

**FUTURE OF NURSING™**

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA

**AARP** Foundation

Robert Wood Johnson Foundation



# American Indian and Alaska Native Students Practice, Manage, and Lead as Nurses in Indian Country: Celebrating 20 years of the *Caring for Our Own Program*

Virtual Workshop  
September 16-17, 2021  
Laura Larsson, PhD, MPH, RN  
Montana State University

## 1995 – 1998

Professor Emeritus Kathleen Chafey noticed differential attrition rates

## 1999 – Present

Grant funded program

## Present

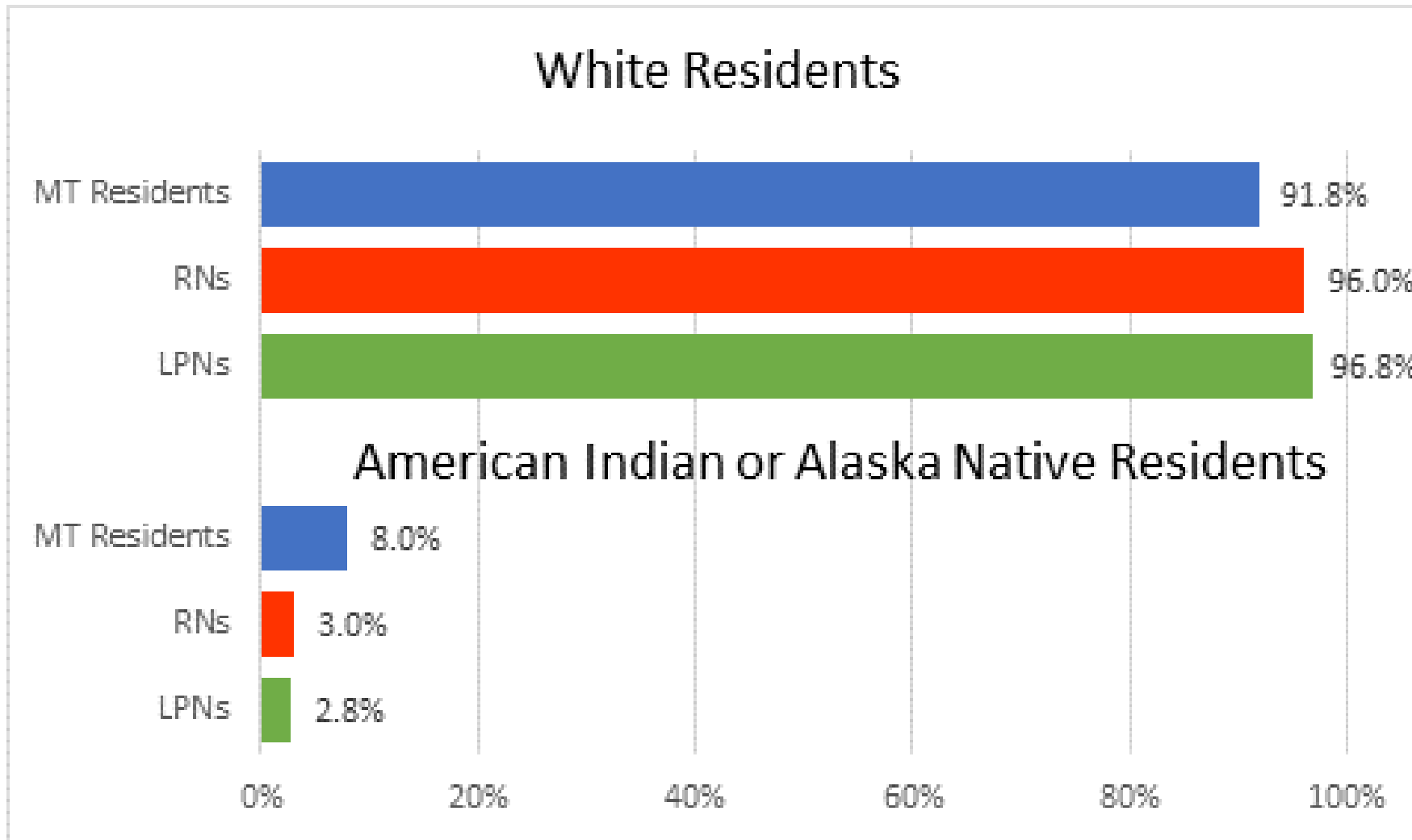
Parity in the classroom

## Future

Racial Concordance in the professional arena, health equity for AI/AN populations via

- Access to culturally responsive, clinically excellent care
- Access to primary care where they live

# Racial Composition of RNs and LPNs compared to Montana's Population



Source: National Council State Board of Nursing 2015 Survey. Montana estimates compiled by Montana Department of Labor & Industry. Montana racial composition from the 2014 American Community Survey 5-Year Estimates, U.S. Census.

# What Have We Learned in 20+ Years?

## Accomplishments

121 degrees conferred

90% work in Tribal Communities

Policy work

– DE-BSN

Retention is 66%

Growth Rate



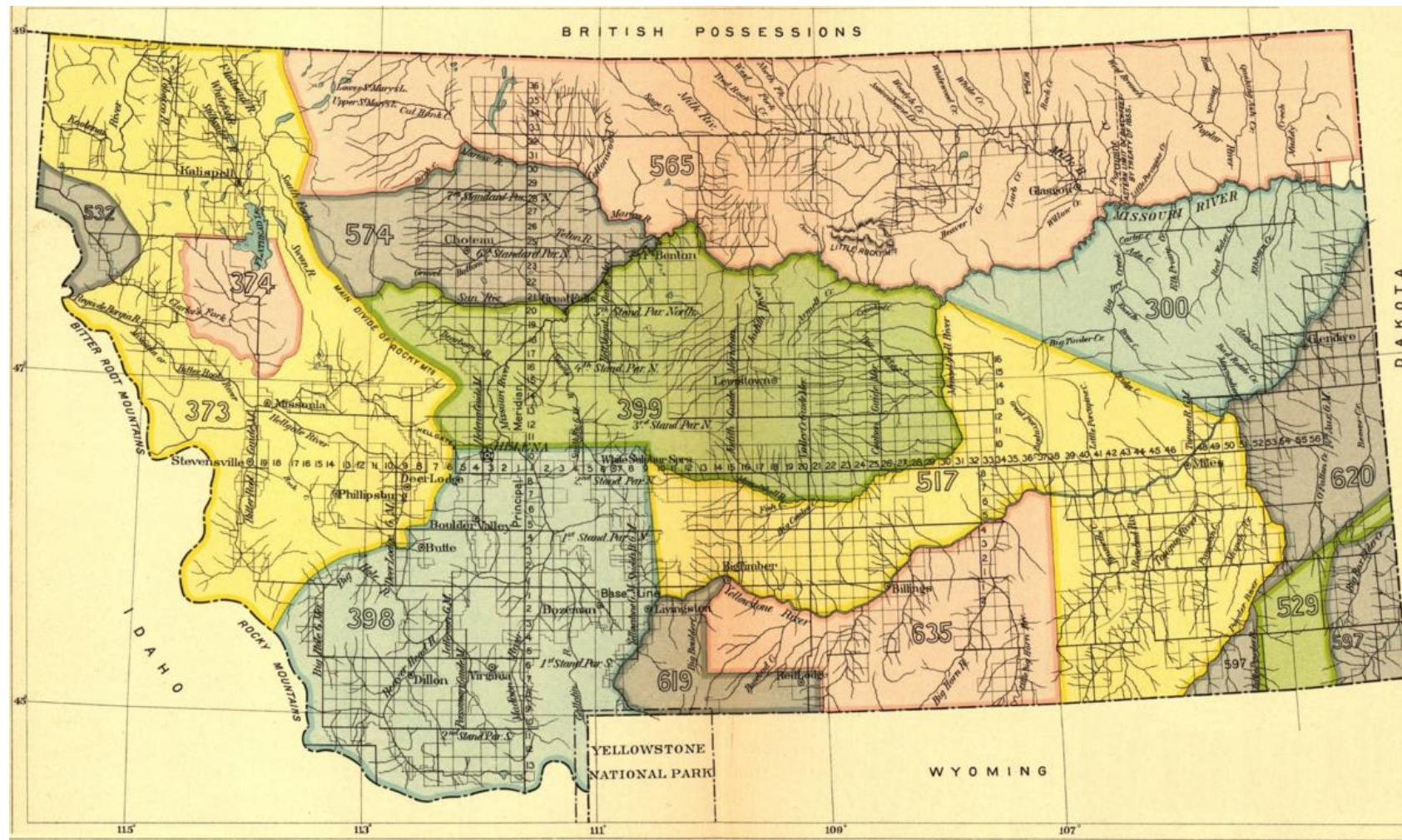


Image from Public Domain: Government Printing Office, 1889

# What Have We Learned in 20+ Years?

## Challenges

Unknown 1st time NCLEX  
pass rate

8.7 percent male

Pre-req. fraction dilemma

Use of metrics in Holistic  
Admissions



# RETENTION STRATEGIES

# Four Pillars Model of the Caring for Our Own Program

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**Photo Credit: Adrian Sanchez-Gonzalez, Montana State University**

## Sense of Place

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Photo Credit: Adrian Sanchez-Gonzalez, Montana State University

## Honoring Ceremony at Pinning



Photo Credit: Laura S. Larsson, Montana State University



Caring for Our Own Program Model, Four Pillars of Living Well: Sense of Place, Academic Readiness, Social Connection, and Financial Security

# Academic Readiness

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Photo Credit: Laura S. Larsson, Montana State University

*“Before coming to HOPE week I was wondering whether or not I truly wanted to do nursing or even stay here at MSU due to financial reasons. After gaining more knowledge and connections to places and people both on and off of campus I have now gained a new sight into what I want to achieve here at MSU. I have gained a new sense of community with CO-OP and my peers at HOPE week and I truly loved this experience!”*

# Academic Readiness

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Photo Credit: Laura S. Larsson, Montana State University



Caring for Our Own Program Model: Four Pillars of Living Well: Sense of Place, Academic Readiness, Social Connection, and Financial Security



## Social Connection

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Photo Credit: Laura S. Larsson, Montana State University

# Social Connection

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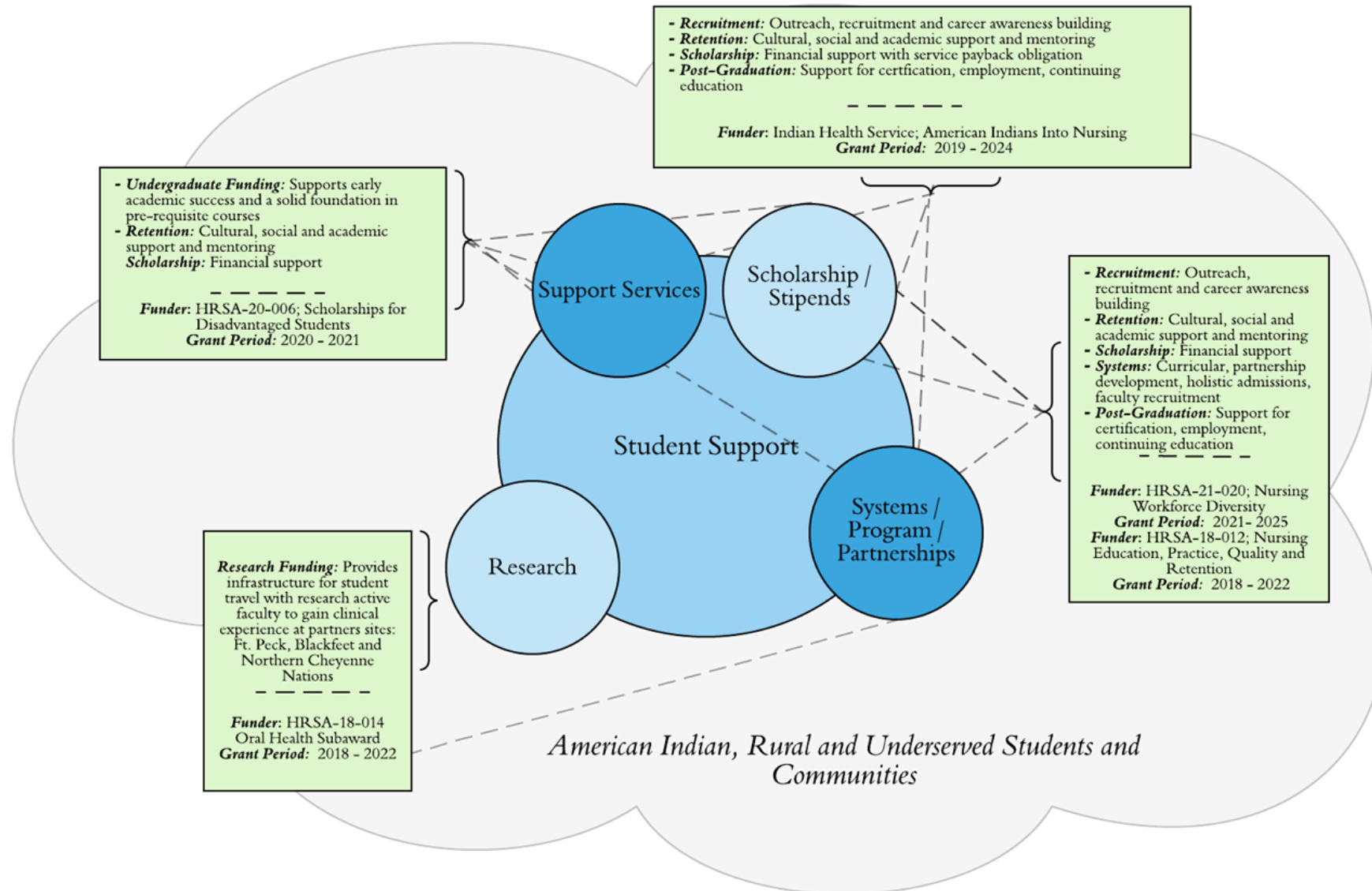


Photo Credit: Tom Schulz, Montana State University



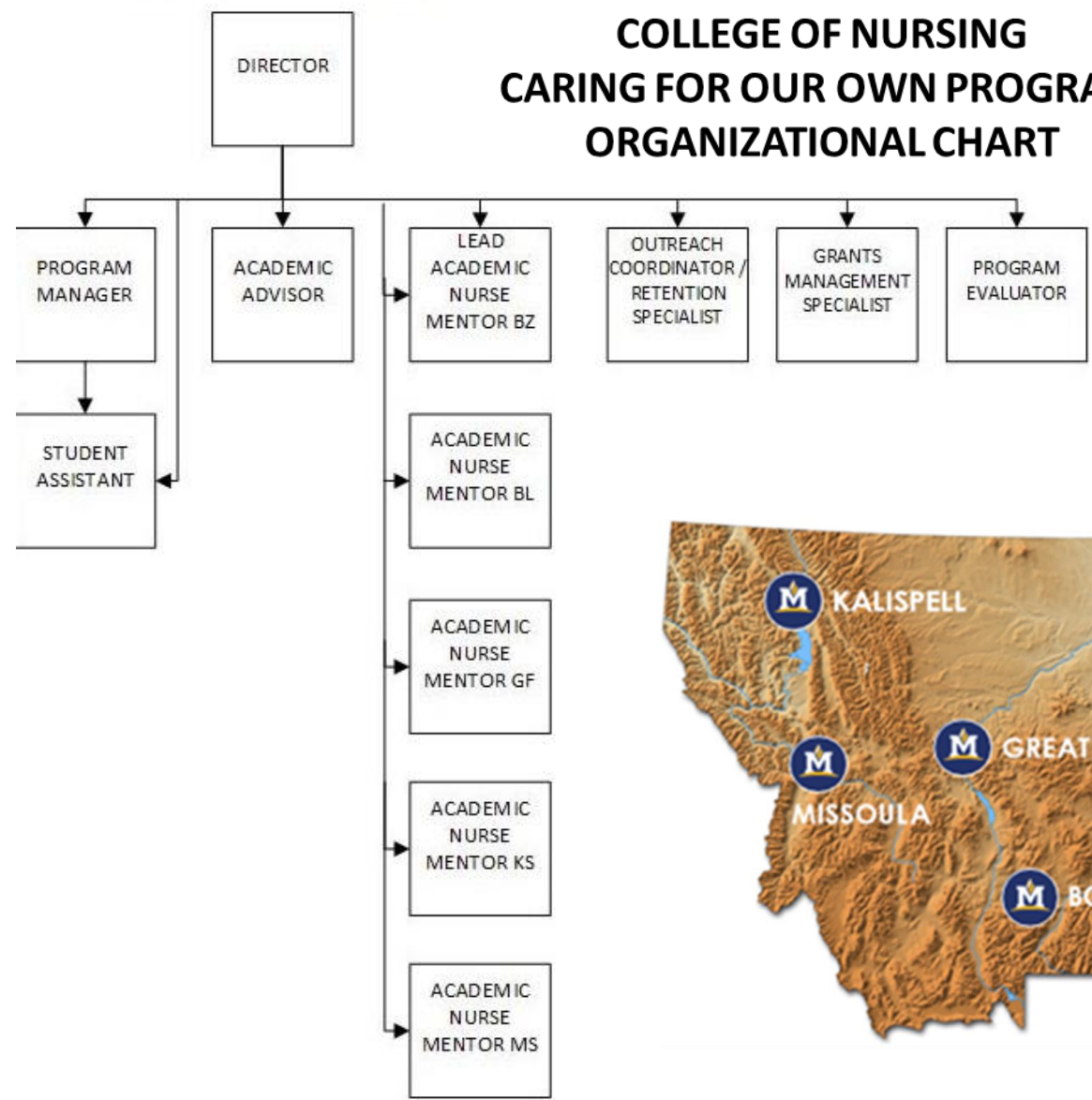
Caring for Our Own Program Model: Four Pillars of Living Well: Sense of Place, Academic Readiness, Social Support, and Financial Security

# MSU CON, CO-OP Student Grant Support



# ORGANIZATION & EVALUATION

### COLLEGE OF NURSING CARING FOR OUR OWN PROGRAM ORGANIZATIONAL CHART



# CO-OP Student Well-being



Photo Credit: Laura S. Larsson, MSU

# Implications

Keep recruiting

Improve retention

More AI/AN males

More AI/AN faculty

AI/AN Preceptors



Photo Credit: May Heriza, Montana State University



## Questions or Comments?

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