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| **OBJECTIVE** | **Plan of Action** | **Next Steps** | **Responsible Person(s)** |
| **Address 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.**  **Increase nursing student diversity by providing support to minority students to improve student retention and successful academic progress across the continuum from admission to graduation to licensure.** | 1. Create tools to promote nursing education as a career path. 2. Expand use of ACEMAPP Mentoring program to help connect nurses interested in teaching with opportunities to learn from others. 3. Evaluate use and effectiveness of holistic admissions policies. 4. Create resources to assist nursing programs in supporting diverse nursing students. 5. Evaluate NCLEX pass rates to understand how underrepresented students perform on the exam. | 1. Develop a series of videos on different nursing educational roles featuring nurses from underrepresented groups. 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. 4. Contact AACN to determine (1) the survey process they use to collect data, (2) what data they have on the use of holistic admissions policies, (3) can they break out Michigan data, and (4) the cost of purchasing the data. 5. Determine feasibility of purchasing the AACN data. 6. 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. 7. Create a “best practices” toolkit on student retention and success strategies. 8. Develop plan to disseminate toolkit and resources to nursing programs and clinical teaching partners.   A. Contact NCSBN to determine if it is  possible to get demographic data for  NCLEX exam pass rates,  specifically race/ethnicity data.. | Kechi Iheduru-Anderson  Karen Brown-Fackler  Carolyn Tieppo  Naomi Ervin  Melanie Brim  Melanie Brim  Anne Young  Remy Bruder  Melanie Brim  Remy Bruder  Kendra Elam  Diversity Team  Diversity Team  Melanie Brim |