

# New Nursing Faculty Orientation: Developing a DEI Awareness in Nursing Education

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Southern Connecticut State University

## Introduction

There is not a formal orientation in existence for the SCSU School of Nursing. All new faculty receive an orientation to the university only.

New faculty are assigned a fellow faculty mentor who is responsible for orientation, and DEI is not integrated into orientation process.

## Methods and Process

- A **3-item questionnaire** was developed by this American Association of Colleges of Nursing (AACN) Diversity, Equity, and Inclusion Fellowship candidate to determine the need of a formal Nursing Faculty Orientation for new faculty
- With the advent of the ***Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity***, integration of diversity, equity, and inclusion in the New Faculty Orientation, is timely for all nurse educators in the education of master's, doctoral, and undergraduate nursing students

## Results

20 faculty- 10 responded to the survey, a **50% response rate**. Nine faculty (Q1) 33.33% (n=3) answered yes to having received an orientation and 66.67% (n=6) answered no, to not having received an orientation.

Nine faculty, 100% (Q2) reported that they would have benefited from a formal orientation. Ten faculty answered a select all question identifying 23 topic areas needed within faculty orientation (Q3).

## Background

- Southern Connecticut State University (SCSU) is a **public university** located in New Haven, Connecticut. The School of Nursing was founded in 1969
- Founded in 1893, SCSU is part of the Connecticut State University System. Average number of undergraduate students in attendance was **7,440** in 2020
- Number of full-time faculty, 20. **Degrees offered include:** EdD, MSN (e.g., Clinical Nurse Leader, Family Nurse Practitioner, Nursing Education), Accelerated Nursing Program (Summer and Winter Cohorts), Evening BSN, and Traditional BSN

## Gaps in Orientation Process

- No checklist for skill mastery or completion
- No formal signing off of orientation skill mastery or completion
- No consistency with orientation content
- Gaps in faculty preparedness for the role of orientating new faculty

## Conclusion

- A formal orientation for nursing faculty provides an opportunity for new nursing faculty to not only be oriented to technology, the curriculum, classroom instruction, promotion and tenure, and a multitude of other educationally-related topics, but the opportunity to learn to integrate diversity, equity, and inclusion into their work with students, educational content, and their colleagues
- **Lowest ranges of responses** from 1.99% to 2.59%, suggest that currently, SCSU nursing faculty show minimal interest in learning about the Future of Nursing report and initiatives, workplace civility, and maintaining inclusive work environments that address microaggressions. **Higher response ranges**, 4.48% to 4.98%, focused upon technology, promotion and tenure, and student issues

## Project Purpose

The purpose of this project is to develop a formal New Faculty Orientation Program for the Southern Connecticut State University School of Nursing, and integrate diversity, equity, and inclusion components that identify faculty (and nursing students') specific learning needs.

## Learning Objectives

1. Apply the concept of nursing caritas in the interactions and relations developed with students, faculty, and staff of diverse backgrounds.
2. Identify the support and tools necessary to contribute to student success as nursing faculty within a public academic institution.
3. Discuss the implications of permissance of incivility within the workplace culture.

## Literature

Nursing Students' Vision for the Future of Nursing (2021)-  
[https://www.paactioncoalition.org/images/pdf/FutureofNursing/Nursing\\_Students\\_Vision\\_for\\_the\\_Future\\_of\\_Nursing\\_2020-2030.pdf](https://www.paactioncoalition.org/images/pdf/FutureofNursing/Nursing_Students_Vision_for_the_Future_of_Nursing_2020-2030.pdf)

Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity. (2021). National Academy of Medicine. <https://nam.edu/publications/the-future-of-nursing-2020-2030/>

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### Biography

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Cheryl Green, PhD, DNP, RN, LCSW, CNL, CNE, ACUE, MAC, FAPA is an Associate Professor at Southern Connecticut State University within the School of Nursing and an Off-Shift Nurse Leader at Yale-New Haven Hospital in New Haven, Connecticut. Dr. Green has been a registered nurse for over 32 years and a licensed clinical social worker for over 28 years. Areas of research include: Incivility, mental illness, medication error prevention, medical-surgical health issues, incivility and discrimination, prayer and spirituality, self-care, distraction, stress and anxiety, nursing education, death and dying, health disparities, addictions, simulation, and mindfulness.

### Contact Information

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