

Boston College
William F. Connell School of Nursing
Diversity Board Meeting Minutes

October 26, 2012

Cushing Hall 411/412

12:30 - 1p (lunch) 1- 3:00 PM (meeting)

Participants:

DAB Members external to Boston College

- Eva Gomez, RN, MSN, Staff Development Specialist, Children's Hospital Boston
- Rolando Perea, RN, MSN, CS, Clinical Director, Fatima Emergency Department, Providence, RI, and Executive Officer, Philippine Nurses Association of New England
- Deborah Washington, RN, PhD, Director, Diversity Patient Care Services, Massachusetts General Hospital, Boston, MA

- (Excused) Angelleen Peters-Lewis*, RN, PhD, Director, Women's and Newborn Nursing and Clinical Services, Brigham & Women's Hospital
- (Excused) Norma Martinez Rogers, PhD, RN, FAAN, Associate Professor/Clinical, University of Texas College of Health Science Center, San Antonio, TX
- (Excused) Jennie Chin Hansen*MS, RN, CEO, American Geriatrics Society
- (Excused) Linda Battle, DNP, PHCNS-BC, Director of Nursing Education, Career Centers of Texas, Fort Worth
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Present DAB Members from Boston College:

- Kelly Montrym, Senior Admissions Associate, Boston College
- Joana Maynard, Assistant Director, BC Office of AHANA Student Programs
- Colleen McGauley (CSON 2015), Melanie Chang (CSON 2013), Angelica Ferrazzi (CSON 2013), Amanda Gallagher, Kellie Chiou CSON 2016), Jennifer Maraia (CSON 2013), representatives to the Undergraduate Nursing Student Senate, Terry Bustos (CSON 2013), Denice Calub (CSON 2014)
- CSON faculty and administration: Susan Gennaro, Kathy Hutchinson, Danny Willis, Allyssa Harris, Donna Cullinan, Ronna Krozy, Bill Fehder, Lichuan Ye, Viola Benavente, Debra Pino

1. Welcome & Call to Order: DAB chair, Danny Willis

2. Introductions: Group

3. Minutes review: Approved as circulated

4. Vision and Brainstorming (Continuing to Build Diversity in CSON:

A. Recruit students from diverse backgrounds:

- 1) Undergraduate admissions is centralized and CSON does not have control over which students get admitted, which poses a challenge to increasing students from diverse backgrounds. Associate Dean Hutchinson talked about the Robert Wood Johnson recruiting minorities toolkit and will check if it is downloadable so that it can be distributed to the rest of DAB members.
- 2) Deb Washington talked about how CSON is a best practice school when it comes to the topic of diversity and brought up the idea that CSON needs to disseminate stories about its successes with regards to diversity. Stories and information need to be collected to create a narrative that can be brought up to the national level and help other schools as well. After this narrative and toolkit are created, articles for publication can be submitted to the Philippine Nurses Association (PNA) and National Association of Hispanic Nurses (NAHN) journals.
- 3) Group discussed ideas about having certain information visible on the website, such as Deb Washington's opinion as a quote and video diaries about the experiences of students who have participated in professional conferences. For example, Rollie brought up the idea that Denice Calub and Terry Bustos, who are going to the PNA Eastern Regional Convention, could do a video diary about their experience. This can be one way to disseminate CSON's commitment to diversity. Due to timing constraints, the idea might not be feasible right now but is worth exploring. The Office of Marketing and Communications can serve as a resource to assist with implementing this idea.

B. Recruit and retain diverse faculty:

- 1) Dean Gennaro talked about new faculty hires, such as Viola Benavente and Stewart Bond as well as faculty who have left (Angela Amar, Elaine Siao). CSON has recently hired more staff from minority backgrounds.
- 2) Rollie Perea mentioned that mentoring faculty is an important tool to retain them.
- 3) Allyssa Harris has talked to students from minority backgrounds who are thinking about pursuing a PhD and is wondering if other faculty are doing this as well because this can be a great way to recruit future faculty. It is a topic that needs to be further discussed and should be put on the Faculty Assembly agenda.
- 4) Dean Gennaro suggested inviting Richard Jefferson from the Office of Institutional Diversity to one of the meetings as he has information about how BC has done and is doing in recruiting and retaining minority faculty and staff and can offer suggestions.

C. Interdisciplinary collaborations and best practices at BC:

- 1) Danny Willis talked about the Lynch School of Education Diversity Challenge conference and the School of Social Work initiatives regarding the Lesbian, Gays, Bisexuals, and Transgender groups.

D. Diversity activities:

- 1) Group discussed the idea of having a summit that can be organized by CSON and professional minority nursing organizations. CSON can provide the space and the seal that gives the summit credibility. Dean Gennaro can send letters to leaders of organizations in the National Coalition of Ethnic Minority Nurse Associations (NCEMNA), NERBNA, NAHN Boston Chapter, PNA, and Men in Nursing to see if they would be interested in collaborating and be part of this initiative. Eva Gomez suggested not using the word “minority” for the event name because of previous experiences she had when people did not attend certain events. In certain cases, they did not consider themselves to be part of the “minority” and did not like the term. “Multicultural” can be a better term to use.
- 2) Table Talk (idea from Vanderbilt University): Danny Willis described this event in which people gather together around food, share different food items, and get to know each other in a deeper level. CSON may want to implement similar events, as these could be a great way to give individuals an opportunity to share their stories and get to know each other.

E. Student Chapters (FNA, AAMN, NBNA, HNA):

F. Focus groups: Coming to BC, adjusting in a majority White university, etc.: (Briefly discussed possibility of focus groups in the future, but some data is already available according to Dean Gennaro)

4. Eagle Ambassador Student Recruitment: Dean Gennaro

- A. This initiative was brought up by a student who went back to her high school (which has a large underrepresented population) to talk about her experience in BC. The student thought there could be some formal organization to such action as it can be a way to promote BC and expose students to the idea of nursing.
- B. Dean Gennaro asked the group if more resources should be put into this idea. The group discussed some initiatives and challenges. For example, partnerships with the O’Bryant School have been started. The KILN program participated in some outreach activities and encountered some challenges, such as finding faculty and students who can accommodate to the schools’ hours and not being able to get outcomes because of the centralized admissions process.
- C. Possible initiatives include:

- 1) Continue the relationship with O'Bryant School as Danny has some connections with the school staff and can ask if any students are interested in careers in nursing and/or healthcare. If there is some interest from the students, these students can be invited to campus and meet with CSON faculty and staff.
- 2) Eva Gomez has made some connections with schools through the SCOOP program and can be a resource.

5. Update on Price/KILN project: Deb Pino for Associate Dean Read

- A. CSON recently obtained funding from the Price Family Foundation to continue the KILN program (which was funded by HRSA for three years) thanks to the efforts of Dean Gennaro, Associate Dean Read, and the Advancement Office.
- B. The KILN staff is in the process of recruiting students as the funds were recently received. Unlike the past three years, the program will be open to graduate students. The goal is to have 40 undergraduate students and 10 graduate students from underrepresented and/or under-resourced backgrounds who have financial need. As part of the recruiting process, the staff has targeted the New Careers in Nursing graduate students.
- C. All students will receive \$900 in stipends, which is different from the previous three years in which juniors and seniors received scholarships while freshmen and sophomores received stipends.
- D. The current emphasis of the program is building the mentoring program and the staff is currently working on matching students who have applied and qualified for the program with CSON faculty mentors. The first event will be the KILN Kick-Off event on November 7th at 5pm in the Faculty Dining Room. It would be an opportunity for protégés and mentors to get to know each other.
- E. The new funding will continue to support student travel to professional conferences. Over the summer, four KILN students participated in the NAHN conference. Two KILN students, Denice and Terry, will be going to the PNA Eastern Regional Convention. Debra thanked Rollie Perea and Eva Gomez for helping the KILN students integrate to the PNA and NAHN communities, respectively and helping them network with other nursing professionals.

6. New Careers in Nursing Program: Associate Dean Kathy Hutchinson

- A. This is the fifth year of funding from the Robert Wood Johnson Foundation for the program. Students receive a one time \$10,000 scholarship to fund their first year. However, students are not eligible for these funds in their second year. As a result, CSON is working on applying for funding from the Helene Fuld Trust to be able to sustain the funding for the second year. CSON is also trying to support students by providing tuition remission as most students have \$30,000 to \$70,000 in student loans.
- B. It is also an accelerated program and the students complete pre-licensure requirements in one year, which does not give them much time to work.

- C. In the past year, 200 applications were received and only 42 students with great credentials were accepted into the program. Thirty-three percent were from under-resourced and/or underrepresented backgrounds. The accepted students participate in a two-day training, which includes a self-assessment and activities that support their professional development.
- D. The KILN program and the New Careers in Nursing Program are discussing ideas to build synergy.
- E. Group talked about how professional nursing organizations can help promote the program. CSON is also updating the website to display information (such as opportunities for funding studies) in a way that is easily visible prospective students.
- F. Kathy brought up the importance of raising expectations and helping students from underrepresented backgrounds realize their potential to complete a master's or doctorate degree.

7. YWCA Stand Against Racism Campaign: Deborah Washington

- A. National day in which various organizations take a stand against racism in various ways
- B. It will be on April 26, 2013
- C. Students, faculty, and administration can collaborate to create awareness of this day
- D. Students from the CSON senate will talk to the other members, brainstorm ideas, and express them to Dean Gennaro and Danny Willis.
- E. Another idea is to collaborate with other schools at BC, depending on how big of an event people want to make.
- F. Ronna Krozy thought of a phrase for a t-shirt "emBraCing Diversity" (front). Danny Willis thought "stand against racism" could go on the back.

8. Benchmark Opportunities: Danny Willis (for Jennie Chin Hansen)

- A. See recruiting faculty and students

9. Other

- A. Professional Socialization:
 - 1) When students have participated in conferences, they have expressed the need to learn more about professional socialization (networking, professional demeanor, etc.). The KILN program has brought nurse recruiters from Children's Hospital to talk with the students about resume, cover letters, and interviews. The seminar has been great for students because not only they learn about the basics, but they also hear about what recruiters do not like to see. Group discussed the idea of having similar seminars open to all the CSON students. Leona

Martin, nurse recruiter at Brigham's, could be another resource to conduct similar seminars.

- 2) The group also expressed the challenges of making freshmen and sophomore students see the importance of professional socialization and cultural competence. Students suggested that hearing about the importance of these from older peers might resonate better with the freshmen and sophomore student populations.

B. New adjunct member: The group agree that having Samantha Levine-Neudel as an adjunct member of the Board will be helpful to assist with the communications and dissemination of information.

10. Announcements & Next Meeting - Next meeting will be on April 26, 2013.

11. Adjournment