

# Becoming an XD Scholar: Creating a Partnership with an HBCU to Increase Diversity in the Nursing Profession

## Introduction

- According to the National Council of State Board of Nursing, nurses from minority backgrounds represent **19.4%** of the RN workforce (Smiley et al, 2021)
- Approximately **40%** of the U.S. population identify as a person of color (US Census, 2020)
- Decades of rigorous research have shown that comprehensive diversity and inclusion efforts in the healthcare system, such as increasing nursing diversity, improve access and reduce disparities.
- Despite efforts to increase diversity, there remains a significant difference between the nursing workforce and the communities they serve.
- Second-degree programs are a more efficient way to address the nursing shortage in comparison to traditional four-year programs, while still preparing at the BSN level
- Second-degree programs bring a diverse perspective to nursing

## Purpose

- Build a strong partnership with a Historically Black Catholic University.
- Increase efforts to recruit and retain diverse nursing students in the second-degree program.
- Increase diversity in the nursing profession to positively impact patient outcomes and decrease health care disparities.

### Xavier University of Louisiana

### Duquesne University

#### Founding

Founded by Saint Katharine Drexel and the Sisters of the Blessed Sacrament

Founded by members of the Congregation of the Holy Spirit, the Spiritans and Sacrament

#### Affiliation

Catholic and historically Black

Catholic, sustained through a partnership of laity and religion

#### Purpose and Mission

Promoting a more just and humane society by preparing its students to assume roles of leadership and service in a global society

Serves God by serving students emphasizing excellence in education, moral and spiritual values

#### Educational Approach

Diverse learning and teaching environment with a focus on research and community service

Commitment to excellence in liberal and professional education, ecumenical atmosphere, open to diversity

#### Service Commitment

Aimed at contributing to society through prepared leadership and service

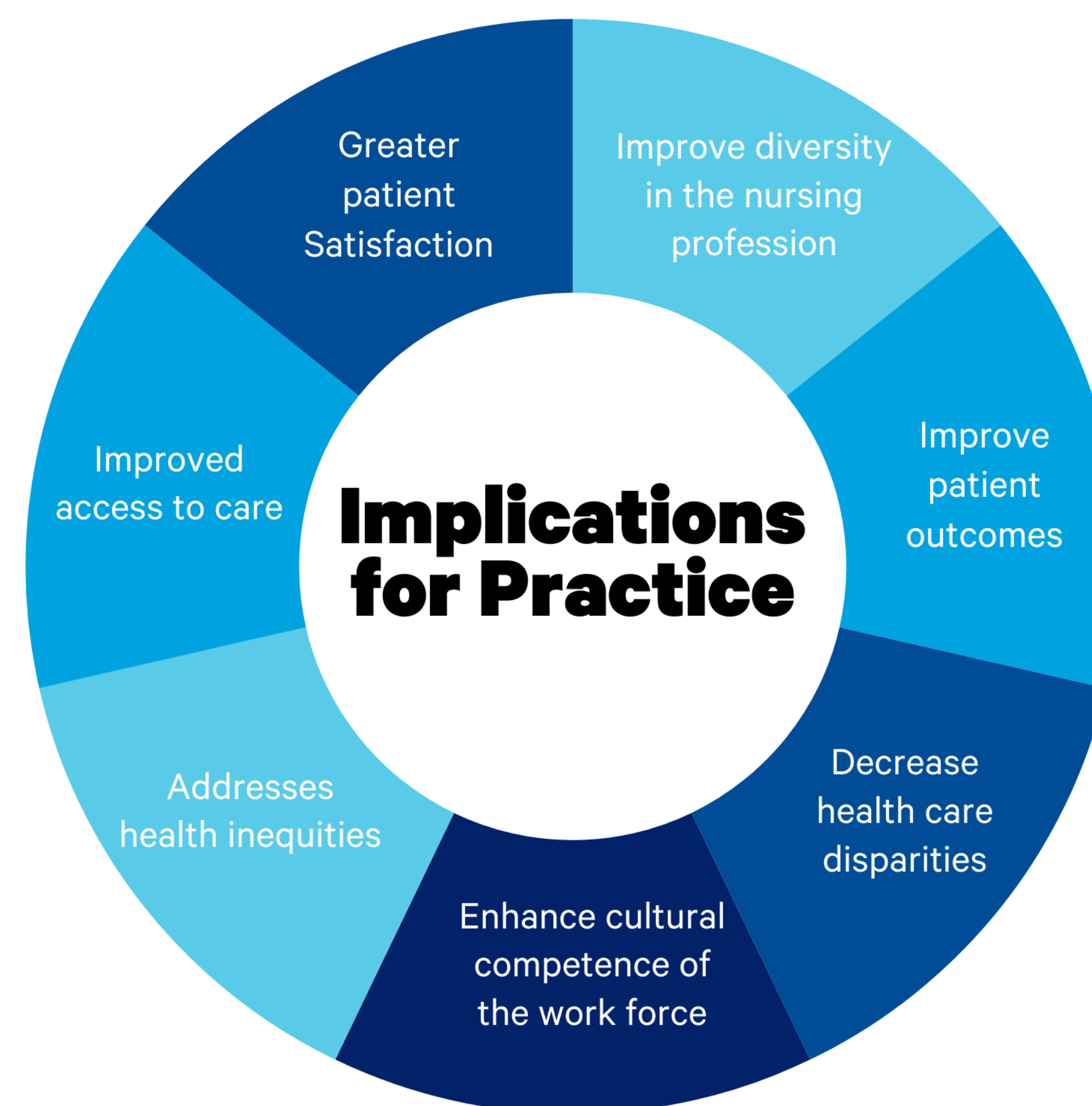
Service to the Church, community, nation and world

## Plan

- Expand the applicant pool by establishing a partnership with Xavier University of Louisiana and Duquesne University School of Nursing
- Targeted recruitment efforts at Xavier University of Louisiana
- Ensure a transparent admissions process
- Provide a supportive environment to assist with the students transition to a new educational environment



## Implications for Practice



## Proposed Next Steps

- Continue with planning meetings to discuss partnership and develop an articulation agreement.
- Increased targeted recruitment plans.
- Inclusion of support programs from the day the student is accepted through graduation
  - Mentorship
  - Financial support
  - Social support
  - Collaboration with professional organizations

## Future Partnership Considerations

- Build positive working relationships with Xavier University faculty
- Collaborative interprofessional faculty research efforts
- Explore faculty development opportunities to benefit both campuses

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Torrie Snyder, PhD, RN

### Biography

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**Dr. Torrie Snyder is an Assistant Professor and the Undergraduate Program Chair at Duquesne University School of Nursing. She received her BSN from Carlow University in 2001, a Master's degree in Nursing Education from Waynesburg University in 2010, and her Ph.D. in Instructional Management and Leadership in 2018 from Robert Morris University. She became an AACN Elevating Leaders in Academic Nursing Fellow in 2021.**

**Dr. Snyder is a nurse educator with an extensive medical-surgical and community health background. She has taught in pre-licensure undergraduate nursing programs since 2010. In her doctoral studies, she explored "The Relationship between Admission Requirements, Academic Performance Measures and Undergraduate Nursing Student Success." Dr. Snyder's research interests are nursing student retention, DEI in the nursing profession, and mentorship.**

**As a member of the Pittsburgh Public Schools Occupational Advisory Board and a committee member of the Pennsylvania Healthcare Occupations Students of America Foundation Scholarship Fund, Dr. Snyder can share her dedication to the nursing field with members of the community. Dr. Snyder is a member of the National League for Nursing and Chi Eta Phi Sorority Inc., Kappa Chapter.**

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