

Statement of Assessment

Statement of Assessment (January 2023):

The Shepherd University Student Nurse Association (SUSNA) became an official organization in 2008. With a new faculty advisor in 2020, the SUSNA membership doubled from previous, and the visibility of the student led organization dramatically increased its visibility given its strong mission, visionary leaders, and support from the School of Nursing leadership and faculty. Currently there are a total of 84 SUSNA members (14 pre-nursing; 70 nursing program). The current SUSNA VP is working to develop our Project in Touch recruiter in partnership with all SUSNA leaders to increase future membership at all levels in nursing school. Below is a list of recent leadership activities (1) SUSNA Activity Title (2) Leadership (3) Desired Outcome

Incoming Nursing Student Orientation Q & A Panel

Plan & coordinate welcoming event day 1 New nursing students observe leadership in action with a positive start to nursing school

Mentorship Pairs:

Plan & coordinate upper class persons to pair with incoming nursing students Beginning student nurse success in academics and clinical; student retention; mentoring experience for upper class students; building mentoring skills for future opportunities

Community Service Drive

Volunteer & support community beyond school of nursing Value community partnerships; volunteerism; community building; with membership input select different organization each term; shared governance

Fall Term Welcome Back Pizza Party for Pre-Nursing and Nursing Students Coordinate and offer event designed to bring all Shepherd U nursing students together for celebration Relationship building; event coordination; networking

Monthly SUSNA Meetings Provide dialogue with SUSNA members Shared governance; Communication & planning; networking; relationship building; catalysts for positive change

Fundamentals Skills Open Labs Support See One-Do One--Teach One nursing skills and mentor beginning nursing students. Build relationships and help assure student nurse practical skills success. Demonstrate mentoring and valuing mentoring.

Mid-term Goodies for Nursing Students

Provide small items to lift up and support all nursing students at mid-term Value and support nursing student colleagues

SON LogoWear

Coordinate fundraising effort Obtain funds to support members attendance at NSNA national conference; available funds for desire activities; money management; promote nursing to general public when Shepherd U SON logowear is visible

Shepherd U Student Open Houses

Recruit prospective students to nursing and the University Marketing; promotion; and validation of career choice

Career Fair (Spring & Fall Term):

Promote regional job opportunities to nursing students Membership gains experience in planning & coordinating event; networking examples; students employed as CNA, Techs, Summer Externs, and ultimately secure RN positions

Seeding Your Future STEAM program for middle schoolers

Promote health sciences and nursing to middle schoolers within a larger STEAM focused University program increase awareness of nursing skills, and spark career interest in nursing;

Relay for Life Support for Teams: Increase awareness of community agencies and fundraising events; volunteerism Partner with larger community service organization; promote and value community service

Leadership Transition Gathering Fall & Spring Terms: Mentor newly elected leader(s); thank outgoing leaders Mentorship; demonstrate attitude of gratitude

SUSNA Member Graduation Ceremony Recognize graduating SUSNA members Demonstrate attitude of gratitude; recognize excellence

FNSNA Leadership Development Grant. Grant writing & seeking process. Students identify purpose and importance of grant support for creative and worthy projects/activities

Title of School Project

“Future of YOU: Be a NURSE

Year of Resolution This Project Addresses

2022

Title of Resolution This Project Addresses

Resolution 2022- 4: INCREASING AWARENESS OF THE NURSING SHORTAGE AND ITS IMPACT WITHIN THE NURSING PROFESSION (NSNA, 2022, p 7).

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

To enhance involvement of nursing students in NSNA and in the community, the Shepherd University Student Nurses Association (SUSNA) will plan and coordinate a “Future of YOU: Be a NURSE” program to the regional rural community located in the West Virginia Panhandle. The proposed activity promotes the advancement of a Resolution adopted by the 2022 NSNA House of Delegates, specifically Resolution 2022- 4: INCREASING AWARENESS OF THE NURSING SHORTAGE AND ITS IMPACT WITHIN THE NURSING PROFESSION (NSNA, 2022, p 7).

Purpose of Grant Request:

The purpose of this Marilyn Bagwell Leadership Development Grant request is for funding to implement an innovative and engaging “Future of YOU: Be a NURSE” program planned and coordinated by Shepherd University Student Nurses Association (SUSNA) in collaboration with interested nursing students, university faculty, and regional high schools. The program designed

for rising ninth to twelfth graders promotes nursing as a desirable profession/career including hands-on experiential learning; simulation, and role-play activities designed to showcase nursing as well as enhance student awareness of how a nursing shortage impacts healthcare delivery.

Building the Case for More Registered Nurses:

As stated in the NSNA Resolution 2022-4, the U.S. Census Bureau (2017) reported that by 2030, the number of US residents aged 65 and over is projected to be 70 million; and the United States is expected to face a severe nursing shortage due to the increasing aging population. Additionally, the statistics predict nursing shortages affecting access to care, quality, safety, and cost concerns. Thus, the future growth of the nursing profession relies on attracting more new nurses.

In 2021, West Virginia had 19,800 employed Registered Nurses with a 1,793,716 state population in 2020. On average, there is 11.04 Registered Nurses per 1,000 population. Not enough new nurses are graduating to properly manage the volume of people who need any level of medical care. Thus, there is a critical need to promote nursing as a desirable career pathway to address the nursing shortage.

Identify at least two (2) measurable goals (including leadership development goals) that the project seeks to address.

Grant funds support SUSNA to work toward a two-fold purpose of sparking career interest in nursing as well as increasing awareness of the nursing shortage and its impact within the nursing profession. The best way to reduce the nursing shortage is to encourage more individuals to pursue nursing. Through experiential learning activities including a simulation on the impact of short staffing on patient safety and quality of care, participants will engage in a one-day program led by nursing students and faculty in a university skills lab setting. The nursing students will disseminate the knowledge gained from this project with other student nurses at our university and also at the state and national levels. Additionally, students may choose to replicate the Future of YOU: Be a NURSE program in other parts of the country.

Shepherd University students and faculty will collaborate on planning and coordinating the "Future of YOU: Be a NURSE" summer 2023 program. Several goals are proposed including strategies to measure goal achievement. Goal 1: Spark high school youth interest in the nursing profession through a summer on-campus program. Nursing students to plan, coordinate, and evaluate all aspects of the youth summer nursing career exploration program. SUSNA students to reach out to regional high schools located in the Panhandle region of West Virginia surrounding Shepherd University (Counties of Berkeley, Hardy, Jefferson, and Morgan) to promote summer program. Learning objectives for high school program participants:

1. Introduce professional nursing roles and the requirements for admission to an accredited program.
2. Demonstrate the application of math and science concepts and skills that inform nursing practice.
3. Explore nursing practice skill sets using both human and high-fidelity patient simulation.
4. Actively describe the important role of nurses in today's world including simulation and/or role play scenarios highlighting the impact of the nursing shortage on healthcare delivery.
5. Showcase Shepherd University and the School of Nursing as an affordable and desirable academic pathway opportunity.

Goal 2: Promote awareness among nursing students of the great need to promote nursing as a career to regional youth in creative and meaningful ways as evidenced by program participant pre and post evaluations.

Goal 3: Disseminate the knowledge gained from this project with other nursing student organizations at both the state and national levels. The opportunity for SUSNA students to present this project and to disseminate their work will help to develop their role as future nurse leaders. Strategies to achieve this goal include presenting this project at a focus session at the WVSNA convention and to the NSNA membership at the 2024 annual convention. Another strategy for dissemination of this project will be to submit an article for publication in Imprint.

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

1. Identify a minimum of 20 high school youth participants from the WV Panhandle for the Future of YOU: Be a NURSE summer program.
2. Program participants will complete a pre and post survey of career interest.
3. Nursing students and faculty will complete a post-program survey to identify strengths and opportunities for future youth programs promoting nursing.
4. Nursing students to disseminate their work with presentations and in at least one article for publication.

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

Nursing students involved with the proposed summer youth nursing career program Future of YOU: Be a NURSE will benefit greatly from a leadership perspective. Students will gain experience in shared decision making partnering with nursing school faculty and leadership as well as with regional high school leadership program planning, From a program standpoint, the students will learn how to plan, implement, and evaluate goals and learning objectives. As good stewards of grant funding, the students will gain fiscal management experience. Each nursing student will take the knowledge, skills, and experience gained from this opportunity with them as they transition from nursing student to a professional nurse role. Disseminating their work with nursing students from other schools and states will allow them to learn about the process of knowledge sharing knowledge and promoting nursing as a career in creative and positive ways.

Propose Budget

Budget Amount	Description	Start/End Date
120	Stethoscopes	June to July 2023
400	Scrub Top	June to July 2023
40	PPE-Personal Protective Equipment (disposable mask, gloves, gown)	June to July 2023
320	Nurse Tote	June to July 2023
260	American Red Cross Adult/Child CPR mask	June to July 2023
140	Gait Belt	June to July 2023
15	Skittles & M&M Candies	June to July 2023

Budget Amount	Description	Start/End Date
25	Toothbrush+toothpaste +floss	June to July 2023
15	Pudding & plastic spoons	June to July 2023
37	Thick-lt +plastic cups+ bendable straws	June to July 2023
295	Basic Casualty Moulage Simulation Kit	June to July 2023
25	Animal Anatomy (cow heart, pig thorax, cow eye, pig kidney)	June to July 2023
208	Lunch participants + Program team (4 nurs- ing students 2 faculty)	June to July 2023
400	Student Stipend \$100 x4	June to July 2023
200	Faculty Stipend \$100/x2	June to July 2023

Description of Proposed Budget

Upon receipt of funding, SUSNA leadership will plan for 2023 summer Future of YOU: Be a NURSE program, including date, time, activities, promotional literature, evaluation tools and purchasing budgeted items. Faculty experienced in youth healthcare career exploration will share tips for consideration. Based upon planned program activities, supplies will be purchased. Promotional information via mail and online will be shared with high schools located in the WV Panhandle region. Involved students to keep notes of planning activities for possible program replication in the future. Students involved in planning and coordination of summer program will earn community-based service learning (CBSL) hours for the time spent with the community outreach program. Pre and post career interest surveys will be used with program participants to identify if program sparked youth career interest in nursing and/or health professions. Post summer program evaluations completed by the nursing students will identify student perceptions of all aspects of program planning, coordination of activities, and outcomes of the program including skills in leadership development. Budgeted items above relate to specific nursing skill rationale noted below. In addition, specific dates and tasks/activities noted below.

Skill Rationale:

- 1-Auscultation of heart, lung & GI sounds
- 2-Dress like health professional & promotion for future events when worn by participant
- 3-Simulation PPE isolation & handwashing-infection prevention
- 4-Carry participant program items
- 5-Support CPR save a life
- 6-Assisted ambulation, transfer, & assisted fall without injury
- 7-Medication administration & dosage calculations
- 8-Oral hygiene
- 9-Food patient simulation
- 10-Dysphagia assessment simulation

- 11-Simulation first aid & wound care
- 12-Hands on anatomy exploration cardiac, respiratory, renal, & optic
- 13-Nutrition & refreshment
- 14-Program Support

TIME TABLE

April 30, 2023 Plan summer program
Communicate promotional information to high schools

June 2023 Hold summer experiential learning program
Utilize pre and post career interest survey with participants. Utilize post program evaluations for nursing students involved in program planning and coordination.

June 2023 Post program evaluation to identify skills gained by nursing student leaders and efficacy of summer program.

August 2023 Dialogue with SUSNA and Faculty to propose similar program offered summer 2024

November 2023 Students involved in summer program will receive community-based service learning (CBSL) hours for the time spent with the community outreach program

December 2023 SUSNA to provide interim report on the successes of the project

January 2024 Report on grant outcomes issued to the FNSNA

September/October 2024 The final report written in an article to be published in the issue of Imprint. Identify and recognize all nursing students involved in the Future of YOU: Be a NURSE program. Identify anecdotal outcomes from student involvement in leadership building activities associated with this grant. Apply lived experiences to inform new leadership building initiatives for student nurses.