Pipeline Programming: Addressing the Recruitment, Retention and Success of Underrepresented Students

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IS IT OUR STUDENTS’ FAULT IF THEY COME FROM A SCHOOL THAT HAS NOT PREPARED THEM FOR COLLEGE/NURSING SCHOOL?
Background

• Increase of diversity of US population
• Lack of diversity in nursing workforce
# Current Diversity Statistics

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>White</td>
<td>71%</td>
<td>68%</td>
<td>83%</td>
<td>63%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>10%</td>
<td>10%</td>
<td>6%</td>
<td>12%</td>
</tr>
<tr>
<td>Asian</td>
<td>8%</td>
<td>8%</td>
<td>6%</td>
<td>5%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>8%</td>
<td>11%</td>
<td>3%</td>
<td>17%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>2%</td>
<td>3%</td>
<td>&lt;1%</td>
<td>2%</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td>1%</td>
<td>.5%</td>
<td>&lt;1%</td>
<td>1%</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander (combined with Asian)</td>
<td>(combined with Asian)</td>
<td>(combined with Asian)</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Unknown</td>
<td>N/A</td>
<td>N/A</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

*Source: American Association of Colleges of Nursing

**Source: National Council of State Boards of Nursing (NCBSN) and the Forum of State Nursing Workforce Centers
Institute of Medicine (IOM)  
Unequal Treatment, 2003

- Confirmed that racial/ethnic health care disparities exist, related to worse outcomes, and “unacceptable”
- Health care provider contribution
- Found indirect but strong evidence of discriminatory patterns in health care
- “Biases may be conscious (explicit) or unconscious (implicit), even among well intentioned”
- **2003: No empirical evidence measuring provider implicit racial bias**
Community Survey Results

• **21%** of African-American adults in the region think they would have received better medical care if they belonged to a different race or ethnic group (compared to 5% of whites)

• **14%** of African-American adults felt they had been judged unfairly or treated disrespectfully by a doctor/medical staff member (compared to 1% of whites)

• **19%** of African-American adults felt they had been judged unfairly or treated disrespectfully by medical staff because of their ability to pay for care or the type of health insurance they had (compared to 12% of whites)

Greater Cincinnati Survey (GCS) conducted by the Institute for Policy Research at the University of Cincinnati:
https://www.interactforhealth.org/community-health-status-survey
Local Needs Assessment to Identify Needed Pipeline Programming

- Pipeline Advisory Board (PAB) Meetings (N=3)
- Town Hall meetings in community (N=5)
- Focus groups of underrepresented college students (N=3)
Four Pipeline Activities Identified

• Health Professions Coaches (HPC) – embed people in schools
• Health professions summer camp for middle/junior high school students
• Summer Bridge Program for entering college freshman
• Health/career fairs
Health Professions Coaches

• Two Health Profession Coaches were embedded in our four target schools in Adams, Brown, Clermont and Warren County

• Coaches spent an average of two hours in each school on a biweekly basis, and worked directly with a total of 82 students in our pipeline schools.
Health Professions Summer Camp

• 2-3 day program that included academic classes, recreation, and seminars

• 20 students from 6 different school districts
# Health Professions Summer Camp Schedule

## Day One

<table>
<thead>
<tr>
<th>When</th>
<th>What</th>
<th>Who</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00-12:00pm</td>
<td>Collaboratory</td>
<td>Robin Wagner and Sara Dawson</td>
<td>1st/3rd floor Collaboratory</td>
</tr>
<tr>
<td>12:00-12:45pm</td>
<td>Lunch</td>
<td>Megan Jacobs/Leadership 2.0 Scholars</td>
<td>286 Procter Hall</td>
</tr>
<tr>
<td>1:00-3:00pm</td>
<td>College of Medicine Tour</td>
<td>DeAnna Owens, Mia Mallory</td>
<td>College of Medicine</td>
</tr>
</tbody>
</table>

## Day Two

<table>
<thead>
<tr>
<th>When</th>
<th>What</th>
<th>Who</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00am-11:30am</td>
<td>College of Allied Health Demo/Info Session</td>
<td>Don Simerly</td>
<td>French East</td>
</tr>
<tr>
<td>11:45-12:30pm</td>
<td>Lunch</td>
<td>HealthPath Staff</td>
<td>286 Procter Hall</td>
</tr>
<tr>
<td>1:00pm-3:00pm</td>
<td>Chemistry Explosion Demo</td>
<td>Consortium for Cultural Diversity in Chemistry</td>
<td>432 Procter Hall</td>
</tr>
</tbody>
</table>
# Health Professions Summer Camp Schedule

## Day Three

<table>
<thead>
<tr>
<th>When</th>
<th>What</th>
<th>Who</th>
<th>Where</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00-12:00pm</td>
<td>Rec Center</td>
<td>Jayme Johnson</td>
<td>Rec center</td>
</tr>
<tr>
<td>12:30-1:00pm</td>
<td>Lunch</td>
<td>College Readiness</td>
<td>288 Procter Hall</td>
</tr>
<tr>
<td>1:00-2:15pm</td>
<td>Instructional Design/iPad Demo</td>
<td>Yvette Pryse</td>
<td>288 Procter Hall</td>
</tr>
<tr>
<td>2:30-3:00pm</td>
<td>Wrap up/Survey</td>
<td>All</td>
<td>288 Procter Hall</td>
</tr>
</tbody>
</table>
Health Professions Summer Camp
After hearing from current college students, did this make you more excited to go to college someday?

(Scale of 1 to 5 where 1 = “Not Excited” and 5 = “Very Excited”)

- 2015 N=17
- 2016 N=26
- 2017 N=20
Did You Enjoy Helping “Treat” Patients During Hands On Activities?

- 100% Yes for 2015, N=17
- 100% Yes for 2016, N=26
- 100% Yes for 2017, N=20

- 0% No for all years
After completing this summer camp, do you feel you know more about how to get to college?

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>94%</td>
<td>96%</td>
<td>100%</td>
</tr>
<tr>
<td>No</td>
<td>6%</td>
<td>4%</td>
<td>0%</td>
</tr>
</tbody>
</table>
Did you learn what kind of grades you need to get into college?

<table>
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<tr>
<th></th>
<th>2015</th>
<th>2016</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>94%</td>
<td>92%</td>
<td>95%</td>
</tr>
<tr>
<td>No</td>
<td>6%</td>
<td>8%</td>
<td>5%</td>
</tr>
</tbody>
</table>

2015 N=17
2016 N=26
2017 N=20
Career Fairs

- 205 Students from 4 different schools
- 4 different colleges and 12 programs from the University of Cincinnati represented
- Student Panel allowed interaction with current college students
County Health Fairs

• 1,551 rural youth 3-18 years old
• Health information and assessments
How Informational was the Career Fair?

- **Very informational** 62%, 76%, 86%
- **Somewhat informational** 36%, 24%, 14%
- **Not informational** 1%, 0%, 1%
- **Unknown** 0%, 0%, 0%

- **2015** N=17
- **2016** N=26
- **2017** N=20
Rate the Campus Tour Results

- Excellent: 58% (2015), 70% (2016)
- Very Good: 24% (2015), 22% (2016)
- Good: 14% (2015), 8% (2016)
- Fair: 3% (2016), 0% (2017)
- Poor: 1% (2016), 0% (2017)

Note: N=26 for 2016 and N=20 for 2017.
Did the Career Fair Increase the Likelihood of you applying to a Health Professions Degree Program?

- Yes, very much: 64% (2015), 66% (2016)
- Somewhat: 20% (2015), 17% (2016)
- Not At All: 8% (2015), 0% (2016)
- No Response: 8% (2015), 17% (2016)

Total Responses:
- 2015: N=26
- 2016: N=20
Summer Bridge Program

- Lived on campus for rigorous 7 weeks of classes, social and practical experiences
- Social activities including amusement park, Cincinnati Reds baseball game, zoo visit
- Practical experience and service to underserved populations at inner city health clinic and rural hospital
- Assisted in providing health assessments to 1,551 kids 3-18 years old.
Percentage of students who thought that the summer bridge did or did not alleviate their concerns related to barriers

- Finances/tuition
- Being away from home
- Use of technology
- Knowledge of nursing profession
- Access to help with studies
- Feeling part of a community/making friends
- Someone to lean on/ask for help

(N = 26)
Relative Importance of Each Component of the Summer Bridge Residential Program (N = 26)
IS IT OUR STUDENTS’ FAULT IF THEY COME FROM A SCHOOL THAT HAS NOT PREPARED THEM FOR COLLEGE/NURSING SCHOOL?