

**Plan 2008 Phase II Programs & Initiatives
Outcomes Reporting Form
January 2007**

Your Institution: UW Oshkosh CON	
Program/Initiative: Workforce Diversity Grant	Year Established: 2003
Target Audience (check all that apply): Administration: ___ Faculty: x___ Academic Staff: ___ Classified Staff:___ Students:___ Campus Community: ___ Other:___ If other, please specify:	
Race/Ethnic Groups Affected by this Program/Initiative (check all that apply): African American/Black: x___ American Indian x:___ Latino/Hispanic: x ___ Southeast Asian: x___ Other Asian:___ European American:___ Other: x___ disadvantaged college students	
Cost of Program/Initiative:	Funding Sources: HRSA
Description: This project addresses Title VIII of the Public Health Service Act, Section 831, which focuses on nursing workforce diversity and authorizes grants to meet the cost of special projects to increase nursing education opportunities for individuals who are minorities and/or from disadvantaged backgrounds. This project proposes the implementation of activities that will address (1) pre-entry preparation, (2) creation of a collaborative outreach nursing program, (3) retention activities, and (4) cultural competence.	
Point Person(s):	Department/Unit(s):
Departments/Units/Groups Involved: University of Wisconsin Oshkosh, University of Wisconsin Oshkosh, College (UWOCON), College of Menominee Nation, (CMN), Area high schools, clinics and health care institutions	
Goals & Expected Outcomes: Purpose: The overall purpose is to increase the number of culturally diverse baccalaureate-prepared nursing students through educational collaboration and supportive activities designed to (1) increase the awareness of health professional careers among Native Americans and other minorities and/or disadvantaged middle and high school students; (2) establish a collaborative baccalaureate outreach nursing program in a format easily accessible and more readily acceptable to the Native American population; (3) increase the retention rate of students in the pre-professional and professional phase; and (4) prepare culturally competent nurses.	
Actual Measurable Outcomes for Plan 2008 Goals, Including Impact on Enrollment, Retention, and/or Graduation, and/or long term potential thereof. <ol style="list-style-type: none"> 1. Relationships were established with at least six area high schools having a high number of culturally diverse students, students were contacted, career fairs were established, high school counselor workshops were offered. 2. Twenty four nursing students were involved in the program, two graduated, three are in health related programs (LPN, AND, Public Administration), fifteen are currently in the program, and two were lost to attrition. Many retention activities were established including group and individual tutoring, assessment, special classes and counseling. For two years of the grant we were able to offer scholarships and or stipends. 3. A curriculum review was accomplished with cultural competence assessment. Curricular 	

adjustments were made accordingly.

4. Five cultural competence workshops were offered to faculty with the sixth being offered in April.
5. Cultural competence of faculty and students is being assessed.
6. A local chapter of NAINAINA (National American Indian Native Alaskan Nurses Association) was established at UWOCN by project personnel

Intersections Across Plan 2008 Goals:

1. Increase number of WI high school graduates of color who apply, are accepted, and enroll at UW Oshkosh.
2. Develop partnerships to build the educational pipeline by reaching children & their parents at earlier ages.
3. Bring retention & graduation rates for students of color in line with those of the student body as a whole.
4. Increase the amount of financial aid available to needy students and reduce their reliance on loans.
5. Increase number of faculty, staff, classified staff and administrators of color employed at UW Oshkosh.
6. Foster institutional environment and courses that enhance learning and respect for racial/ ethnic diversity.

Assessment Practices and Program Changes in Response to Challenges:

1. Assessment of students prior to being admitted to the UWCON is established.
2. The need for proactive intervention in at risk students is identified.
3. Tutoring is made available for all at risk students
4. Rigor has increased in the sciences at the tribal college.

Prepared by: Stephanie Stewart

Contact Info: stewart@uwosh.edu