

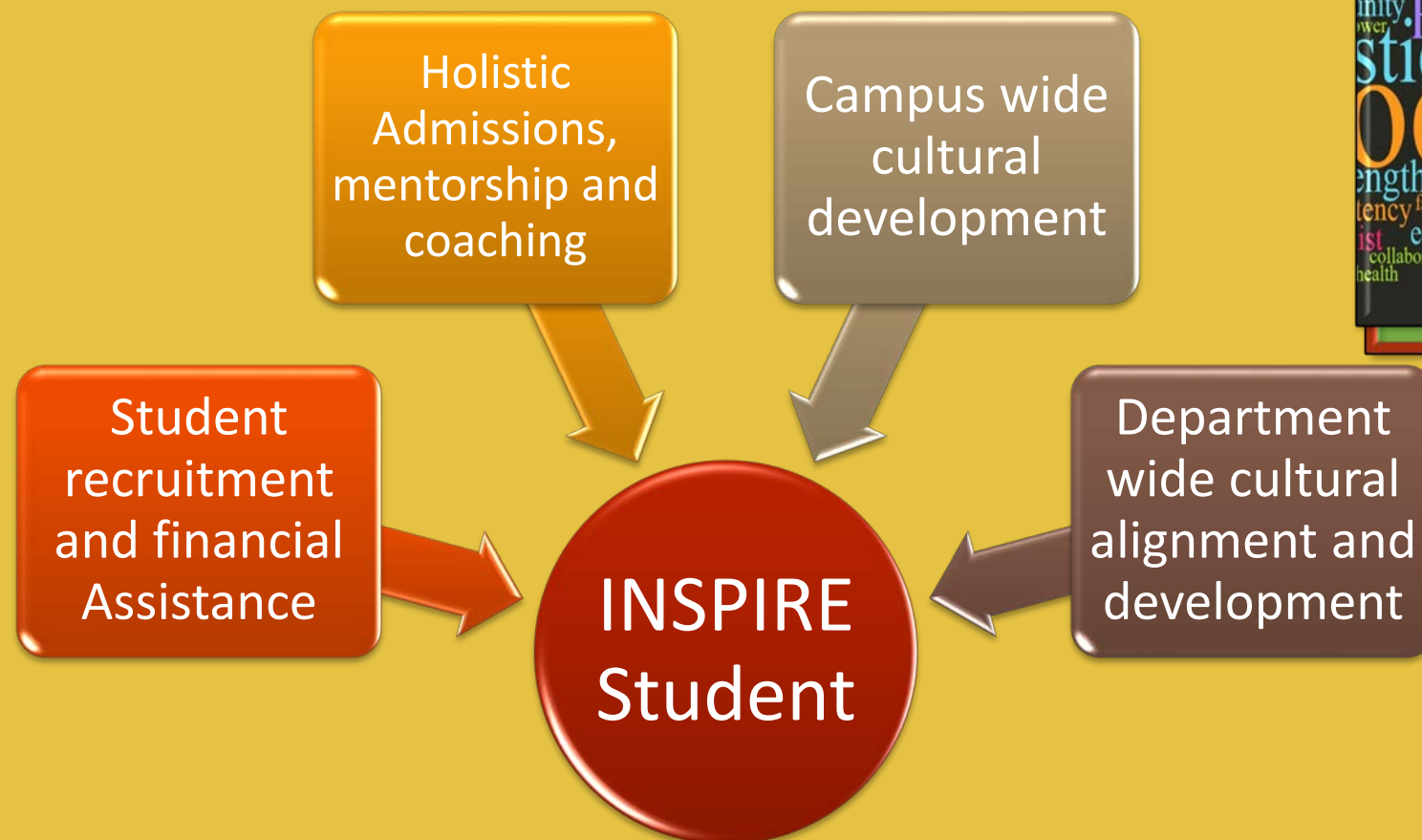
Abstract

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.

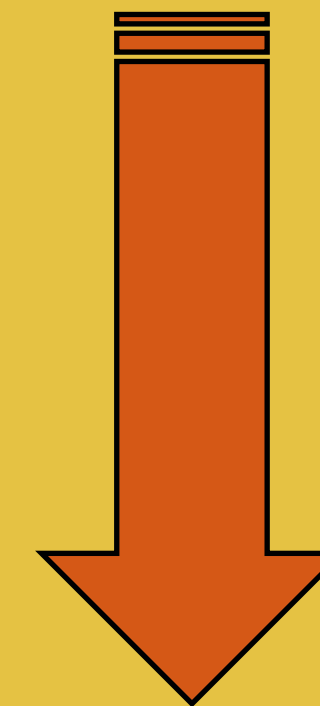
Testing Skills: Strategies to Reduce Test Anxiety & Test Preparation

SWC

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

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

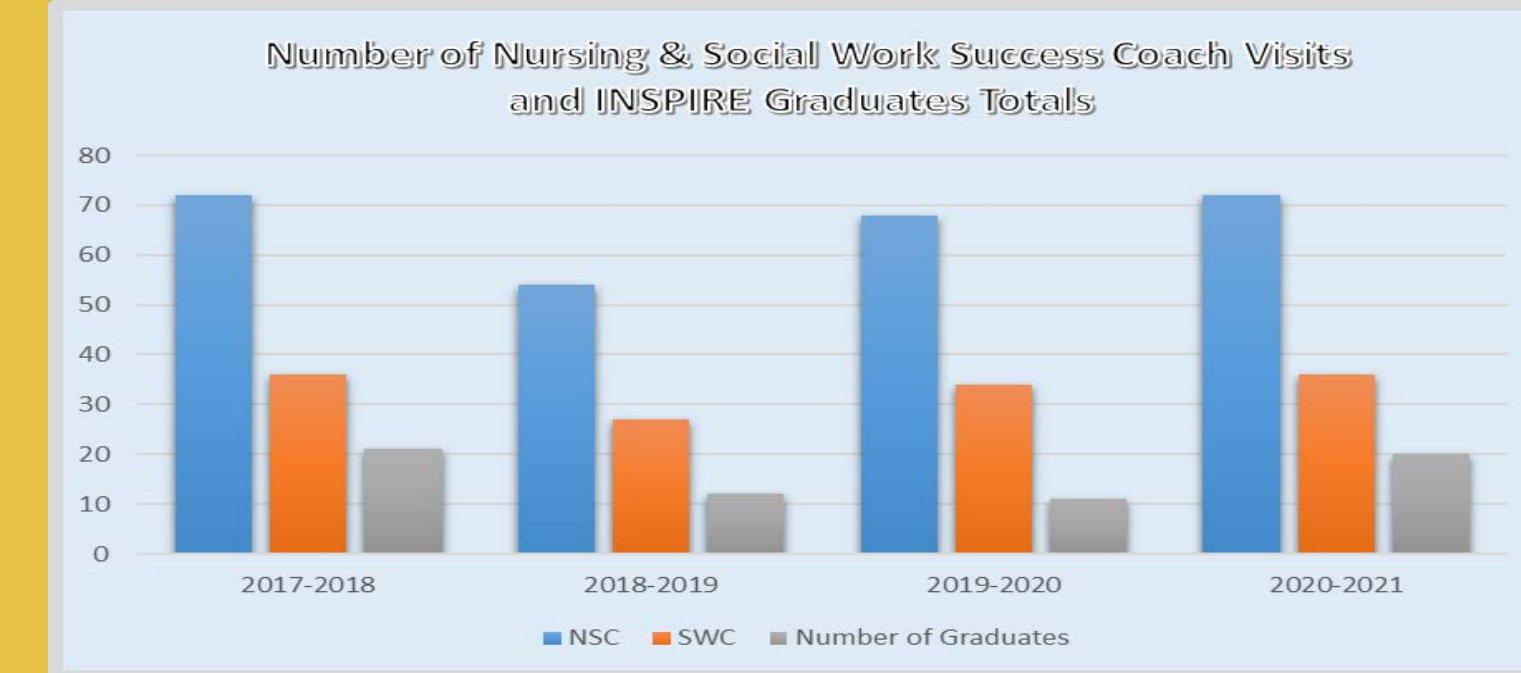
Other Supportive Services: Transportation, Legal, child care, and job referral.



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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