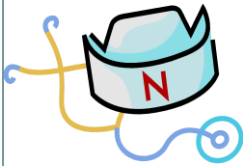


SCRUBS: RUN 2 Nursing



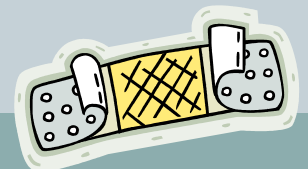
A “pipeline” program to increase diversity in the nursing workforce



GEORGIA RURAL HEALTH
ASSOCIATION

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Today's Presenters



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Magnolia Coastlands Area Health Education Center



Acknowledgement



- Marian Tabi, PhD, MPH, RN
- Assoc. Professor, Principle Investigator,
SCRUBS/RUN2Nursing?

Georgia Southern University School of Nursing



Purpose of SCRUBS/RUN2Nursing?



Increase nursing education opportunities for individuals from economically and educationally disadvantaged backgrounds by providing activities in three focus areas:

- Retention activities
- Pre-entry preparation
- Scholarships and stipends

Collaborating partners



Georgia Southern University

- School of Nursing
- Jiann-Ping Hsu College of Public Health

Magnolia Coastlands AHEC

Regional schools

- Southeast Bulloch High School (SEBH)
- Screven County High School (SCH)
- Statesboro High School (SBH)
- Toombs County High School (TCH)
- Toombs County Middle School (TCM)

Program Goals



Retention activities

- Increase graduation rate and NCLEX-RN exam pass rate for economically and educationally disadvantaged students

Pre entry preparation

- Increase competitiveness of disadvantaged youth in the pre-nursing applicant pool; offer support services such as tutoring, academic support, and career guidance.
- Recruit middle and high school students into the nursing field through structured activities designed to educate students on nursing as a career

Scholarships and Stipends

- Reduce financial barriers of economically and educationally disadvantaged students enrolled at GSU
- Provide stipends to qualified participants in the pre-entry portion of high school structured activities

Why a Nursing Workforce Diversity focus?



Environment and demographics

- GSU located in rural, southeast Georgia
- 21 counties classified as “rural persistent poverty”
- 37 counties are HPSAs

Among 3 counties surrounding GSU:

- 31.4% have not completed HS (AA: 44.6% Hisp: 52.9%)
- Estimates of poverty: W: 14.2% AA: 36.7% Hisp. 39.1%)

Why a NWD focus (continued)



- GSU: 93% receive financial aid
- 23% are first generation college students
- 65.3% enrollment white
- 21.5% AA
- 13.2% other races/ethnicities

Why a NWD focus (continued)



Sullivan commission report: *Missing Persons: Minorities in the Health Professions (2004)*

- Highlights disparities in the health professions report, including 12% of nurses from under represented groups
- 13.8% RNs in GA are AA
- .6% RNs in GA are Hisp.
- **What's Ailing Georgia's Health Care Workforce?**
DCH (2002): awareness of the profession of nursing should be introduced to students in earlier grades and throughout the career selection process in undergraduate education

Why a NWD focus (continued)



USG Final report: Task Force on Health Professions Education, Findings and Recommendations June 2006

- Need for health professionals in GA growing
- Calls for innovative education models to attract more diverse students
- Strategies to attract more males and minorities into the nursing profession should be developed

Retention activities



Goal

- Increase graduation rate and NCLEX-RN exam pass rate for economically and educationally disadvantaged students

Strategies

- Hire Retention Counselor to work with program participants, identify needs and link to resources.
- Develop profile, academic plan, and study plan for enrollees.
- ID program participants at risk of failure for early academic intervention.
- Develop faculty mentoring, tutoring, leadership and professional development.
- Involve in experiences that highlight rural health and opportunities in public health.

Pre-entry Program



Goals

- Increase competitiveness of economically and educationally disadvantaged students in the pre-nursing applicant pool by assuring that 75% of students participating in the program maintain a 3.0 GPA and meet minimum requirements for admission to GSU.
- Offer support services, including tutoring, academic support and guidance to educationally and economically disadvantaged pre-nursing students, assuring that 80% enrolled in the program will be admitted to the GSU SON.
- Recruit middle and high school students into the nursing field through structured activities designed to educate students on nursing as a career.

Strategies



Nursing career Awareness Classroom Presentations

Future Nurse Clubs:

- Mentoring, shadowing
- A Day in the Life of a Nurse programs
- A Day in the Life of a Student programs
- Public Health for Young Adults (PHYA) : nursing track
- Speakers (Nursing, A+P, PT, ROTC...)
- Tours (Hospital, Medical school, Burn center)
- Health career camps (5, including 1 overnight camp)

Strategies (continued)



Day In the Life of a Student



Strategies (continued)



Health Career Camps



Strategies (continued)



Academic preparation

- SAT coaching
- Tutoring
- Study skills and time management
- Academic counseling



Scholarships



Reduce financial barriers of economically and educationally disadvantaged students enrolled in the GSU SON by offering scholarships to qualified students.

- Determine criteria and application process
- Assess each student
- Provide scholarships

Stipends



Provide stipends to qualified participants in high school pre-entry activities

- **Criteria:** Students must apply to FNC (interest in a health career, essay, 2.8 G.P.A., commit to 50% of activities)
- **Awarded** at end of first semester, last semester, and end of summer activities

Outcomes: Retention Activities



Retention

- 76 students participated in the program of which 68 successfully passed NCLEX
- 7 students failed on their first attempt on the NCLEX-RN and 1 student took the examination out of state
- 89.5% of graduates have passed the NCLEX-RN and are working in medically underserved areas

Outcomes: Pre-entry Preparation

Special Events

Semester	Year	# of Events	Name of Event	# of Participants
Spring	2007	4	Day In a Life of a Nurse	45
Fall	2007	1	Day In a Life of a Student	24
Spring	2008	1	Day In a Life of a Nurse	18
Spring	2008	1	Day In a Life of a Student	23
Spring	2009	1	Day In a Life of a Nurse	11



Outcomes: Pre-entry Preparation (continued)



Future Nurse Clubs by Year and Gender

Year	Club	# of Participants	# of Males	# of Females	# of Unknown
2006-2007	SEBH	46	5	41	
	SBH	148	65	83	
	TCH	109	9	100	
2007-2008	SEBH	81	11	70	
	SBH	49	4	40	5
	SCH	69	1	67	1
	TCH	19	10	9	
	TCM	6	2	4	
2008-2009	SEBH	40	3	37	
	SCH	108	2	106	
2009-2010	SEBH	7	1	6	
	SCH	26	1	24	1
2010-2011	SEBH	18	2	16	
	SCH	22	1	21	

Outcomes: Pre-entry Preparation (continued)



Future Nurse Clubs by Year and Race/Ethnicity

Year	Club	# of Participants	African American	White	Hispanic	Asian	Pacific Islander	Other	Unknown
2006-2007	SEBH	46	8	36			1	1	
	SBH	148	77	60	4	2		4	1
	TCH	109	49	39	18			3	
2007-2008	SEBH	81	18	53	3	1		6	
	SBH	49	18	16	1			1	13
	SCH	69	42	6				1	20
	TCH	19	17					2	
	TCM	6	6						
2008-2009	SEBH	40	6	23	2				9
	SCH	108	81	25				2	
2009-2010	SEBH	7	2	5					
	SCH	26	21	3	1				1
2010-2011	SEBH	18	3	14				1	
	SCH	22	19	1	2				

Outcomes: Pre-entry Preparation (continued)



Future Nurse Club Interest Level by Year

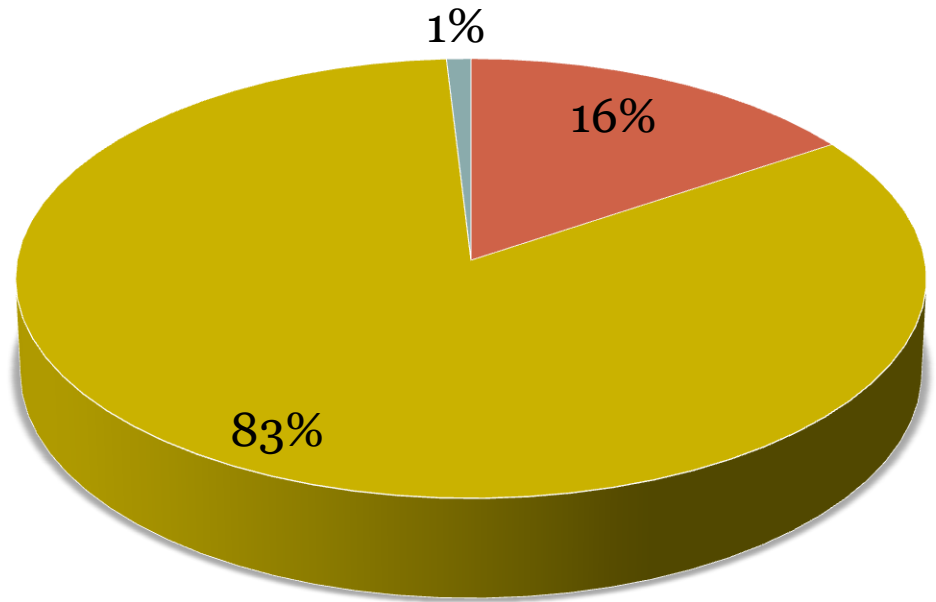
Year	Pre test					Post test				
	No opinion	Not	Interested	Very	Unknown	No opinion	Not	Interested	Very	Unknown
2006-2007	67	82	91	52	13	50	51	109	82	13
2007-2008		42	70	65	15		23	70	84	15
2008-2009		22	72	57	10		7	64	79	10
2009-2010*										
2010-2011**								7	26	7

*2009-2010 no data was available

** 2010-2011 on a post data was available

Program Wide Gender

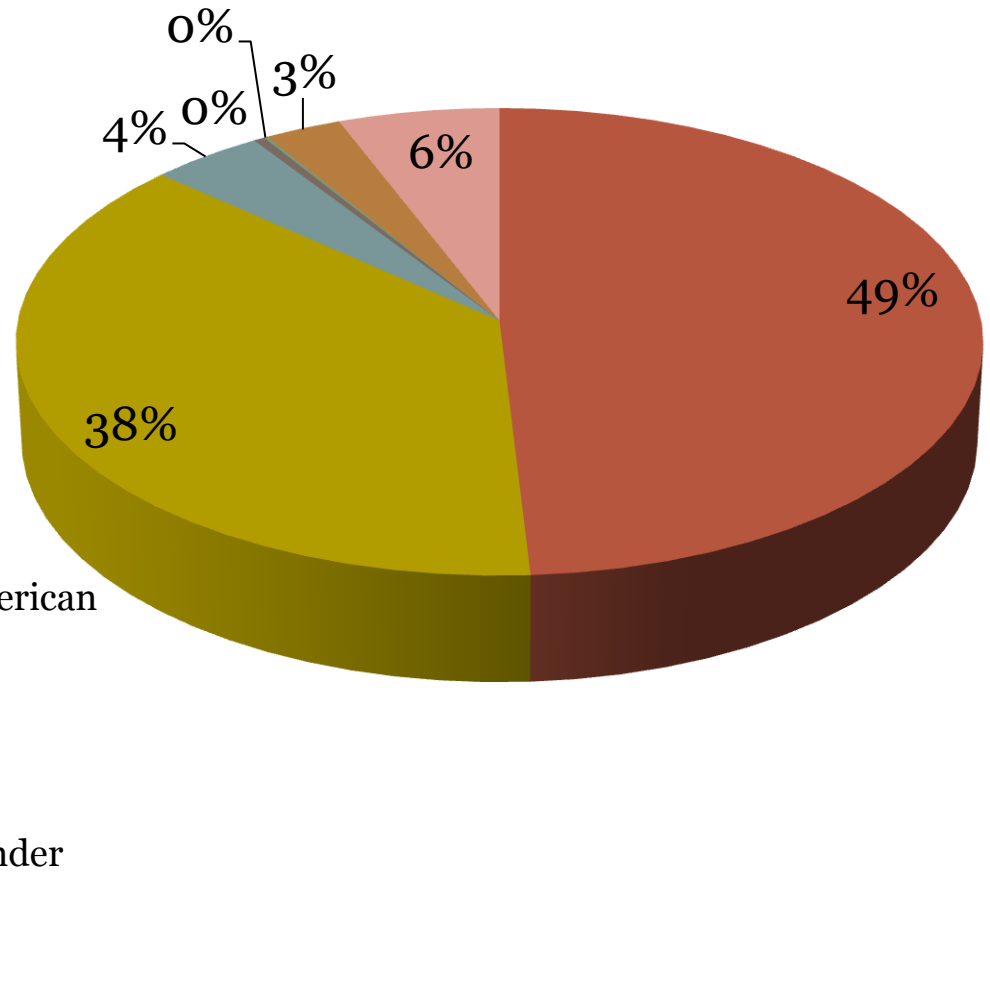
Gender	# of Participants
Male	117
Female	624
Unknown	7
Total	748



- Male
- Female
- Unknown

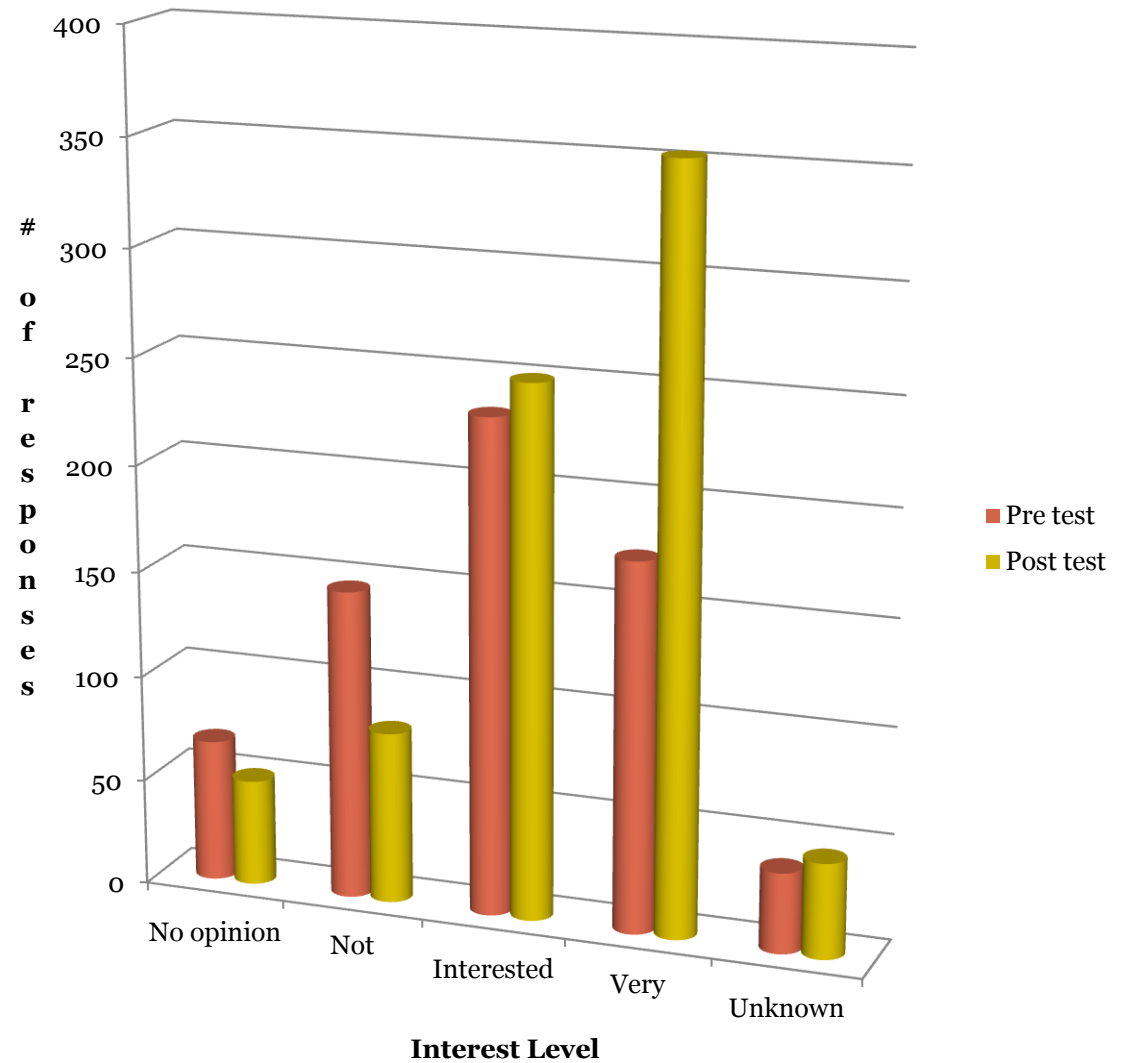
Program Wide Race/Ethnicity

Race/ Ethnicity	# of Participants
African American	367
White	281
Hispanic	31
Asian	3
Pacific Islander	1
Other	21
Unknown	44
Total	748



Program Wide Interest level

Interest Level	Pre - test	Post- test
No opinion	67	50
Not	146	81
Interested	233	250
Very	174	353
Unknown	38	45



Outcomes: Scholarships and Stipends



Scholarships

- A total of \$363,000 were awarded

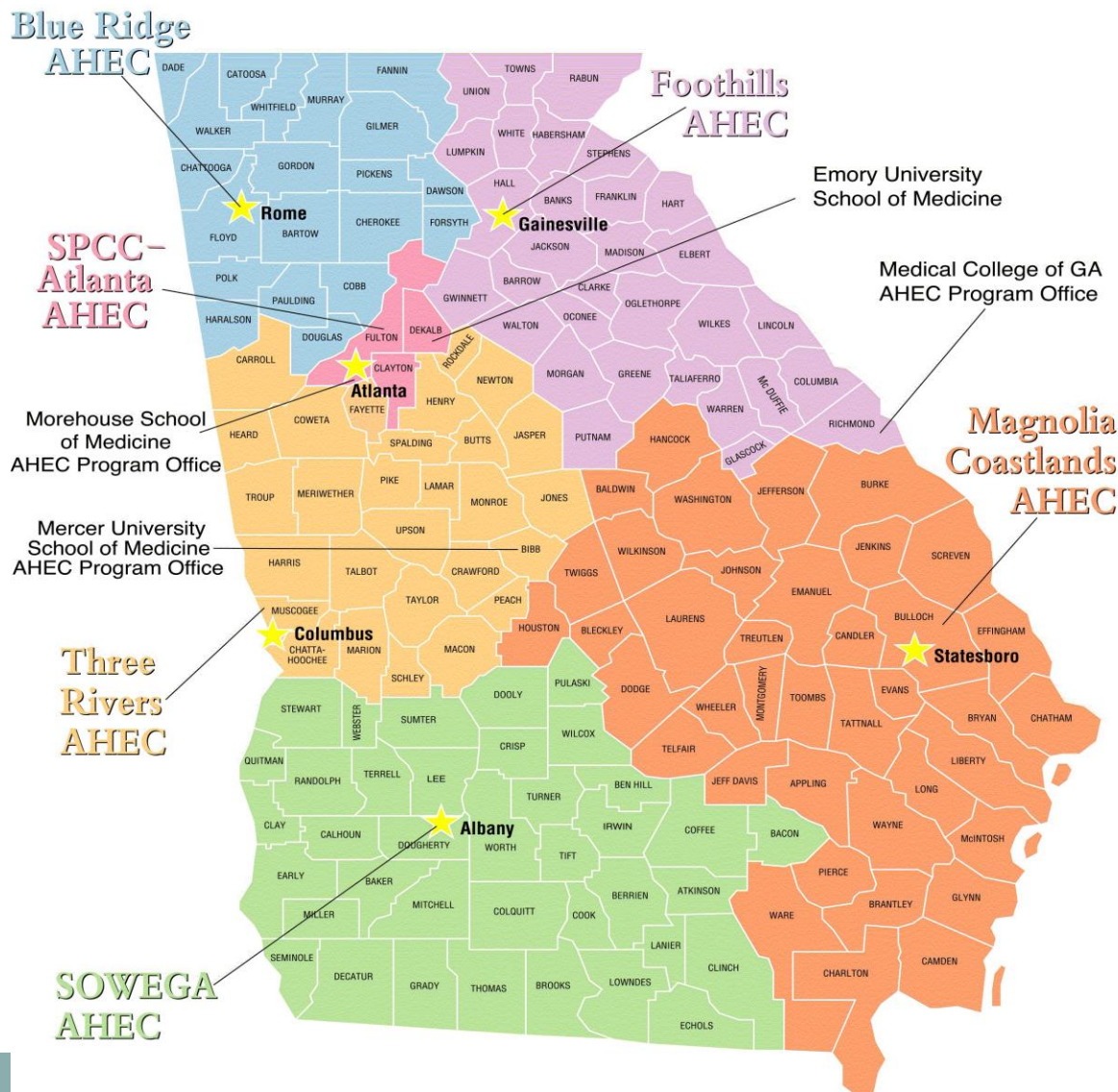
Stipends

- 2007 303
- 2008 218
- 2009 148
- 2010 33
- 2011 40 students, \$4440, av. \$110/student

Georgia Statewide AHEC Network

Magnolia Coastlands AHEC mission

To support the recruitment, education, training and retention of a diverse health professions workforce in southeast GA



AHEC Programming



- **Recruit:**

To educate members of our communities about health career choices and recruit future health professionals.

- **Train:**

To facilitate student community based clinical training experiences.

- **Retain:**

To provide resources that assist and support health care professionals.

Next steps



- Evaluation in process-developed Logic Model with JPHCOPH
- Follow students intensely through education pipeline: 23 of 24 graduates are “pursuing a health career”
- Expand from 2 to 5 clubs
- Increase academic support
- Seek sustainability

Challenges



- Two rounds of funding, one year break in between—hard to maintain momentum of data collection
- Stipends are a mixed blessing...need to learn how to use them so they don't drive program
- School counselors need education...they advised students on 2 year schools and technical schools when clear interest was RN and BSN was potential
- Student follow up is time intensive
- Need to get permission up front for everything: grades documentation, taking photographs, field trips, etc.

Benefits to partnership:



- **Built on strengths of each organizational entity**
- Nursing education expertise (GSU)
- Health Careers recruitment (MCAHEC)
- Program Evaluation (JPHCOPH)
- Schools: need resources for students desperately

Questions?



Thank you for joining us today.

For more information on SCRUBS/RUN2Nursing,
please visit:

http://chhs.georgiasouthern.edu/nursing/index.php?link=/resources/resources_run2nursing

www.magnoliacoastlandsahec.org