

**Boston College, William F. Connell School of Nursing**  
**Diversity Advisory Board (DAB) Meeting**  
**Minutes**  
**APRIL 25, 2014**  
**Cushing Hall 411-412**  
**2 – 4 PM**

**Attendees:**

Angela Bowser, Comm. Specialist  
Susan Gennaro, CSON Dean  
Julianna Gonzalez, Associate Director Student Services  
Carina Katigbak, Faculty  
Joanna Maynard, Sr. Assistant Director- Office of AHANA Student Programs  
Chenille Morrison, Student  
Tam Nguyen, Faculty  
Luanne Nugent, Faculty  
Debra Pino, Associate Director, KILM Program  
Cathy Read, Associate Dean Undergraduate, KILN Director  
Judy Shindul-Rothschild, Faculty  
Colleen Simonelli, CSON Assistant Department Chair  
Josh Sogolow, Student  
Deborah Washington, DAB Advisory Member  
Laura White, Faculty

**1. Welcome & Call to Order: Dean Susan Gennaro**

The DAB Meeting was called to order by Dean Susan Gennaro at 2:06PM.  
Chairperson Danny Willis not in attendance.

**2. Introduction from DAB attendees: Attendees (Group)**

Attendees introduced themselves and their roles.

**3. Minutes for October 25, 2013: Circulated and Reviewed**

Minutes were circulated from the October 25, 2013 meeting. Discussion ensued and one minor change found. A motion was made to accept with minor change and seconded. Minutes Accepted.

Dean Gennaro started off by asking the Board for possible future agenda items. Discussion ensued about Membership- goals, recruitment and retention, the definition/types of diversity (i.e. socio economic diversity), DAB's mission, vision, goals (are they clearly defined), and bench marks. Faculty discussed Diversity video created by students to help faculty develop around diversity issues. Film is part of the clinical orientation and was posted on BBV site for all students. Each person was sent an individual link. Film will also to be incorporated into new faculty orientation.

D. Washington mentioned that there are concrete steps missing that point the way of how inclusion is actually lived on campus and little is written about the difficulties, hardships, and the inability to fit in. Developing toolkit for BC. Dean Gennaro discussed the Monserrat program. Students could go to the Monserrat program to talk about financial and other issues. Students are then directed to appropriate sources to obtain assistance. There's a full time person now who works out of mission and ministry.

D. Washington asked if there was an organized diversity initiative. Dean would like help to understand how to do things differently. D. Washington- suggests creating laundry list of what we're doing and purpose. This may lead to a framework of how to organize. C. Read- has already started a laundry list since working on toolkit project. List was discussed and will be shared in detail when completed.

S. Bond asked if we knew how inclusive people felt in this environment. Discussion ensued.

Tam Nguyen asked if there was a way to measure and where's CSON now re: racial, gender, socio economic, and other diversity types. Discussion about data collection ensued.

D. Washington discussed climate study ongoing at university the Office of institutional diversity. She suggested getting information from there since they may be already collecting data.

Joanna Maynard- AHANA- Climate study was more focused on employees. Report came out 2 years ago. There was a survey done with students but currently tweaking the survey to run it again. Kelli Armstrong involved and it was done through student affairs. Joanna suggests starting with Kelli Armstrong and then having both groups get together from the different surveys.

Dean Gennaro talked about nominating students for awards and the KILN program giving students a platform. Students now have leadership experience and mentorship with faculty. Package is much more competitive.

Tam Nguyen discussed a logic model tool she's previously worked with and suggested using it- resources, activities, who are the participants or who do we want to draw in, outcomes (short, med, long) are some parts of this logic model. Tool will give some framework. Tam Nguyen to send Logic Model Template to the group.

Dean Gennaro suggested a taskforce/couple of people who will work together and asked if there were members willing to work with Chair D. Willis. D. Washington, T. Nguyen, C. Simonelli, C. Read, J. Shindul-Rothschild, and L. Nugent are interested. July or later is best for meeting then follow-up from taskforce can be added to the October agenda. Taskforce to connect with K. Armstrong for diversity and other information.

#### **4. Faculty Recruitment & Retention – Dean Susan Gennaro**

C. Read- external membership discussed. Board encouraged to think about who are our internal and external members and who do we want.

D. Washington requested clinical partners to have a calendar of meetings.

Discussion ensued about the number of years and how many times members can be appointed. Young alumni membership was also discussed.

Board encouraged to think about recommendations that will be helpful. Josh Sogolow, Student Board member asked to inquire about the barriers why more students are not attending DAB meeting or becoming members.

Suggestion to send letter to members inquiring continuing or not as a member and an award should also be sent.

Julianna Gonzalez suggested graduate students should be added.

D. Washington suggested high school students or person from Boston public schools to get perspective of high school students re their adjustments etc.

Luanne Nugent suggested finding new alums that come from very diverse job to learn how to enrich our curriculum.

5 year comparison report of faculty and student diversity circulated and discussed. Discussion ensued about data (we have and do not have) and student remission money and how we're using it to recruit.

D. Washington talked about AD-BS programs. BC has CORE we have AD-MS.

S. Bond- do we need to take into account retention. Discussion ensued about faculty retention. BC has high student retention. Clinical faculty line may choose to stay. Dean will see if she can get University data on this and will discuss with Kelli Armstrong data re who's retained.

#### **5. Update on Diversity: CSON Student Body: Dr. Colleen Simonelli**

Previously discussed

#### **5. Price Foundation/KILN Update – Undergraduate Associate Dean Cathy Read**

KILN continues to be successful and this is 5<sup>th</sup> year. Newsletter to go out soon.

Want to talk about sustainability and collecting data on long term outcome from graduates. Five came back for info session with students.

Frame the program within a conceptual framework. Adopted social change model and info is on website. The tool for socially responsible leadership was piloted.

Work on tool ongoing. Trying to get together some valid reliable way to collect data. One more year of funding for the Price Program. Thinking about next steps.

Tutoring and retention discussed- Jean O'Neil resource discussed and having someone with that commitment and time to cover when needed.

#### **6. CSON Best Practice Tool Kit – DAB member Dr. Deborah Washington**

D. Washington reorganizing toolkit. Bring diversity into nursing (May 8<sup>th</sup> meeting – Massachusetts School of Nursing). The day is about having those programs present what their program is about. Then, the plan is to come up with best practices to get attention with Johnson & Johnson, AARP.

Show them what the toolkit will contain.

Resources costing out program

Stories goes untold and untouched.

Add to fall agenda toolkit.

Dean Gennaro -- National Association of Hispanic Nurses (NAHN) - to put ad in program book but inquired if we want to exhibit or not. Having a presence is helpful. Exhibitors at NAHN discussed. Placement, interest, etc. NAHN in Miami.

Dean- how do we signal our interest and inclusivity? Dean will talk with students who are going to event. Is there anything they needed?

How do we have people think of Boston College as a comfortable place to be. Who does the exhibiting?

Ask if any faculty will be in attendance. Dean to ask faculty.

Meeting adjourned at 3:58 pm.

Need fall date for meeting. Will be discussed Wednesday.

If there are things to be on the agenda please send to Chair D. Willis

#### **7. Brainstorming & Perspectives: Next Steps & Action Plan: Attendees (Group)**

Brainstormed earlier