

**UM-Flint Initiatives for Nursing Diversity
Pre-Nursing Cohort Overview
2011-2014**

Purpose: To increase the enrollment of disadvantaged/minority students in the UM-Flint BSN program through the provision of comprehensive academic, career, and personal support services to 75 (25 per year) UM-Flint pre-nursing disadvantaged/minority students.

In order to increase disadvantaged/minority student enrollment in the BSN program 25 disadvantaged and/or minority pre-nursing students at UM-Flint will be recruited to receive intensive case management cohort services. Students who have participated in the high school/pre-college Future Nurses Clubs and/or Future Nurses Institute summer programs will receive priority for cohort services. The UM-FIND Program Coordinator will work with the pre-nursing cohort students to determine strengths and challenges regarding academic, personal and career goals and provide intensive support services throughout the program. Strategies will include academic advising, development of individualized education plans for success, tutoring/SI instruction, academic monitoring, HESI entrance exam preparation, BSN application counseling, programming to support personal/leadership/professional development, activities promoting cultural competency, and referrals to the ACTS Mentoring Program, university, and community resources. Family and support persons will be highly encouraged to participate with pre-nursing cohort students in one or more group and/or individualized advising sessions.

Eligibility Criteria:

1. Enrolled UM-Flint pre-nursing student
2. Meet both of the following criteria:
 - a. U.S. citizen
 - b. Disadvantaged:

Educationally disadvantaged-

For the purpose of this grant, students that meet one or more of the following criteria will be classified as educationally disadvantaged:

1. Are from a middle/high school that at the time of attendance had scores on the math and science sections of the Michigan Educational Assessment Program (MEAP) test that are at least 25% below the state average
2. Are from a middle/high school that at the time of attendance had at least 30% of enrolled students are eligible for the Free Breakfast, Lunch or Milk Program
3. Are the first generation in their immediate family to attend college

OR

Economically disadvantaged-

For the purpose of this grant, students that meet the following criteria will be classified as economically disadvantaged:

1. Earned Family Contribution (EFC) as indicated on current Free Application for Federal Student Aid report of 4800 or below

* Underrepresented minorities will receive priority placement

3. Minimum 3.2 cumulative G.P.A. in coursework completed at UM-Flint with at least one semester of 9 or more credit hours of coursework completed at UM-Flint.
4. Submit one page, typed, double spaced essay expressing interest for participation.

Requirements:

To maintain eligibility for the UM-FIND pre-nursing cohort and to secure your admission into the BSN Early Assurance Program, participants must meet the following criteria:

- Adhere to academic advising guidelines established by UM-FIND Program Coordinator.
- Remain enrolled in 9 or more credit hours of coursework at UM-Flint.
- Maintain a cumulative GPA of 3.2 or higher.
- Maintain a pre-nursing pre-requisite GPA of 3.0 or higher.
- Submit midterm grades for the current and subsequent semesters if any grade(s) of B- or below are/were received for any pre-nursing or nursing support courses during the current and/or previous semester(s).
- Complete at least three nursing support courses with a final grade of B or higher.
- Complete all structured activities during the Fall and Winter semesters.
- Participate in at least two HESI Prep Workshops per academic year to assist with obtaining an overall pre-admission HESI test score of 87% or higher.
- Meet with the Program Coordinator on an ongoing basis to review academic progress, professional goals, and completion of structured activities.

Structured Activities:

Pre-nursing cohort participants will be required to engage in structured activities to be considered full time participants. The following programs will be offered during the Fall & Winter semesters:

- Tutoring and supplemental instruction for pre-nursing pre-requisite and nursing support coursework- *20 hours per semester*
- Study skills, test taking, time management, and stress reduction workshops- *4 hours per semester*
- Personal/professional development workshops- *8 hours per semester*
- Workshops designed to enhance student cultural competency- *2 hours per semesters*
- Volunteer work or employment in healthcare facility to provide added exposure and experience to the nursing career with completed journal log- *20 hours per semester*
- HESI Prep Workshop- *3 hours per semester*

Roles and Responsibilities:

- The Project Director and Co-Project Director will make arrangements for Nursing Informational sessions and cultural competency workshops.
- The Program Coordinator will be responsible for identifying, recruiting and tracking pre-nursing cohort participants, providing academic advising and individual student assessments, maintaining regular case notes and updates, BSN program application counseling, coordinating the HESI entrance exam workshops, working individually with students to support the transition into college life, nurture students as they pursue their educational goals, as well as developing and implementing innovative case management practices. The Program Coordinator will also work with project affiliates/partners to develop and implement workshops on personal, leadership, and professional development.
- The Student Development Center will provide personal counseling services and tutoring/supplemental instruction to pre-nursing students.
- The Office of Educational Opportunity Initiatives will assist in providing diversity and cultural competence workshops.
- The Office of Financial Aid will assist pre- nursing students and their families/significant others with the process of applying for financial aid.