

Middle Eastern nursing students: Recommendations for recruitment and retention

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Background

Purpose: The purpose of the study was to determine the lived experience of Jordanian nursing students in Jordan.

Significance: Culturally and linguistically diverse nurses are needed in healthcare. By the year 2021, approximately 50% of insured U.S. individuals will be minorities and less likely to speak English, yet >70% of nursing students are non-minority and speak a single language.

Culturally and linguistically diverse nursing students face many barriers in nursing school. However, one of the potentially troublesome obstacles to success is the faculty-student relationship.

The majority of nursing faculty in the United States is Caucasian females. Subsequently students and their faculty may speak a different language, come from different academic traditions and cultural backgrounds, therefore misunderstandings may develop that diminish student achievement.

By discovering the experience of Jordanian nursing students, U.S faculty can increase their cultural understanding and thereby improve the critical teacher-student relationship.

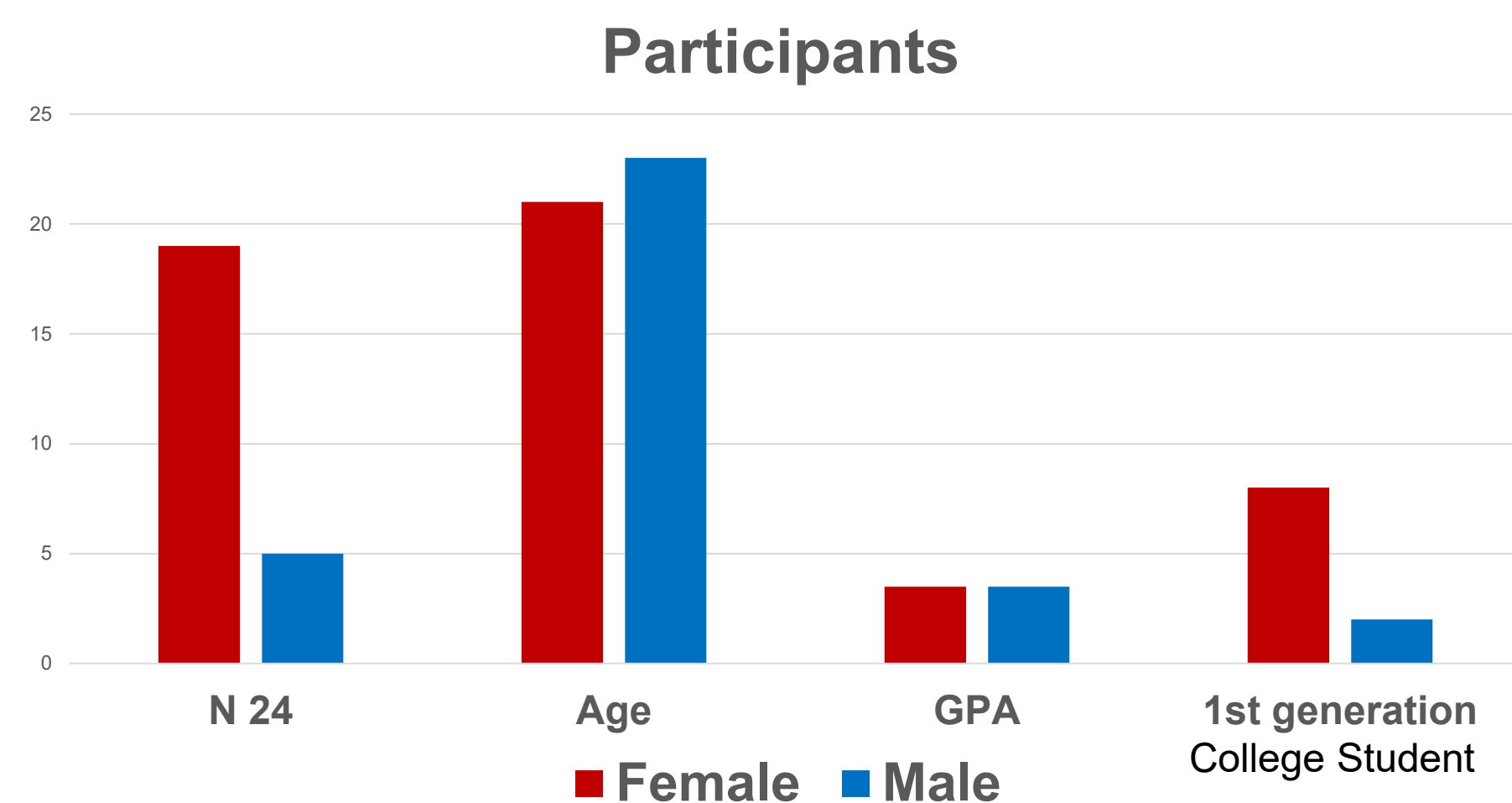
This improved understanding will lead to enhanced recruitment and retention of culturally and linguistically diverse nursing students.

Method

Qualitative

Phenomenology-Semi structured focus groups & written narratives.

Analysis: Colaizzi's method



Findings-Themes & Subthemes

Educational dissatisfaction

- Dissatisfaction with time for didactic and clinical
- Lack of faculty expertise
- Lack of resources (books & finances)

Time

- Lack of time
- Need for time management
- Program extensive time commitment

Nursing negativity

- Negative cultural attitudes
- Lack of respect for nurses from physicians
- Role confusion

Gender expectations and limitations

- Restricted to practice same-gender care
- No exposure to opposite gender care
- Women prioritize spouse and children over career

Culture

- Attraction to nursing from Rufayda al-Aslamiyyah,
- Nurses' families benefit from health care knowledge
- Belief that followers of Islam care for all people

Fear, desire and utopia-nursing in the U.S.

- Strong desire to work in the U.S.
- Perception that U.S. nurses are highly respected
- Well paid with clear standards of practice
- Fear harassment being Muslim and wearing hijab

Conclusion

Recruitment strategies-U.S. nursing program

- Appreciate that caring and nursing is supported by Islam.
- Realize that some older Middle Easterners may view nursing with negativity.
- Involve family in decisions.
- Recruitment materials should be in English and a 2nd language.
- Discuss the role/job of the registered nurse.
- Discuss the concept of “shifts” and units.
- Describe caring for all genders.
- Describe program expectations for didactic and clinical hours.
- Discuss time required inside and outside of the classroom for success.

Retention strategies-U.S. nursing program

- Recognize that students may need additional support for religious practices & holidays.
- Connect with students frequently to discuss challenges and barriers.
- Designate faculty and student mentors.
- Encourage development of culturally specific organizations.
- Support continued communication with the family as appropriate.
- Establish a Muslim prayer space.