

**Nursing Education Research Conference 2020**  
**Identifying Barriers to Success for Minority Undergraduate Nursing Students**  
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**Purpose:** A diverse nursing workforce is desired to enhance culturally competent care, decrease health disparities, decrease reluctance to seeking care, and foster positive patient-provider relationships (Murray 2015b). Efforts to diversify the nursing workforce must begin with successful recruitment and retention of minority nursing students. Underrepresented minorities encounter multiple barriers as undergraduate nursing students despite increased efforts to increase the diversity of the nursing workforce in the United States (Williams, Bourgault, Valenti, Howie, and Mathur, (2018). The purpose of this poster presentation is to share findings from a literature review exploring the unique barriers to success as experienced by minority undergraduate nursing students.

**Methods:** A search of the literature was conducted using the online database of ProQuest Central. Key words used in the search were: minority nursing students, ethnic minority nursing students, undergraduate nursing students, and barriers to success. Key search terms were used individually and in various combinations. Search criteria included English language and publication within 5 years. A total of 10 articles were chosen for inclusion in this review.

**Results:** Findings reveal a number of barriers affecting minority students that may be evident during the pre-admissions process, indicating opportunities for early intervention to prevent failure and/or early attrition, specifically related to SAT/ACT preparation and high school grade point average. Findings also indicate social determinants may negatively influence the admissions process, reducing the candidate pool of minority undergraduate nursing students. The exploration of the minority nursing student experience reveals more research is needed to develop and assess interventions designed to prevent racial microaggression, stereotyping, and negative institutional climates.

**Conclusion:** Utilizing the perspective of the minority undergraduate nursing students, nursing educators can strive to hold a vibrant, diverse, and well-educated nursing workforce that may ensure our ability to improve the quality of patient care (Diefenbeck, Michalec, & Alexander, 2016). Recommendations include further exploration of the preadmission process, including early identification of potential students combined with mentoring and support programs. Additional recommendations include research exploring the effectiveness of interventions designed to enhance recruitment and retention of minority undergraduate nursing students.

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**Title:**

Identifying Barriers to Success for Minority Undergraduate Nursing Students

**Keywords:**

Academic Success, Barriers and Minority Undergraduate Nursing Students

**Abstract Summary:**

Efforts to diversify the nursing workforce must begin with successful recruitment and retention of minority nursing students. The purpose of this poster presentation is to share findings from a literature review exploring the unique barriers to success as experienced by minority undergraduate nursing students.

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