Agenda

AACN Summit for Department of Health and Human Services (HRSA)
Nursing Workforce Diversity Grantee Summit

Marriott Marquis Hotel
265 Peachtree Center Avenue
Atlanta, GA 30303

Wednesday, November 15, 2017

Summit Objectives

- Discuss the policy and legal aspects of implementing a holistic admissions process.
- Identify Pre-Entry Immersion as one strategy for academic success for diverse students.
- Identify key requirements when diversity is used as a driver for organizational excellence.
- Discuss benefits of engaging inclusive recruitment strategies.
- Explore strategies to mitigate and address bias at the individual and organizational level.
- Discuss best practices when implementing holistic admission in related health professions.
- Engage with colleagues in creating a community of scholars on issues of workforce diversity.

7:30 – 8:30am      Registration                                                                              International Foyer

8:30 – 9:00am      Welcome and Introduction                                                            International C
Vernell P. DeWitty, PhD, MBA, RN
Director for Diversity and Inclusion
American Association of Colleges of Nursing

HRSA Representative
9:00 – 9:45am  Building and Sustaining Diverse Learning Environments  International C
Brigit M. Carter, PhD, RN
Associate Professor
Program Director, Accelerated BSN Program
Duke University School of Nursing
Project Director, Health Equity Academy
George Washington Leader for Health Equity Fellow

9:45 – 10:00am  BREAK

10:00 – 11:30am  Understanding the Policy and Legal Aspects of Holistic Review  International C
Art Coleman, JD
Managing partner at EducationCounsel LLC, an affiliate of Nelson Mullins Riley & Scarborough LLP

11:30 – 12:30pm  Pre-Entry Immersion: One Academic Success Strategy  International C
Kenya Snowden, DNP, ANP-BC
Assistant Professor
University of Miami

12:30 – 1:30pm  Networking LUNCH (on your own)

During this lunch session please introduce yourself to the other attendees and session speakers.

1:30 – 3:45pm  World Café Sessions  International A, B, C

Participants will divide into three groups and rotate through each of the sessions.
Session I: Learning from other Health Professions

Overview: This session will present a description of Holistic Admissions practices across the US Dental Schools. How a holistic approach helps further the educational mission by supporting and contributing to institutional excellence. Participants will:

- Discuss the benefits, successes, and challenges related to holistic implementation as experienced in Dental Education.
- Discuss best practices when changing to a holistic admissions process.
- Discuss required training for both faculty and staff during implementation of holistic admissions.

Session Leader: Rosa Chaviano-Moran, D.M.D
Associate Dean for Admissions
Rutgers School of Dental Medicine

Moderator: Vernell P. DeWitty, PhD, MBA, RN
American Association of Colleges of Nursing

Session II: Recruitment Strategies that Work

Overview: This session will introduce the concept of education-oriented recruitment as a tool for increasing diversity recruitment and enrollment. Participants will:

- Discuss the reasons for and benefits of engaging in inclusive recruitment strategies.
- Describe and discuss practical tips for developing an inclusive strategic marketing and recruitment plan.

Session Leader: Tamara Martinez-Anderson
Marketing, Recruitment and Community Engagement Manager
Boise State University School of Nursing

Moderator: Jerryl Morris, MPA
Kennesaw State University
Session III: Unconscious Bias: What Academic Health Leaders Need to Know  International C

Overview: Unconscious Bias refers to judgments we think are based on sound reasoning, but, in-reality, are involuntary assessments. In professional environments, unconscious biases can be “hard-wired” into organizational culture via its policies, procedures, and reward systems. These often-embedded biases can compromise diversity and inclusion efforts in recruitment, hiring, mentoring, and promotion activities. An essential leadership and workplace competency is understanding how biases can undermine efforts to build an inclusive climate. In this interactive session, participants will:

- Discuss the research related to unconscious and implicit bias;
- Consider how unconscious biases influence perceptions and decision making within a professional context; and
- Explore strategies to mitigate and address bias at the individual and organizational level.

Session Leader: Kim C. D’Abreu
Principal Consultant
Diversity Dimensions, LLC

Moderator: Tracy Pritchard, PhD
Associate Professor
University of Cincinnati College of Nursing

3:45 – 4:00pm        BREAK

4:00 – 4:15pm        Closing Remarks and Next Steps                    International C

Vernell P. DeWitty, PhD, MBA, RN
Director for Diversity and Inclusion
American Association of Colleges of Nursing
Acknowledgments

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HRSA Representatives
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Tracy Pritchard, University of Cincinnati

All our speakers and moderators for this Inaugural Summit

This program has been approved for a maximum of 6 Continuing Nursing Education contact hours.

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For sessions awarding contact hours, participants must attend in entirety, evaluate each, and print the continuing education certificate.