

Partnering with HBCUs to Improve Advanced Practice Nursing Workforce Diversity

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Objectives

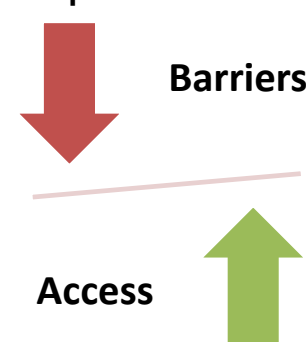
Leading to Equitable Access to Health Professions (LEAHP)

Objectives:

- To improve nursing workforce diversity in advanced practice nursing.
- To promote collaboration between Historically Black Colleges/Universities (HBCUs) and predominately white institutions (PWIs).
- To design effective strategies to increase access and reduce barriers to advanced practice nursing education.
- Developing long-term professional mentoring/networking relationships.

Strategy:

Create and implement a collaborative program with local Historically Black Colleges or Universities (HBCU) to provide a program of support for current pre-licensure students from underrepresented groups to become nurse practitioners.



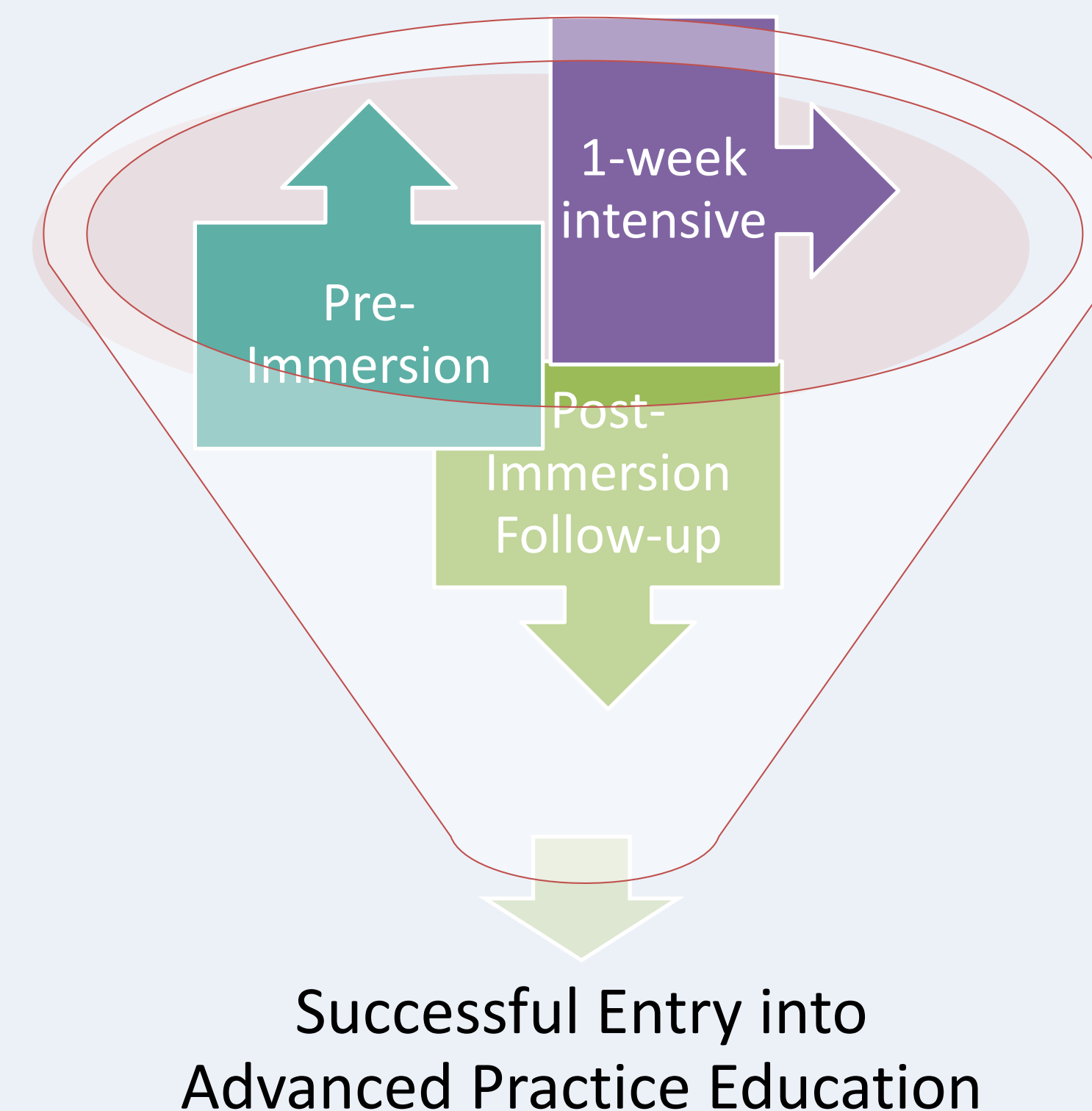
Background and Significance

Diversity in the healthcare workforce has shown to increase health outcomes of minoritized populations. Patient comfort, trust, cultural understanding, and engagement all benefit when a practitioner's and patient's race and language align. According to Bureau of Labor statistics, in 2020 only 9.1% of practicing NPs were Black. Some barriers to diversity in advanced nursing practice includes a lack of faculty diversity, access to higher education, knowledge, and cost. Effective strategies for improving access include:

- Mentoring networks
- Clinical exposure
- Peer support
- Leadership and Professional Development

Methodology

Expected Outcomes	Strategies
Professional Development	<ul style="list-style-type: none"> Resume writing Mock interview Personal statement writing Academic advising Links to internal and external financial resources
Clinical Practice	<ul style="list-style-type: none"> NP clinical simulation (shadowing and hands-on) Bias/Racism simulated experience
Collaboration	<ul style="list-style-type: none"> Mentorship 101 Networking 101 Panel discussions with practicing NPs and current NP students
Early Introduction to Health Equity	<ul style="list-style-type: none"> Didactic content Facilitated discussion
Nursing Leadership	<ul style="list-style-type: none"> Self-assessment and development of career trajectory Introduction to nurse leaders



Desired Outcomes

- Scholars are highly successful in achieving admission to graduate nursing programs.
- Scholars show improvement in self-efficacy of career decision making.
- Scholars contribute through identifying new methods of addressing social determinants of health and racism in the clinical environment.
- New collaborations evolve with HBCUs that are multi-level and sustainable.



Pre-Immersion

Pre-entry Immersion

- Develop relationships with HBCUs
- Develop and conduct quarterly seminars for HBCU partners introducing pre-licensure students to APN role
- Prepare resume
- Prepare application essays
- Complete Character Strengths self-assessment

Intensive

1-week intensive

- Introduce faculty and peer mentors, advisors and career counseling
- Exposure to successful nurse leaders
- Clinical shadowing of various APN specialties
- Virtual nursing practice experiences
- Communication simulations
- Feedback and 1:1 assistance with essay writing
- Mock Interviews
- Goal setting

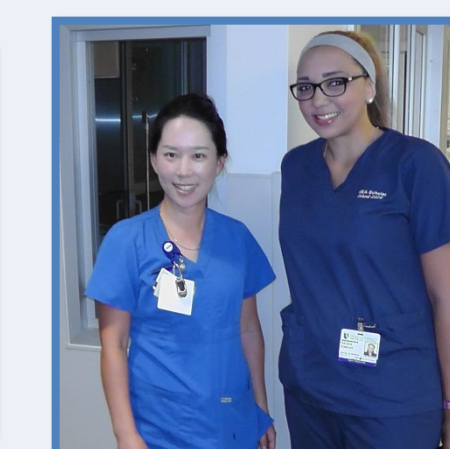
Post-Immersion

Strengthening Capacity

- Maintain support and scholarly connections for Scholars
 - Check-ins every 4 months
 - Continued mentoring and advising
 - Optional post-immersion seminars

Integrating Resiliency

- Academic and social supports during progression through the Duke University MSN program.
 - Academic advising
 - Mentoring (academic and personal)
 - Peer and faculty tutoring
 - Scholarship support



Acknowledgements

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- Duke University School of Nursing (DUSON) MSN Program
- North Carolina Central University (NCCU) Department of Nursing
- References available on request