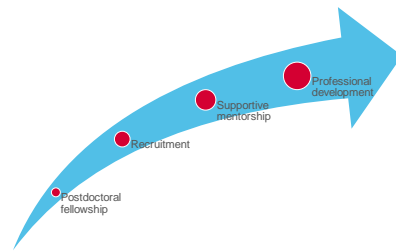


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Bridge to Faculty



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Let's discuss!

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References

- Matthews, A. K., Abboud, S., Smith, A. U., Smith, C., Jeremiah, R., Hart, A., & Weaver, T. (2022). Strategies to address structural and institutional barriers to success among students of color in nursing programs. *Journal of Professional Nursing; J Prof Nurs*, 40, 96-104. doi:10.1016/j.profnurs.2022.03.005
- Matthews, A. K., Smith, A. A., Smith, C. C., & Hart, A. A. (2022). Description of a student success program to increase support, coping, and self-efficacy among under-represented minority nursing students in the wake of the dual pandemics of COVID-19 and racial violence. *Journal of Professional Nursing*, 43, 42-52. doi:10.1016/j.profnurs.2022.09.006

