

**FUTURE OF NURSING™**

Campaign for Action

Robert Wood Johnson Foundation

**AARP**  
Real Possibilities

***Mentoring and More: Steps that Lead  
Towards Greater Diversity in Nursing***

May 23, 2017

Winifred Quinn, PhD

Adriana Perez, PhD, ANP-BC, FAAN

Piri Ackerman-Barger, PhD, RN

Amanda Quintana, DNP, RN, FNP

Casey Blumenthal, DNP, MHSA, RN, CAE

# Today's Webinar

- Hear details about diversity initiatives in Colorado and Montana, and learn how to take action in their own states.
- Discuss the value of group coaching for mentors working in minority communities or areas comprising underrepresented populations.
- Explore the importance of collaboration and relationship-building to sustain a diverse nursing workforce



**Winifred V. Quinn, PhD**  
**Director, Advocacy & Consumer Affairs**  
*Center to Champion Nursing in America*

# Today's Facilitators

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## **Adriana Perez, PhD, ANP-BC, FAAN**

**Assistant Professor, University of Pennsylvania School of Nursing  
Diversity Consultant, Center to Champion Nursing in America**



## **Piri Ackerman-Barger, PhD, RN**

**Assistant Clinical Professor,  
Assistant Director of the Master's Entry Program in Nursing  
Co-Director Interprofessional Teaching Scholars Program  
University of California Davis, Betty Irene Moore School of Nursing  
Diversity Consultant, Center to Champion Nursing in America**

# Today's Presenters

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**Casey Blumenthal, DNP,  
MHSA, RN, CAE**  
Vice President, Montana  
Hospital Association



**Amanda Quintana**  
**DNP, RN, FNP**  
Project Director; Coach-CTI

# ***Following the Road to Diversity in Montana***

**Casey Blumenthal, DNP, MHSA, RN, CAE**

**Vice President, Montana Hospital Association**

**Montana Action Coalition Co-Lead**

**May 23, 2017**



## Where We Started

- In 2011, the Montana Action Coalition (MAC) was formed along with the Montana Center to Advance Health through Nursing (MTCAHN), to implement the recommendations from the IOM's Future of Nursing report
- One of our original priorities at this time was to increase the number of BSNs in Montana; having only 2 baccalaureate entry programs in the state, most of our nurses were educated at the ADN level
- In 2012, MTCAHN applied for and received its first, 2-year APIN grant from the Robert Wood Johnson Foundation to help us with this priority

## The Context: APIN I

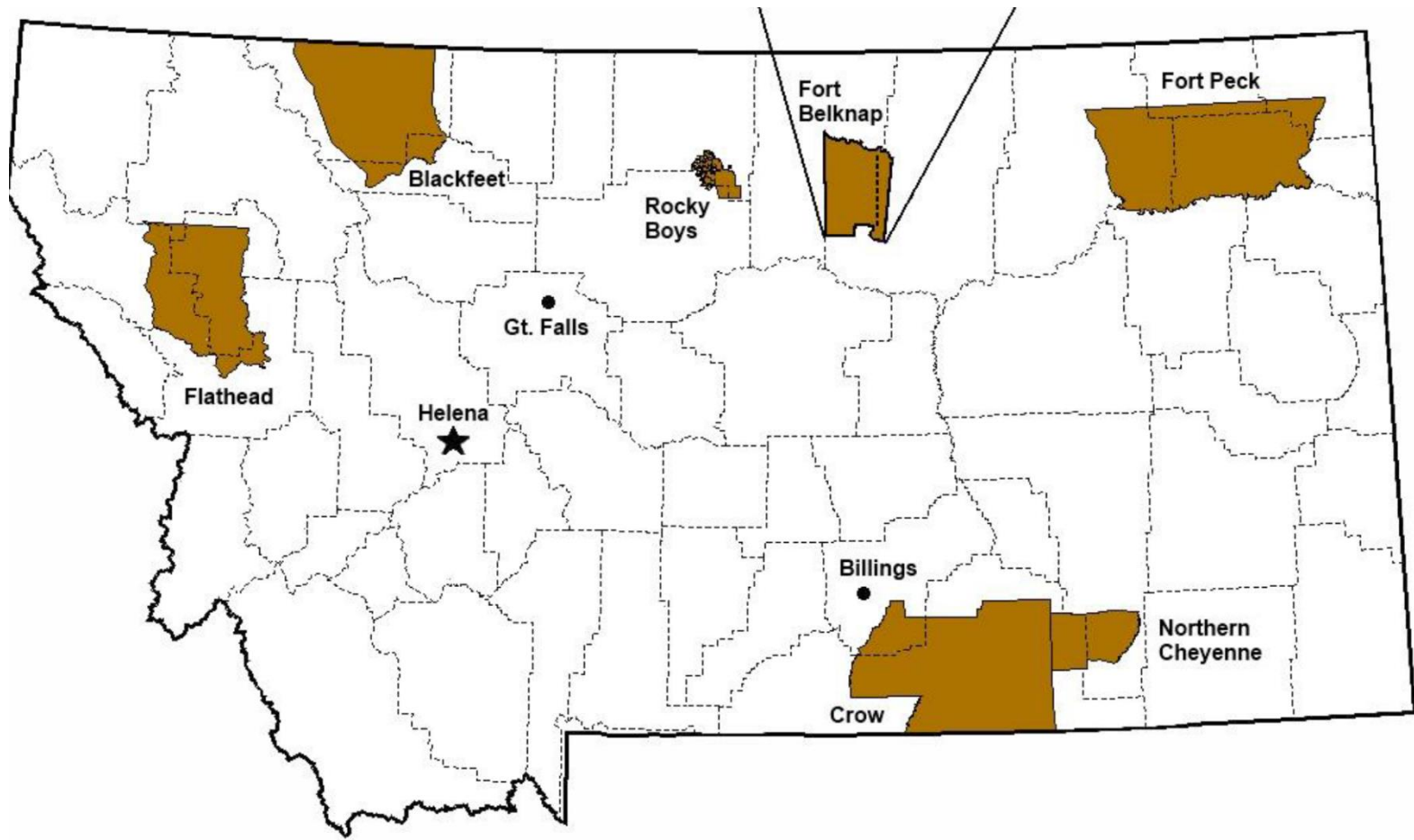
- Grant activities allowed the APIN team to establish relationships with all of the Montana nursing programs and many of the rural hospitals
- The team developed several videos, including Rural Nursing in Montana

- Additional goals included:
  - Creating an orientation course with contact hours for Nurse Preceptors, focused on community health and leadership/management for RN to BSN students
  - Designing and implementing a mentor program for BSN completion students (also with contact hours)
- Both of these programs continue today to provide support to nurses at all levels.
- A good example of a mentor program for Native American nursing students is the Caring for Our Own Program (CO-OP) at MT State University  
<http://www.montana.edu/nanurse/>



- In 2014, MTCAHN secured its 2<sup>nd</sup>, 2-year APIN grant.
- Specific to diversity, goal 3 was to increase the number of Native Americans that are in MT nursing education programs by 2016
- Representatives from the tribal colleges were asked to participate in the next APIN Site Visit, as were CO-OP staff
- HealthCARE Montana grant!

# MT Indian Reservations



- In spring of 2015, APIN team members conducted the Diversity Needs Assessment
- Site visits were made to each tribal college and the MT State University Caring for Our Own Program (CO-OP)
- Diversity data from all MT nursing programs was graphed for past 5 years.

- Simultaneously during this time period, a new ASN nursing program on the Fort Belknap reservation received approval from the Board of Nursing to begin accepting students in 2016
- Nursing curriculum for the two-year colleges underwent revision for both LPN and ASN programs
- Three APIN team members were invited to join the HealthCARE Nursing Diversity Committee

- For our 1<sup>st</sup> conference within the APIN II grant, we included a panel of Native American nurses and a healthcare transformation specialist at one of the tribal colleges who worked with the HealthCARE MT grant
- Attendees were very interested in what the panelists had to say, and it sparked a great dialogue

## Meanwhile...

- The Diversity Committee for HealthCARE MT met biweekly via conference call
- A strategic action plan was developed, intending to evaluate how better to include and assist Native American students in successful acceptance, retention, graduation from LPN or RN programs and progress to BSN and higher

# Subsequent Activities

- The CO-OP Mentoring Adviser has presented to the Student Nurses Association to promote culturally sensitive nursing care
- MTCAHN's 2016 Nursing Practice & Education Summit also included 3 Native American nurses from different situations to discuss their perceptions and experiences

## Next Steps

- 2017 Nursing Practice & Education Summit; opening presentation by Dr. Piri Ackerman-Barger, PhD.
  - Her session will be both informative and interactive, designed to stimulate dialogue and recognition
- Subsequent sessions will ALL focus on some type of diversity: generational, age, cognition, gender, etc.



## What Else We Can Do

- We will use feedback from this year's Summit to begin our planning for next year
- Encourage Native American nurses to become Clinical Resource Registered Nurses (these are kind of a 'prelude' to an official preceptor)
- Pursue our plan to develop leadership education for nurses in practice, encouraging Native American nurses to participate

## And, finally...

- Continue to encourage use of our Mentoring Workshop & Preceptor modules
- Revisit our AC action plan to review additional opportunities to continue the collaborative relationships with Native American education and practice
- Continue to support efforts for development and expansion of tribal college nursing programs
- Strengthen, sustain and maintain what works!

# Contact Information

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Montana Center to Advance Health through Nursing

<http://mtcahn.org>

<http://www.facebook.com/MTCAHN>

## Polling Question

Would you be interested in joining a learning collaborative on engaging Native American Students and Tribes?

A. Yes

B. No



**COLORADOCENTER**  
*for Nursing Excellence*

# ***Mentoring and More: Steps that Lead Toward Greater Diversity in Nursing A Colorado Perspective***

Amanda Quintana DNP, RN, FNP  
Project Director; Coach-CTI



# 4 Core Components to Project

## Mentoring Program

Emerging Nursing Faculty Support

Family Support Partnership

Transition to Practice

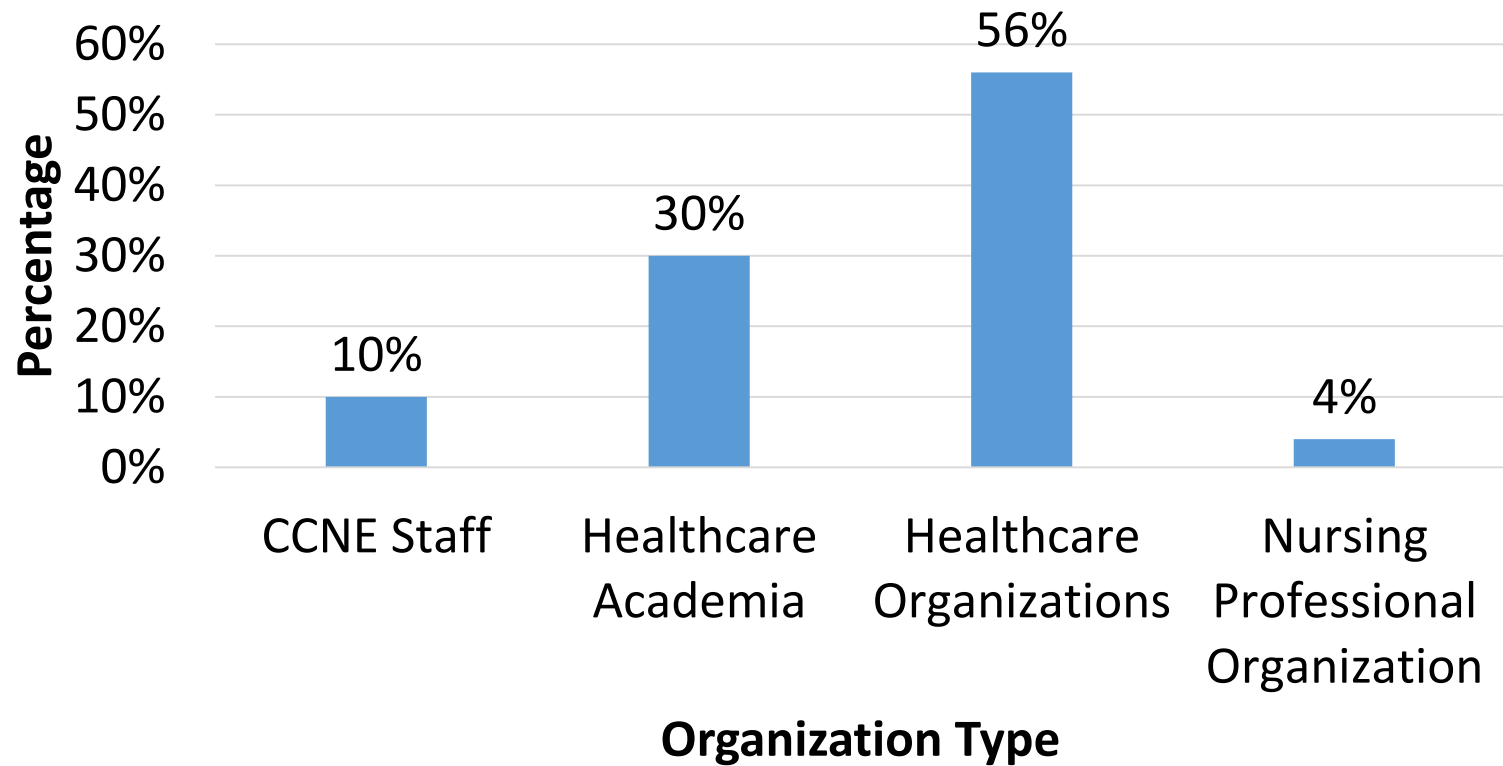
- Established Diversity Advisory Committee
- Reached out to Deans and Directors of nursing programs
- Reached out to clinical practice CNO's
- Researched and attended conferences and events delivered by those with similar interests
- Offered and invited stakeholders to Diversity Summit

**Visibility, Passion, Network,  
Influence**

## Nursing Workforce Diversity Project Advisory Committee

**N=30**

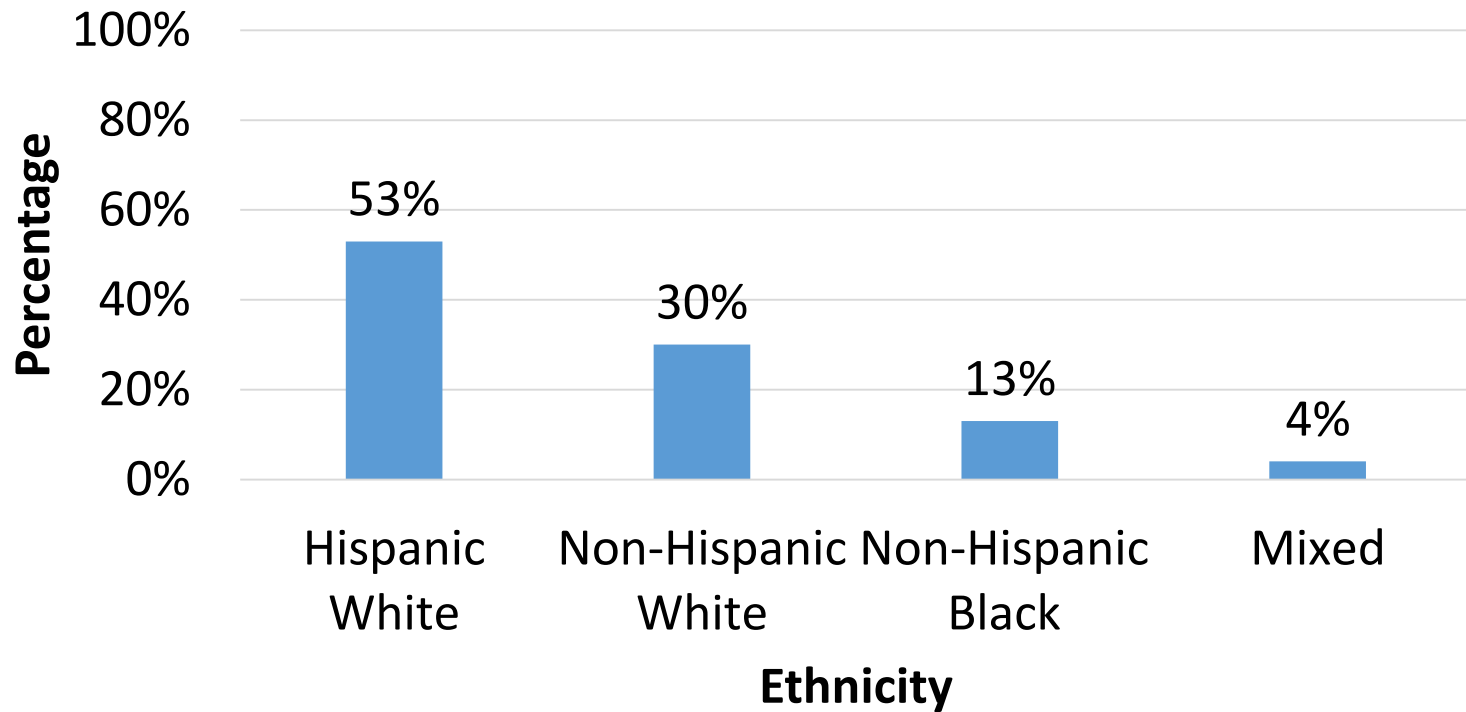
### Members by Organization





## Nursing Workforce Diversity Advisory Committee Ethnicity

**N=30**



- 2 day workshop
- Curriculum specific to learning how to be a mentor
- Diversity concepts integrated throughout
- Application process for matching
- 1 year commitment
- Monthly mentoring with biweekly check-ins
- 8 group coaching sessions post workshop

# MTI Course & Panelists

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# Mentoring Program Evaluation

## Process

- Survey
  - Students (2x/yr – mid & post)
  - Mentors (3x/yr – pre-mid-post)
- Tracking Forms
  - Group Coaching
  - Mentor/mentee visits
- Graduation rates
- NCLEX Pass rates
- Attrition rates
- Exit Interviews

# Overall Survey Outcomes

- Cohort 2 Survey Sample:
  - mentors (n=27)
  - Mentees (n=27)
- 87% Mentors rated MTI effective to very effective which indicated increase self-confidence and mentoring ability.
- Mentees scored 4.42 on a (1-5) scale suggesting moderate to extremely supportive Mentors

## Mentors Cohort 2: (N=27)

Gender (n)	Age Range	Hispanic or Latino N=16 59%	Non-Hispanic or Non-Latino N=11 41%	Highest Education Level
Female (26)	20-30 (5)	White (13)	White (4)	Associates (0)
Male (1)	31-40 (5)	Black or African American (1)	Black or African American (3)	Bachelors (21)
	41-50 (6)	More than One Race (1)	Asian (3)	Masters (4)
	51-60 (10)	Native Hawaiian (1)	More than One Race (1)	Doctorate (2)
	61-70 (1)			

## Mentees Cohort 2: (N=27)

Gender (n)	Age Range (n)	Ethnicity/Race (n)	Veteran Status	Nursing Program (n)
Female (24)	20-30 (16)	Hispanic or Latino (13) African American (3) Asian (6)	Veterans (2)	ADN (7)
Male (3)	31-40 (11)	More than 1 race (4) White (1)	Non-Veterans (25)	BSN accelerated (10) BSN traditional (10)

## Cohort 2 Success Rates

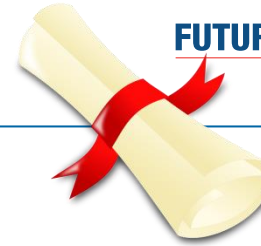
- To date 41% graduated
- 59% are still in school
- Cohort 2 has a mix of Junior and Senior students and various programs begin and end at different times
- 100% of those who have taken the NCLEX have passed!!!



# Attrition

N (12)	Reason for Leaving Program (per exit interview)
1	Student failed a course, mentor tried to keep mentee engaged but student did not keep in contact
2	Dropped due to family issues
1	Student changed major and dropped from this program
1	Student no longer in school
1	Student stated no longer interested
1	Student moved from Colorado
5	Students stopped participating – no reason given

## Accomplishments...



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*“...To everyone who made this program possible, my deepest gratitude goes to you. My mentor is that support I never even knew I needed.”*

*“I have had a positive experience. I would recommend every student nurse go along with a program like this. I have grown to be more professional and have higher self-esteem. My mentor has encouraged me to stay in school and be successful – this has helped me stay on track. Having someone to talk to when I need to, affects me positively mentally, academically, and spiritually.”*

*“Nursing school has been tough, especially with a special needs child. I am grateful for support from my mentor.”*

- ***National Presentations***
  - The National Forum of State Nursing Workforce Centers
  - Nurse Educators Conference in the Rockies
  - The National Association of Hispanic Nurses National Conference
  - Western Institute of Nursing Conference
- ***Outreach to other states***
- ***Publication***

# Questions?

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*Thank you!!*

## Polling Question

What are some barriers that you have come across when building a diverse nursing workforce in your state?

## Polling Question

How do you recognize/award your mentors and mentees for success?

# Questions or Comments?



**Press \*1 on your telephone key pad to ask a question  
(Please be sure to record your name after the prompt)**

**OR**

**Use the “chat” feature to send “everyone” a question.**



If you are having trouble asking a question, please click the “Raise Hand” button on the bottom right of your screen

You can find the recording, webinar summary, and additional resources by going to: [www.campaignforaction.org/webinars](http://www.campaignforaction.org/webinars).

## Upcoming Webinars

- *Building a Culture of Health with the National Black Nurses Association*  
June 22, 3-4 PM ET
- *Unconscious Bias*  
July 26, 2-3 PM ET

Register to receive webinar alerts at:

<https://campaignforaction.org/newsletter-sign-up/>



# Campaign Resources

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Visit us on the web at [www.campaignforaction.org](http://www.campaignforaction.org)  
For webinar resources:  
<http://campaignforaction.org/resources>

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ABOUT ISSUES OUR NETWORK BLOG RESOURCES GET INVOLVED Q

## Resources

### A LIBRARY AT YOUR FINGERTIPS

Help promote better health through nursing by tapping into hundreds of resources, including studies, toolkits, webinars, and other materials organized in the categories in which the *Campaign* pushes for action.

#### ISSUES

- Improving Access to Care
- Transforming Nursing Education
- Promoting Nursing Leadership
- Increasing Diversity
- Collecting Workforce Data
- Fostering Interprofessional Collaboration
- Building Healthier Communities

#### TOOLS & TIPS

- Academic Progression in Nursing (APIN)
- Advocacy
- Communications and marketing
- Funding opportunities
- Meetings
- Milestones (Dashboard indicators)
- News releases

- Organizational excellence
  - Fundraising
  - Internal operations
  - Stakeholder engagement
- Research
- State Implementation Program (SIP)
  - Grantee projects
  - Grantee resources
- Webinars

keywords

BY STATE

RESET ✕



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