

Nursing Workforce Diversity Workgroup
Diversity Action Plan, Revised 3/1/2021



OBJECTIVE	Plan of Action	Next Steps	Responsible Person(s)
1: Increase nursing faculty diversity by promoting and encouraging clinical nurses from underrepresented groups to consider teaching as a career path and encouraging faculty to serve as mentors for nurses who might be interested in teaching.	A. Create “marketing” tools to promote nursing education as a career path on the Michigan Center for Nursing (MCN) website. B. Expand use of ACEMAPP Mentoring program to help connect nurses interested in teaching with opportunities to learn from others.	1. Develop a series of videos on different educational roles available to nursing. 2. Create a faculty mentoring toolkit to be available on the MCN website. 3. Develop resources on the role of teaching for use in the ACEMAPP Mentoring program.	Kechi Iheduru-Anderson Karen Brown-Fackler Therese Jamison Connie Smith Carolyn Tieppo Naomi Ervin Melanie Brim
2: Increase nursing student diversity and provide support to minority students to improve student retention and successful academic progress	A. Evaluate use and effectiveness of holistic admissions policies.	1. Contact AACN to determine (1) what data they have on the use of holistic admissions policies and (2) the survey process they use to collect data. 2. Identify gaps in data and conduct a survey of nursing deans/programs directors to gather additional information on the use and impact of holistic admission policies.	Melanie Brim Anne Young Julie Kruse

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	B. Create resources to assist nursing programs in supporting diverse nursing students.	<ol style="list-style-type: none">1. Review and update the document, "Promoting Nursing Student Diversity Best Practices."2. Develop a "best practices" toolkit to be available on the MCN website.	Remy Bruder Vicki Ashker Gerry Infante CeCe Rutherford Tonya Bailey Melanie Brim
	C. Explore opportunities to recruit more minority students to the nursing profession.	<ol style="list-style-type: none">1. Partner with the Michigan HOSA Chapter to recruit more students of color to the nursing profession.	Gerry Infante Melanie Brim Mark Burley