

Successful Strategies

Enrollment & Retention

2024 Mentoring for Student Success With Schools of Nursing

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OBJECTIVE

- Describe key success strategies with enrollment and retention of Hispanic nursing students.

Students from minoritized groups have a high risk of not being successful in nursing programs. What is the **main reason** for this phenomenon?

1. Stereotype threat
2. Lack of academic preparedness
3. Being a first-generation college student
4. Financial challenges

ChatGPT Response

1. Lack of Academic Preparedness
2. Financial Challenges
3. Cultural Barriers
4. Social & Emotional Challenges
5. Racism & Discrimination



Good morning! The reasons why students from minority groups may face challenges in nursing programs are complex and multifaceted. Here are some of the main factors:

1. Lack of Academic Preparedness

- **Disparities in Education:** Students from minority groups may come from underfunded schools that provide inadequate preparation in key subjects like science and math, which are critical for nursing programs.
- **First-Generation College Students:** Many minority students may be the first in their families to attend college, which can limit their access to guidance and resources that help with academic success.

2. Financial Challenges

- **Economic Barriers:** Many students from minority backgrounds face significant financial constraints that can lead to stress, the need to work while studying,
How to improve support? What are best interventions?

WHAT'S MISSING?



Often when students are unsuccessful, faculty focus attention on the student's failed strategies, **as opposed to examining possible programmatic and faculty failures.**



The need for **teaching strategies to promote inclusivity** among marginalized diverse nursing students to improve recruitment and retention in the profession.

ADOPTING A SYSTEMS LENS

- What resources does the **institution** provide?
 - Scholarships
 - Opportunities for Excellence
 - Policies that support enrollment & a difference orientation
- How are **faculty** prepared to create learning environments where students are successful?
 - Policies and Practices that Support Retention
 - Pedagogical Training (Multicultural Education)
 - Implicit Bias
 - Anti-Racism Curriculum

Institutional
Resources

Faculty

Student Experience

ACHIEVING SUCCESS- ELEVATING THE STUDENT EXPERIENCE

- Assess the issues
 - Use the triad approach
- Co-create opportunities
- Involve students- shared governance
- Implement ideas
- Evaluate findings
- Share outcomes

Institutional
Resources

Faculty

Student Experience

Beyond Brick & Mortar



ASSESSMENT: SERVING AT AN HSI

Hispanic Students Mercy University						
	Enrollment (undergrad)		1yr Retention		6-year undergraduate graduation rate	
	2022	2023	2022	2023	2022	2023
Mercy U	46.1%	48.1%	73.75%	75.08%	45.83%	47.9%
Mercy U SON	35.5%	37.9%	68.60%	56.3%	52%	46.9%

CREATING A PLAN

**Institutional
Resources**

Faculty

Student Experience

IMPLEMENTING THE VISION

- Buy in- inclusion
- Funding
- Faculty- Student collaboration
- Mentoring
- Coaching
- Recognition- Awards- Celebration

EVALUATING FINDINGS

- Surveys
- Increased enrollment
- Increased retention
- Increased faculty retention & satisfaction

SHARING OUTCOMES

- Newsletter
- Annual retreats
- Biannual celebrations
- Biannual recognition ceremonies
- Celebrate faculty/students together
- Invite influencers- news, policy makers, CEOs

SUPPORTING ENROLLMENT WITH ACTION

Drivers of Success

- HSSI program
 - Empowering environments
 - Knowledge Construction
 - Content Integration
 - Equity Pedagogy
 - Stereotype Reduction



HIGH SCHOOL SCHOLARS & INFLUENCERS

Take Aways

- Training
- Innovative programs
- Inclusion
- Coaching/support/leadership/mentoring

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