The Project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number D19HP30849, Marquette: Growing Diversity for Nurses & Campus Community. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS, or the U.S. Government.
### State and National RN Statistics

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>White</th>
<th>African American</th>
<th>Hispanic/Latino</th>
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</thead>
<tbody>
<tr>
<td><strong>Wisconsin RN</strong></td>
<td>94.9%</td>
<td>1.9%</td>
<td>1.7%</td>
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<tr>
<td>Source: WCN DWD 2016 RN Summary Report</td>
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<tr>
<td><strong>Wisconsin Population</strong></td>
<td>87.6%</td>
<td>6.6%</td>
<td>6.6%</td>
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<tr>
<td>Source: 2015 U.S. Census Bureau</td>
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<tr>
<td><strong>U.S. RN</strong></td>
<td>83.0%</td>
<td>6.0%</td>
<td>3.0%</td>
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<tr>
<td>Source: 2013 National Council of State Boards of Nursing</td>
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<tr>
<td><strong>U.S. Population</strong></td>
<td>77.1%</td>
<td>13.3%</td>
<td>17.6%</td>
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<tr>
<td>Source: 2015 U.S. Census Bureau</td>
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Marquette University
College of Nursing: Project BEYOND-2

- Funded from 2007-2017 by three federal grants obtained from Health Resources Services Administration (HRSA) with gap in funding in 2014-15

- Federal grant obtained from (HRSA) 2017-2021
Project BEYOND-2 Objectives

- Increase disadvantaged BSN student enrollment and retention
- Work to impact structural forces acting as obstacles to enhance the ability to recruit, enroll, retain, and graduate more disadvantaged BSN students
Project BEYOND-2 Components

• Pre-Admission Intensive Summer Program
• Structured Programming
• Peer Mentoring Circles
• RN Mentor Program
• Leadership Development/Outreach
• Individual Tailored Advising
• Scholarships and Stipends
Pre Admission Intensive

• Four-day on-campus Program for freshmen
• Build community
• Familiarize with campus
• Enhance college preparedness

“I did come to see if I could make friends so I would know at least some people and not feel like the awkward person in class sitting alone. I did achieve that”
Structured Programming

- Meet and Greet
- Managing Stress During Midterms
- Communication Etiquette
- Writing at school & work
- Leadership Development
- Career Development/Resume Building

“I am grateful for the events that Project BEYOND-2 had to offer this semester like the leadership panel and the career development presentation. The leadership panel opened my eyes to the opportunities I have as a nurse. It showed me that I can take many different paths as a nurse and that two nurses won’t have the same exact experiences. I also enjoyed the career development day because it showed me some of the do’s and don’ts in applying for a job.”
Advising and Support

- Individual assessments
- Learning and Study Skills Inventory (LASSI)
- Open door policy
- Weekly check-ins for at risk students
- Communication with faculty & advisors

“The support is a huge aspect of keeping you motivated, keeping you on top of your grades, and they [BEYOND Team] want to know what you are doing. It’s very genuine.”
Mentoring

- RN Mentors
  - Mentee Training sessions
  - Health Care Partners
  - Minority Nursing Associations
- Peer Mentoring Circles
  - Freshmen & sophomore mentees
  - Junior & senior mentors
Outreach

• Increase awareness about nursing as a profession
  – Partnership with local middle & high schools
    • Nursing presentations
    • Listening sessions on SDH
  – Partnership with Upward Bound Program on Campus
    • A day in the life of a nursing student
    • Presentations
Listening session outcomes on SDH: Sample quotations from students

Issues in the community

• “Drugs is a big one…depending on which school you attend….There’s lots of drug dealing; I’ve seen it.”

• “Suicide [and ‘cutting’] is a big SDH…seeing your parents frustrated, that adds stress; school adds stress.”

• “Girls leave [school] if they get pregnant, you don’t really see them around anymore.”

Stress

• “Stress makes you do things that you would not normally do or makes you act in ways you would not normally act. You could turn to bad eating habits or bad stuff that you really should not do. Lack of grocery stores, which ties back into money because if they can’t get nutritious food, All of this kind of ties in together.”

• “Stress leads to violence… If you are stressing on yourself, you might think about suicide. Or if you are stressing about other people you could probably think about killing other people.”
2007-2017
Project BEYOND-2 Participation

*Academic Year 2014-15 was without funding between grants; programming and staff unavailable.
Student Testimonials
Student Testimonials
Project BEYOND-2 Team

Leona VandeVusse, PhD, RN, CNM, FACNM
Project Director

Terrie Garcia, PhD(c), MEd, RN
Project Coordinator

Qiyan MU, PhD, RN
Mentor/Advisor
Specialist Lead

Amber Johnson, BSN, RN
Mentor/Advisor Specialist

Partners, Collaborators, Professional Networks
National Diversity Consultant, Dr. Norma Martinez Rogers
Local Community Consultants
Carmen Schools of Science and Technology
BEYOND Alumni
Professional Registered Nurse Mentors
National Association of Hispanic Nurses S.E. Wisconsin Chapter
Racine-Kenosha Chapter National Black Nurses Association
Wisconsin Center for Nursing
American Association of Colleges of Nursing
Thank you!