BAMA-L NURSING WORKFORCE DIVERSITY GRANT: FOCUS ON MENTORSHIP

Health Resources and Services Administration (HRSA), D19HP30858-01-00 for Nursing Workforce Diversity, $1,764,575.

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BAMA-L (ALABAMA-LATINO)

- BAMA-L: Partnership with the University of AL and the National Association of Hispanic Nurses
- designed for ADN registered nurses who work full-time
- focused on increasing the number of baccalaureate prepared nurses and promoting graduate education
- online RN to BSN program and graduate programs, including our newly formed BSN to DNP program, will provide a pipeline for the Latino students to continue their education
- curriculum focused on experiential learning, using a variety of creative techniques to measure learning outcomes rather than just standardized testing
- Holistic Review Application process
FOR THE PURPOSE OF TODAY

- Mentorship
- Faculty
- Academic
- Professional
- Peer
- Alumni
• Latino faculty are available to students.
  • “see someone that looks like me.”
• the first person that students make contact with
• available throughout program to help them
• available to provide information and resources in the program
ACADEMIC MENTORSHIP

• For the process of admission enrollment, registering for classes, financial assistance

• Have specific academic mentors for students to be in contact with – they are assigned to them

• Have resources available through “College of Continuing Studies” – our online department which provides the students with mentorship as needed related to technology

• Specific person assigned to be a mentor to the students as they go through their pre-requisites, etc.
PROFESSIONAL MENTORSHIP

- UA partnered with the National Association of Hispanic Nurses
- BAMA-L students assigned NAHN member to mentor them through the program and continue support past the end of the program.
- Students are required to attend the national conference (grant provides them $1000 assistance to attend).
- Mentorship can be developed through other members of the organization.
Students are encouraged to mentor each other and help each other.

Students are told there is no competition – they can all be successful.

Students go through program in cohorts.
ALUMNI

• Mentorship with alumni of RN to BSN program (in first year)
• Mentorship with alumni of BAMA-L in 2, 3, 4 year
• Are there to provide support and answer questions
RECOMMENDATIONS

• Holistic Review
  • Interviews
  • Emotional Intelligence
  • Resiliency Training Program*
• BB Mentorship Room*
PEER MENTORSHIP BEGINS WITH THE RESILIENCY TRAINING PROGRAM

• Student go through a 1 hour resiliency training program

• Ambassadors of Compassion: RISE
  • Responsibility
  • Initiative
  • Service
  • Expectations

• Journal

• Dialogue

• Led by one Academic Mentor (from UA) and one Profession Mentor (from NAHN)

• Topics include:
  • Mindfulness
  • hope/optimism
  • compassion/empathy
  • risk of recovery from trauma
  • communication/disasters
  • culture & resilience
  • volunteerism/benefits
  • humor and positive emotion
  • work and family
  • brain plasticity
  • Forgiveness
  • maintaining resilient lives
Students can meet in the class room to talk.

Faculty have access to the mentor room.

Students can meet with their mentors alone or in a group.

Postings of information for students to use for mentorship and success in program.