

Dear Dr. Harris,

We had our final Health Policy Ambassador meeting today and wanted to provide you with the information from the focus group we hosted with the UAB School of Nursing capstone course earlier this month. Overall, the students seemed pretty interested in joining professional organizations as 50-60% of the class raised their hands when we asked who was planning to join a professional organization upon graduation. We found it interesting that most students were interested in joining discipline or specialty related organizations like AWHONN. No students, to my knowledge, expressed an interest in joining more general organizations such as state nursing associations. The students had a positive view of the student nursing association at UAB and particularly expressed that they benefited in terms of leadership, collaboration, and mentorship. The students did not seem to understand all of the perks of joining professional organizations, such as getting to play a role in advocacy and policy change. We are sending concluding thoughts and recommendations to the SON faculty and wanted to provide recommendations for ASNA as well.

- Cater to students' interest in discipline-specific organizations.
 - ASNA could partner with discipline-specific professional organizations to increase interest and expand reach.
 - ASNA could create interest groups within the organization. For example, the American Public Health Association has interest groups such as reproductive health, nursing, community health, etc.
- Remove membership barriers.
 - Many students expressed that costs and a busy schedule may be inhibiting them from joining professional organizations. They also may not understand the potential benefits that would outweigh the cost and time commitment.
 - ASNA could offer an early-career membership for a reduced price to capture recent graduates. It could be a partial membership that does not include all of the benefits of being a full member. After a year or two, young nurses would have to decide to become full members or not be members at all. Most likely, they will understand the benefits of being a part of ASNA and will commit to the full membership.
- Increase interest through mentorship.
 - Students noted that one of their favorite programs offered by the student nursing association was the mentorship program that linked older students with younger students. They did not mention having the opportunity to connect with young nurses.
 - ASNA could start a mentorship program between young nurses in the organization and juniors/seniors in nursing school. This would be beneficial as it

provides the students with additional connections and it's a way to recruit these students to join ASNA upon graduation.

We are not sure if any of these programs already exist at ASNA, so sorry in advance for any repetition. We were excited that so many students were interested in joining professional organizations, but were kind of surprised that so many students wanted to join a discipline-focused organization right away. It does not seem that students understand the impact that advocacy can have on protecting the profession as a whole and are more interested in personal advancement/protection, which is some of the feedback we are sending to the SON faculty.

We hope ASNA finds this information beneficial! Thanks for being a community partner for the program this year. We also hope to see you on Friday if you are able to make it to the final celebration.

Sincerely,
Emma Kate, Pam, & Agasthya