Promoting Inclusion of Diverse Students into Nursing Education for Leadership Development
Western Carolina University-USA
Dr. Sharon Metcalfe, Program Director-
Sigma Theta Tau International Conference
November 7-11, 2015
NN-CAT Workforce Diversity Programs

Cullowhee, NC
NN-CAT Workforce Diversity Programs
What Careers Can You Explore As a Nurse?

We offer several undergraduate and graduate programs:

**Undergraduate**
- Traditional Pre-Licensure BSN Program
- Accelerated BSN Program
- WCU-AB Tech Dual Enrollment RIBN Program
- RN to BSN Program

**Graduate**
- MS(N) Family Nurse Practitioner
- MS(N) Nurse Administration
- MS(N) Nurse Anesthesia
- MS(N) Nurse Educator
- DNP – Doctorate/Nursing/Practice
**BSN Admission Requirements**

Admission to the BSN Program is highly competitive. Students must satisfy the following requirements to be eligible for admission consideration:

**General acceptance to WCU**

- Minimum Cumulative GPA of 3.0
- Accumulate 60+ semester hours by program matriculation
- Complete three of the five science prerequisites by the application deadline
- Completion of all course prerequisites before entry into the program
- SAT Critical Reading Score – Minimum 500 – may be taken twice post-high school graduation
- TEAS exam – may be taken once per application cycle (General Studies)
With increasing diversity of USA population, the Nursing Division of HRSA (Health Resources Service Administration) has sought new workforce diversity programs to increase nursing professional diversity.
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- In July 2013, the School of Nursing was awarded a $1 million dollar grant to implement three workforce diversity programs to increase diversity with both student and graduate nursing population.
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- **Purpose**: NN-CAT (Nursing Network: Careers and Technology Programs)

- Increase *Nursing Education Opportunities* for *Individuals* from Rural and *Diverse Backgrounds* (including *ethnic minorities* under-represented among Registered Nurses)-
NN-CAT Workforce Diversity Programs
Four Counties & Qualla Indian Boundary
NN-CAT Workforce Diversity Programs

1\textsuperscript{st}: Mentoring Program - Prenursing & RIBN Students

2\textsuperscript{nd}: Second Life Virtual Science Program with 6 Rural High Schools

3\textsuperscript{rd}: MEDCAT – NNCAT Summer Health Careers Program
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- Goals: One
- Increase # of students from underrepresented ethnic minorities and/or diverse rural backgrounds admitted or retained into prenursing, nursing or RIBN
History-Mentoring Nursing Students

- In 2007, WCU School of Nursing wrote 1st. HRSA grant for program.
- Spring 2008- Visit to Montana State University to learn about Native American Nursing Mentoring Program.
- Funded 3 times!
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- NN-CAT Mentoring Program: Established Fall 2013 with concern of shortage of diverse students (rural and ethnic)
- Based upon Montana State University Program
NN-CAT Mentoring/Scholarship/Stipend Program

- **Mentee Selection:**
  - Two page essay on life challenges, reason they would like to be selected
  - Socioeconomic issues
  - Family support
  - Academic progress
NN-CAT Mentoring/Scholarship/Stipend Program

■ Students have been admitted to a special Mentoring Program that provides a personal mentor to help facilitate their studies and preparing them for applying to WCU Nursing School
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Our WCU program is based upon the Montana Program:

* **Personal Mentor**
* **Guided Tutoring**
* **Focused 2-3 study meetings with mentor a month**
* **TEAS/SAT Study with Mentor**
* **Weekly phone/email contact - mentor**
NN-CAT Mentoring/Scholarship/Stipend Program

Congratulations Students NN-CAT Mentoring Program
NN-CAT Mentoring/Scholarship/Stipend Program

- Scholarship of $4000 per student
- $250 Stipend per month for 10 months (living)
- Coordination of study time with mentor and their prenursing advisor
- Career guidance from mentor for nursing specialties
NN-CAT Mentoring/Scholarship/Stipend Program

Mentees-Spring 15’
- 4 Appalachian - (F)
- 5 African American (Females)
- 2 Native American (Females)
- 3 Hispanic/Latino (Females)
- 2 Bi-Racial (Females)

Nine Mentors

Mentees-Fall 15’
- 4 Appalachian (F)
- 1 International (F)
- 5 Hispanic/NA (F)
- 6 African American (Females)
- 1 Native American (F)
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- **Mentor Student Quotation:**

  “This program has helped me be prepared for the TEAS and Critical Reading tests. It has also helped me stay on track to apply to nursing and graduate on time. I have also enjoyed the support system that I have for questions and concerns.”

  J. Mills-Prenursing student
NN-CAT Mentoring/Scholarship/Stipend Program
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Mentor Quotation:

“It is an honor being a Mentor in the NN-CaT program, to be able to positively influence the lives of prospective nursing students is a rewarding experience”. M. Cavacos
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Nursing Inclusion Focus

- RESEARCH Focus:
- Years 1, 2, 3
- Basic questions:
  - Do mentors provide guidance for leading students to application success?
  - Do students value the mentorship for leading them to apply to nursing school?
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- Goal: Two
- Increase *underrepresented ethnic minority* and *diverse* student participants in summer and virtual Second Life/\textit{MED/CAT} and \textit{NN-CAT} Health Careers program
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- WCU School of Nursing NN-CAT and MAHEC Summer Health Careers Program
- Exploration of Health Careers
- One week residential WCU
- Promotion of rural high school and Qualla Boundary students to learn through simulation and collaborative teams/learning
NN-CAT
NURSING EXPLORER’s DAYS
JUNE 19-20, 2015
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- **WCU/NN-CAT** two-day *Exploring Nursing Careers* summer camp
- **Goal**: Encourage students to pursue nursing careers through exposure to “real-life” nurses with exciting careers
- Simulation team building with manikins
- Achieving your life goals and dreams workshops
- Promotion for rural high school student success!
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Nursing Inclusion Focus

- **RESEARCH Focus:**
- **Years 1, 2, 3**
- **Basic question:** Does inviting rural and diverse high school students to a two-day and week-long health/nursing careers camps encourage them to pursue nursing as a career in their future?
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- **NN-CAT Program:** Second Life Virtual High School Science Program
- Enriched program showcasing science (biology and environmental biology) and patient care scenarios
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- Program focuses upon *native plants*, *trees*, of rural Western North Carolina
- Additionally, shows students *impact of pollution, coal mining* upon health of simulated patients
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- **First Patients Built:**
  - Patient with Emphysema
  - Patient with Health Physical (High School Student)
  - Patient with Asthma
  - Patient with Cardiac Symptoms
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- Goal is to increase interest in rural/ethnic students in nursing careers
- 6 Rural High Schools (1 Qualla Boundary)
- 10 Faculty
- 140 students
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- Mr. Neil Torda, IT Specialist, helping students show the process of logging on to the private island of:
  - WCU School of Nursing
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Second Life Project Team (Mr. Neil Torda, IT Specialist, Dr. Sharon Metcalfe, Program Director, and Diann Ferguson, Support, traveled to 11 classes at 6 rural schools to install Second Life Island.
Nursing Inclusion Focus

- **RESEARCH Focus:**
- **Years 1, 2, 3**
- **Basic questions:**
- Does using a virtual online media for learning about the world of nursing increase the interest in pursuing a nursing career for diverse and rural students in North Carolina?
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Goals to 3 year Program

- Increase student interest in nursing careers and profession
- Increase inclusivity of multicultural and rural diverse students’ acceptance into nursing program
- Begin interest in nursing careers in early high school