

Cultivating Belonging and Resilience Through Servant Leadership

BRIM-SL: A Biblically-Informed Model for Inclusive Nursing Education



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Introduction

True Diversity, Equity, and Inclusion (DEI) go beyond surface representation. Rooted in biblical principles of love, justice, and human dignity, the Belonging-Resilience Integration Model with Servant Leadership (BRIM-SL) equips nursing students and professionals to cultivate inclusive and resilient environments where every individual can flourish.

Theoretical Foundations

- Social Identity Theory: In-group belonging is essential for identity and well-being.
- REST Model: Resilience through Relationships, Exercise, Self-Compassion, and Transformative Thinking.
- Servant Leadership: Lead with humility and a Christ-centered, service-first mindset.

Core Concepts

- Belonging without resilience = fragile inclusion.
- Resilience without belonging = isolating endurance.
- BRIM-SL integrates both for sustainable DEI transformation.

Belonging-Resilience Integration Model
Servant Leadership

**Belong**

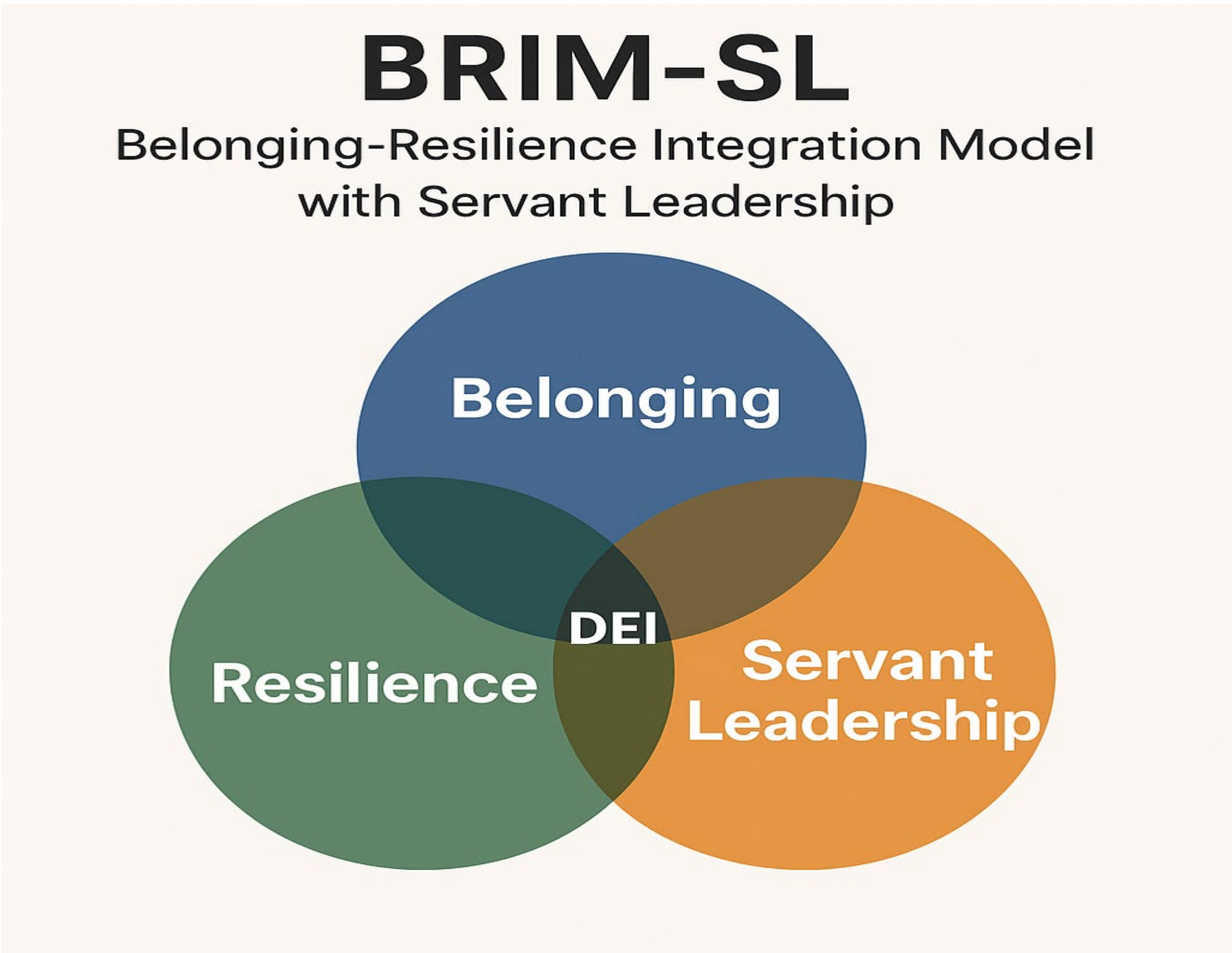
**Rise**



BRIM-SL: Belong. Rise. Lead

BRIM-SL Components

- Belonging: Foster inclusive, mission-driven communities.
- Resilience: Implement REST principles to promote well-being and peace.
- Servant Leadership: Lead with empathy, humility, and Christ-like love.



Why BRIM-SL Matters?

- Enhances retention of diverse talent
- Increases satisfaction and cohesion
- Reduces burnout and turnover
- Builds cultures of trust, equity, and grace
- BRIM-SL undergirds the DEI simulation developed from a biblical perspective.
- It equips students to navigate bias, engage in reflective practice, and develop character and compassion to lead inclusively in Christ's love.

Lead to Belong.
Build to Thrive.

BRIM-SL transforms DEI from a checkbox into a living, Christ-honoring culture.

REST: Model for Building Resilience

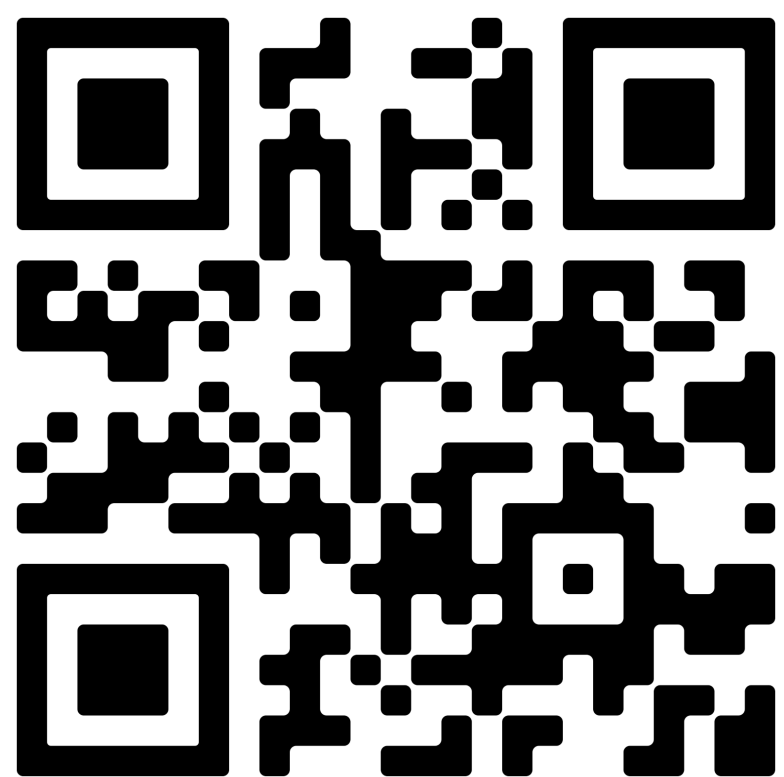
REST Components	Description
Relationships: With self, God/higher power, and Others	Self-awareness is the foundation for authentic connection with God, self, and others, vital for leading with purpose and integrity.
Exercise: Mind, Brain, Body, and Spirit	Engage in physical activity to enhance mental and physical well-being. Care for your body, mind, brain, and spirit; wholistic well-being strengthens our capacity to serve and sustain.
Self-Compassion: Commitment to Self-Care and Well-Being of Self	Practice kindness toward oneself, acknowledging personal struggles. Embrace your responsibility to nurture a balanced body, mind, and spirit to remain in God's peace.
Transformative Thinking: Reflecting, Evaluating Thoughts, Implementing Actions	Reframe negative thoughts through a faith-based perspective. Cultivate renewal, hope, and purposeful action through Christ-centered reflection.

Application Strategies

- REST-based workshops in onboarding
- Integrate DEI case studies into clinical judgment simulations
- Affinity and mentoring groups
- Identity-safe, spiritual care, trauma-informed leadership training
- Annual measurement of belonging and resilience

Summary Integration

BRIM-SL Element	Nursing Education Strategy
Belonging	Inclusive classroom culture, mentorship
Resilience	Wellness curriculum, growth mindset
Servant Leadership	Student-centered teaching, ethical leadership
DEI (Core)	Embedded equity practices, curriculum reform





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Santhiny Rajamohan, PhD, MSN, RN

Biography

Dr. Santhiny Rajamohan is a visionary nurse educator and transformative leader who models the power of resilience, faith, and servant leadership in academic nursing. As Dean and Chief Nurse Administrator at the University of Northwestern – St. Paul, she leads a Christ-centered nursing program dedicated to developing practice-ready nurses who lead with compassion, integrity, and cultural humility.

Born and raised in Sri Lanka, Dr. Rajamohan's journey through displacement and global transitions shapes her deep understanding of belonging, purpose, and holistic care. Her passion for nursing education is rooted in her belief that every student carries a God-given calling and that true transformation begins with nurturing the whole person: mind, body, and spirit.

Dr. Rajamohan is the creator of REST: A Pathway to Becoming Resilient®, a holistic model that fosters well-being through Relationships, Exercise, Self-compassion, and Transformative thinking. This model is embedded in faculty development and student wellness programming and has become a powerful framework for addressing burnout and promoting emotional and spiritual resilience within the nursing profession.

Her most recent peer-reviewed publication, "Use of the REST model to build resilience among nurses with implications for nurse educators," highlights the impact of this model and provides practical strategies for academic nurse leaders seeking to support students and faculty in times of stress and transition.

Dr. Rajamohan has also led efforts to build a strong culture of faculty support and leadership development. She implemented intentional structures for peer mentorship, reflective practice, and regular formative feedback to help nurse educators thrive both professionally and spiritually. Her leadership has fostered a culture where innovation, collaboration, and care for one another are deeply valued.

In addition to her leadership in curriculum innovation, Dr. Rajamohan has expanded transcultural nursing experiences that promote global service, cultural intelligence, and a heart for health equity. Her efforts provide students with opportunities to engage in cross-cultural immersion and understand the social determinants of health through a justice-informed, faith-based lens.

Her broader body of scholarship includes publications in the Journal of Christian Nursing, where she explores leadership, spiritual resilience, and biblical wisdom in nursing practice. Her writing, such as "Praying the Psalms as a Nursing Resilience Intervention," reflects her passion for integrating evidence-based care with Christian faith to strengthen nurses in both heart and mind.

As a 2025 AACN Diversity Leadership Institute Fellow, Dr. Rajamohan continues to advocate for inclusive excellence, mentoring future nurse leaders to become bold, compassionate change agents in their communities. She is committed to building nursing environments where every student is known, valued, and equipped to lead in light of God's truth.

Contact Information



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