

Igniting Change: The Influence of NWD Funding



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D₂D Background

- Large, private, R2 University established in 1833 with campuses in 4 Georgia cities
- College established in 1902 with long standing reputation of excellence
- 5 years of NWD funding implementing best practices
 - Professional Development
 - Holistic Admission
 - Scholarships
 - Mentors
 - Study Support
 - Social Support
- 92 D₂D Scholars; 61 BSN Graduates

College and Workforce Outcomes

Nursing Workforce	2019 CON	State of Georgia	US
Asian	11.5%	3.2%	5.2%
Black	28.5%	28.9%	7.8%
White	42.3%	63.1%	73.3%
Hispanic/Latino	7.3%	2.35%	10.2%

Faculty Diversity Change	Asian N (%)	African American N (%)	Hispanic N (%)	White N (%)	Two + N (%)	Minority N (%)	Gender Male N (%)
2016-2017 (N=32)	0	3 (9.3)	1 (3.1)	28 (87.5)	0	4 (13)	2 (6.3)
2020-2021 (N=33)	2 (6.1)	7 (21.2)	1 (3.0)	21 (63.6)	2 (6.1)	12 (36)	4 (12.1)
NLN Faculty Census Survey 2019	2.9%	9.0%	3.4%	82.0%	0.8%		7.0%

D₂D Scholar Outcomes

- 2016-2019 Admissions: Hispanic students increased from 8% to 14%; Black remained stable at 26% while White decreased from 56% to 43%
- D₂D graduations vs controls:
 - 68.8% vs 64%; a 4.8% increase
 - 1.24 times the odds [.041, 3.74]
- Graduation for URM/Financially at risk, 2017-18
 - Baseline=60%; increased to 68.2%
- Progression for URM/Financially at risk, 2017-2020
 - D₂D vs controls = 70.5% vs 65.2%
- Program Satisfaction, 2019-2020, 1-5 point, Likert scale with 5 being Very Satisfied
 - ranged from 4.25-5.0; overall mean = 4.51

7 Spheres of Influence and Sustainability

Culture and Climate

University

Partners

Admissions

Scholarships

Orientation

College

College/University Climate & Culture

- Diversity Statement
- Diversity Advisory Committee
- Faculty & Staff Diversity Conferences
- Culture & Climate Surveys
- Diversity, Equity, and Inclusion Committee
- Faculty, Staff, & Student Courageous Conversations
- Faculty, Staff, & Student NCORE support
- Inclusion Lending Library
- Director of Diversity and Inclusion Initiatives
- Diversity and Inclusion Advisory Committee
- Diversity Statement
- Student Organizations and Events

Igniting change

Sustaining the Progress

- Holistic Admission
- Onboarding: Pre-entry Immersion Day
- Scholar programs (Northside Scholars, Oncology Fellowship)
- Student experience emphasis
- Partnering for resources
- Financial Support: Diversity in Nursing Scholarship
- Workshops: expanded to all students
- Mentoring: Professional Mentor Program

D₂D Scholar Comments

Students

“Knowing I had others like me, going through similar things and I wasn’t alone. The support within D₂D was amazing.”

“...the overall program and the relationships it brought me has been a light in my journey so far.”

“D₂D helped me to be successful. Each person who contributed has helped me succeed through this program.”

“Everyone’s encouragement and support makes it feel like a safe space to share experiences and not be fearful to ask questions or help.”

Alumni

“D₂D was life changing for me. The support and love I received from staff as well as members will never be forgotten.”

“It was because of D₂D that I was able to graduate nursing school. I strive to give back in the nursing field.”