



**Report from Public Schools without an AHC
Like School Meeting
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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?

- To increase student diversity, programs have gone out to locations that allow for more access to diverse students (West Chester University starting an RN to BSN program in Philadelphia) and students in those programs have better outcomes
- Schools have increased the diversity of staff who review and enhance the interview questions for new faculty or staff. They also have assisted with advertising materials to promote the campus as a more diverse campus.
- School created a diversity task force and hired a diversity outreach coordinator. This individual has worked with students and local organizations in the area.
- Schools offer diversity scholarships and also micro scholarships to their students.
- HRSA Workforce Diversity Grant has been used to create a cohort of students who have better outcomes and use the holistic admissions process.
- Developed an inclusivity committee that hosts events such as movies focused on specific underrepresented groups.
- Being intentional of faculty and staff hiring. People are attracted to the diversity of the leadership and within faculty.
- Pair students who are first-generation college students with a faculty member who is also a first-generation graduate.
- Schools are doing more social networking in the community and building capacity around men in nursing and reaching out to populations who may be interested (firefighters, EMT's)

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- Partner with local hospitals (looking to increase their diversity) to pay the tuition so that there is retention and then match students with a mentor from the hospitals. The mentors meet with the students on a regular basis. They have created a learning community for their students and started a peer-to-peer mentoring program.
- Living learning community for freshman – live together in the dorm and a faculty member lives with them, organizes study groups, etc. School has seen a lot of success with the students who participate.
- Enhancement Enrichment Program – a program that changed the perception of the students needing help. Faculty serve as mentors in these programs.

Challenges:

- Struggles with cultural differences between student population and faculty population. Struggling to find a faculty population to meet the needs of the students.
- Challenges with increasing the diversity of the nursing faculty.
- Students are strapped for time and, in addition, may also be working full time jobs.
- Challenges with students who are the first in their families to attend college and how different their experience is, as they have other expectations to provide for their families in various ways.
- Faculty feel burdened by the holistic admissions process because they have so much work to do in their interviews. Suggest creating a national survey on holistic admissions.
- Challenge is not with recruitment but rather with student retention.

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

- Future of higher education
- Strategic planning and decision making
- Emotional intelligence
- Managing up, down, lateral
- Leadership in Academic Nursing is very different than other leadership positions in a campus – address what distinguishes academic leadership in nursing
- How to promote and entice leadership succession
- Financial (including budget models) and Political Acumen
- Academic freedom and self-governance
- Faculty workload and models of successful faculty workload
- Strategic partnerships
- Personal Leadership Development
- Coaching and Mentoring

- How to best manage faculty and faculty accountability
- Human Resources including hiring and retention
- Organizational environments, including unionized environment versus non-unionized, academic health centers, private, public
- Tenure and promotion
- Innovative funding for nursing education
- Faculty/Shared Governance
- Philanthropy
- Advisory Boards
- Performance management strategies for dealing with senior tenured faculty. Strategies for keeping them productive and positive and moving into a mentoring role
- Marketing for diverse audiences and marketing to different stakeholders
- Self-care

Could be a book, or series of short books on topics, journal, blogs, etc.

Needed as soon as possible!