THE CHANGING FACE OF NURSING: 
Do Diversity Programs Work?

NATIONAL STUDY LINKS PIPELINE PROGRAMS TO INCREASED DIVERSITY IN NURSING

NURSES REPRESENT THE LARGEST PROPORTION OF HEALTH CARE WORKERS IN THE U.S.

Many schools of nursing have adopted programs to increase minority representation in nursing. In 2012, researchers at the University of Pennsylvania School of Nursing conducted a study of 164 NURSING SCHOOLS ACROSS THE U.S. to learn about their diversity efforts.

20% of schools had a nursing diversity pipeline program in place.

NURSING PIPELINE PROGRAMS OFFER AN ARRAY OF SUPPORTIVE SERVICES TO INCREASE DIVERSITY. THE MOST COMMON INCLUDE:

- ACADEMIC SUPPORT 88%
- MENTORING 85%
- PSYCHOSOCIAL SUPPORT 61%
- FINANCIAL AID 58%

LOacted in 17 states

DIVERSITY PROGRAMS SHOW PROMISING RESULTS

ENROLLMENT

ACROSS NURSING SCHOOL DIVERSITY PIPELINE PROGRAMS (2008-12)

- significantly INCREASED for Hispanic, Asian and Native Hawaiians/Pacific Islander students

GRADUATION RATES

ACROSS NURSING SCHOOL DIVERSITY PIPELINE PROGRAMS (2008-12)

- significantly INCREASED among Hispanic/Latino students
- DECREASED among Blacks/African Americans and Native Hawaiians/Pacific Islander students

MINORITY SERVING INSTITUTIONS (MSIs) ARE ENROLLING AND GRADUATING 3 TO 7 TIMES THE NUMBER OF HISPANIC AND ASIAN STUDENTS AS COMPARED TO NON-MSI PIPELINE PROGRAMS

WHAT PIPELINE PROGRAMS OFFER TO STUDENTS

Financial Support • Application Support • Intern/Externships
Academic Support • Psychosocial Support • Mentoring Support
Research Opportunities • Clinical Experience • Community Service
Community Partnerships • Workshops on Diversity • Career Development

ONE SIZE DOES NOT FIT ALL. Our research shows that the most effective diversity programs are those that customize their services to meet the individual needs of students from diverse backgrounds.

MOVING FORWARD. Pipeline programs play an important role in enrolling and graduating underrepresented minorities. Programs must be tailored, however, to meet the specific needs of racial and ethnic minority students. Efforts to diversify the nursing workforce must include ongoing investments to evaluate the impact of these initiatives. Our research represents a first step toward meeting this goal.

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