



Building a Culture of Belonging for ALL: Fostering Commitment to the Mission and Core Values of Sam Houston School of Nursing

Scharlotte Spencer, DNP, APRN, FNP- C, ACHPN
Sam Houston State University School of Nursing

Purpose

The purpose of this commitment contract is to foster a sense of belonging and create an inclusive environment within the School of Nursing. By establishing clear expectations, promoting active engagement, and cultivating a supportive community, this contract aims to ensure that all students, faculty, and staff feel valued, respected, and included throughout their educational journey. Through shared accountability and a commitment to SON Mission and Core Values, this contract seeks to enhance student success, promote cultural competence, and cultivate a sense of belonging that empowers individuals to thrive academically, personally, and professionally within the School of Nursing."

Background/Intro

Data collected from Sam Houston School of Nursing between Spring 2019 and Fall 2022 indicates that white students have a higher perfect graduation rate and overall graduation rate compared to their nonwhite counterparts.

The influence of faculty interactions and educational practices on these graduation rates raises important questions about equity within the educational environment.

Recent legislative developments in Texas, particularly SB17, have implications for diversity, equity, and inclusion in higher education. SB17 prohibits the establishment of diversity offices, hiring of dedicated DEI staff, and making DEI training a requirement for employment or admission.

The current climate underscores the need to address and rectify concerns related to fairness and equity within the academic environment. It is the collective responsibility of ALL individuals to uphold and embrace the principles of providing a sense of belonging, fairness, and accountability.

Objectives

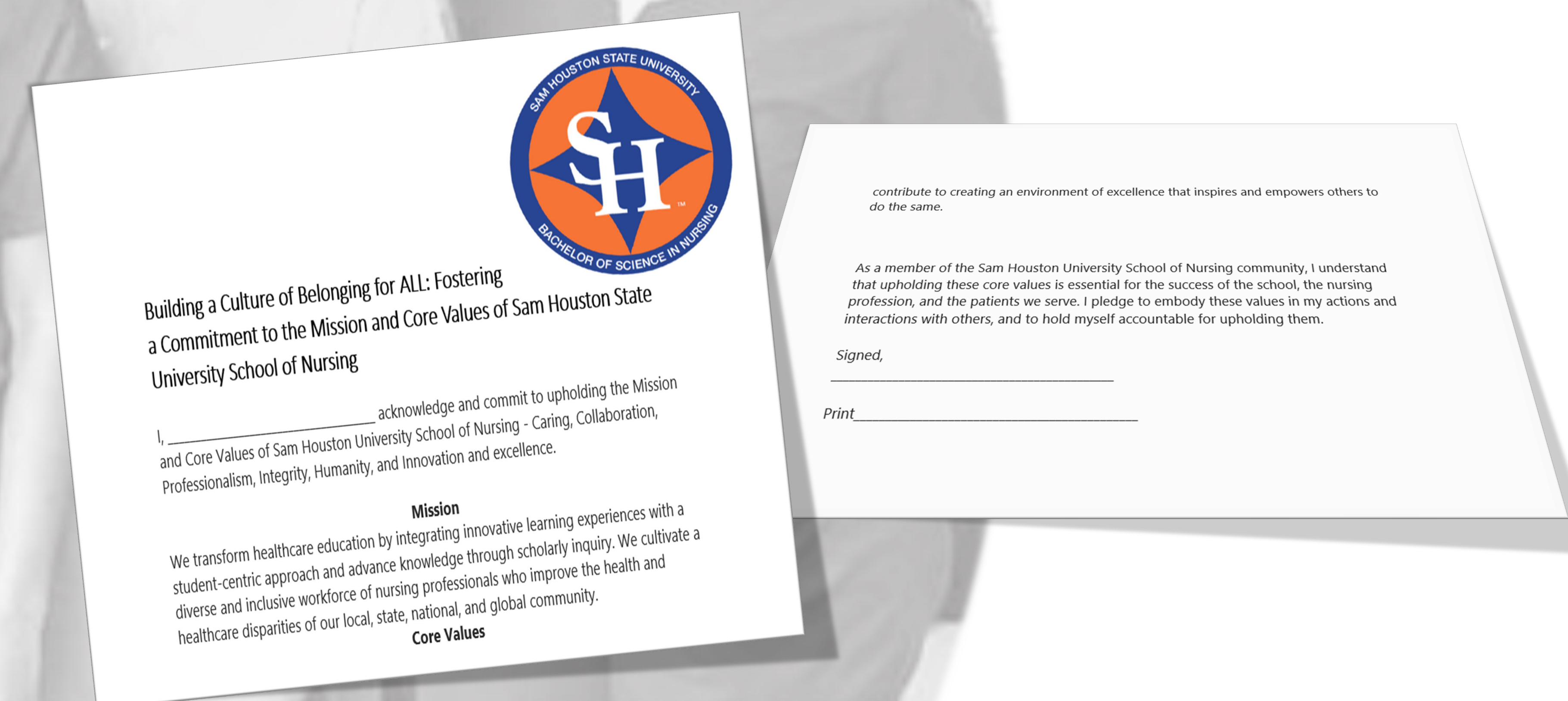
- Foster accountability among staff, faculty, and students to promote collective success and create equal opportunities for all.
- Develop a strong commitment to the mission of Sam Houston School of Nursing among nurses, enabling them to improve patient care in local, state, national, and global communities. Cultivate a diverse and inclusive nursing workforce that actively addresses health and healthcare disparities.
- Cultivate a supportive environment within the School of Nursing that aligns with our core values of compassion, teamwork, professionalism, honesty, empathy, and a dedication to innovation and excellence.

Plan

- Review the plan with the Director of Nursing, ensuring alignment with the institution's vision and goals..
- Request time during orientations to discuss the commitment contract with Course Coordinators and staff via email.
- Anticipate potential challenges and identify faculty members who may require additional support or encouragement to participate.
- Engage with students during orientation sessions, conducting a thorough review of the commitment contract. Require students to review and sign the commitment contract.
- Conduct meetings with faculty members providing faculty and staff with disaggregated data and facilitate discussion on the correlation between student success and a sense of belonging,
- Encourage faculty members to publicly demonstrate their commitment to the institution's mission and core values via a social media platform, fostering a visual representation of the team's dedication to student success.

Expected Outcomes

- Staff, faculty, and students are held accountable, it will pave the way for collective success and opportunities for all.
- Imparting a strong sense of commitment to the mission of Sam Houston School of Nursing, our nurses will enhance patient care in our communities, fostering a diverse and inclusive workforce of nursing professionals who actively work towards addressing health and healthcare disparities at local, state, national, and global levels.
- Foster a supportive environment that reflects our core values of compassion, teamwork, professionalism, honesty, empathy, and a drive for innovation and excellence.



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diversity, equity, & inclusion

American Association of Colleges of Nursing

Diversity Leadership Institute: Capstone Presentations and Graduation

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Biography

Dr. Scharlotte Spencer is an esteemed board-certified family nurse practitioner with a strong focus on caring for patients facing chronic and serious illnesses. With over 20 years of experience in healthcare, Dr. Spencer combines her extensive knowledge and lifelong passion for health and wellness to provide exceptional care for her patients.

Scharlotte embarked on her nursing career as an associate degree-prepared nurse from Mississippi Gulf Coast Community College, specializing in infectious diseases, particularly HIV/TB, at the University of Louisiana Charity Hospital in 2003. Following her relocation to Spring, Texas in 2005, she joined the medical oncology unit at Memorial Hermann The Woodlands hospital, where she gained valuable experience in chemotherapy administration and assumed leadership roles in nursing advocacy and patient care committees.

Driven by a desire to expand her knowledge and skills, Scharlotte pursued further education, earning her Bachelor of Science in Nursing from Prairie View A&M University in 2009. She continued her journey, obtaining a master's degree in nursing specializing in family nurse practitioner in 2013 from the same institution. Recognizing the importance of advanced care planning and palliative medicine, Scharlotte actively educates patients, families, and medical professionals in palliative care and end-of-life support. In 2017, she earned her Doctor of Nursing Practice in Advanced Practice Leadership from Chamberlain University, focusing her dissertation on diabetes self-management in minority populations.

With a deep passion for education, mentorship, and public speaking, Scharlotte has become an accomplished author in the field, particularly in community-based palliative care models. Her exceptional work has been recognized through numerous awards, including the Emma McMorris RN Spirituality Award in 2019. Currently serving as a Clinical Assistant Professor at Sam Houston State University School of Nursing, Scharlotte coordinates clinical and didactic courses while sharing her expertise in palliative care and hospice with future registered nurses. Alongside her academic endeavors, she actively engages in patient care as a palliative care clinician, providing compassionate support to individuals in the comfort of their own homes.

Dr. Spencer maintains board certifications in family practice as a nurse practitioner and advanced palliative care and hospice. She is an ELNEC (End-of-Life Nursing Consortium) trainer and an advocate for advanced care planning. Additionally, she takes pride in her role as a preceptor and mentor to nursing students. Actively involved in professional organizations, she is a member of the Hospice and Palliative Nurse Association, the Houston Area Nurse Practitioner Association, and the American Association of Nurse Practitioners.

Outside of her professional endeavors, Scharlotte's personal passions revolve around health, wellness, behavioral changes, and self-motivation. She is an accomplished powerlifter, holding state records in deadlifting and bench-pressing. Finding balance and promoting a healthy lifestyle have been central to her adult life, emphasizing the importance of clean eating in moderation and regular physical activity. Scharlotte has been happily married for over 20 years to her high school sweetheart, Larry, who works as a paramedic. Together, they are proud parents to their vibrant and energetic 18-year-old daughter, Journee.

Contact Information



Scharlotte Spencer, DNP, APRN, FNP-C, ACHPN
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Commitment to the Mission and Core Values of Sam Houston
State University School of Nursing
Sam Houston State University School of Nursing
Scharlottespencer@gmail.com
504-338-2743