

Project Title: BAMA-Latino (BAMA-L)

Applicant Organization Name: The University of Alabama

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Requested Funds: \$1,764,575 total (\$1,729,981 Direct Costs + \$34,594 Indirect Costs)

Funding Preference: substantially benefits rural populations, substantially benefits underserved populations, substantially benefits public health nursing needs

Overview: According to the Bureau of Labor statistics, there are 2.7 million registered nurses (RNs) in the country with only 136,600 identified as Latinos.[1] The Latino nurses population has grown only 0.7% over the last 20 years. There is a dire need to increase the Nursing Workforce of Latino nurses at the baccalaureate level.

Objectives: The specific purpose of this Nursing Workforce Diversity program is to target and recruit 80 Latino Associate Degree Registered Nurses (ADN) and prepare them for a Baccalaureate Degree via an online RN-BSN mobility program called BAMA-Latino (BAMA-L). The short term objectives of Bama-L (for Year 1) are to:

1. recruit 20 Latino ADN in year 1 through a Holistic Review assessment in collaboration with NAHN based on financial need to enroll in BAMA-L in Fall of 2017.
2. increase the retention rate of Latino RN to BSN students from disadvantaged backgrounds to 95% of those who enroll in BAMA-L.
3. build partnerships with the National Association of Hispanic Nurses (NAHN) for input on diversity issues and program evaluation as well as participation in recruitment and mentorship for the Latino students.

The who, what, when and where: Latino students will have the opportunity to attend the #1 ranked online RN to BSN program in the country. BAMA-L supports Latino nurses by providing student stipends or scholarships for pre-entry preparation and the University of Alabama nursing RN-BSN bridge program as well as 1) academic and peer support, 2) mentoring from faculty, staff and other Latino nurses, 3) collaborations with the National Association of Hispanic Nurses (NAHN), and 4) a holistic approach to teaching and evaluation. We will use evidence-based strategies to increase recruitment, enrollment, retention and graduation tailored for Latino nurses. Latino nurses will be recruited through our external partner, the National Association of Hispanic Nurses (NAHN). Holistic Review will be used in the admissions process that will shift the focus on RN to BSN education to both success in the academic program and success as a member of the profession as a Latino baccalaureate prepared nurse. Evidence-based teaching approaches will be used to retain students in the nursing program.

Funding Preference: BAMA-L is a program that focuses on improving the care of vulnerable, underserved populations by advancing the education of associate degree nurses to a baccalaureate degree. The innovative and unique program will focus on teaching ADN-prepared Latino nurses throughout the country to function as part on an interdisciplinary healthcare team. The program will substantially benefit rural populations by improving education of Latino nurses who work in rural areas (i.e. migrant health), will benefit the health care outcomes of the underserved Latino population, and will benefit those nurses who are working in public health, where many Latino nurses may work to provide health care to Latino patients.