

Strategies for Increasing Underrepresented Populations in a Prelicensure BSN Program

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1

EDUCATION WITHOUT BOUNDARIES

DESIGNED TO BE DIFFERENT

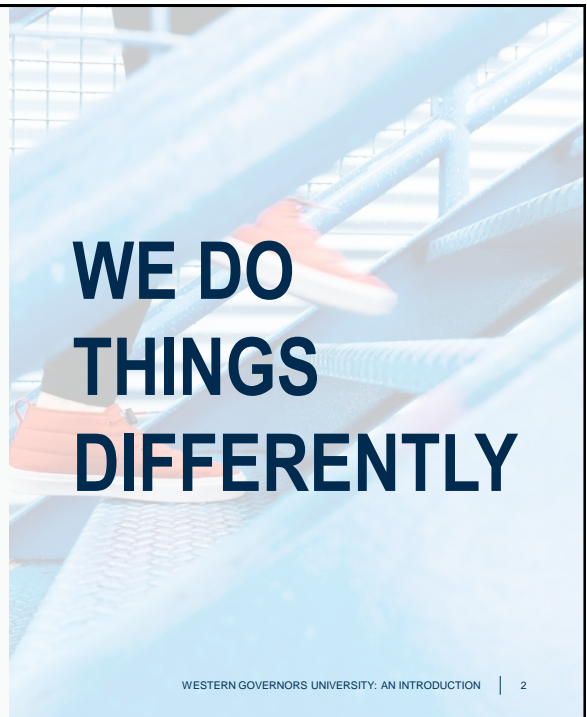
In the late 1990s, 19 Governors decided to address a growing concern: How can we ensure more of our residents have greater access to a college education that fits their schedule?

THE HEART OF THE WGU IDEA

For millions of working adults, the dream of pursuing a college education could only become a reality when the boundaries of time and place were removed.

ANYWHERE, ANYTIME

Harnessing the power of the internet and our innovative learning model—competency-based education—WGU revolutionized the way students learn, master concepts, and progress to a degree.



WESTERN GOVERNORS UNIVERSITY: AN INTRODUCTION | 2

2

WGU IS:

PROUDLY NONPROFIT

FOUNDED IN 1997 BY A BIPARTISAN GROUP OF 19 GOVERNORS

CORE EXPERIENCE 100% ONLINE

COMPETENCY-BASED AND SELF-PACED

REGIONALLY ACCREDITED

HIGH-QUALITY, INNOVATIVE, AND OUTCOMES-ORIENTED

MADE UP OF FOUR COLLEGES

BUSINESS, IT, HEALTH PROFESSIONS, AND K-12 TEACHER EDUCATION

WITH 60+ DEGREES OFFERED

IN TODAY'S MOST IN-DEMAND FIELDS

AND 131K+ ACTIVE STUDENTS IN U.S.

PLUS, A GLOBAL NETWORK OF MORE THAN 280K GRADUATES



AT WGU, OUR MISSION IS CLEAR:

**TO CHANGE LIVES
FOR THE BETTER
BY CREATING
PATHWAYS TO
OPPORTUNITY.**

3

TENETS OF WGU

WE ARE COMMITTED TO:

EXPANDING ACCESS

WGU is committed to removing barriers to make higher education possible for all, regardless of their individual circumstances.

RENEWING EDUCATION'S PROMISE

WGU's deep connection to the workforce helps students advance their careers and see strong return on their educational investment.

PERSONALIZING LEARNING

WGU's unique model and technology enable tailored experiences and student success. We meet students where they are and help them get where they want to go, at their own pace.

REDUCING COST

WGU has stripped unnecessary costs from its model and provides a variety of financial aid options so more students can afford a high-quality education.

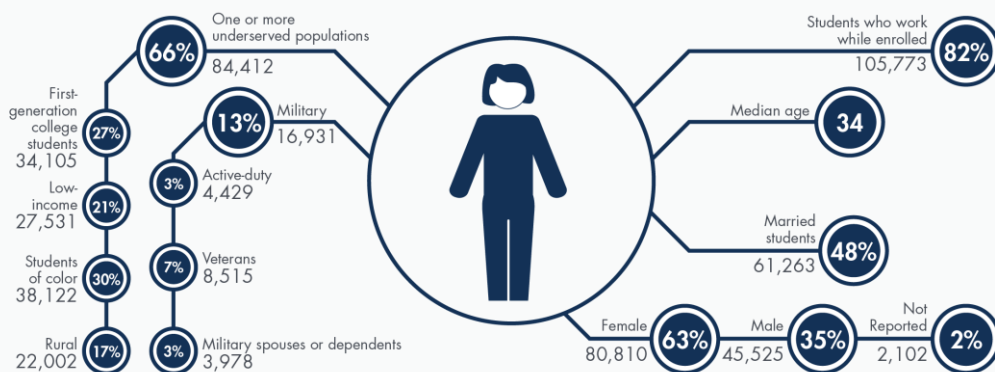


4

WGU IS THE MOST STUDENT-CENTRIC UNIVERSITY IN THE WORLD.

5

WE SERVE NONTRADITIONAL STUDENTS



Data as of December 31, 2021

6

COMPETENCY-BASED LEARNING AND SKILLS

WGU is the largest institution offering competency-based degrees at scale, creating a model other colleges and universities are increasingly striving to replicate.

Competency-based education measures skills and learning rather than time spent in a classroom.

Students progress through courses as soon as they can prove they've mastered the material, rather than advancing only when the semester or term ends.

If you can learn faster, spend more time on schoolwork, or lean on the knowledge you already have from previous work or school experience, you can accelerate through your courses.

This approach is core to our student focus and our goal to become the University of You—a university that is dedicated to delivering what YOU need to succeed.



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It works: THE MODEL

Competency Based Education

Personalized Learning

In-Demand Skills

POWERED BY TECHNOLOGY

DESIGNED FOR AFFORDABILITY

LOW TUITION

TERM SUBSCRIPTION

LESS DEBT

LOW TIME-TO-DEGREE

DRIVING STRONG STUDENT OUTCOMES

GOOD JOBS

SALARY GAINS

STUDENT SATISFACTION



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BACHELOR OF SCIENCE IN NURSING

Admission/Enrollment Process

- Enrollment Counselors

Nursing Theory / Didactic

- Program Mentors
- Course Instructors

Simulation Labs

- High Fidelity Lab
- Learning Lab Instructors

Clinical Intensives

- Clinical Instructor
- Clinical Coach/Preceptor
- Site Immersion



WGU PRELICENSURE NURSING STUDENTS

- Average Age 37
- Target the Surrounding Clinical Community
- Work Full Time
- Higher Retention and Satisfaction



WGU ADDRESSING THE NATIONAL NURSING SHORTAGE

Graduated 1,423 new BSN nurses since 2015

Currently, 792 (1,150 with BSPRN) students enrolled in the prelicensure nursing program

Projecting to enroll over 800 new students this year in Prelicensure BSN



CLINICAL INTENSIVES

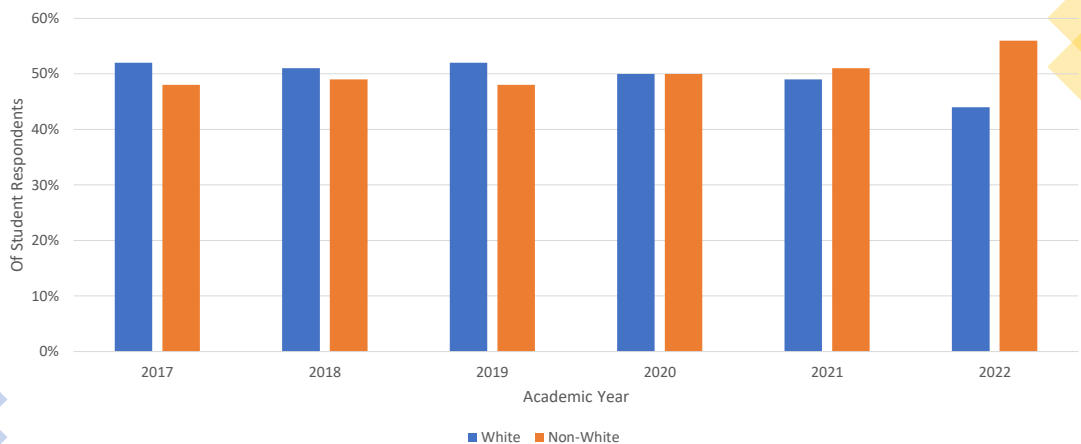
- Occur the last 2 years of the program
- 3-4 times a year
- 2-3 weeks in length (except capstone)
- 12 hours shifts
- Follow the clinical coach/preceptor schedule
 - Days, nights, weekends, holidays
 - Reduces reality shock



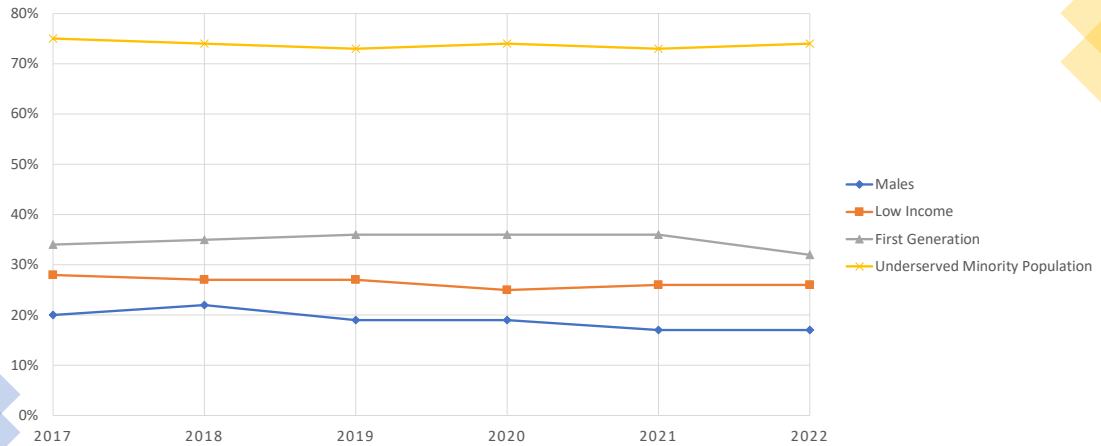
Research on Underrepresented Students in BSN Program

- Nursing schools that diversify their student populations impact the diversity of the nursing workforce (Aul et al., 2022)
- When a more diverse cohort of students are recruited and admitted, the learning environment is improved through more inclusive opportunities to learn (AACN, 2020).
- Nursing overall is lacking in demographic diversity such as gender, first generation students, economic indicators, and military members (AACN, 2020).
- The goal is to capture social determinants of applicants, consider life obstacles, and be more inclusive of non-preparatory college high schools that lack a 'go to college' culture. In capturing these characteristics, faculty may find it helpful to give more weight to certain responses over other interview questions, e.g. applicants' answers to the question about resilience, as this factor has been shown to be important to persistence (Kennel & Smith, 2017).

Prelicensure BSN Student Diversity Data (2017 – Present)

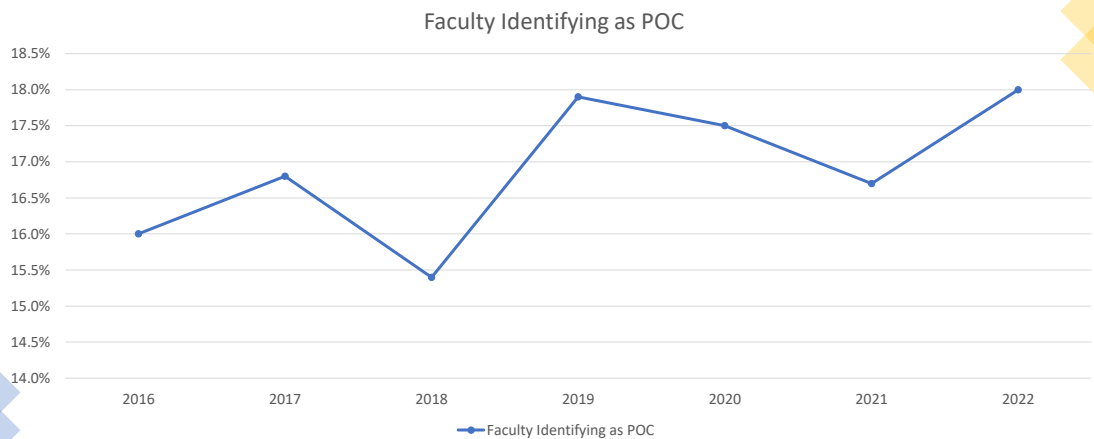


Prelicensure BSN Student Data (2017 – Present)



15

FT Prelicensure Faculty Data (2017 – Present)



16

Admissions

- Holistic Admissions
 - Holistic admissions method looks at multiple sources of information to get the fullest picture of each applicant's potential.
 - The order in how the data is reviewed can reduce bias.
 - Committees need to comprise of more than nursing faculty
 - Focus on EAM—Experiences, Attributes, and Academic Metrics
 - Letter of Intent
 - Resume
 - Previous Healthcare Experience
 - Degrees (other disciplines)
 - TEAS
 - Reading
 - All others cumulative
 - Science GPA
 - Enrollment Counselors (ECs)



17

17

Student Support - Success Centers

- WellConnect
 - Offers guidance and support to deal with issues that get in the way of accomplishing academic, professional, and personal goals
 - Free
 - 24/7
- Writing
- Math
- Student Success
 - Academic confidence
 - Career services
 - Computer skills
 - Goal setting
 - Learning styles
 - Life balances
 - Online communication
 - Stress management and coping strategies
 - Study skills
 - Test anxiety
 - Test-taking skills
 - Time management

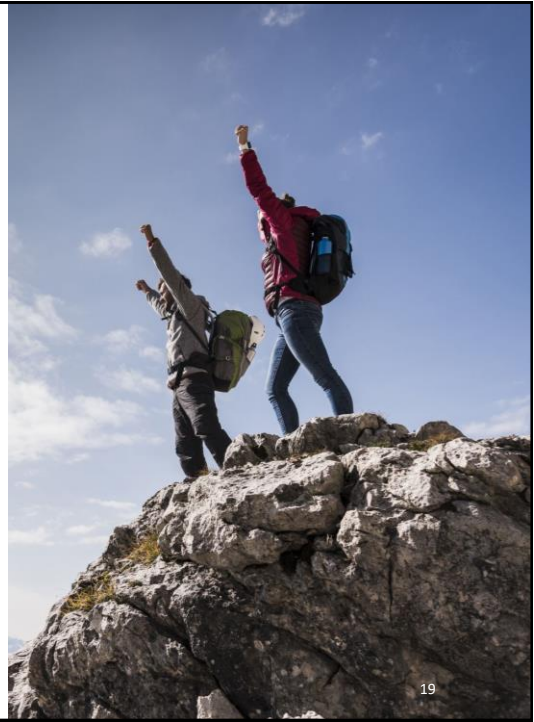
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18

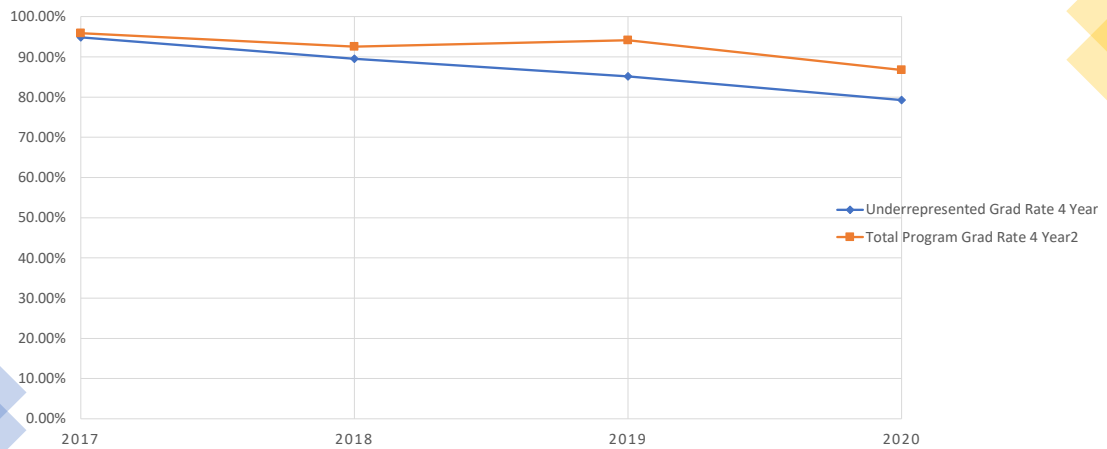
18

Student Support

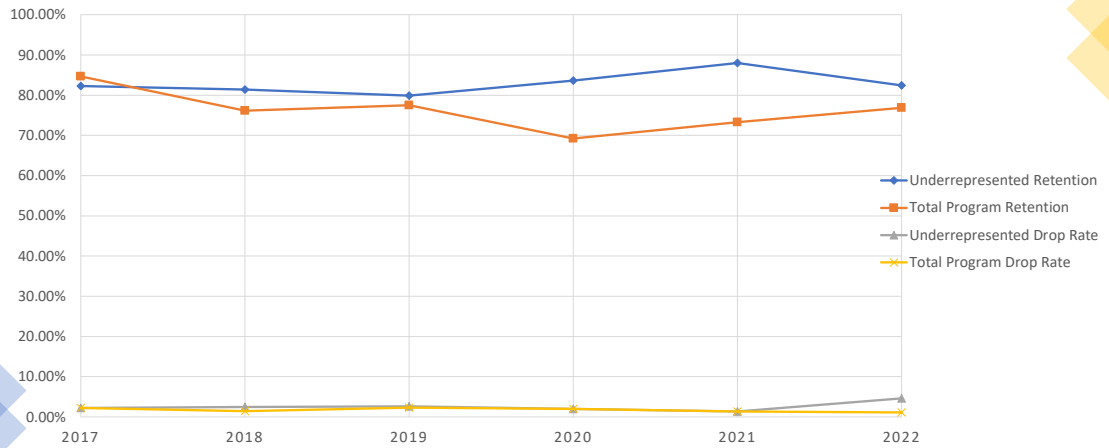
- Mentors
- Financial Aid (Responsible Borrowing)
 - Military
 - Loans
 - Scholarships
 - Grants
 - Income Share
- Term Breaks
- Boot Camp Style
 - Lab/Clinical
- Cohorts



Graduation Rate

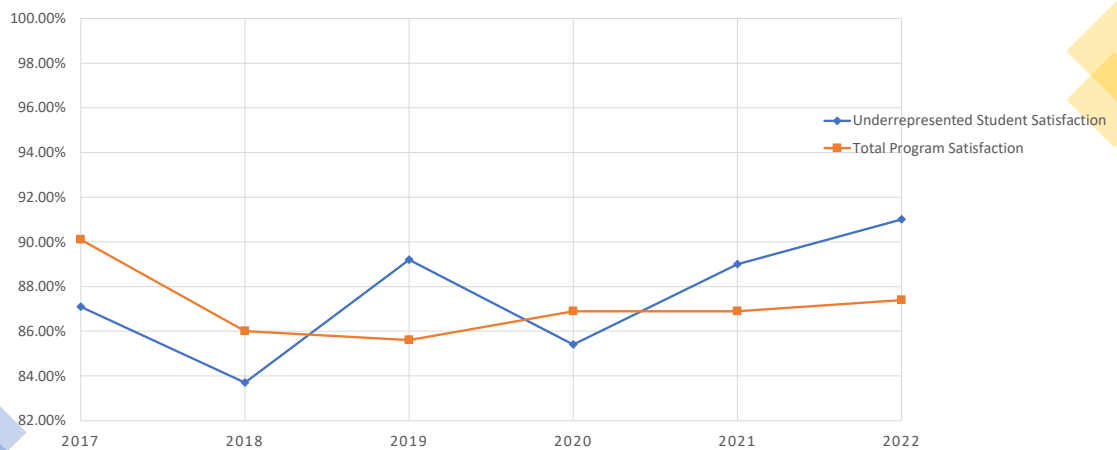


Student Retention and Drop Rate



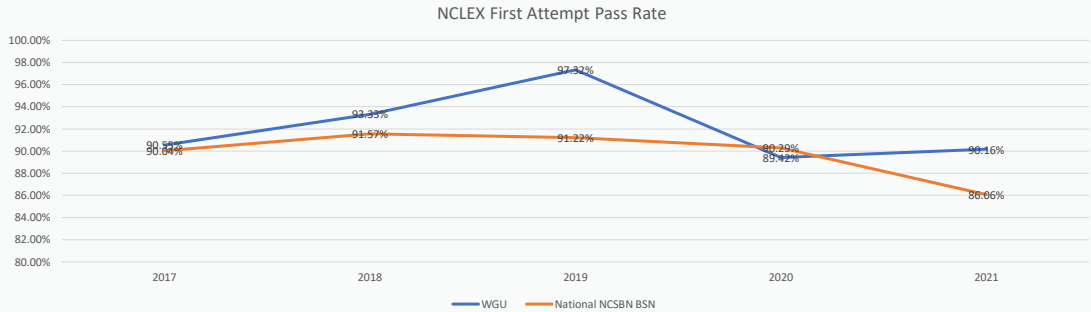
21

Satisfaction Outcome Data



22

NCLEX Pass Rate



| | 2017 | 2018 | 2019 | 2020 | 2021 |
|------------------------|--------|--------|--------|--------|--------|
| WGU Pass Rate | 90.55% | 93.33% | 97.32% | 89.42% | 90.16% |
| National BSN Pass Rate | 90.04% | 91.57% | 91.22% | 90.29% | 86.06% |



WGU MICHAEL O. LEAVITT SCHOOL OF HEALTH

TRANSFORMING HEALTHCARE AT ITS CORE

Value-based and patient-centered healthcare is the antidote to our fee-for-service model. WGU embeds value-based practices in its curriculum. WGU graduates help shift our healthcare delivery from the front-line, serving as nurses, care coordinators, and medical assistants, to healthcare administrators and healthcare educators.

PROVIDING PATHWAYS TO HEALTHCARE CAREERS

Creating success in high-demand careers in healthcare requires accessible pathways to start and progress in the field. WGU's Michael O. Leavitt School of Health has short-term micro-credential medical coding and medical assisting programs, nursing pre-licensure and bachelor's degree programs, and master's degree programs in healthcare management, IT, and informatics. WGU's advances in healthcare learning are advancing medicine.



Built with guidance by nursing and healthcare experts and with clinical partnerships across the country, **WGU grads are impacting the country's health system. In 2021, more than 17% of all RN to BSN graduates in the nation were educated at WGU. For the same timeframe, nearly 20% of the national graduates with MSN Nursing Education degree grads are from WGU.**

References

- American Association of Colleges of Nursing (2020). Promising practices in holistic admissions review: implementation in academic nursing (white paper). AACN. <https://www.aacnnursing.org/Education-Resources/Tool-Kits/Holistic-Admissions-Tool-Kit>
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- Kennel, K. D., & Smith, P. W. (2017). Academic persistence among nursing students: A concept analysis. *Journal of Nursing Education and Practice*, 7(11), 62–68. <https://doi.org/10.5430/jenp.v7n11p62>.

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