

PURPOSE

To Integrate diversity, equity, and inclusiveness (DEI) into PhD Program.

BACKGROUND

- Virginia's largest public research university.
- Located in the most diverse region in Virginia.
- Students, faculty, and staff from 130 countries.
- Self-reported as being an underrepresented minority:
 - ✓ 51 % of students
 - ✓ 25% of the faculty
 - ✓ 6% of Nursing PhD students

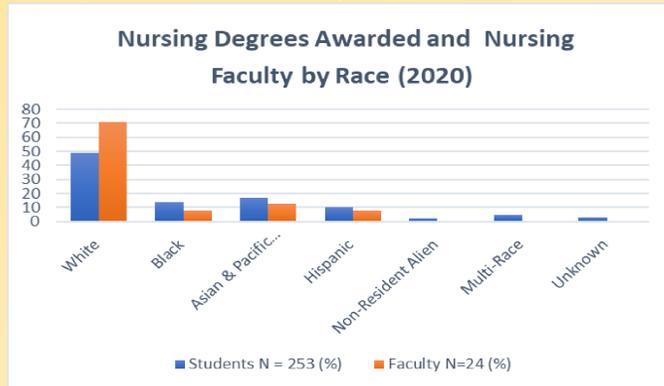


Table 1. Nursing Enrollment of Under-Represented Minority (URM) Students (2017-2021)

Level	Academic Year (Fall)	Head Count (N)	URM Headcount (N)	% URM
Graduate	2021	335	92	27.5
	2020	353	101	28.6
	2019	256	74	28.9
	2018	239	71	29.7
	2017	229	69	30.1
Undergraduate	2021	421	171	40.6
	2020	339	115	33.9
	2019	302	99	32.7
	2018	292	95	32.5
	2017	299	83	27.7

- The University and College DEI initiatives have impacted faculty hiring and development.
- In 2021, College defined DEI and set Inclusive Excellent Plan, however it has not begun paying attention to curriculum yet.
- AACN's a new position statement, titled 'The Research-Focused Doctoral Program in Nursing: Pathways to Excellence Position Statement, Curricula should address issues of DEI, including cultural humility, racial inequality, health equity, cultural safety, and social justice.

OBJECTIVES

1. To recruit and retain diverse and historically underrepresented PhD students and facilitate their sense of belonging and success.
2. To integrate DEI into the curriculum.
3. To Integrate DEI process and practice in faculty recruitment.

ACTION PLANS

Objective 1. To recruit and retain diverse and historically underrepresented PhD students and facilitate their sense of belonging and success

Assess and ensure equity in graduate student admissions

- Recruit from networks with high concentrations of under-represented students.
- Provide trainings related to holistic review process.
- Assess demographics of applicants and admitted students.

Enhance the partnership with Historically Black colleges and University (HBCU) and Hispanic Serving Institution (HSI)s

- Build mutual collaborative relationships with HBCU and HSIs which have no established doctoral program.
- Help Students make informed decisions about doctoral studies (DNP vs PhD).
- Raise awareness about all available resources for PhD students (scholarship, research grants, etc)

Provide underrepresented PhD students with mentoring and resources for successful academic and professional development

- Develop partnerships with the Provost Office for Presidential Scholarship, Career services, and Office of Student Affairs
- Foster a sense of belonging and make all students feel welcome through engagements with diverse peers and faculty members.

Objective 2. Integrate DEI into the curriculum

Implement a content analysis of the curriculum throughout PhD program to ensure every PhD course has objectives related to DEI and anti-racism content.

- Define common learning outcomes related to health equity, diversity and inclusion (e.g., require diverse authors of texts and/or supplemental research and readings to widen their perspectives).
- Engage students in focus groups to provide feedback on learning outcomes and curricular changes.
- Support faculty workshops to revise syllabi and course activities to include DEI and anti-racism content.
- Curriculum Mapping / Gap Analysis
- Program and Curriculum Revisions (i.e., Leadership course addressing DEI and SDoH)

ACTION PLANS (Cont'd)

Objective 3. To Integrate DEI process and practice in faculty recruitment

To Increase the hiring of qualified faculty to achieve a faculty that more closely reflects the composition of the PhD student body.

- Dedicated efforts for targeted recruitment by advertising a conferences, in publications, and with associations having high concentrations of under-represented scholars (i.e., Diverse Issue in Higher Ed. & Hispanic Outlook (combo), Nemnet Minority Recruitment, IM Diversity, Hispanic Association of Colleges and Universities (HACU), Black Doctoral Network etc)
- Apply for an NIH First grant to recruit under-represented faculty to work on NIH projects
- Offer the opportunity for search committee members to provide anonymous feedback at the culmination of a search regarding inclusive excellence practices.

Excepted Outcomes

- Improve the recruitment and retention of underrepresented minority PhD Students.
- Improve scholarship opportunities for PhD students underrepresented in SoN.
- Identify curriculum gaps and address DEI and SDoH.
- Increase the hiring of qualified faculty underrepresented.





CAPSTONE PRESENTATION & GRADUATION

Integrating Diversity, Equity, and Inclusiveness (DEI) into PhD Program

Kyeung Mi Oh, PhD, RN

Biography

Dr. Kyeung Mi Oh is a tenured Associate Professor in the School of Nursing, George Mason University. She has been an active member of the Academic Community for the past 15 years. Dr. Oh has maintained an active research program and a steady publication record in the areas of racial and ethnic disparities in public health, health literacy, cancer screening, and smoking cessation. She has done extensive research on culture-specific influences on health behaviors, tobacco use, cancer information seeking, and cancer screening participation among ethnic minorities. Dr. Oh has mentored numerous undergraduate and graduate students of diverse backgrounds. She received the Master Teacher Award and Evelyn E. Cohelan Faculty Leadership Award from the College of Health and Human Services. Service has been a staple during her tenure at Mason. Dr. Oh has served on numerous university and college committees, including ones directly addressing equity issues. In the School of Nursing, Dr. Oh is currently the Doctoral Program Director and has been recently appointed as the Associate Director of Research and Scholarship. Externally, she has been serving on Southern Nursing Research Society (SNRS) Research.

Contact Information



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