



STRONG-RNs

Supporting the Retention of Next Generation Registered Nurses

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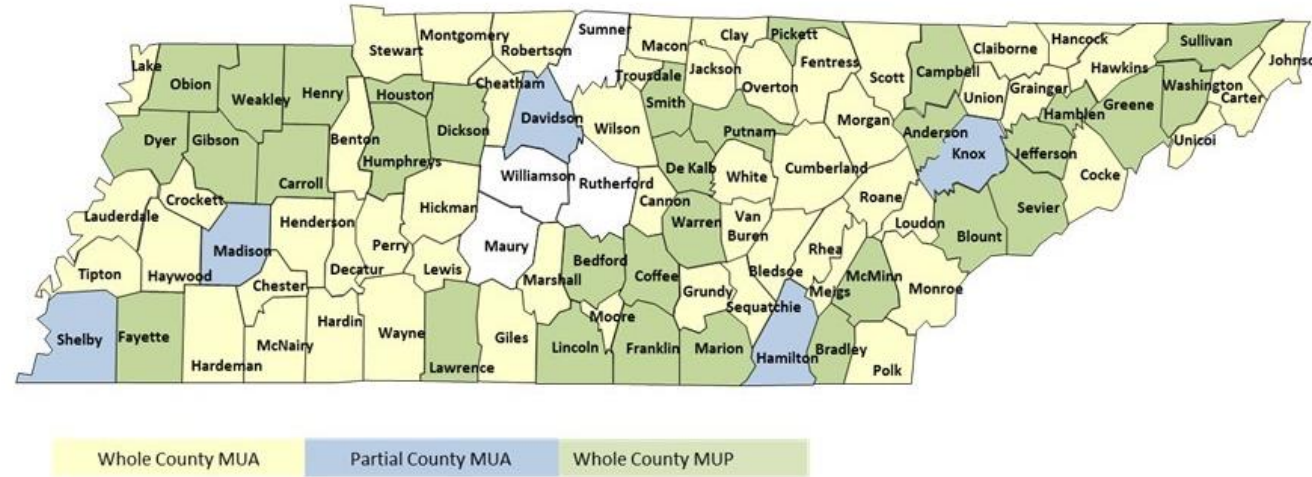
A Health Resources and Services Administration (HRSA) funded project

Abstract

The lack of diversity in the nursing workforce and evidence-based barriers to matriculation encountered by disadvantaged nursing students provide an ideal foundation for establishing the *Supporting the Retention of Next Generation Registered Nurses (STRONG-RNs)* project. The STRONG-RNs program is intended to contribute to diversifying the overall nursing workforce by lessening the financial burden of students from minority and disadvantaged backgrounds, to reduce attrition, and produce highly qualified nurses from these underrepresented groups.

Introduction

Underserved Areas (MUAs)/Medically Underserved Populations (MUPs) August 2019



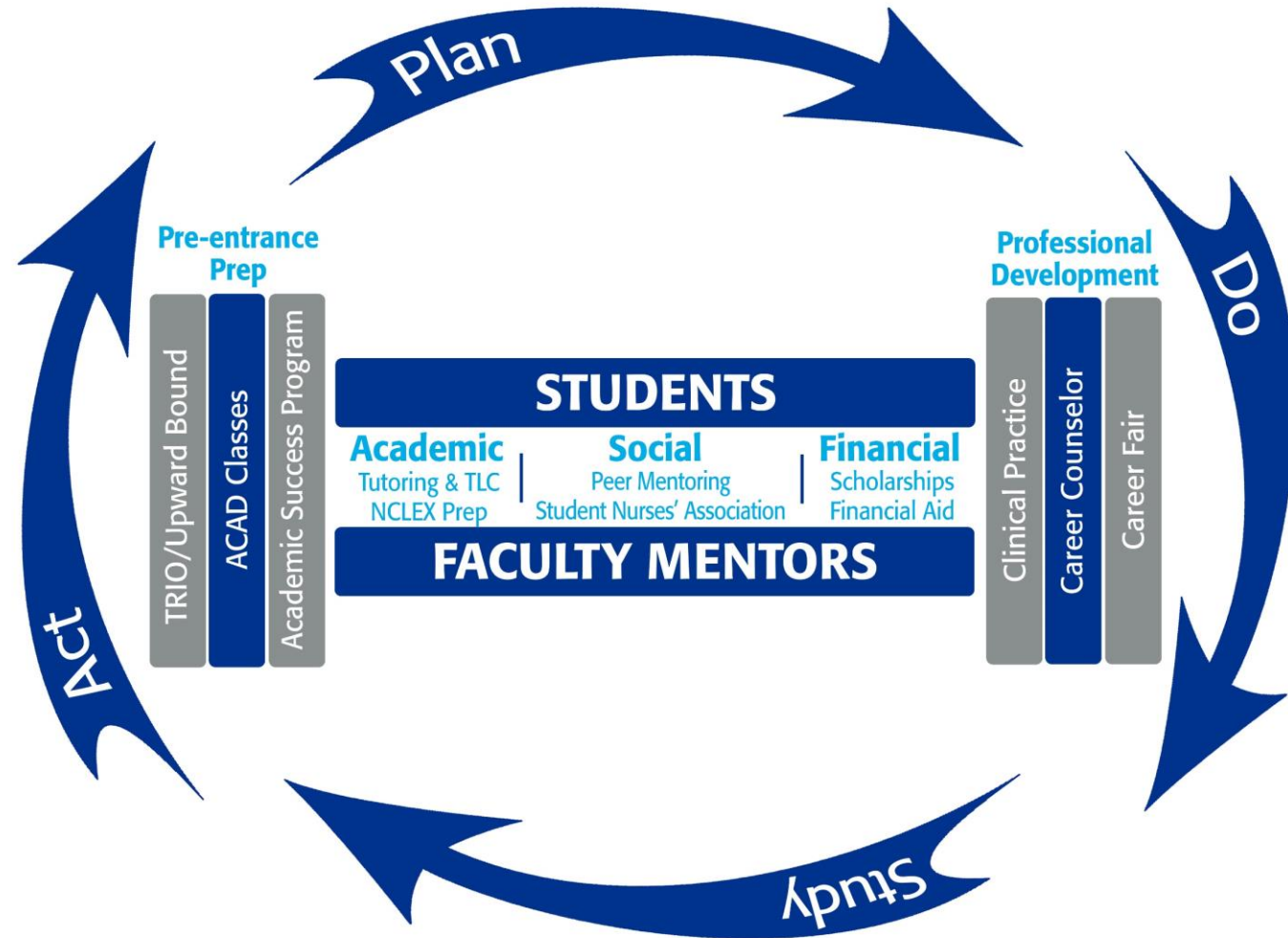
Data Source: Health Resources and Services Administration, U.S. Department of Health and Human Services, 2019

Note: Partial county shortage designations are comprised of the select urban census tracts which met eligibility criteria

	2016-17		2017-18		2018-19		3-Year Avg.	
	#	%	#	%	#	%	#	%
Educationally/Environmentally Disadvantaged	275	53.2%	220	40.4%	232	43.0%	242	45.5%
Economically Disadvantaged	242	46.8%	324	59.6%	308	57.0%	291	54.5%
Total Disadvantaged Enrolled Students	517	60.4%	544	63.5%	540	61.9%	534	61.9%
Total Students Enrolled	856		857		873		862	
Underrepresented Minorities	209	24.4%	225	26.3%	278	31.8%	237	27.5%



STRONG RNs PROGRAM MODEL



Rapid Cycle Quality Improvement (RCQI)

A feedback cycle depicting communication and collaboration plans, checks, and balances between the clinical practice site and LCON, including preceptor development.

Performance Indicators

Phase 1 Emerging

- 100% of students report satisfaction with pre-entrance support courses
- 95% of LCON faculty and staff will attend a Cultural Competence workshop
- 85% of BSN faculty will incorporate multicultural content into existing nursing courses

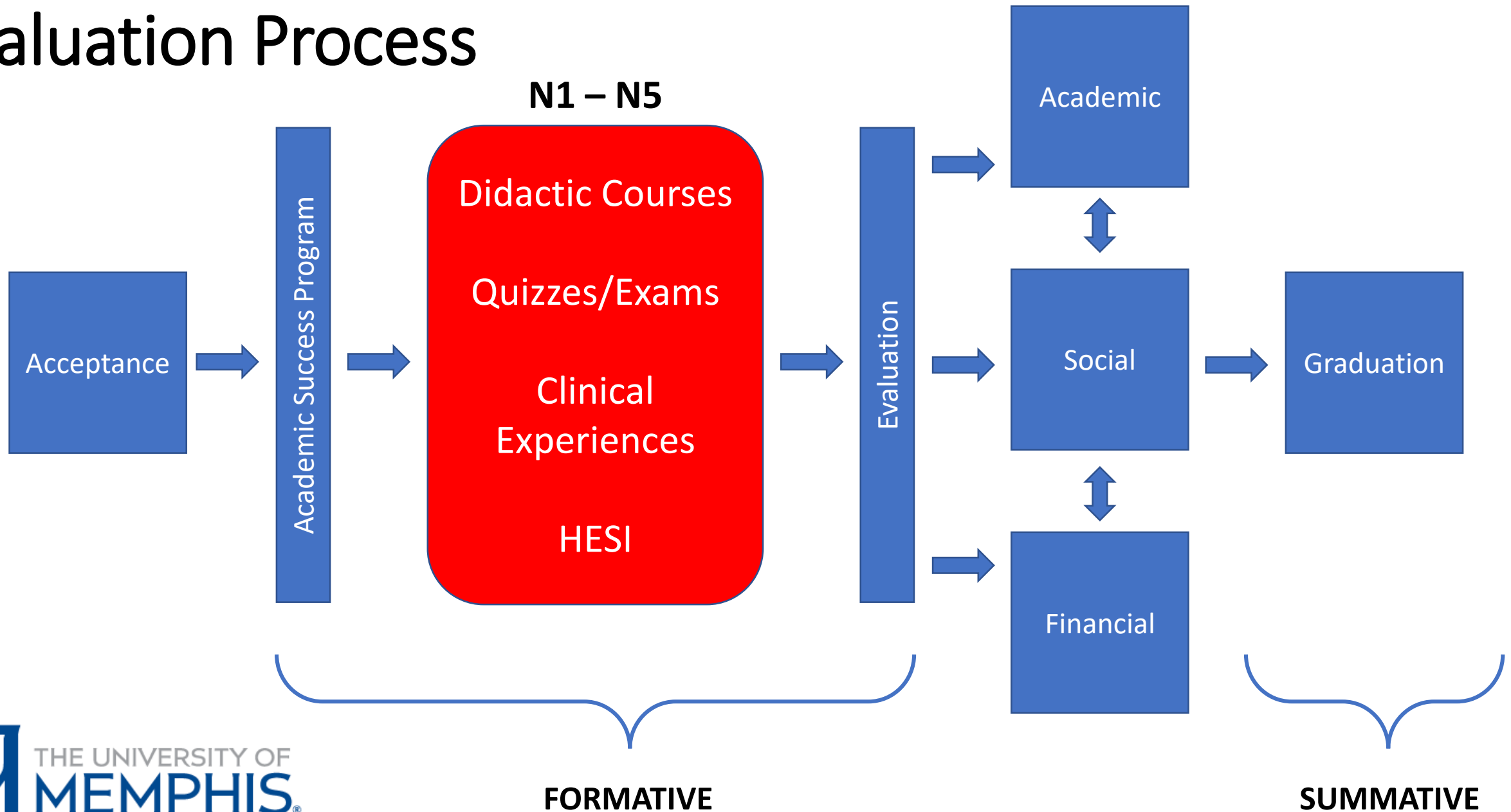
Phase 2 Developing

- 100% of students attend monthly Academic Coaching sessions
- 100% of students will complete online HESI exam and NCLEX-RN prep exam
- 95% of students will report satisfaction with peer and faculty/staff mentoring

Phase 3 Transforming

- 100% of participants will be provided clinical practicum in a medically underserved community
- 90% of students will be retained and progress academically to BSN degree attainment
- 50% or less students will maintain employment of less than 20 hours per week

Evaluation Process



Conclusion

- Key Personnel:
 - Project Director • Grant Manager • Academic Advisors • Faculty Mentors
 - Peer Mentors • Community Partners
 - Career Specialist • Clinical Placement Coordinator
- Received 5-year \$2.5 million grant from HRSA
- 37 students awarded \$516,000+ for fall 2020-2021 Academic Year
- All students in good academic standing and progressing on track