

## Pillars of Nurse Practitioner Student Success

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### Background

- The field of nursing is feeling the demand for an increased diverse and skilled workforce.
- Nursing Programs must evaluate inclusiveness of the student body and have supports in place for optimum student success.
- As Frostburg State's Nurse Practitioner Program enters the fifth year, the program continues to seek ways to improve diversity and inclusiveness in the admission process and support services, and strategies for successful completion of the respective certification test.

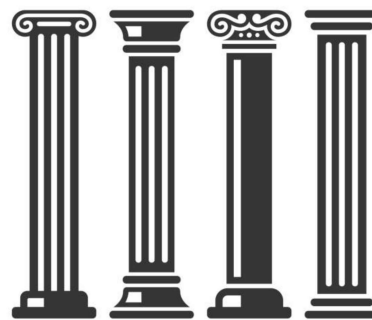
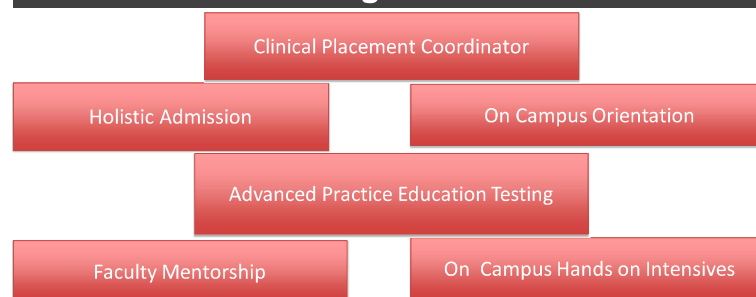
### Purpose

The purpose of this poster is to discuss strategies used to support students in their admission and educational journey.

### Methods

- All applicants are interviewed.
- All interviews occur with two faculty, one serving as a blind interviewer.
- A holistic approach is taken with the recommendation of admission beyond grade and testing metrics to include considerations of resiliency, leadership, professional roles, and past life experiences.
- A mandatory two day on campus orientation is attended. Lead by faculty with topics including introduction to online learning, professional communication, best documentation practices, library orientation, critical thinking exercises, use of evidence-based data, and APA review. Students create support groups and mentorship begins.
- Students have scheduled touch points with the clinical placement coordinator.
- On-campus intensives include hands on activities and continues to assist students to build on critical thinking strategies.
- The curriculum has included Advanced Practice Education Testing (APEA) at strategic intervals through the program to assist with certification prep.
- The faculty is devoted to support and mentorship of our students.

### Figures



### Results

- 100% (n=17) of nurse practitioner graduates from Frostburg State University, both Family Nurse Practitioners and Psychiatric and Mental Health Nurse Practitioner concentrations have passed their certification on first attempt.
- 18% Diverse Student Body, 1% Male Ratio
- Attrition rate is 0.6%.
- 100% of graduates are working as Nurse Practitioners.



### Conclusions

- As the Nurse Practitioner program at Frostburg State continues to evolve the faculty and staff are fully invested in the success of our students, meeting their individualized needs.
- Through a blended program there is opportunity for frequent touch points with the students outside of the curriculum.
- Faculty mentorship starts at orientation as students meet the faculty and staff in person.
- Clinical placement support is crucial.
- Spaced formative evaluation allows self - assessment and can assist the student to better prepare for certification exam.

### Discussion

- The program is invested in the diversity and inclusion of our students.
- The program will continue to examine diverse recruiting efforts.
- The program has future opportunities to continue to grow curriculum to ensure that it is inclusive.
- The program is adding to the diversity of nursing in the state of Maryland and Tri-state area.

### References

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