

Culture, Engagement & Professional Development

# Recruitment of Middle and High School Students to the Nursing Profession

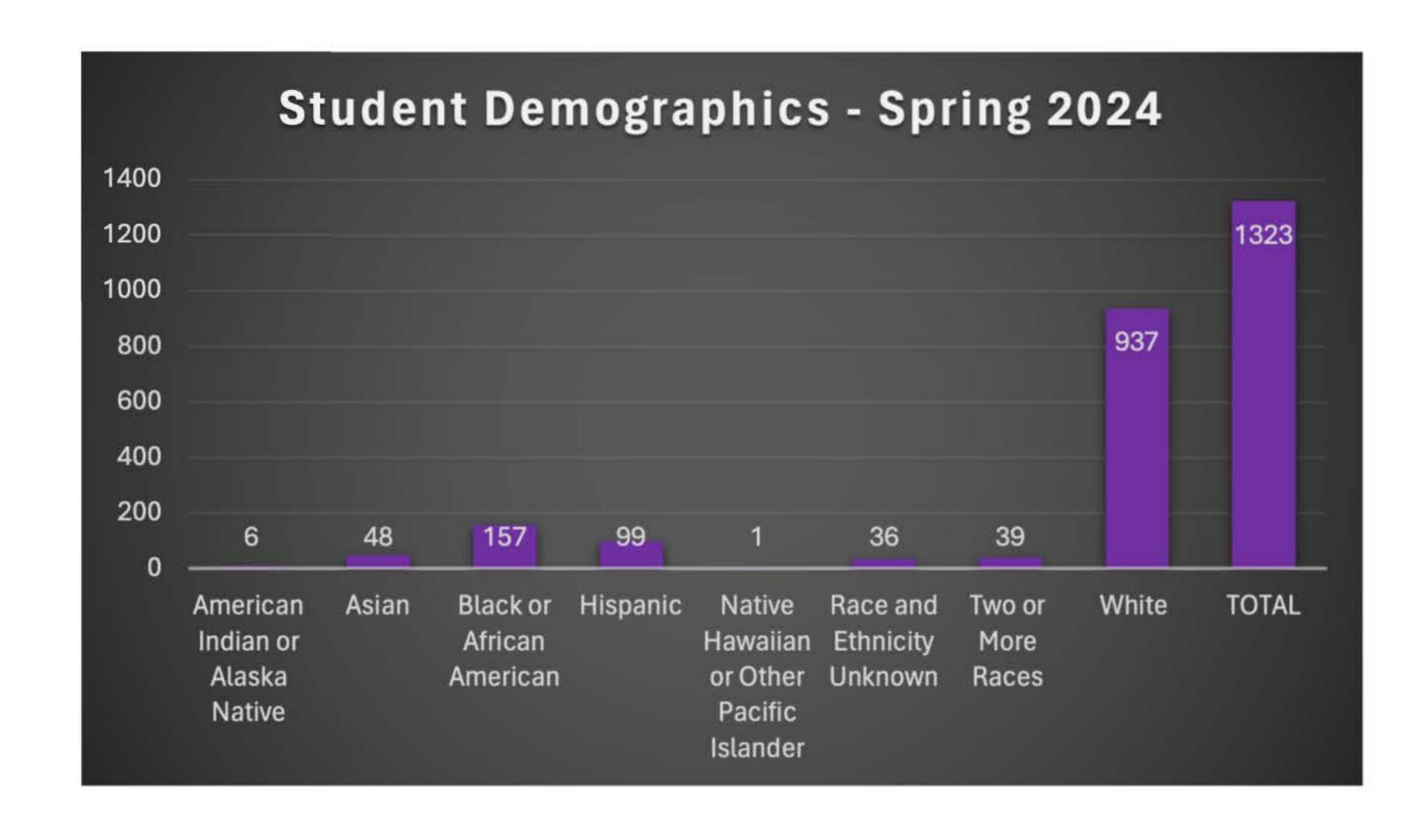
Michael L. Jones, PhD, MBA/HCM, RN Associate Dean for Culture, Engagement, and Professional Development



## Backgroud & Introduction



- Men account for 9.4% of Registered Nurses practicing in the United States.
- Of the 6.7% of nurses who are African American, African American males make up only .67% of the nursing workforce.
- Mirroring the community in which an individual practices is necessary to promote positive health outcomes.
- Nationally, African American males make up only 12.5% of the college student population.
- In the East Carolina University (ECU) in Greenville, North Carolina, African Americans comprise almost 8% of the student body.
- In the ECU College of Nursing, 12% of nursing students are African Americans.
- Only 0.8% of the ECU College of Nursing student body are African American Males.
- In Greenville, North Carolina, 39.2% of the population is African American.
- The African American Population in Pitt County, North Carolina where Greenville sits, is 38%
- There is a disparity between the number of African American citizens compared to those enrolled in the ECU College of Nursing.



#### Problem

There is a need for greater representation of students from eastern North Carolina enrolled in ECU College of Nursing programs, especially those historically discouraged from considering nursing as a career such as African Americans.

# Goal & Purpose

Through partnerships with community-based organizations, the purpose of this project is to increase knowledge of the nursing profession and experience by hosting focus groups, educational sessions, and coordinating mentorship with members of the profession. The program is available to all students, including those historically discouraged from considering a nursing career, such as African American males. The program will make special efforts to focus on the experiences of African American males in nursing.

# Project Aims

The aims of this project are as follows:

- Understand the perspectives of middle and high school students and their parents to choosing nursing as a college major.
- Understand the perspectives of teachers and guidance counselors on facilitators and barriers for students choosing nursing as a career.
- Understand the perceptions of faculty and staff to students' facilitators and barriers to admission and success in a pre-licensure baccalaureate nursing program.
- Improve student perception and attitudes of nursing as a career.

## Project Pl

# Pipeline Program

Through a partnership with a regional health system

and a local community-based organization, the Emerging Healthcare Scholars Leadership Institute was developed to provide mentorship to 30-40 middle and high school students. Pipeline programs began as early as middle school are most effective in preparing students for college. Most participants will be firstgeneration college students from single-parent homes and from lower socioeconomic families. Monthly sessions will be held in the ECU College of Nursing and will include activities such as the following: 1) life skills training, 2) academic success tutoring, and 3) exposure to nursing and other health sciences students, and community leaders. Through grants from ANA and AACN, each male will receive a \$50 gift card for each session attended (up to nine months).

## Anticipated Outcomes

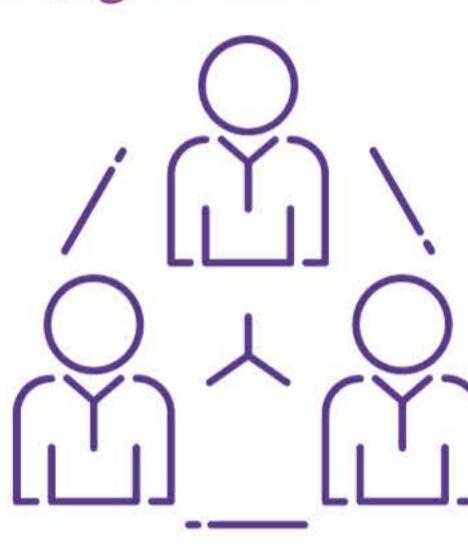
We anticipate the research study will provide ample data and diverse perceptions to understand barriers faced by students pursing a nursing degree. The Emerging Healthcare Scholars Leadership Institute will enhance interest in nursing by middle and high school students.

#### Conclusion

There is a need to increase the number of students in nursing, especially those who have been historically discouraged from considering a nursing career such as African American males. For example, African American males have the lowest life expectancy compared to other demographics. Communities have better outcomes when caregivers are from and can relate culturally to that community. The need for more nurses is critical and could improve the health and overall quality of life for individuals in the United States.

## Mixed Methods Study

- 1. Mixed methods study set in eastern North Carolina which will include focus groups and surveys utilizing the Nursing Attitudes and Perceptions (NAP). Graduate Assistants will be utilized (IRB approval has been obtained).
- 2. A total of \$45,000 has been secured through ANA and AACN.
- 3. Participants (up to 100) to include middle and high school students, parents, teachers, school counselors, community stakeholders, and ECU College of Nursing faculty and staff.
- 4. Each participant in the focus groups and survey will receive a \$25 gift card.



#### Limitations

The study will be limited to knowledge from one region in one state. The proposed interventions will occur during the school year, so activities will be conducted during times when students are busy with their school work.

#### References

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#### Recruitment of Middle and High School Students to the Nursing Profession

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#### **Biography**

Michael L. Jones, a native of Leake County, Mississippi, currently serves as the inaugural Associate Dean for Culture, Engagement, and Professional Development as well as Clinical Associate Professor for the East Carolina University College of Nursing, which is in Greenville, North Carolina. Previously, Dr. Jones served as Richards Endowed Graduate Nursing Chair, Assistant Professor of Nursing, and Research Development Coordinator for the Mary Inez Grindle School of Nursing at Brenau University in Gainesville, Georgia.

Over his 24-year career in nursing and healthcare, Dr. Jones has worked tirelessly to address health disparities and inequities such as his tenure as Chief Community Health Officer for the University of Mississippi Medical Center in Jackson, Mississippi. In this role, Dr. Jones worked to improve relationships between the sole academic medical center in the state of Mississippi and Federally Qualified Health Centers. Additionally, he worked alongside the Office of Multicultural Affairs to manage programs aimed at ensuring minority students received equity in the educational offerings at the University of Mississippi Medical Center.

Dr. Jones received his formal nursing education at Meridian Community College (Meridian, MS) and the University of Mississippi Medical Center. He earned a Doctor of Philosophy (PhD) in Nursing from Hampton University, which is in Hampton, Virginia, becoming the first African American male to graduate from Hampton's PhD program. Dr. Jones holds an Executive Certificate in Leadership from the University of Notre Dame and a Healthcare Executive Diversity and Inclusion Certificate from the Association of American Medical Colleges.

Dr. Jones serves on several local, state, and national boards and committees including the founding Board Treasurer for the Institute for the Advancement of Minority Health. Dr. Jones is the Immediate Past Chair of the National Advisory Panel on Clinical Trials for the Patient Centered Outcomes Research Institute (PCORI). Additionally, Dr. Jones serves as a member of the National Advisory Committee for the Minority Fellowship Program, which is sponsored by the American Nurses Association and the Substance abuse Mental Health Services Administration.

Dr. Jones is the recipient of the 2023 Faculty Scholar Grant by the Foundation for Academic Nursing, which is an arm of the American Association of Colleges of Nursing. Through this award, Dr. Jones is conducting research to understand the perspectives of middle school students, parents, teachers, and guidance counselors related to pursuing nursing as a profession. Additionally, Dr. Jones was funded by the National Commission to Address Racism in Nursing (American Nurses Association) to conduct research to understand the perspectives of high school students, parents, teachers, and guidance counselors related to pursuing nursing as a profession. The goal of both awards is to increase the number of individuals from underrepresented populations in the nursing profession.

Dr. Jones serves as an Assistant Editor for the Association of Black Nursing Faculty Foundation Journal as well as a member of the Editorial Board for Nursing Management – The Journal of Excellence in Nursing Leadership. Dr. Jones serves as an independent nursing, healthcare, and research content writer where he develops instructional materials for various organizations.

#### **Contact Information**



Michael Jones, PhD, MBA/HCM, RN Associate Dean for Culture, Engagement, and Professional Development East Carolina University College of Nursing jonesmich23@ecu.edu