

INTRUSIVE ADVISING

A Strategy to Promote Retention and Educational Progression
for Underrepresented and Disadvantaged Individuals

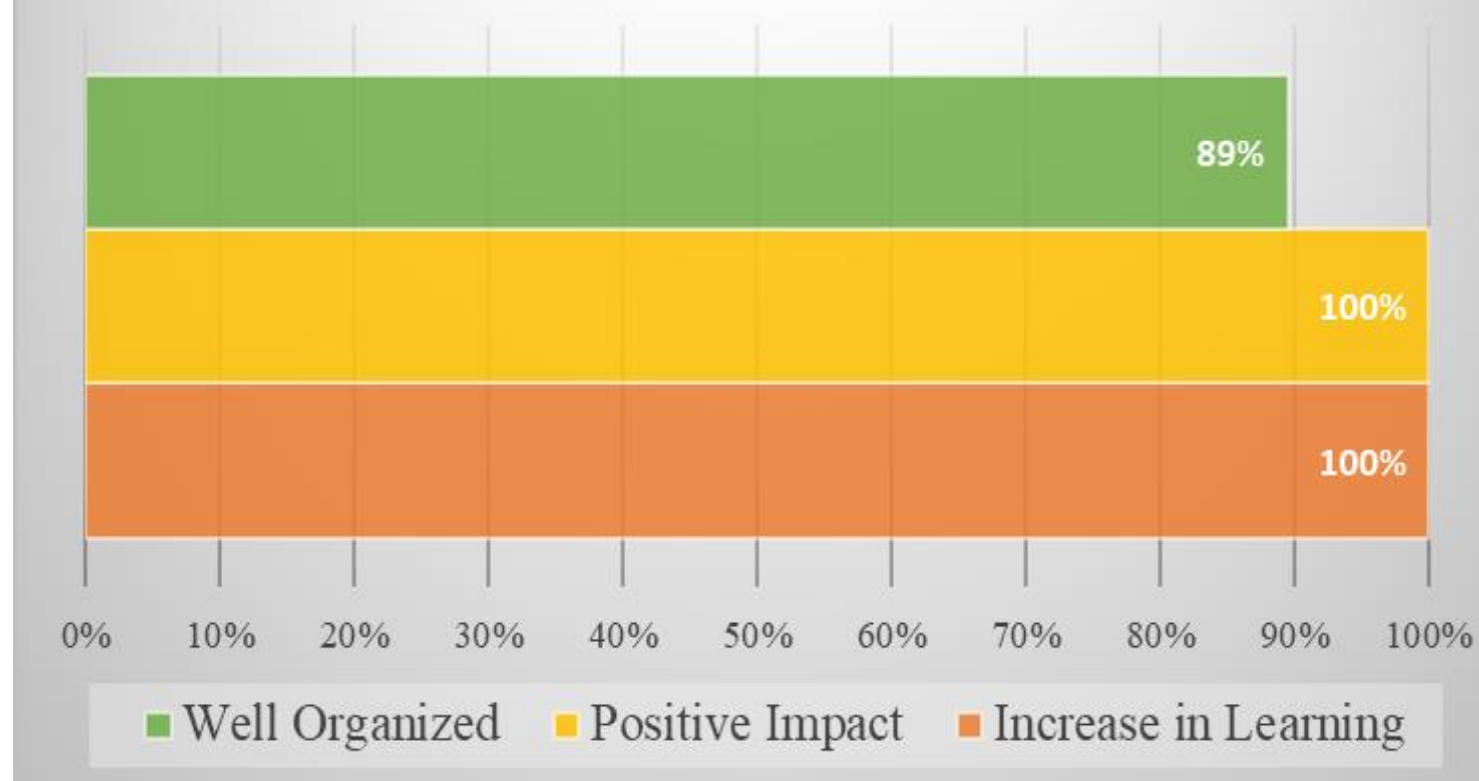
Introduction

The intrusive advising initiative employed by Quinsigamond Community College (QCC), The Breakthrough Solutions for Nursing: An Educational Model for Underrepresented and Disadvantaged Students Program (BSNEM), utilized intrusive advising as a retention strategy to increase the number of underrepresented and/or disadvantaged students graduating from an associate degree program. While in an associate degree program, students created an individual educational plan for progressing their education through and beyond the ADN.

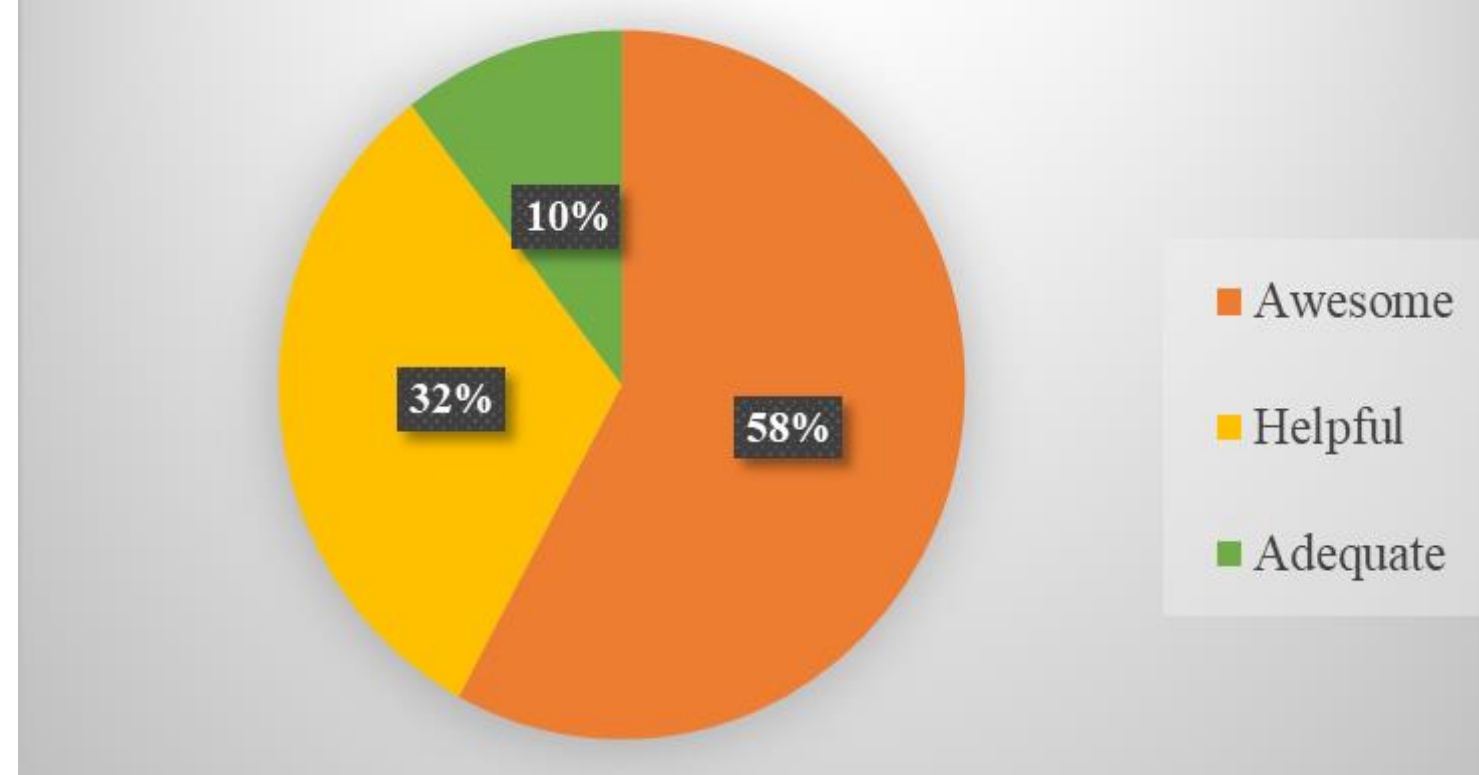
Methods

- * Seventy-six associate degree nursing students were in the BSNEM Program.
- * Students met 1:1 with an advisor on alternate weeks for a minimum five hours per semester per student.
- * An intrusive advising tool was developed and used to create an Individual Success Plan (ISP), identify existing barriers, and potential barriers that may impede student's academic success.
- * Advisors addressed these issues, referred students to college resources, and followed up with students.

Advising: Student Perception



Advising : Student Descriptions



Results

- * Student surveys and questionnaires were used to evaluate student satisfaction.
- * A five-point Likert scale and open response questions were used. The average Likert score was 4.65, indicating a high student satisfaction rate.
- * Common themes captured included feelings of belonging, support, guidance, caring, and accountability.
- * Students in the BSNEM Program had a retention rate of 80% in the associate degree program.
- * Sixty-seven percent of graduates continued their education and are enrolled in BSN, MSN, or DNP programs. Nine students remain in the associates degree program and intend to enroll in BSN programs.

Conclusion

Intrusive advising is an effective retention strategy. Students reported that intrusive advising contributed to their academic success. The BSNEM Program participants have high completion rates. In addition, a high percentage of students followed through with established plan to continue their education and are enrolled in BSN, MSN, or DNP Programs.