



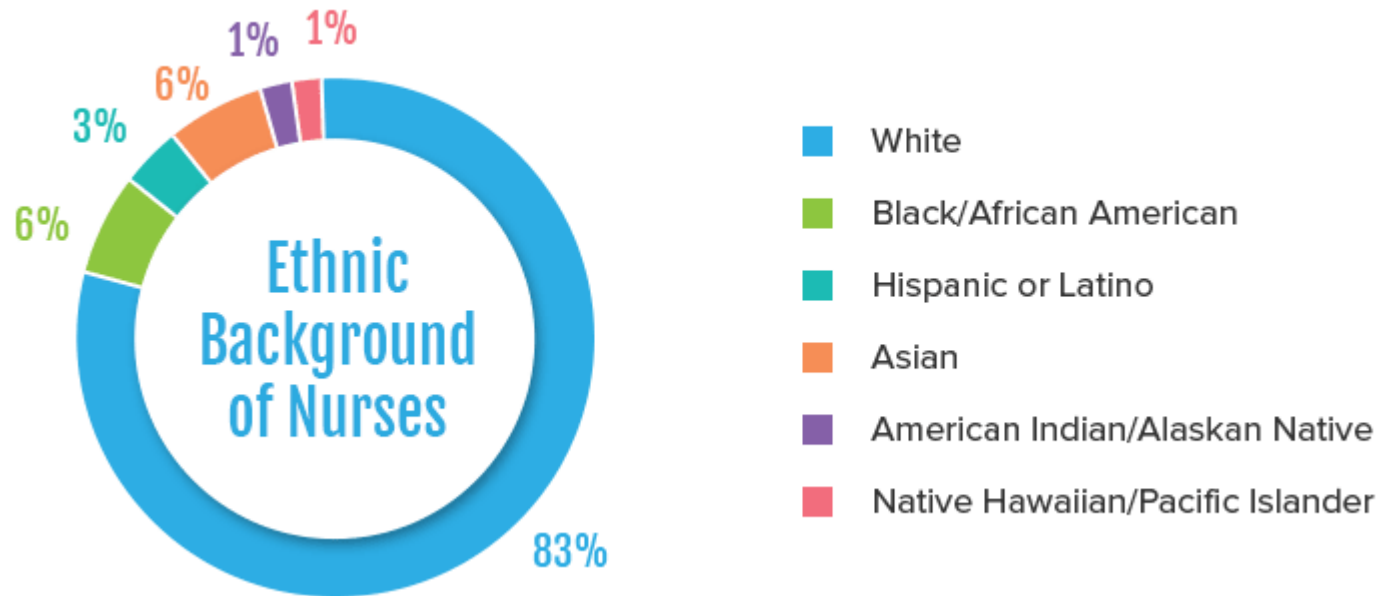
*Capstone College of
Nursing*

**A Nursing Workforce Initiative to
Increase the Latino/Hispanic BSN
Workforce**

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The Problem



The **BAMA** Latino Program
Funded

1.7 million over 4 years

HRSA Nursing Workforce Diversity

July 2017-June 2021

Purpose

The specific purpose of the BAMA Latino Program is to target and recruit 80 Latino Associate Degree Registered Nurses (ADN) and prepare them for a BSN via an online RN-BSN mobility program (BAMA-L) to promote academic progression through tailored resources.

Multiple Strategies

Financial
Resiliency
Mentorship



Financial

- Stipends
 - Per semester
 - Travel to Conference
- Scholarship
 - Pre-Requisites courses
 - RN to BSN courses



Resiliency

Non-Academic Course for 4 **BAMA L** Cohorts

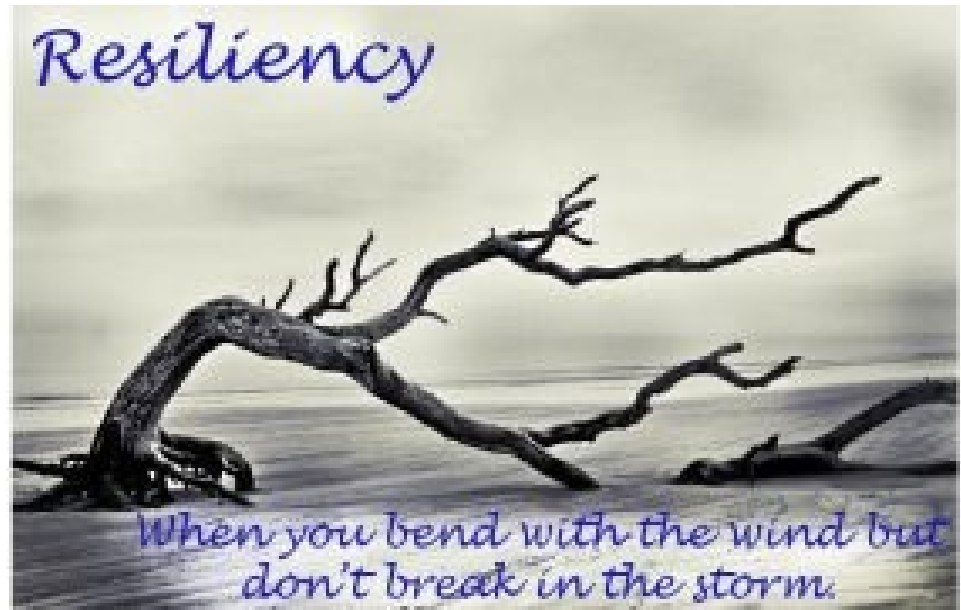
Effectively regulate emotions

Self Worth

Staying power

Time management

Socialization



Mentorship

National Association of Hispanic Nurses

Required Membership

Academic

Faculty

Advising

Peer

Alumni



BAMA L Progress to Date

Cohort 1

- 6 admitted
- 5 graduated
- 1 on part time plan
- 5 now serving as Peer Mentors

Cohort 2

- 19 admitted
- Expected Graduation this December (2019)
- Only 4 on part time plan

Cohort 3

- 29 admitted
- Graduation will be December 2020



The Big Picture

Minority, non-English speaking patients receive better interpersonal care from practitioners of their own race or ethnicity.



Greater health professions diversity leads to greater trust in healthcare.



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