



BAMA-L NURSING WORKFORCE DIVERSITY GRANT: FOCUS ON MENTORSHIP

Health Resources and Services
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Norma G. Cuellar PhD, RN, FAAN
Capstone College of Nursing
University of Alabama
Tuscaloosa, Alabama



Capstone College of
Nursing



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





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FACULTY MENTORSHIP

- 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.





PEER MENTORSHIP

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

BLACKBOARD MENTORSHIP ROOM



Students can meet in the class room to talk.



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



Faculty have access to the mentor room.



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