

Statement of Assessment Monthly meetings, service projects, and very active student involvement. A full report can be provided upon request.

Title of School Project The Circle

Year of Resolution This Project Addresses 2019

Title of Resolution This Project Addresses NSNA's 2019 House of Delegates Resolution 50, "In support of programs to facilitate underrepresented minority nursing students' recruitment and retention".

Describe the project/activity that will enhance involvement of nursing students in NSNA and the community. Please be as specific as possible.

Statement of Assessment:

Neumann University was founded in 1965 by the Sisters of St. Francis of Philadelphia. Neumann University educates a diverse community of learners based upon the belief that knowledge is a gift to be shared in the service of others and that learning is a lifelong process.

Neumann University maintains 41 distinct majors in Arts and Sciences, Business, Education, Human Services, and Health Sciences, with Nursing being one of the largest majors at the university. Nursing offers a form of experiential learning that includes laboratories, clinical rotations, and service-learning opportunities. Each program requires that students demonstrate these core competencies to graduate from the university: comprehension, contemplation, conscience, compassion, and communication.

Neumann University's undergraduate nursing program is the site of an official and established chapter of the National Student Nurses' Association (NSNA). Neumann's SNA is comprised of 36 members, representing the second, third, and fourth (final) years of the program.

Leadership activities conducted by Neumann's SNA include conducting monthly meetings to qualify and quantify the needs of current students of all years; acting as student representatives on faculty-driven committees; creating opportunities to learn more about the profession of nursing through career days with alumni; hosting community service opportunities through food and clothing drives; engaging with community elders through home visitation programs; and boosting student morale through 'swag' sales and stress-less events (dog petting and massages). At present, Neumann's SNA does not have any Project in Touch Recruiters within its ranks.

Purpose of the Grant Request:

The purpose of this grant request is to support the implementation of the Neumann developed Positive IMPACCT program. The Positive IMPACCT program is an initiative that focuses on providing undergraduate nursing students of diverse backgrounds with the tools necessary to allow for the academic resiliency required for seamless progression through the Neumann

University nursing program (Neumann).

Grant funds would allow Neumann to extend the influence of the work of Positive IMPACCT Program by providing additional supports to nursing students with one or more of the following characteristics:

- Black, Indigenous and People of Color (BIPOC)
- First generation college students
- Students receiving financial aid to fund their nursing education
- Students that work more than 20 hours a week to finance their nursing education (diversity criteria).

Goals for Chapter Enhancement:

Grant funds would allow Neumann to ensure that teaching surrounding the concepts of self-care, problem solving, accountability and professional identity will form the foundation for ongoing resilience and success throughout a student's undergraduate nursing career. These funds will enable the implementation of "The Circle" at Neumann. "The Circle" will be a hub for mentoring; interfacing with students; and transferring the skills of leadership, civility and safe nursing practice amongst Neumann nursing students.

Grants funds would extend the reach of Neumann's chapter of the Student Nurses Association (SNA) in a few different ways. First, this would increase the ability of SNA membership to enhance their partnership with Neumann administration and nursing faculty. Second, this would provide academic supports through peer-led mentoring. Third, this would validate the experiences of undergraduate nursing students of diverse backgrounds to be seen, heard and understood during their tenure at Neumann. These ideas align with NSNA's 2019 House of Delegates Resolution 50. This resolution states, "In support of programs to facilitate underrepresented minority nursing students' recruitment and retention" (Whatley, 2019).

Project Background:

Neumann University seeks to provide an education that fosters a balance between liberal arts coursework, theoretical foundations of the nursing profession and the values of reverence, integrity, service, excellence and stewardship (RISES). It is the intention of Neumann University that this experiential mixture supports students to recognize the uniqueness and dignity of others, with an overarching sense of responsibility and stewardship as a citizen of the local, national, and global community.

In Fall 2021, Neumann University maintained a total population of 2,212 students, with 28 percent identifying as Black/African American, 7 percent identifying as Hispanic, 7 percent identifying as other minority, and 4% identifying as being of two or more races. Institutional data provides evidence that although Neumann successfully recruits and enrolls students of diverse backgrounds, their progression through the undergraduate nursing program occurs at a substantially lower rate than the institutional average. As of May 2022, only 30 percent of undergraduate nursing students graduate within four years of enrollment in Neumann.

Identify at least two (2) measurable goals (including leadership development goals)

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Strategies to Achieve Goals:

To address this issue, Neumann implemented two programs: the Peer Mentorship Initiative (2021) and the Positive IMPACCT program (2022). Established in May 2021, the Peer Mentorship Initiative pairs established undergraduate nursing students (3rd year students) with students new to the program (less than 3 years of undergraduate education) and meeting diversity criteria. The Peer Mentorship Initiative allows for students to establish working, collegial relationships; share techniques for successful studying; and manage the competing priorities of school, familial responsibilities and work schedules. The volunteered time of Peer Mentors is modestly supported through the provision of gift cards after two to three Peer Mentorship engagements are completed. There are currently 5 peer mentors serving approximately 275 students at Neumann.

The Positive IMPACCT program, established in August 2022, was formulated internally to implement evidence-based practice to support undergraduate nursing students meeting diversity criteria. Prior to the establishment of Positive IMPACCT, Neumann University made significant investments into academic and programmatic support for students who were at the time identified as 'disadvantaged'. In assessing efforts, it was identified that few undergraduate nursing students participated in funded programming and services, diminishing any potential effect on graduation rates.

The Positive IMPACCT program reimagines academic and program support. The purpose of this intervention is to develop a reproducible program to help increase retention rates in nursing at Neumann University, especially among and across diverse groups. Operating in alignment with the American Association of Colleges of Nursing (AACN), Neumann has entered a juncture where the needs of diverse students are embedded into the framework of everyday operations in the undergraduate nursing program (2022).

To that end, the following actions have taken place:

1. Continuation of student pairing through the Peer Mentorship Initiative, with a focus on expanding mentors to include students meeting diversity criteria.
2. Creation of an undergraduate nursing course (Neumann NUR226A – Strategies for Success in Nursing), allowing students to earn undergraduate credit while being infused with the following concepts from the Positive IMPACCT Program:

I: Inclusion Diversity and Equity to Enhance a Sense of Belonging
 M: Mentoring for resiliency, self-care and success
 P: Preparation for clinical environments (simulation laboratory)
 A: Academic skills and content tutoring; study skills and test-taking skills
 C: Communication skills (written, verbal and nonverbal skills) & strategies for overcoming unconscious bias
 C: Call to a vocation of service including professionalism, ethics, compassion, empathy, and accountability
 T: Think like a nurse (health professions and anatomical terminology, math for nurses, critical thinking, self-development, and socialization into the nursing role)

Functional and adaptable learning spaces or, "The Circle", are where Neumann's undergraduate nursing students will be further empowered to create inclusive environments that enhance the potential for visibility, collegiality and healthy exchange of knowledge, energies, and ideas. The goal for "The Circle", or Neumann's adaptable learning spaces, is for these spaces to be available to students whenever university facilities are open and operational. It is proposed that students maintain access to materials, specifically room dividers, rolling whiteboards and other supplies to create environments based on their needs. The configuration of these spaces has been proposed to be organic, allowing students to "experience bonds within the campus community [...] engage in thoughtful discussions and often support others" (AACN, 2022). It is for this strategy that Neumann University is seeking support in the form of the Bagwell Leadership Development Grant.

Goal Accomplishments and Application of Leadership Principles:

Neumann University is committed to the success of all students and strives to implement initiatives that support their ability to not only perform well in their academic courses, but also to demonstrate resilience in the face of academic and social challenges. The Marilyn Bagwell Leadership Development Grant will allow Neumann University's undergraduate nursing students to be seen, felt and supported while providing opportunities for academic and personal successes.

Neumann University identifies success in these initiatives (i.e., the Peer Mentoring Initiative and the Positive IMPACCT Program as the following demonstrated impact to student performance and resilience:

- (1) By the end of the Spring 2023 semester, documented increase in the number of students participating in Neumann Student Nurses Association to greater than 36 members.
 - (2) By the end of the Spring 2023 semester, documented increase in the number of students identified as and acting in the capacity of Peer Mentors during Spring 2023.
 - (3) By the end of the Spring 2023 semester, documentation of number of students that have completed NUR226 with a grade of B or better.
 - (4) By the end of the Spring 2023 semester, demonstration of use (date, time and length of use) of adaptable learning spaces (aka "The Circle) during the months of March, April and May 2023
 - (5) By the end of the Spring 2023 semester, documentation of increased percentage of students graduating within four years from the undergraduate nursing program (December 2022 and May 2023 commencements).
- Neumann University will also continue to assess the outcomes of the initiatives to diverse undergraduate nursing students by collecting individual level data

on progression through the undergraduate program. To that end, approval through an internal institutional review board (IRB) will be obtained. Findings will be shared within the Neumann University community and externally, with funding bodies, via progress report in May 2023. Data, findings and additional content will be formulated into an abstract, and submitted to an upcoming NSNA conference, as well as for publication in Imprint.

Describe at least three strategies that you will use to achieve the proposed goals of this project.

1. Peer Mentoring
2. The Positive IMPACCT Program
3. "The Circle"

Describe how you will apply leadership principles learned from this proposed project.

The students who are part of our SNA chapter and peer mentoring group will continue to hone their leadership skills under the direction of their faculty advisor, other faculty, and nursing school administration.

Propose Budget	Budget Amount	Description	Start/End Date
	300.00	Conference Registration	spring 2023
	307.70	Resin flip training tables	spring 2023
	778.77	Double sided easels 70x36	spring 2023
	464.97	Double sided easels 48x30	spring 2023
	356.97	6 panel folding privacy screen	spring 2023
	72.36	expo dry erase markers and spray cleaner	spring 2023
	200.00	Peer Mentor Gift Cards	spring 2023

Description of Proposed Budget This budget supports the development of an organic space we will call "The Circle".

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