



**Report from Academic Health Centers  
Like-Schools Meeting  
March 25, 2018**

**Facilitator:** Doreen Harper, PhD, Dean, School of Nursing University of Alabama-Birmingham, Birmingham, Alabama

**Board Liaison:** Terry Weaver, University of Illinois at Chicago

**AACN Staff:** Kathy McGuinn and Di Fang

**Agenda:**

**Given academic nursing's commitment to creating diverse and inclusive learning environments, what challenges and opportunities have you encountered in working to improve diversity in your programs? What strategies have you found to be most effective?**

**Activities**

- UCLA: Some programs have made advances. How do we have an inclusive curriculum with diverse population; UCLA has an Associate Dean and Director of Diversity and Inclusion. Structure is same in other schools. How is it funded: university and dean's budget
- Emory: Pros and Cons of having Chief Diversity Officer. Some believe the Dean has to be the Chief Diversity Officer.
- Survey faculty and students around engagement and measure sense of belongingness; Gallup 12; McKinzie. AAMC has been conducting such a survey
- George Washington (DC) has Chief Diversity Officer and Advisory Council: did survey and had a retreat; Kenya Beard did nice workshop
- Partnership model for rural areas is helpful
- Added LGBTQ concentration to curricula
- UCSF: Associate Dean reports to Dean so she can drive accountability
- University of Virginia Charlottesville issue with White Supremacists; Speaker from USC said stop graduating racists; nursing is taking a lead role with diversity issues
- UT Partner with AAMC: Survey Staff Governance Structure to help everyone have a voice
- U of Pittsburgh: Year of Diversity
- AACN should develop engagement survey with performance metrics

**THE VOICE OF ACADEMIC NURSING**

- AACN should put together a best practices compendium
- Compliance, Risk, and Legal implications

**A new AACN publication on academic leadership has been proposed. What issues would you like to see included in this publication?**

- Not relying on passing down words of wisdom: EBP solutions needed; Looking at how do we select the best applicant for faculty position; Use research literature to assist with this process
- Need to focus on Interprofessional Leadership
- Innovation Competencies
- Case: Interprofessional emphasis; however, must maintain autonomous role for nursing
- What does success look like for academic leadership?
- Inclusion in academic leadership-succession planning-inclusion of individuals from diverse backgrounds
- RWJF and HRSA programs are gone
- KY: Look at Best Practices
- NCSBN: Think about Health Policy Systems; Preparing people for what is coming, not what has been
- What format: do we need another book?
- Podcasts, Business podcasts; very specific
- Group of modules that people can download: might be good for 50<sup>th</sup> anniversary
- TED Talks in Nursing

**Crisis state related to PhD Nurses: no joy with tenure track**

- Need strong foundation of evidence and need more PhDs
- Need to inspire younger generation and increase PhD pipeline
- Missed opportunities in BSN programs to excite students about PhD.
- Not to eat our young: one negative letter can stop student from being successful; develop a skill set in letter writing
- Letters of recommendation: Science 2016 magazine: Letters of recommendation are written differently for women and men: excellent vs. trailblazers

<http://www.sciencemag.org/careers/2016/10/recommendation-letters-reflect-gender-bias>

- Less variation in how university thinks about tenure; tenure can create disparity
- FL: PhD programs are getting watered down; look at rigor ; help to know from Day 1 what expectations are; grants and publishing; blank stares from people with PhDs; many don't work that hard; many have personal situations; some can't be on tenure track
- UT: Look at multiple roles; only one third on tenure track; Need to collectively share and come up with tenure guidelines

- Penn is going to have a summit on innovations in PhD education
- Medical schools give tenure on clinical track and we need to share that
- Partner with practice partners
- *New Era* Report: Partnership with Clinical Partners has resulted in increased understanding of research and EBP; Co-funding in these partnerships

*Action Items*

- Need compendium on best practices related to tenure.
- AACN needs to have a media campaign about the wonderful role of PhD nurse scientist
- Ask RWJF management about best practices and outcomes in PhD education they have seen through program – *Have Julie Fairman come to AACN to present differences she has seen in preparation by participating schools.*