Growing Our Own: Mentoring Talented and Diverse Students Toward a Career in Nursing Education and Clinical Leadership

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Objectives

• Describe problems associated with limited exposure to academic and clinical challenges and opportunities for diverse nursing student populations
• Discuss various strategies to provide teaching, research and clinical experience to underrepresented students
• Describe inclusion strategies developed by the Center for Urban Youth and Families at Rutgers University School of Nursing
Background

- 3 million RN’s in United States
- 84.8% employed in nursing
Cultural Mismatch

- 65.6% U.S. population non-Hispanic White
- 83.2% non-Hispanic White nurse force
- 16.8% minority work force
  - 5.4% African American
  - 3.6% Hispanic
  - 5.8% Asian/Native Hawaiian
  - 0.3% Native American
  - 1.7% Multi racial
Mismatch Issues

• Perpetuation of problem
• Health inequities
• IOM Report *Unequal Treatment*
• Nursing shortage
  – Provider
  – Faculty
• Recruitment & retention of minority students
Opportunity vs. Handout
Double Loop Learning: Argyris & Schön

- **Why?**
  - Underlying Assumptions (Variable)

- **Single Loop Learning**
  - Goals, values, techniques (action strategy)
  - Results (Consequence)

- **Double Loop Learning**
  - Defensive Reasoning
  - Must get past
Center for Urban Youth and Families (CUYF)

• Inter-professional Research Center
• Health Inequities
  – Oral Health, Obesity, Asthma, Trauma
• CBPR Methodology
• Community Outreach
CUYF Model

• Distribute list of active projects to faculty and students

• Interview and hire students to work as RAs
  – Graduate and Undergraduate
  – Research
  – Outreach projects

• Assign students to projects based on interests and CUYF fellow needs
CUYF Model

• Professional socialization
  – Poster presentations
  – Podium presentations
  – Manuscripts
  – Participation in community, state and professional meetings

• Mentorship

• Friendship
Diversity Strategies for Recruitment and Retention

• University, school and program policies to ensure diversity

• Facilitate opportunity
  – Funding
  – Childcare
  – Counseling

• Research partners for faculty

• HBCUs
Conclusions/Implications

- Improved Health Outcomes
- Decreased Health Inequities
- Diversity Research
  - Faculty Diversity
- Student Diversity
