Identifying Barriers to Success for Minority Undergraduate Nursing Students
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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).

A search of the literature was conducted using the online database of ProQuest Central.

| Key search terms: minority nursing students, ethnic minority nursing students, undergraduate nursing students, and barriers to success |
| Search criteria: English language and publication within 5 years. |

**BACKGROUND**

**BARRIERS TO SUCCESS**
- Financial issues
- Work obligations
- Inadequate academic preparation
- Poor study skills
- Lack of family/social support
- Discrimination and isolation in clinical setting

**RESULTS**

The **HUREM-DB Perspective** (Historically Underrepresented Ethnic Minority and Disadvantaged Background)

- Lack of consistent financial resources
- Fewer professional role models
- Lack of mentors
- Biases & Blindspots in faculty
- Discrimination (from faculty, peers, nursing staff, & patients)
- Isolation
- Micro-Aggressions and Micro-Inequities

**CONCLUSIONS**

- Barriers to academic success may be evident during the pre-admissions process.
- Opportunities for early intervention exist to prevent failure and/or early attrition, specifically related to SAT/ACT preparation and high school grade point average.
- Utilizing the perspective of the minority undergraduate nursing students may ensure our ability to improve the quality of patient care.

**METHOD**

**SOCIAL DETERMINANTS** may negatively influence the admissions process, reducing the candidate pool of minority undergraduate nursing students.

**Attrition Rates** up to 85% in Minority Nursing Students

**Recommendations**
- Revise preadmission process to include early identification of potential students who may be at-risk
- Early implementation of mentoring and support services
- Research focused on interventions to enhance recruitment and retention of minority undergraduate nursing students.

**References Available Upon Request**

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