

Little Rock Black Nurses Association of Arkansas, Inc.



LRBNAA Mentoring Program

The Little Rock Black Nurses Association of Arkansas (LRBNAA) was founded in 1980 and is a chapter of the National Black Nurses Association (NBNA).

The mission of LRBNAA is a commitment to improving the quality of life of persons who share the African American heritage and other ethnic groups by: building consumer knowledge and understanding of health care issues; educating and mentoring registered nurses, licensed vocational/practical nurses, nursing students and retired nurses; facilitating the professional development and career advancement of nurses in emerging healthcare systems; and promoting economic development of nurses through entrepreneurial and other business initiatives.

One of the purposes of the organization is to mentor minority nursing students with the goal of increasing the number of minority nurses in the workforce. The LRBNAA mentoring program will assist in this goal. The program purpose is to provide support, student development, networking, and skill advancement. The program will promote the retention of students through the completion of their academic program.

What is Mentoring?

Mentoring is a nurturing process in which a licensed professional nurse, serving as a role model, teacher, sponsor, supporter, encourager and advisor to nursing students for the purpose of promoting their development. Mentoring is not a parent-child relationship; it is not for tutorial services; financial support; or professional counselling services. Mentoring functions are carried out within the context of a caring relationship between mentor and mentee.

Characteristics of a Mentor:

Experienced, Knowledgeable & Competent
Educator, Connector, Sponsor
Supportive, Encourager, Inspirer
Role Model
Global thinker
Maintains High, Achievable Expectations

Who is Eligible to be a Mentor?

To be eligible to be a mentor in the program, you must be currently licensed as a professional nurse (LPN or RN). In addition, mentors must: 1) Complete an application; 2) Be committed to the mentoring program; and 3) Agree to the responsibilities listed below.

Mentor Responsibilities:

- Encourages the mentee(s) to develop successful academic habits & strategies
- Encourages, through affirmation, a student's identity and potential
- Participate in the Mentor-Mentee meetings and the LRBNAA annual Scholarship Tea
- Meet or contact the mentee(s) a minimum of once a month either in person, via telephone, Skype or e-mail
- Assist the mentee(s) to assess and evaluate his/her progress toward achieving educational and career goals
- Complete a "Mentor-Mentee" Contract annually with each mentee and submit a copy to the LRBNAA Mentoring Program Coordinator
- Be committed to the mentee(s) until they have completed their nursing program of study and are licensed nurses
- Attend mentor development and training sessions

Who is Eligible to be a Mentee?

To be eligible for the program, students must be unlicensed pursuing a Diploma, Associate Degree or Bachelors Degree in a LPN or RN program. In addition, students must: 1) Complete an application; 2) Be committed to the mentoring program; and 3) Agree to the responsibilities listed below.

Mentee Responsibilities:

- Pursue academic success
- Keep mentor informed of status
- Exhibit courteous behavior to mentor and LRBNAA members
- Make an annual "Mentor-Mentee" contract with mentor
- Accept constructive criticism
- Be professional, tolerant, and assume responsibility for success
- Meet or contact the mentor a minimum of once a month either in person, via telephone, Skype or e-mail
- Participate in the Mentor-Mentee meetings and the LRBNAA annual Scholarship Tea
- Be committed to the mentor program until the goals of completing the nursing program of study is completed and license obtained

Students will have the opportunity to choose the mentor they feel best fits their needs as it relates to their academic and career goals. Once they have meet with the mentor it will be expected that a "Mentor-Mentee" contract will be signed at that time.
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