

## **Mentoring Program for Diverse Nursing Students 2023-2024**

The Colorado Center for Nursing Excellence has received Health Research and Services Administration (HRSA) funds to offer a mentoring program for ethnically and racially diverse nursing students who are underrepresented in nursing. The purpose of the mentoring program is to help diverse nursing students succeed in their nursing programs, and help students learn how to balance the many challenges of education, family life and employment while enrolled in nursing school. The long-term goal is to increase diversity in the nursing workforce.

This is a year-long program in which the student is paired with a trained nursing mentor who is an experienced clinical nurse. Mentors help students (mentees) clarify education and career goals and develop strategies to reach those goals by sharing insights and knowledge they have gained through their own experience. This skilled and knowledgeable expert is committed to a formal supportive relationship with a nursing student to assist and enhance their professional growth and academic achievements. They will also share valuable resources to mitigate any academic and non-academic challenges students may encounter.

This program is very robust and offers the following **benefits and services**:

1. Monthly **mentoring and support** from a trained nurse mentor for a full year
2. Access to free **tutoring**
3. **Resources** to help mitigate any academic and/or non-academic challenges during school
4. HRSA eligible students will receive a **stipend up to \$5,300** over 1 year to help with educational expenses for those who **fully participate** in this program.
5. A full day **Academic Success Course (ASC)** designed to orient students to all the benefits and expectations of the program and curriculum to help students prepare for the rigor of nursing school and navigation through any challenges. **The ASC course will be held September 16, 2023. Instructions and course details will be emailed to those accepted into the program, one week prior to the course. Attendance is mandatory in order to receive any funding or services listed above.**

### **Eligibility Criteria**

1. Must be enrolled in one of the following accredited undergraduate nursing programs in CO and New Mexico (ADN or BSN program) with the intent of staying in CO post-graduation: **Metropolitan State University, Colorado State University Pueblo, Otero College, and Northern New Mexico College. Must be actively enrolled in the nursing program through May 2024 and beyond.**
2. Must be a citizen of the United States, a non-citizen national of the United States, or a foreign national who possesses a visa permitting permanent residence in the US. **Individuals on temporary or student visas are not eligible and may not receive NWD grant support.**

3. Applicant must also meet HRSA’s racial and ethnically diverse criteria, as described below:
  - a. Racial and Ethnic groups underrepresented in nursing are defined by HRSA as: Black or African Americans, Hispanic or Latinos, American Indians or Alaska Natives, and Native Hawaiians.
  - b. Race and ethnicity in the US Census are self-identification data items in which residents choose the race or races with which they most closely identify and indicate whether or not they are of Hispanic or Latino ethnicity. Race and ethnicity are considered separate and distinct identities, with Hispanic or Latino origin asked as a separate question. Thus, in addition to their race or races, all respondents are categorized by membership in one of two ethnicities, which are "Hispanic or Latino" and "Not Hispanic or Latino."
  
4. Must meet HRSA’s economically and/or educationally disadvantaged background criteria as defined below:
  - a. **Economically disadvantaged:** An individual who comes from a family with an annual income below a level based on low-income thresholds, according to family size established by the U.S. Census Bureau, adjusted annually for changes in the Consumer Price Index, and adjusted by the Secretary of the U.S. Department of Health and Human Services for use in all health professions programs.

2023 HRSA Poverty Guidelines (200 percent of HHS Poverty Guidelines)			
Income Level**			
Size of parents’ family*	48 Contiguous States and D.C.	Alaska	Hawaii
1	\$14,580	\$18,210	\$16,770
2	\$19,720	\$24,640	\$22,680
3	\$24,860	\$31,070	\$28,590
4	\$30,000	\$37,500	\$34,500
5	\$35,140	\$43,930	\$40,410
6	\$40,280	\$50,360	\$46,320
7	\$45,420	\$56,790	\$52,230
8	\$50,560	\$63,220	\$58,140
For each additional person, add	\$5,140	\$6,430	\$5,910

\*Includes only dependents listed on federal income tax forms. Some programs will use the student’s family rather than his or her parents’ family. \*\* Adjusted gross income for calendar year 2022.

**SOURCE:** *Federal Register*, Vol. 88 No. 12, January 19, 2023, pp. 3424-3425

**If eligible for a Pell Grant, then deemed economically eligible to apply.**

- b. **Educationally disadvantaged:** An individual who comes from a social, cultural, or educational environment that has demonstrably and directly inhibited the individual from obtaining the knowledge, skills, and abilities necessary to develop and participate in a health professions educator or training program. The following are examples of a disadvantaged background. These examples are for guidance only and are not intended to be all-inclusive.
- i. Individual comes from a family that receives public assistance (e.g., Temporary Assistance to Needy Families, Supplemental Nutrition Assistance Program, Medicaid, and public housing).
  - ii. Individual is the first generation in the family to attend college.
  - iii. The individual graduated from (or at last attended) a high school with low SAT scores, based on most recent annual data available.
  - iv. Individual graduated from (or last attended) a high school that – based on the most recent annual data available- had either a:
    - a) Low percentage of seniors receiving a high school diploma; or
    - b) Low percentage of graduates who got to college during the first year after graduation
  - v. Individual graduated from (or last attended) a high school where – based on the most recent annual data available – many of the students are eligible for free or reduced-price lunches.
  - vi. Individual graduated from (or last attended) a high school with low per capita funding.

### **Who will be my mentor?**

You will be matched with a nurse mentor based on the answers you provide in the mentee application. All mentors have a minimum of a BSN, most represent diverse backgrounds and they share a wide array of experiences.

### **How do I Apply?**

Submit your **Diversity Mentee Application** which includes a 500-word essay describing: *Why you should be given this opportunity and how will it help you be successful?* **Please click on the following link to apply: [HERE](#)**

Save the Date!!! The application will Go Live on our website on August 10, 2023.

**The deadline to submit your application has been extended to August 27, 2023.**

Questions? Contact Amanda Quintana at [amanda@coloradonursingcenter.org](mailto:amanda@coloradonursingcenter.org) or call 720-699-7843, or Shemeza Habonimana at [schemeza@coloradonursingcenter.org](mailto:schemeza@coloradonursingcenter.org) or call 720-699-7852

*This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number D19HP30841, Nursing Workforce Diversity for grant amount \$554,906.00. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS, or the U.S. Government.*