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# Initiating an Undergraduate Public Health Nursing Leadership Program for Underrepresented Students

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# Faculty Disclosure

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Conflict of Interest	None
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Employer	Emory University Nell Hodgson Woodruff School of Nursing
Conflict of Interest	None
The presenters have no sponsorship or commercial support related to this presentation.	



## Goal and Objectives

- The goal of this presentation is to provide an example of ways that public health nursing leadership content in an undergraduate nursing program can be focused on students from underrepresented and/or underserved populations.
- Objectives - The attendees of this presentation will be able to:
  - Describe elements of an undergraduate scholarship program to develop public health leadership.
  - Understand how undergraduate nursing students from underrepresented or disadvantaged backgrounds can apply skills from this program to their original communities.
  - Explain ways that this program is sustainable and applicable to other academic settings.



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# Why Leaders in Public Health?

- Shortages in public health nurses both nationally and locally
- Training underrepresented students in public health so they can return to their communities and make a difference
- Helping students to understand and appreciate public health nursing





# Background of BUNDLE (**BU**ilding **N**ursing's **D**iverse **L**eadership at **E**emory)

- Three-year grant funded by Health Resources and Services Administration (HRSA)
- Inspired by increased enrollment of students from diverse backgrounds and need to increase inclusivity.
- Supported by local resources
  - Large metropolitan city
  - Collaborative relationship with the Centers for Disease Control and Prevention (CDC)
  - Close proximity to the Atlanta VA Medical Center



# Factors Leading to Creation of BUNDLE Program

- Feedback from underserved and underrepresented students about their challenges
  - Perceived lack of support and inclusiveness
  - Economic concerns
  - Inadequate academic preparation
  - Lack of professional role models
- A need to raise awareness of student challenges in a relatively non-diverse faculty





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## BUNDLE Objectives at the Nell Hodgson Woodruff School of Nursing (NHWSN)

1. Increase the proportion of students from underrepresented/disadvantaged backgrounds admitted to NHWSN by 5% in each of the three years.
2. Increase the graduation rate of NHWSN students from underrepresented/disadvantaged backgrounds by 5% each year (or to 100%).
3. Increase the number of culturally competent, leadership trained NHWSN graduates working in medically underserved areas/populations in Atlanta and Georgia by 3 students each year.



# Objective 1: Lessons Learned

- Recruitment challenge: Program is 2+2 years, so students come from Emory College to School of Nursing, or transfer after 2 years elsewhere.
  - Difficult to coordinate with Emory College admission office recruitment to upcoming Freshman students
- Most effective activities:
  - Recruitment: minority nurse leaders, minority institutions for transfer students, personal contact with high-achieving diverse applicants
  - Follow-up: BUNDLE representative at admitted students day





## Objective 2: Lessons Learned

- Student Coaching (Tutoring)
  - Scheduling challenges
  - Advantages/disadvantages of peer tutoring
  - Support for tutors
  - Recordkeeping
- Faculty advising
  - Create a simple method of feedback
  - The “accountability” issue: student vs faculty responsibility





## Objective 3: Lessons Learned

- Faculty enrichment efforts
  - Cultural competence workshops: workload and perception challenges
- Curriculum: Reviewing /revising courses to increase cultural relevance
  - Successful in increasing awareness
  - Implementation remains a challenge





## Objective 3: Lessons Learned

- Most effective activities
  - Capstone project to increase public health foundational knowledge
  - Networking activities with local nursing leaders in public or community health
  - Leadership development among BUNDLE participants
  - Involvement of students in community health activities
  - Support for students for conferences, presentations, etc. related to public health



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# Activity Overview

Nell Hodgson Woodruff School of Nursing  
BUNDLE Scholar Activities  
2014-2015

## Leadership

- Leadership Development Plan
- Student government /organizations (1)
  - NSNA
  - MNSO
  - EISNA
  - HealthSTAT
  - Student Ambassadors
- Summer activities
  - Leadership or clinical internship
  - VALOR
  - Nursing organization conferences

## Scholarship

- Academic enrichment every week
- Meet with academic advisor every month
- Meetings with BUNDLE Scholars every month
- Lectures (1)
  - Jowers
  - Davis
  - Fort
- Applications
  - Study abroad
  - Scholarships
  - GHI or Honors Research

## Service

- Contribute to SON blog (1)
- Assist with recruitment of students from underrepresented and disadvantaged backgrounds
- Peer mentoring
- SON committees (Curriculum)

## Public Health

- Capstone public health course
- Field trips public health/ community settings (2)
- Service learning in public health settings
- Networking with Public Health nurses

Required Activities

Becoming a leader in public health



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# Academic Support

## Greetings

In an effort to assist you with successfully completing your coursework, the BUNDLE program has assigned to you a mandated study hall program. This program will allow you to assess your study habits, gain more time with BUNDLES coaches and carve out independent study time. You are required to dedicate four hours weekly to this in the Nell Hodgson School of Nursing building. You should check in with Malika Whitley in RM 355 at the beginning and end of each study hall session.

## What's available:

Thank you for your continued progression in the Emory School of Nursing program. Please find an inconclusive list of the services available to you during the study hall program:

- 2 hours weekly of BUNDLES coach tutorials
- Study and test-taking tips and guidance
- Room reservations for each study hall session (as available)
- Continued support from the BUNDLE team





## Application to Other Settings or Schools

- Developing a program to support underrepresented students:
  - Details may vary but needs for academic and social support are generally constant
- Networking is vital: nurse leaders from similar background who can share their stories
- Assess the culture of the setting; assess the need for faculty/co-worker education





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# BUNDLES SENIOR BANQUET

APRIL 29, 2016

5:00-6:30 PM

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A Celebration of the  
Future Leaders of Public  
Health Nursing



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# Questions????

