

The Impact of Empower Success on Academic Success at Bronson School of Nursing

Program Director: Yvonne Ford PhD RN **Faculty Mentors:** Joanne DeWit MSN RN, Wendy Kershner MSN RN

WMU Bronson School of Nursing
Kalamazoo, Michigan

Empowering Nursing Students for Success (Empower Success)

- Implemented at the WMU Bronson School of Nursing during the 2017 – 2018 academic year.
- A primary goal of the program: Foster academic success in students from underrepresented minority groups, as well as students from educationally and economically disadvantaged backgrounds.
- Combination of approaches
 - Student Initiated Plan
 - Faculty Mentor
 - Peer Mentoring
 - Financial Support

Where we started:

- Students from underrepresented minorities were failing courses in higher proportions than those of the majority populations.
- 11% of our student body were from underrepresented minorities.
- 50% of the failures and withdrawals during that year were students from that group.

Actions to Support Academic Success:

- Student Initiated Plan –
 - Developed by the Faculty Mentor and the student together.
 - Similar to a care plan.
 - Basis for goal setting and evaluation.

Empowering Success Student Initiated Plan

Assessment for:
Initial Meeting:
Additional Meetings:

DOB:

Social History/Demographics: (where from? Brothers/sisters? Ages? High school? Who raised them? Parents work? Mom & dad involved in life? Why choose WMU? Where lives? Significant other? Health? Social life involvement? Identifies as? Close to family? Religious?)

Academic History: (GPA, study habits, planner?)

Work History: (how many hours? Where?)

Western Michigan University: (social involvement, social support, comfort with faculty, study partners? Introvert? Extrovert? Thoughts about BSN, reason chose nursing?)

Educational Barriers:

Noncognitive: (procrastinate? Work? Financial? Home environment? Study habits? Homesick?)

Cognitive: (diagnosed? Perceived?)

Educational and Personal Strengths: (history of success, study habits, study group?)

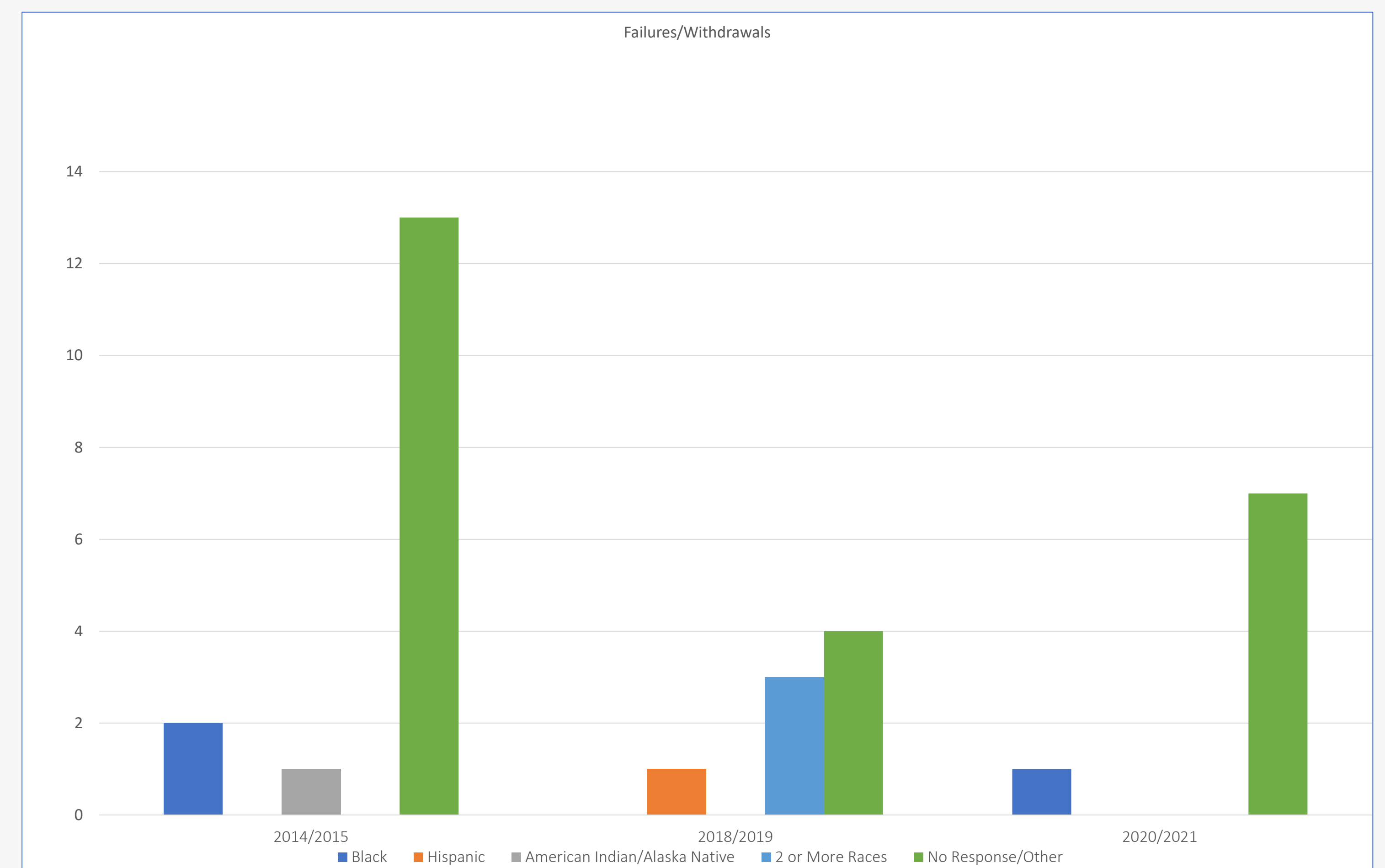
Name That Barrier	Outcome	Interventions (student, faculty, navigator)

Narrative:
Date:

- Faculty Mentors –
 - Each student is assigned a faculty mentor.
 - The student and faculty mentor meet at least monthly
- Peer Navigators –
 - Students who serve as advisors regarding upcoming courses, study techniques, and provide social support.
 - They meet with the student at least weekly.
- Financial Support – Allowed students to work fewer hours, increasing time for study.

Results:

- Fewer failures and dismissals overall
- Students from underrepresented minority groups failing at lower rate.



- More students from URM graduating from the program

