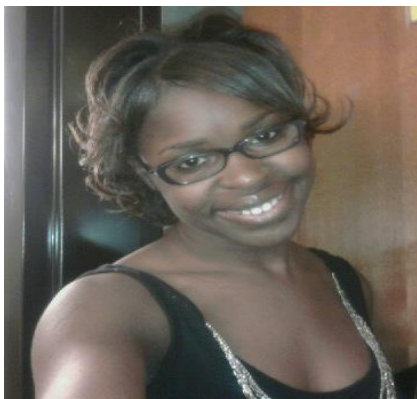


## UM-FLINT INITIATIVES FOR NURSING DIVERSITY

UM-Flint's Department of Nursing recently received a competitive \$1.2 million grant from the U.S. Department of Health and Human Services, Health Resources and Services Administration to assist with ongoing activities to increase the diversity of Flint's nursing workforce.

The three- year federally funded project, called the University of Michigan-Flint Initiatives for Nursing Diversity (UM-FIND), provides academic enrichment, personal and professional development, financial assistance and support services to underrepresented and disadvantaged high school and college students who reside in the Flint area are interested in pursuing a careers in nursing. UM-FIND programming consists of Future Nurses Clubs in Flint area high schools, a six week Future Nurses Institute summer program, pre-nursing tutoring and other support services for students interested in pursuing nursing at UM-Flint. With the exception of the Future Nurses Club, each program provides students with financial assistance in the form of stipends or scholarships ranging from \$700-\$4000 for full time participation.

UM-FIND high school and college programs have displayed consistent growth in previous years due to an increase in parental and student interest.



*"Being a part of the UM-FIND pre-nursing cohort has helped me grow mentally and I've learned the difference between school and life. In school you're taught a lesson then given a test whereas, in life you're given a test, which teaches you a lesson. What I like most about this program is all the support that comes from the staff. It just motivates you to want to succeed even more, knowing that you have a good support system is always best. I'm glad I was able to connect with UM-FIND because it has helped me become closer to my dream."*  
- Sharon Hollamon, Pre-Nursing Cohort participant.



*"One of the items that I have utilized in the UM-FIND program is the mentor service, which provides me with educational and emotional support. The program also has key personnel from the Nursing Department who are involved in the program and are very supportive in my personal pursuit of a nursing degree."*  
-Thomas Stewart, UM-Flint Maize and Blue Scholar & BSN Program Graduate. Mr. Stewart is currently serving as an officer in the U.S. Army.



*“I had the opportunity to be a student participant of UMFIND in 2005 during the first grant cycle. The staff was very instrumental in my success as a nursing student. UMFIND assisted with the ACTS mentoring program in connecting me with a nurse and mentor who was such a positive influence not only in my educational journey but even now in my nursing career. Currently as part of the UMFIND staff I can see how the program has taken shape and the positive impact that UMFIND has on many students. As a student UMFIND was such a blessing to me, and to be able to turn it around and now bless students that were like myself has become full circle for me!” –Jeneen Hinkle, UMFIND BSN Education Case Manager.*

An ongoing and priority concern for educational programs preparing nurses, health care institutions, and policy makers is the under-representation of racial and ethnic minorities in the nursing profession. The UM-FIND project works towards meeting the nursing workforce needs in a geographical region which continues to experience economic struggles, workforce shortages, significant underrepresentation of nurses from diverse backgrounds (particularly nurses who are of African-American ethnicity), and significantly fewer nurses than needed who are educated at the BSN level and higher. Thus UM-FIND aims to increase the number of nurses educated at the BSN level who are from underrepresented and disadvantaged backgrounds.

UM-FIND staff : Linda Knecht, Principal Investigator; Dr. Margaret Andrews, Co-Principal Investigator; W. KaNeesha Allen, Program Manager; Jeneen Hinkle, Nurse Education Case Manager; Delma Thomas-Jackson, Pre-College Program Coordinator; and Annette Patterson, Administrative Assistant.



For additional information about UM-FIND, please contact W. KaNeesha Allen, Program Manager at (810) 237-6576. Also, visit us online at: <http://www.umflint.edu/shps/UMFIND/umfind.htm>