

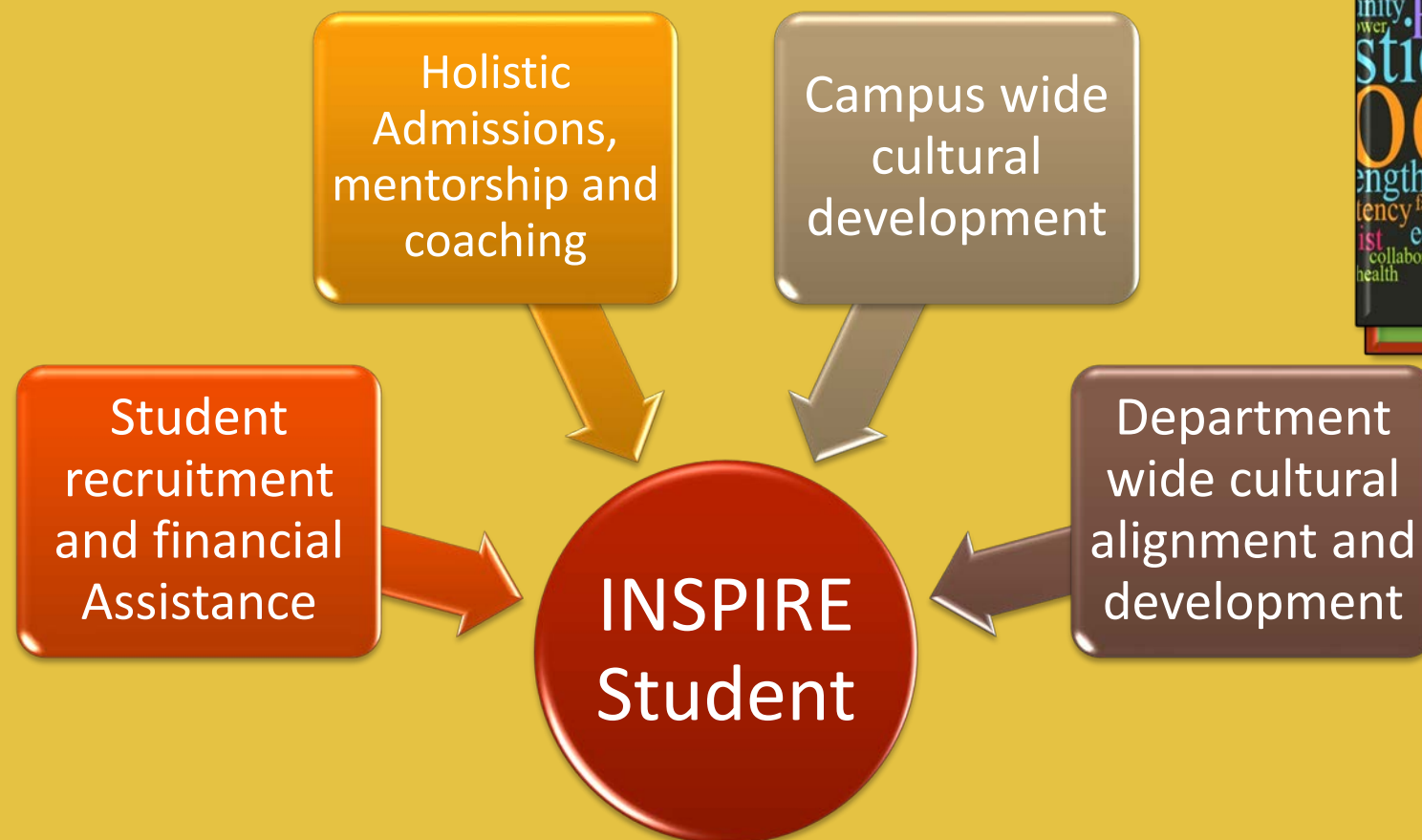
Abstract

The **purpose** of the Lourdes University Nursing Workforce Diversity project (**INSPIRE**) Increasing Nursing Student Professionalism, Integrity, Resilience, and Engagement is to increase nursing progression and graduation rates along with retention in the nursing practice for students who are from diverse and/or disadvantaged backgrounds--specifically those who are from racial and ethnic minorities backgrounds and are under-represented among registered nurses.

Introduction

The **INSPIRE program** incorporates a social determinants framework into a comprehensive, intentional nursing student success program using proven, evidence-based goals and objectives.

INSPIRE focuses on four **evidenced-based objectives**:



This capstone will focus on the objective of mentoring and coaching.

Methods



Nursing Success Coach (NSC) & Mentoring: The NSC is a nursing faculty member who will work individually with students to develop a success plan that will help provide support and resources throughout the students nursing program. All INSPIRE students are **required** to meet with the NSC twice per semester (unlimited access is offered as needed). Although the NSC is labeled as a coach they are considered as a mentor as well.



Social Work Success Coach (SWC): The SWC is a licensed Clinical Social Worker from the Lourdes University crisis center. The SWC will work individually with students to provide a variety of social and mental health resources. All INSPIRE students are **required** to meet with the SWC once per semester (unlimited access is offered as needed).



Nursing & Social Work Coaching Services

NSC

Individual Success Plan (ISP): Learning styles, Sounding Board/Support.

Building Skills: Time management, organizational, clinical reasoning, reading, and comprehension.

Tutoring & Study Skills: Math calculations, Med/Surg., Pharm, EKGs, Assessment.

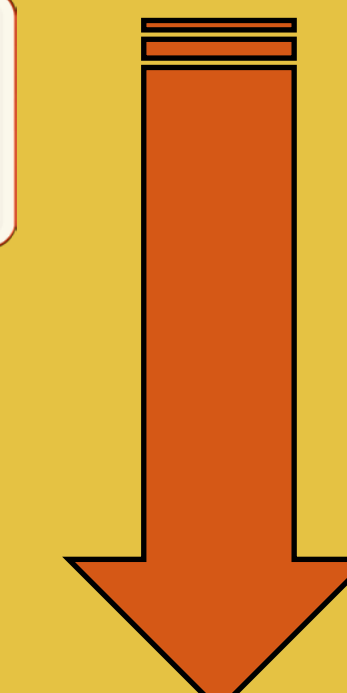
Testing Skills: Strategies to Reduce Test Anxiety & Test Preparation

SWC

Emergency Assistance (potential List): Housing resource, food, clothing, utility, legal

Behavioral Health (potential List): Self-care, outpatient, family, supportive counseling, stress management/strategies.

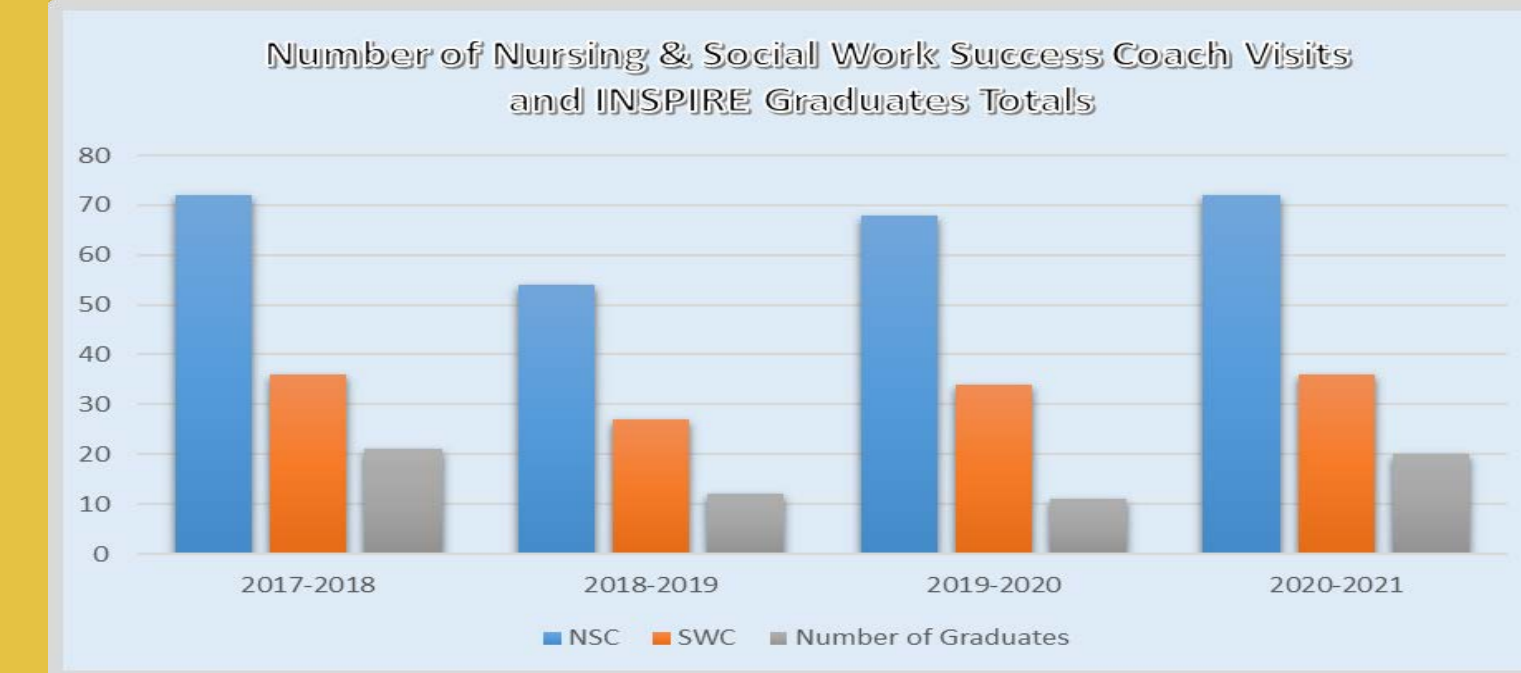
Other Supportive Services: Transportation, Legal, child care, and job referral.



Potential Outcomes

- **Increased recruitment** of diverse students.
- Improved nursing progression, retention, and graduation rates.
- Ongoing programs, support, and institutionalization of evidence-based **interventions**.
- **Increased diversity** in the nursing profession.
- Increase in sense of belonging and self-efficacy.

Results



References

- Jeffreys, M. (2012). Nursing Student Retention. New York., New York: Springer Publishing Company.

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Mentoring and Coaching in (INSPIRE): Increasing Nursing Students Professionalism, Integrity, Resilience, and Engagement

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DIVERSITY LEADERSHIP INSTITUTE



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diversity, equity, and inclusion*

Biography

Nydia Chatman, MA.Ed., has worked in higher education for more than 20 years. Receiving her bachelor's degree in Ethnic Studies with a minor in Education from Bowling Green State University and a master's degree in Educational Leadership from Argosy University in Atlanta, GA. Currently, she is the Facilitator of Recruitment, Project Events, and Educational Resources for the Lourdes University College of Nursing's Nursing Workforce Diversity Grant (NWD). She has participated in two HRSA funded projects over the past six years, as well as assisted in the development of several grant proposals.



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