

Introduction: I am an Associate Professor of the Associate Degree of Nursing program at Austin Community College (ACC) pursuing a Doctor of Nursing Practice (DNP) degree at The University of Texas at Austin school of nursing. To fulfill the requirement of the doctoral program, I am conducting a:

Title: Needs assessment for retention of African American students in College – with specific focus in college of nursing.

Conceptual Model:

The Nursing Undergraduate Retention & Success (NURS) model student's affective factors, academic factors and outcomes, environmental /social factors, professional integration, & outside surrounding factors.

Background: Research has shown that African American (AA) students in the US face many psychological challenges due to multiple risk factors resulting in problems with retention and successful completion of nursing school:

It was discovered that academic comfort and performance correlates to the retention of students in college. One of the findings was that dosage calculation tutoring, and an orientation course during the first semester of college helped these students to be successful.

Socio-economic factors: one qualitative study concluded that church and religion influenced student success positively.

- Student's feeling of inadequacy/self-concepts
- Faculty Mentorship
- Student advisory services
- Low GPA pre-college and during college, High school grade point and high school rank
- On-campus social support from faculty and school officials
- Social barriers - heightened stereotype threat
- Convert and/or overt Institutional conduct / racism
- Personal struggles - personal emotional adjustment to college life
- Availability of an active support person
- Social change and the academic self-concept of AA male college students.

The American Association of Colleges of Nursing (AACN) recorded 2009-2018 *Enrollment and Graduations in Baccalaureate and Graduate Programs*

- Of the 20,567, 9.7% AA enrolled, 6,126, 8.8% AA students graduated from Baccalaureate programs in Nursing in 2018.

The 2016 US census

- Only 3 million of the 47.4 million AA living in the US are college students.

The Texas Center for Nursing Workforce Studies (2018) recorded:

- There are 243,288 practicing nurses in TX
 - 13% are AA

According to the Texas Department of State Health Services documentation on the ACC (Austin Community College) nursing degree program:

- In 2018, of the 611 students enrolled in the Associate degree of Nursing (ADN) program of the Austin Community College (ACC) 233 students graduated.

According to a study by (Elkins 2015) regarding the Predictors of Retention and Passing the National Council Licensure Examination (NCLEX) for Registered Nurses

- Out of the 187 students in a baccalaureate BSN program who participated in the study, 136 students completed the BSN program, 51 students did not.

The National Center for Education Statistics recorded that black student’s postsecondary enrollment decreased from 2.23 million to 2.18 million (NCES 2019 – p.27).

The UT of Austin in 2017 instituted a program with the aim of increasing student retention from 51% to 70%. The Strategies include easing course registration procedures for students like text messaging to inform students about important deadlines, assigning first-year students to a learning community, appointing administrators whose sole purpose is to increase retention, and enhancing student tracking to better identify at-risk students. The success of these programs was astounding - The four- year graduation rate increased from 51% in 2011 to 66% in 2017, the highest percentage of graduates on record for the university, and the first year persistence rate rose from 92% in 2011 to 95% in 2016 and 2017. First- year students persistence rates over time reveals a continued narrowing of the gap between students in the top and bottom quartiles, based on SAT scores, from a difference of 12 percentage points in 2011 to a difference of 6 percentage points in 2016. In 2019, as part of the TX advance commitment – First time full-time in college students with \$65,000 adjusted gross income are provided with financial aid tuition assistance, \$125,000, financial aid tuition support.

Table 6.1 Common Elements of UT Austin Academic Success Programs

Core Element Examples

Academic Support	Linked courses, reserved seats in high-demand courses Program- specific advising Workshops/ classes to develop study and analytical skills
Social Support and community Belonging	Common brand or group identification item Regular cohort activities aimed at connecting students
Peer- to- Peer Learning and Mentoring	Weekly meetings with trained peer mentors Peer- led studying, tutoring (e.g. collaborative study)
Faculty Engagement	Teaching in small course sections Development of curriculum that complements program goals
Culturally Competent and Sensitive Staff	Staff trained in student development theory Frequent interaction with students, familiarity Regular staff development activities, inter-program collaboration

Source: Adapted from Alvarado, 2015.

Aim: The aim of this study is to collect data on students' admissions, progression, and graduation from 2013 to 2018. Then measure descriptive analysis to identify the variables contributing to the attrition rates in the ADN program at ACC.

AA students who graduate from an Associate Degree of Nursing (ADN) program (Beamon et al., 2014):

- Contribute to the American workforce & economy
- Fulfill personal financial needs
- Increase national tax revenue
- Decrease reliance on public assistance
- Decrease the risk of crime and incarceration

Methods: The study will employ retrospective data collection, consisting of African American students of all gender categories, 18 years and older, who were admitted, progressed, and graduated from the ADN program from 2013 to 2018 school years. Data analysis will be conducted with the IBM Statistical Package for the Social Sciences (SPSS).

Presentation Outcomes

- At the end of this session, participants will
 1. What do you know about the experiences of African American students in colleges serving predominantly white students?.

List practices that Colleges and University educators and administrators employ to create an environment of equity to accommodate their diverse student population?

2. Decreased attrition rate in colleges of nursing improves the demographic of nurses in the workforce.

What are programs and methods to implement in improving the demographics of the state and national workforce, not only in nursing?

3. Strategies to ameliorate the national shortage of nurses by retention of students in college. What are some programs that have proved to be effective in retention of students in college?

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Round table discussions Lilly Conference – Austin TX January 10, 2020

