



Bridge to Success: Addressing Equity Gaps through a Summer Enrichment Program

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Disclosure

I have received no reimbursement, nor have I any financial disclosures related to this presentation or this project including those with companies associated with any product utilized in the project or mentioned in this presentation.

Learning Outcomes

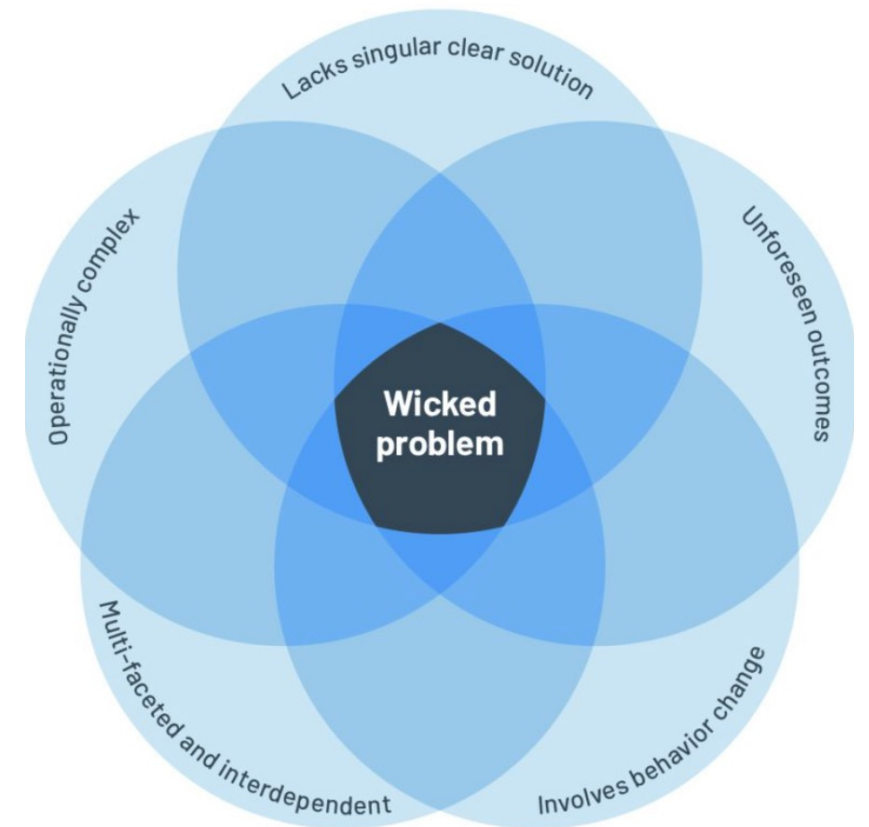
Describe a Bridge to Junior Success Program designed to reduce attrition in junior year and address equity gaps

Discuss lessons learned and strategies for future work

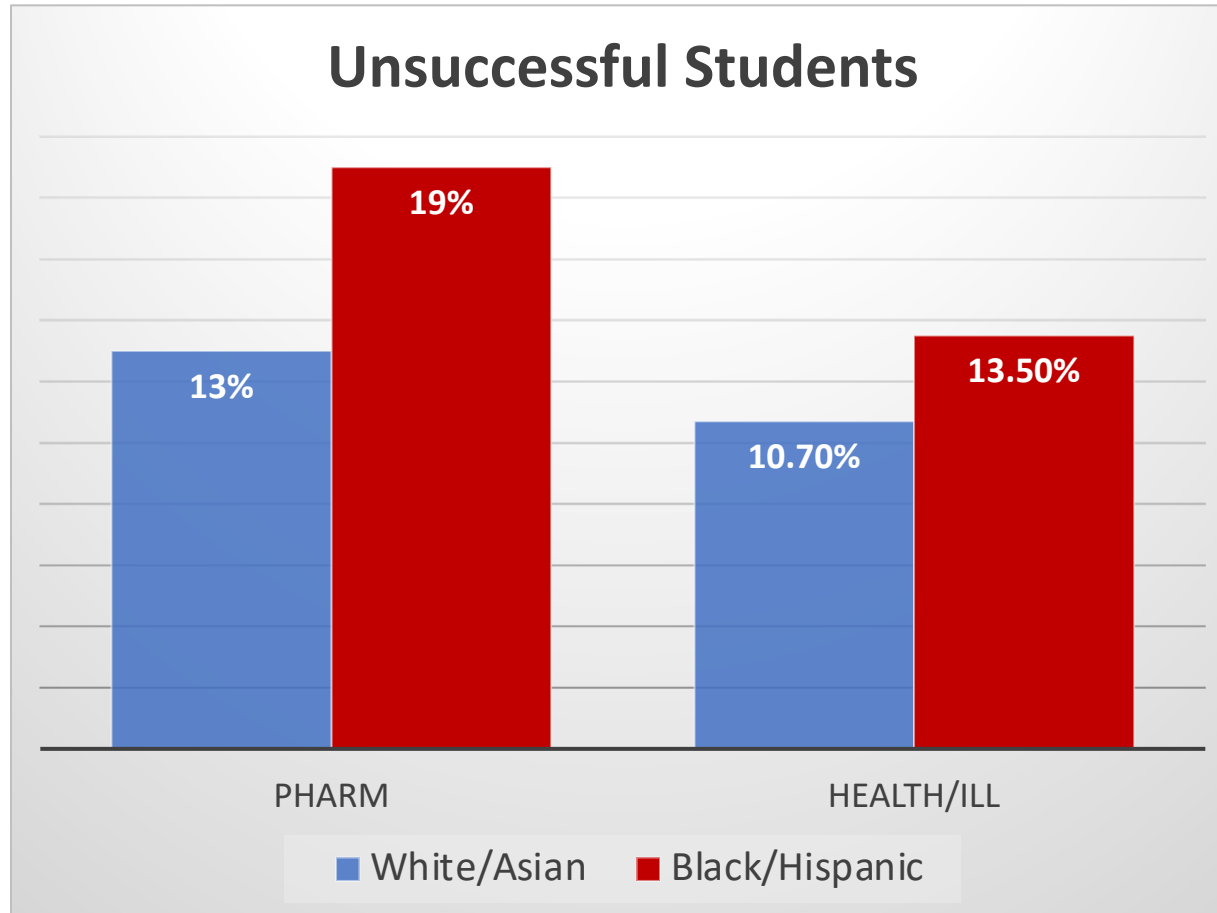
Retention: A “wicked” problem

(Hamshire et al, 2019)

- Retention is costly; attrition is multi-faceted and involves many stakeholders. Solutions difficult to develop and evaluate.
- Upper-level nursing courses require metacognitive learning skills
- Diversified workforce essential for improving health, reducing health inequalities.
- Underrepresented minority (URM) students may be more at risk due to
 - Structural inequities
 - Social factors
 - Economic barriers



One Program Assessment:



Across entire program, course completion rate 13% lower for Black and Hispanic Students compared to White and Asian students.

Achievement gap in Pharmacology and Health and Illness (2018-2020)



Demographics

- Designated Minority Serving Institution (MSI)
- 800+/- prelicensure students
- **56% ethnic/racial background from underrepresented groups**
- **55% first generation college student**
- 93.3% freshman retention rate
- 81% 6-year graduation rate
- 94% first time NCLEX Pass Rate 2023



Holistic Success Strategies



Campus

- Center for Learning and success
- Wellness Center
- “TRIO” student support
- Freshman supports, including imbedded A & P tutors
- TEAS testing-Early identification of at-risk students
- Dean of Students
- DEIB initiatives
- “Bridge the Gap” scholarships and loans

School of Nursing

- Early warning and communication (Student Success Management software)
- **Nursing Success Coach and Retention Specialist**
- Imbedded RN course assistants
 - 50% teacher support (grading, proctoring)
 - 50% student support
- Mandatory remediation policies for course or standardized testing failures.
- Senior Assoc Dean for Diversity, Equity, Inclusion and Belonging- Programmatic work with faculty and students

Summer Bridge Course design

- Input from Pharmacology and Health and Illness professors
- Reviewed Nationally-normed standardized testing and course unit exams for opportunities
- Used ATI solutions (no additional cost to students)
 - ATI Pharmacology Made Easy modules
 - ATI E-books
- No cost to students
- Non-credit bearing
- Administered in the summer prior to junior year



Recruitment Bridge program

- Surveyed juniors spring 2022
 - Used survey results in email recruitment to sophomores April-May 2022
- Visited sophomore classrooms to recruit.
- 2023- Cohort #2: *All students with C+ in sophomore nursing courses personally invited to participate.*



Sample 2022 and 2023

	2022 Bridge	2023 Bridge	FALL 2020 RUSNC
N participants	78 (50% of cohort)	51 (53% of cohort)	
Female	85.50%	92.20%	85.60%
Male	14.50%	7.80%	14.40%
Race/Ethnicity			
Asian	21.10%	13.70%	14.70%
White	48.70%	31.40%	49.40%
African American	6.60%	23.50%	14.30%
Hispanic	15.80%	29.40%	16.40%
All other	7.90%	2.00%	6.10%
	URM 29%	URM 54%	

Course schedule

- **Six week course** once/week for 1.5 hours via synchronous zoom.
Zoom sessions recorded
- 45 min **adult health/pharmacology/clinical pathophysiology topics**
 - CV, Resp, fluid and electrolytes, acid-base, endocrine, neuro, infection topics
- 45 min **applied success strategies-** *Weekly work product submitted*
 - Prepping for class
 - Time management
 - Effective note taking
 - Utilizing ATI resources
 - Creating concept maps
 - Self assessment



Student requirements



Weekly attendance

Synchronously by zoom

Asynchronously if unable to attend

EMAIL IF UNABLE TO ATTEND
SYNCHRONOUS MEETING



Submit weekly success assignments

Short reflections, concept map, notes, self-created quiz in ATI learning system
dynamic quizzing, self assessment, pre and post survey. **FEEDBACK provided on assignments**



Submit weekly pharmacology modules and posttest (total of 8)

End of program student survey: n=64 (80%)



5-point Likert scale: Strongly agree-
Strongly disagree



“Helped me be **more confident** for the
Fall- **87%** agree/strongly agree.

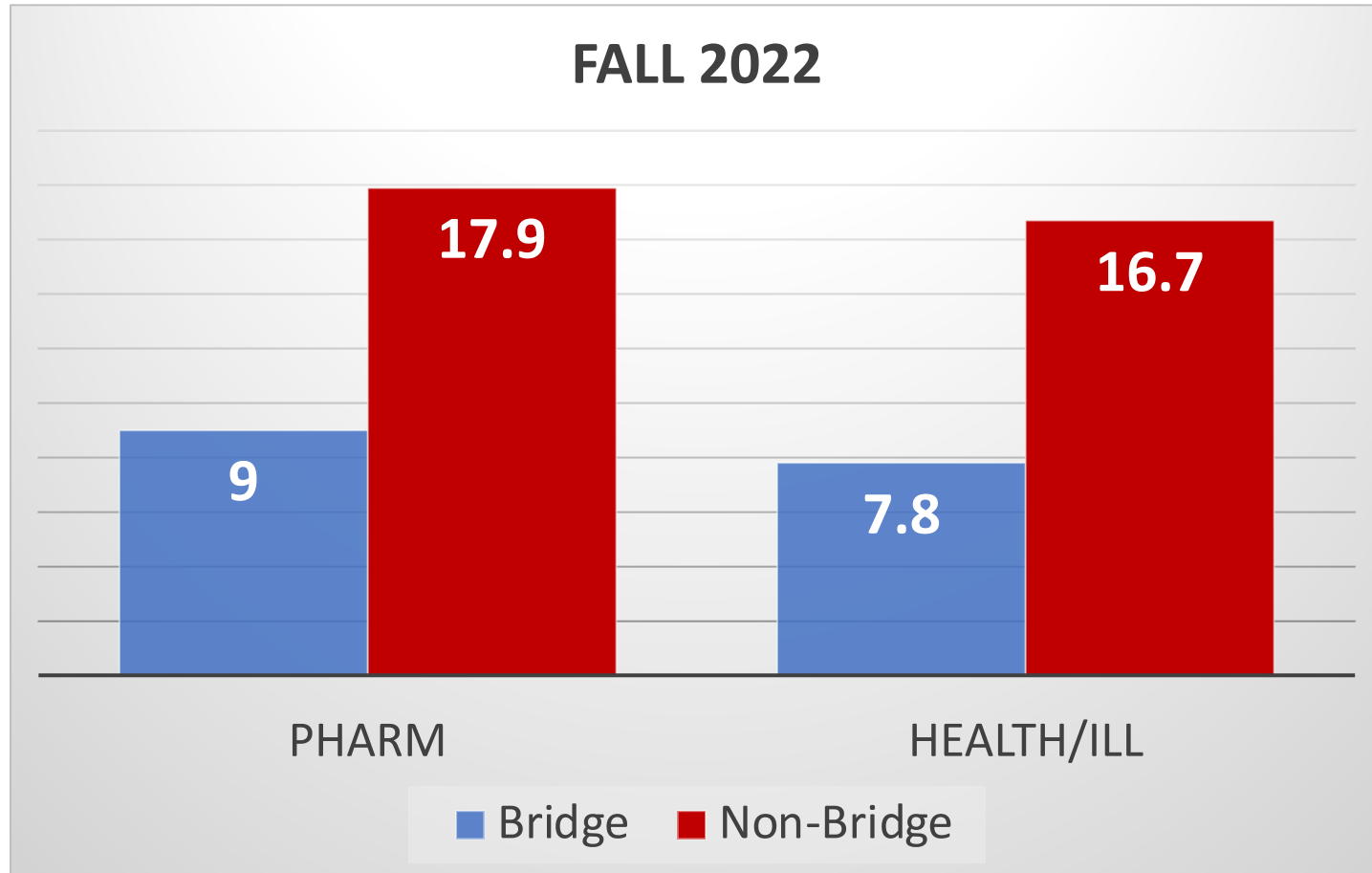


“Helped me be **better prepared** for the
Fall”- **83%** agree/strongly agree.



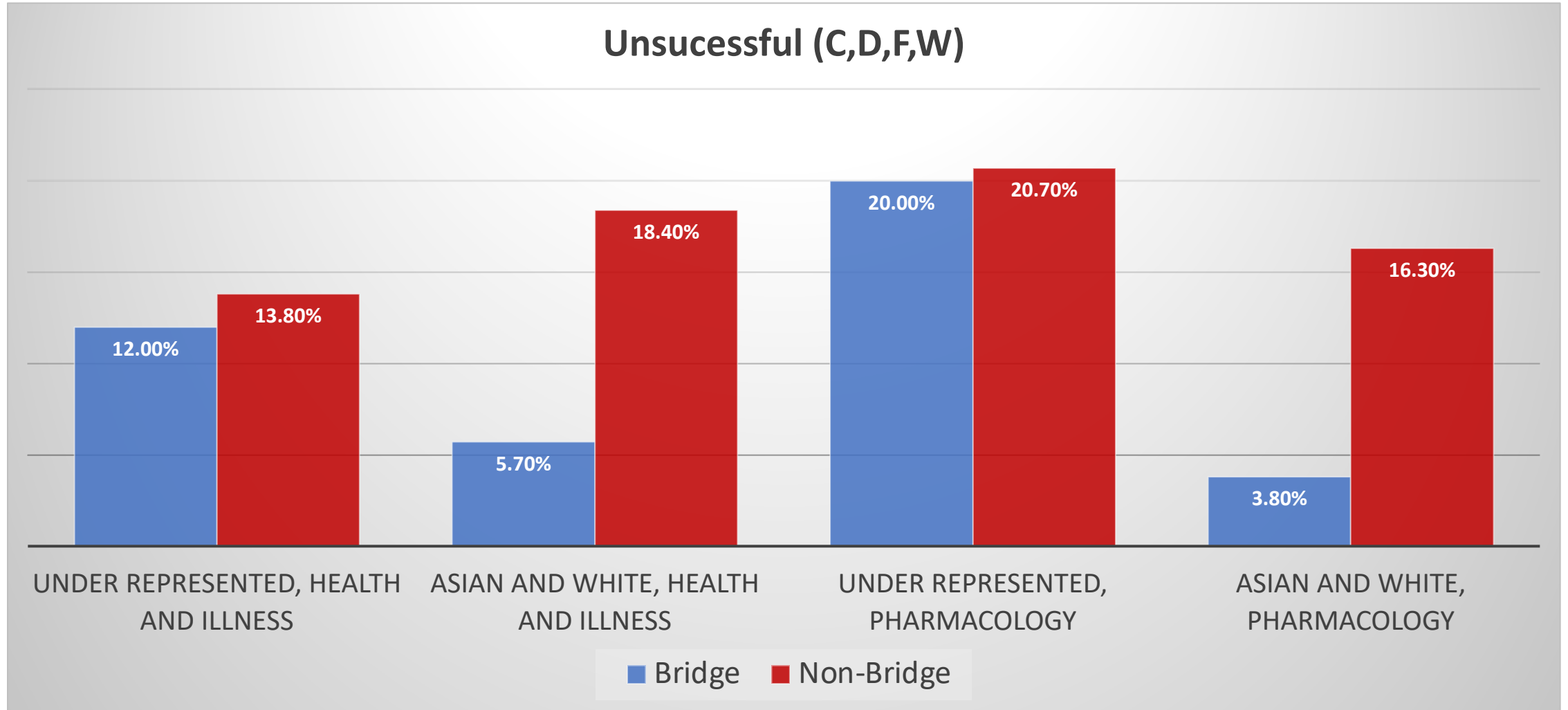
“Would **recommend** to other students”-
93% agree/strongly agree.

Unsuccessful % (CDFW)



- Unsuccessful grades cut by 50% in bridge participants compared to non-bridge participants.

Academic: % Unsuccessful





Other Questions

1. Was there a difference in motivation between bridge and non-bridge participants?
2. Did students use the learning strategies that they learned in the Bridge program to study more effectively?
3. Are there other factors such as work hours which are impacting our student success?

Motivated Strategies for Learning Questionnaire (MSLQ) Fall 2023 (Cohort #2)

	Bridge	No Bridge	Test
Motivation	5.5	5.4	0.357
Learning Strategies	5.6	5.2	0.04*
Resource Management	5.8	5.3	0.01*
Metacog Self-Regulation	5.6	5.0	0.01*
Effort Regulation	6.2	5.4	0.002*

Test: F-test of bivariate regression

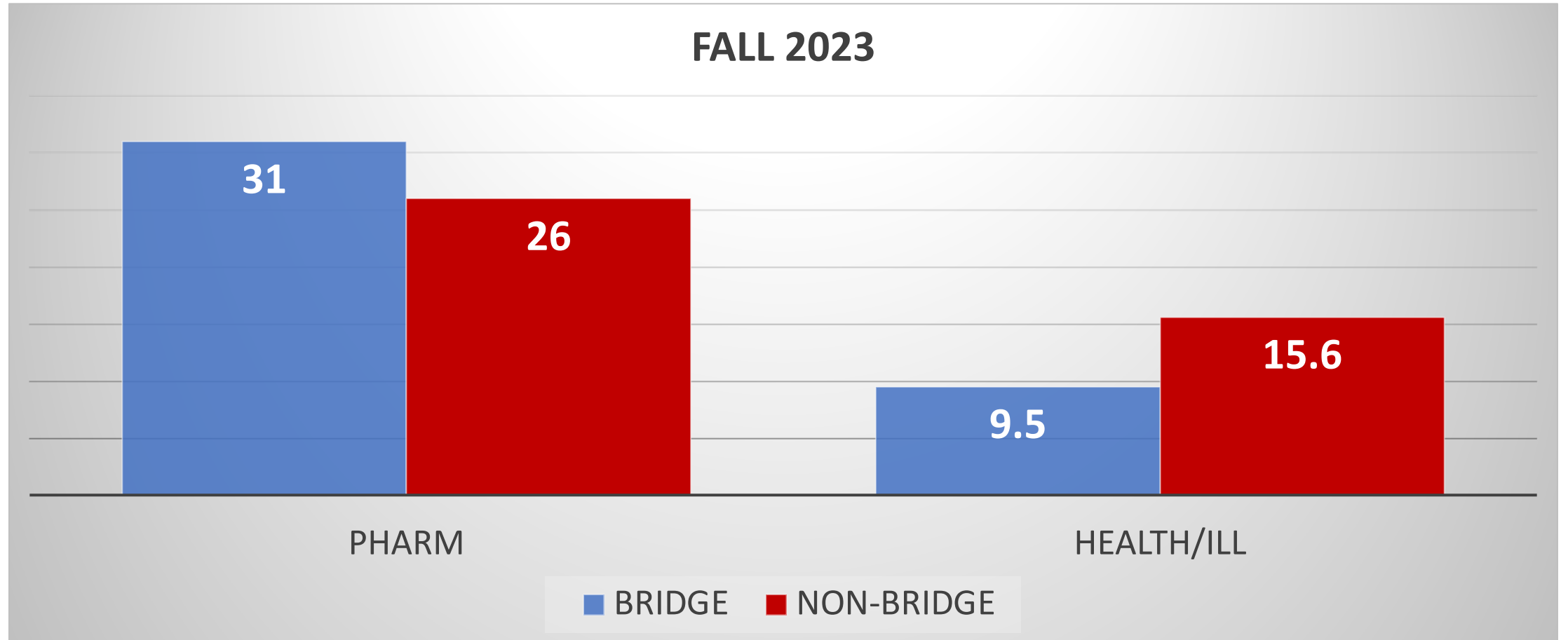
Hours/week working for pay

Bridge	yes	no
none	16%	13%
1-12	29%	27%
13-25 or more	55%	60%

Study hours/week per class

Bridge	yes	no
0-3	9.8%	13.3%
4-6	39.2%	42.2%
7-9	25.5%	28.9%
10 or more	25.5%	15.6%

Unsuccessful (CDFW) FALL 2023 Cohort #2



Future directions

- Address non-academic success factors
 - Social determinants of learning
 - DEIB environmental survey
 - Unmet financial need \$\$
- Use LMS and zoom analytics to better monitor participation in asynchronous zoom
- Incentivize *completion*
- Analyze impact of student motivation and use of learning strategies on outcomes (Motivated Strategies for Learning: MSLQ)



Summary

Summer bridge programs may help to address attrition within nursing programs.

- More data is necessary to understand success factors for URM students
- Targeted based on programmatic outcomes
- Part of a comprehensive success strategy



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Questions/comments?

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