

SPECIAL EDITION

NIH/OEODM

NEWS & NOTES

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FROM THE DIRECTOR

Welcome to News & Notes, our online journal of selected articles related to the Office of Equal Opportunity and Diversity Management (OEODM) celebrations, EEO events, and topics of interest to the National Institutes of Health (NIH) community.

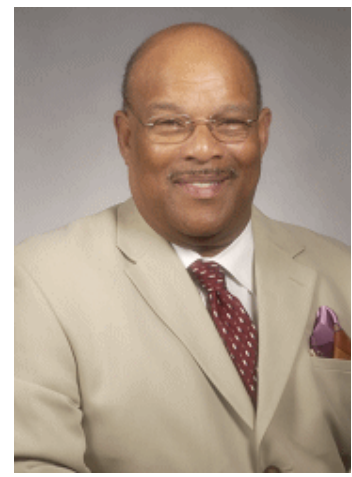
I am very excited to share this special edition of News & Notes with you. In order to bring you timely information that I feel is pertinent to the NIH community, we will publish special editions of our newsletter.

This special edition of News & Notes highlights the accomplishments of three Clinical Center Nursing Department interns who received Intramural Research Training Awards (IRTA), their mentor, and their experiences at the National Association of Hispanic Nurses Conference (NAHN).

the American Association of Colleges of Nursing, the shortage of registered nurses in the U.S. could reach as high as 500,000 by 2025.

The National Association of Hispanic Nurses states that the disparity of Spanish speaking nurses is particularly evident. According to the NAHN, Hispanic nurses represent only two percent of the nursing workforce—a stark contrast to the overall U.S. population which is 14.2 percent Hispanic.

The Office of Equal Opportunity and Diversity Management (OEODM)



Lawrence N. Self

is committed to the NIH mission and improving the outreach, recruitment, and retention, or pipeline issues, of research nurses. These three students are examples of the future. . . .



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Micaela Bayard, B.A.

Brown University ,
Medical Student, University of
Massachusetts

Postbaccalaureate Intramural
Research Training Award (IRTA),
Nursing Patient Care Services,
Research and Practice Develop-
ment Service, Clinical Center

“**T**his experience has given me the opportunity to work in qualitative research and my passion, HIV/AIDS, as well as health disparities. One thing that stood out [about NIH] was seeing people of color leading and working with others of color.”



Leticia Dominguez, SN

The Catholic University
of America

Intramural Research Training
Award (IRTA), Nursing and Patient
Care Services Research and
Practice Development Service,
Clinical Center

“**I** never really knew much about NIH. This internship has opened my eyes to so many opportunities. It has been a great learning experience.”



Farahnaz Hassanshahi, SN

The Catholic University
of America

Intramural Research Training
Award (IRTA), Nursing and Patient
Care Services Research and
Practice Development Service,
Clinical Center

“**T**his has been a wonderful experience and has offered many opportunities. We’ve gotten to see extraordinary things.”

MENTORING CREATES LEADERS

With the support of OEODM, Intramural Research Training Award (IRTA) nursing department interns, Micaela Bayard, Leticia Dominguez, and Farahnaz Hassanshahi, attended the 33rd National Association of Hispanic Nurses (NAHN) Conference, July 15-18, in Boston, MA. OEODM assisted in the interns' conference experience as a way to contribute to the knowledge of minority health workers, help support an overall positive NIH experience for the them, as well as address the pipeline.

The interns were accompanied by their mentor, Migdalia Rivera-Goba, Ed.D., RN, Senior Nurse Specialist, Research for Health Disparities and Community Outreach, Research and

Practice Development Service, Clinical Center, whose trip was funded by the nursing department.

The conference offered exciting and varied programs featuring large group sessions, the presentation of research papers, as well as breakout workshops and special interest sessions. The conference theme "Hispanic Nurses Shaping the Future of Healthcare Across Communities," focused predominantly on clinical and research topics, ranging from the fundamentals of clinical practice to the latest scientific development.

At the conference the interns and their mentor presented their research



Interns Micaela Bayard, Leticia Dominguez, and Farahnaz Hassanshahi proudly display their research poster at the NAHN Conference.

paper and poster titled "Emerging Hispanic Leaders in Healthcare: Forging Relationships to Maximize Personal and Professional Development," which illustrated their experience in the IRTA program.

Rivera-Goba was very proud of the intern's participation at the conference describing the group of students as wonderful representations of NIH.

"We prepared for the conference for a long time," said Bayard.

"Working on our paper and poster and

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Hassanshahi, Bayard, and Dominguez take a moment to pose with their mentor Migdalia Rivera-Goba, Ed.D., RN, Senior Nurse Specialist, Research for Health Disparities and Community Outreach, Research and Practice Development Service, NIH Clinical Center, and Lawrence Self, Director, OEODM, at the NAHN Conference.

to be able to present them and have people come up and show interest was great.”

The poster focuses on the three “connectors” the interns feel are necessary to emerge a leader: maximizing learning opportunities, having a strong mentorship model and building confidence.

The interns agree their mentor has greatly enriched their experience at NIH.

“She has made the experience amazing,” said Hassanshahi. “I don’t think I would have made it without

her.”

“Having her as a mentor has made the experience more positive,” Dominguez added. “If her interest was less genuine it would take away from her work as a leader and role model.”

And it’s obvious that Rivera-Goba truly enjoys being a mentor.

“I love watching people grow and succeed. It’s fun to talk to someone who has that spark and you know if you can provide them with the right resources and a solid relationship—the sky is truly unlimited.”

Rivera-Goba acknowledges that her interactions with the interns transcends the working and professional relationship. She understands the intern’s family structures and has worked at building relationships that include personal matters.

“Your life outside of work is what keeps everything together,” Rivera-Goba said. “They have become very close to my family and I hope I’ve shown them they too can have a family and have a career. For me family comes first—and striving for balance is key.” ■ ■ ■

THE OFFICE OF EQUAL OPPORTUNITY AND DIVERSITY MANAGEMENT SUMMER INTERNS



ROSS NOBLE

Ross Noble, Office Automation Clerk, joined OEODM through the Summer Student Program.

“Working at NIH has been a very good experience,” Noble said. “I enjoy having people depend on me to do research for them.”

Noble will be entering his junior year at Towson University in the fall, where he is working toward a degree in business administration. In his spare time he enjoys watching movies, learning more about classical history and creating artwork with aluminum foil.



MORGAN MINNICK

Montgomery College sophomore Morgan Minnick, joined OEODM as an Office Automation Clerk through the Workforce Recruitment Program (WRP).

Minnick has enjoyed the networking opportunities this position has given her. In her spare time Minnick likes to read and make unique salt and pepper shakers.

NIH/OEODM

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