



NJCU

Mentoring the Culturally
Diverse Nursing Student



NJCU

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3,221 mi / 5,184 K

Distance-New Jersey to Dublin



HRSA Grant

- This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS)
- **Grant Number: D 19 HP 26967**
- **Grant Title: An Academic-Practice Partnership to Transition Ethnically Diverse Graduates into Community Health Settings**
(\$293,237.00 a year for 3 years. Total is \$897,000)
- This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.”



Abstract

- This research study looked to determine how mentoring support for the culturally diverse Associate Degree Graduate Nurse impacted their journey through completion of their bachelor's degree in nursing.
- To meet strategic national goals of increasing access to quality health care, reducing health disparities and improving health equity in all U.S. populations, schools of nursing are seeking to diversify the nursing workforce to optimize provider alignment with challenged communities by enrolling students from these settings (U.S. Department of Health and Human Services, 2014).



Research Study

- IRB approved
- Design:
 - Descriptive research study
 - Mentoring evaluation tool
 - Purposive sampling of 14 RN residency nursing students
 - IRB approval and consent was obtained.



Residency Program

- Residency programs: a model intended to provide supplemental education within the context of the workplace through the provision of mentored, individualized clinical experiences American Association of Colleges of Nursing [AACN]
- Demonstrated to provide benefits through a variety of ways including:
 - **overall improvement** (Rush, Adamack, Gordon, Lilly, & Janke, 2013);
 - **additional attainment of knowledge through skills training, debriefing, and hands on self-care knowledge** (Pine & Tart, 2007)
 - **culturally congruent care based upon evidence** (Letourneau & Fater, 2015).



Residency Program New Jersey City University

- An academic-practice partnership was formed between New Jersey City University (NJCU) and two Associate Degree Nursing Programs, a Magnet Designated Medical Center and an urban Public Health Department to implement an innovative one-year RN-BSN program with a concurrent nursing residency.



Residency Program

- This enhanced one-year program provided diverse Associate Degree Nurse Graduates (ADGN) to put theory into practice by teaming up with preceptors at the Medical Center and Public Health Department for an intensive, hands-on clinical experience. The success of the ADGN students was accomplished through financial assistance, mentoring, and a comprehensive network of student support services.



Methodology

- At the end of their year long residency students were given the Mentoring Competency Assessment
- Likert scale 1-7



Participant Population: HRSA Students

- Diverse Students
- African American 8
- Hispanic 6
(Two students were male)
- Grade Point Average above 3.0 on a 4.0 Scale
- Accepted from (2) Associate Degree Partner Colleges with Articulation Agreements
- Scholarship provided for 60% of the college tuition or \$6,250.
- Additional Stipends of \$5,000 for Fall and \$5,000 Spring



Mentors

- Faculty
- Adjunct Faculty
- Clinical Partners
14 Mentors
- 7 African American
- 2 Hispanic
- 5 Caucasian
(two were male)



Results:

The five constructs rated the highest were:

- Impact of your Mentor as a role Model
- Providing Constructive Feedback
- Motivating Mentees
- Trusting Relationship
- Communication Style & Active Listening

all of which had a mean of 5.87 or higher
on a 1-7 Likert Scale



Mentoring Competency Assessment

Question Statement	Mean	Category
1. Impact of your Mentor as a role Model	6.1	Role Model
2. Providing Constructive Feedback	6.00	Communication
3. Motivating Mentees	5.92	Motivation
4. Trusting Relationship	5.87	Role Model
5. Communication Style & Active Listening (Tie)	6.1	Communication

n-14



Mentee statements

- “I felt very confident with her (preceptor) by my side when it was my time to provide nursing care. I have learned a lot as a result of the residency program. Sometimes I think how hard it would have been for me if I had to go to work without having gone through the residence program.”



Limitations

- Small cohort n=14
- One site, urban Northeastern USA
- Smart students (GPA above 3.0 on a 4.0 Scale)



Positive Outcomes

- All Graduates (who have completed residency) are employed
 - Specialties (Labor & Delivery, Medical Surgical Nursing, Emergency Department)
 - One Graduate chosen for marketing material for the National Hispanic Nurses Association
 - All graduates have gone back to their communities to present to their neighborhood schools about the program and mentorship received.



Graduates, Summer 2016



HRSA & NJCU

- Through the implementation of this HRSA funded 3 year grant, New Jersey City University will graduate 23 diverse BSN degree-holding nurses who have completed the residency and be highly marketable and employable post-graduation.





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Thank you

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