

**Boston College**

**William F. Connell School of Nursing  
Diversity Advisory Board (DAB) Meeting Minutes**

**Date: April 9, 2010 Time: 1p-3p  
Place: Cushing Hall, Room 411/412**

**Participants:**

**DAB members external to Boston College:**

- Linda Battle, DNP, PHCNS-BC, Director of Nursing Education, Career Centers of Texas, Fort Worth;
- 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, MSN, Director, Diversity Patient Care Services, Massachusetts General Hospital, Boston, MA
- Angelleen Peters-Lewis\*, RN, PhD, Director, Women's and Newborn Nursing and Clinical Services, Brigham & Women's Hospital
- Norma Martinez Rogers\*, PhD, RN, FAAN, Associate Professor/Clinical, University of Texas College of Health Science Center, San Antonio, TX

**DAB members from Boston College:**

- Kelly Montrym, Senior Admissions Associate, Boston College
- Joana Maynard, Assistant Director, BC Office of AHANA Student Programs
- Ariana Chao, John Sok, Morine Cebert\*, Siobhan Tellez\*, AHANA representatives to the Undergraduate Nursing Student Senate
- CSON faculty and administration: Susan Gennaro\*, Cathy Read, Pat Tabloski, Jean Weyman, Ellen Mahoney, Rosanna Demarco, Joyce Pulcini, Allyssa Harris, Donna Cullinan, Angela Amar, Michele Mendes, Rita Olivieri\*, Judi Vessey, Vicky Barges\*, Ronna Krozy

\* not in attendance

1. Call to order: The meeting was called to order by Patricia Tabloski. Special guest Jennie Chin Hansen was introduced.
2. Review of notes from December 2009 meeting: accepted as circulated
3. Feedback on Dec 4, 2009 Faculty Development Program: C. Read summarized the evaluations, which were positive overall and are available on request. We are awaiting evaluation feedback from Norma Martinez Rogers.

4. Mission statement and goals for DAB: The group worked on the draft of the mission statement and agreed to the following, acknowledging that changes can be made in the future:

The mission of the Boston College Connell School of Nursing Diversity Advisory Board is to guide the faculty and staff in the planning and implementation of programs that foster inclusiveness. The goal of the Board is to inspire all professional nurses and nursing students to achieve their highest potential. Through the values of social justice, commitment, inclusion, accountability, openness and shared governance, the Board will seek to promote increased participation by all nurses in the pursuit of excellence. Through an affiliation with Boston College, diverse multidisciplinary groups will galvanize their bonds and work toward the ultimate goal of reducing health disparities.

C. Read will have this mission put on the DAB website.

5. DAB goals: The group discussed goals and reworded the draft. The group agreed on the following goals, but recognized that the DAB goals are a work-in-progress:

Recruit and retain diverse students, faculty, and staff  
Build partnerships with the minority nursing community  
Foster a climate of inclusivity that celebrates diversity

6. Visiting Scholar status for DAB members (those not enrolled in a program or employed by BC): Dean Gennaro submitted the paperwork to the Provost. Members noted that they have not received notification of the status. C. Read will follow up.

7. Nursing Workforce Diversity grant- C. Read

Progress toward objectives: Project staff members are currently writing the HRSA continuation report. All of Year 1 Objectives have been met. Numerous achievements were reported, including student leadership activities, academic successes, scholarships, and high school outreach efforts.

Recruitment video: C. Read distributed the outline for the recruitment video (attached). Members were invited to submit suggestions.

8. Graduate Program initiatives – P. Tabloksi

Robert Wood Johnson Fellows: CSON has received \$100,000 to support 10 Master's Entry Students from diverse backgrounds

HRSA also funds Advanced Education in Nursing grants. If we have students working in underserved areas, we get a funding preference for these. The challenge is to get reliable information about alumni. Members suggested using "LinkedIn."

## 9. Faculty Search Committee: – J. Vessey

J. Vessey led a discussion about faculty recruitment and hiring:

- The processes for tenure track and non-tenure track faculty differ, but are “rolling”, determined on the availability of positions
- Adverting: ads are general and do not target specific specialty areas. Strategies include print (e.g., *Chronicle of Higher Education*, *Journal of Nursing Scholarship*) and electronic media. These are very expensive.
- Mission of BC is inclusive of race, gender, and/or sexual orientation
- Best recruiting mechanism is one-to-one and with candidates with previous knowledge of BC and personal connections to faculty
- Challenges include significant faculty shortage (faculty with compressed careers due to PhD’s later in life), salary differential between academe and service, cost of living in Boston, BC not part of academic medical center, perception that Jesuit institution limits what you can study.
- The Office of Diversity reporting on race/ethnicity/gender required for candidates; request postcard to be sent asking this information. Board agreed this seemed inappropriate.
- Suggestions for recruitment: pipeline is critical...get top minority graduates into grad school ASAP; send faculty to meet candidates face to face at conferences (e.g. NBNA, NAHN) ; look for doctoral students presenting at these conferences; network with other deans who will recommend BC when there isn’t a good fit at their institution
- Contextual issues with recruitment: Historically, Boston does not have the best reputation for inclusivity. When candidates visit they want to see people “like them” and want to hear first hand that BC is a good place to be. The environment has to change; BC has to rebrand/reinvent itself to change its image. Many ways to work toward this: hold a summit, invite deans of schools, hold a town hall meeting type of forum, talk about the struggle, reach out to agencies, form an education council. Think big, invite politicians and celebrities.

10. Fall faculty development program and Diversity Advisory Board meeting: Deb Washington has agreed to present at the fall 2010 faculty development program. C. Read will contact her about the details. The date is TBD, probably a Friday in October.

## 11. Announcements and open discussion:

Rollie Perea noted that health care reform will result in an influx of 32 million new insured people, many of whom are minorities and the disabled. Nursing curricula must address these issues and think of different models of situating health care where the patients are.

Eva Gomez and Rosanna DeMarco talked about a DVD on social determinants of health that might be useful. It is available from [www.unnaturalcauses.org](http://www.unnaturalcauses.org) and a section called “Place

matters” is especially relevant. It addresses minority stress from being from an underrepresented group, and talks about what undergirds higher rates of certain diseases in minority groups.

Eva discussed cross-cultural grand rounds starting at Children’s Hospital. Sponsored by multicultural nurses and all disciplines are invited. Judi suggested a webinar format might make this more accessible to our students and faculty.

Rosanna is the co-chair of the Dr. Martin Luther King Jr. committee at BC. This committee funds programs that fit the social justice mission. If interested, see Rosanna. Funds are about \$500 for travel, helping students attend conferences, etc.

12. The meeting was adjourned at 3p.

**Boston College William F. Connell School of Nursing**  
**Keys to Inclusive Leadership in Nursing (KILN)**  
**Recruitment Video Outline**

What is KILN?

The KILN program prepares nursing students from disadvantaged backgrounds (including racial and ethnic minorities underrepresented among registered nurses) to enter the public health nursing workforce as leaders with the capacity to make a difference in local communities.

A pre-entry program recruits top candidates to increase the proportion of minority/disadvantaged students admitted and stimulate interest in nursing as a career. A retention program increases the graduation rate of minority/disadvantaged students by providing intense mentoring and support as well as stipends and scholarships. Finally, the KILN program increases the number of culturally competent, leadership-trained graduates working in medically underserved areas in Boston through a program of community-based leadership and scholarship development activities. The program will ultimately contribute to the elimination of health disparities, a goal consistent with Boston College's mission of uniting high academic achievement with service to others in a diverse community.

Why a recruitment video?

A video geared toward recruiting undergraduates from underserved backgrounds will direct prospective students toward the profession of nursing and the benefits that a Boston College education has to offer. The goal is to encourage top candidates to apply to or consider Boston College and increase the yield of admitted students to enroll.

Video outline

*Why nursing?*

- Patient interaction: building relationships, hands-on work as a care provider
- Active setting and diversity of locations to practice
- Job: nursing was a good fit for me, nurses love their work
- Make the world a better place: giving back to the world, reducing health care disparities
- Languages: non-English language use is welcomed (Spanish, Creole)

*Reservations about nursing*

- Many nursing students start the college search process with other options in mind: health care professions, especially MD, and community service
- Perception of nursing vs. MD roles: pressure to become a doctor, nursing is a step down
- Fear of physical/emotional aspects of the job: patients die, giving shots, etc.
- Gender roles

*Why BC?*

- Well-rounded school: strong nursing/liberal arts programs, extracurriculars, sports, study abroad, social aspect
- People/Community: happy students, accepting of diverse backgrounds, strong community

- Academics: rigorous, selective program
- Resources: clinicals, hospitals and agencies CSON is affiliated with, sim lab, faculty guidance
- Campus: feels like home, beautiful
- Service: BC message is to serve others; the nursing school is the epitome of that

*Why BC nursing?*

- Small, close-knit program: cooperative and collaborative student body; small program in a big school; support system of students, faculty, staff, deans
- High standards: both BC and CSON, you have to be smart
- Theory, simulation, and clinicals: classroom learning and one-on-one experiences