

Boston College
William F. Connell School of Nursing
Diversity Advisory Board (DAB) Meeting Notes
Friday October 21, 2011, 12:30p-1p (lunch), meeting 1p-3p
Cushing 411

Participants:

DAB members external to Boston College:

- Linda Battle**, DNP, PHCNS-BC, Lecturer, Harris College of Nursing and Health Sciences at Texas Christian University
- Eva Gomez, RN, MSN, Staff Development Specialist, Children's Hospital Boston
- Rolando Perea*, RN, MSN, CS, Critical Care Nurse Practitioner, University of Massachusetts
- Deborah Washington**, RN, MSN, Director, Diversity Patient Care Services, Massachusetts General Hospital, Boston, MA
- Angelleen Peters-Lewis**, RN, PhD, Director, Women's and Newborn Nursing and Clinical Services, Brigham & Women's Hospital
- Norma Martinez Rogers**, PhD, RN, FAAN, Professor/Clinical, University of Texas Health Science Center, San Antonio, TX
- Jennie Chin Hansen, MS, RN, CEO, American Geriatrics Society

DAB members from Boston College:

- Kelly Montrym**, Senior Admissions Associate, Boston College
- Joana Maynard, Assistant Director, BC Office of AHANA Student Programs
- Catherine McQuade (CSO 2015), Chenille Morrison (CSO 2014), Melanie Chang (CSO 2013), AHANA representatives to the Undergraduate Nursing Student Senate; CSO students Anya Diane & Maureen Cebert
- CSO faculty and administration: Cathy Read, Susan Gennaro, Jean Weyman, Rosanna DeMarco, Allyssa Harris, Donna Cullinan, Judi Vessey, Ronna Krozy, Luanne Nugent, Debra Pino, Judy Shindul-Rothschild, Colleen Simonelli

* Attended by phone link; **Not in attendance

1. Call to order: Catherine Read @ 1:00p
2. Introductions
3. Minutes of April 8, 2011: Minutes reviewed and approved without corrections.
4. Issues related to diversity recruitment at BC CSO

Student Recruitment

- S. Gennaro spoke to the number of available positions, the need for one-to-one communication as the best means of recruitment
- Harris spoke about dialogue with NERBNA members regarding their lack of understanding of DNP, PhD, etc. and the need for further education

- J. Shindul-Rothschild and J. Weyman spoke to the McNair Scholars program as an excellent model for student advancement; C. Morrison added information about her experience as a McNair scholar.
- J. Chin-Hansen spoke to 1) the need for metrics to use for benchmarking, i.e., defining “where we are now” in order track our progress; 2) asked whether there is a way to collect and examine retrospective data; 3) spoke to the need for helping students see a range of professional activities, including academic teaching
- Students spoke to 1) the need to help applicants not immediately rule out private colleges due to cost and 2) the need to better publicize the resources available on campus and the need for students to be motivated to seek them out
- E. Gomez spoke to the role institutions play in educating students through summer programs about college opportunities
- Simonelli described a program where alumni were given cards to pass out to potential applicants that waived application fees
- R. Perea spoke about the need/value of social networking; E. Gomez suggested the benefits of Twitter, phone apps; can profile ‘real students of color ; S. Gennaro spoke to the possibility of involving the Office of Marketing and Communication in social network outreach

Faculty recruitment

- S. Gennaro spoke to the number of available positions, the need for one-to-one communication as the best means of recruitment
 - Harris spoke about dialogue with NERBNA members regarding their lack of understanding of DNP, PhD, etc. and the need for further education
 - R. Perea discussed the metrics included in the “Building capacity: A blueprint for faculty diversity” in Minority Nurse. R. DeMarco and J. Shindul-Rothschild are members of the CSON faculty Search Committee and will communicate this information.
 - S. Gennaro announced that CSON is helping sponsor the NERBNA meeting in February and encouraged all to nominate colleagues/preceptors for awards.
5. Update on New Careers in Nursing Funding: lessons learned, recruiting future participants
- C. Simonelli reported that we have received 2 rounds of funding for the Master’s Entry program that provides financial support for students from diverse backgrounds. Yr 1: 10 students participated, Yr 2: 7 students. Susan G spoke to the need to examine supports for students from diverse backgrounds; 3 from the first cohort have now moved to the MSN-PhD program
6. Update on undergraduate diversity initiatives
- Faculty development video: C. Read spoke to the development of the video; A. Diane is working with a film student funded by the KILN grant to create a video of students from diverse backgrounds describing positive and negative experiences they experience while at BC. Discussion ensued to offer points on topics, etc. that might be included.
 - Nursing Workforce Diversity Renewal 2012-2015: C. Read spoke to the need to integrate key components into the BC CSON academic fabric
 - Harvard Medical School HCOP grant partnerships: C. Read announced that the grant proposal was not funded but highly scored; will likely be resubmitted.
 - UMass Lowell and Boston partnership: C. Read spoke to the ongoing partnership and the plan to develop a regional meeting/ conference

7. Teaching networking skills to future leaders

- Diane spoke to how the KILN program taught networking skills and provided resources and opportunities to develop leadership skills: C. Read spoke to the need for expanding KILN resources to other students from diverse student backgrounds who don't meet the KILN requirements

8. Strategies for success-what is working in our partner institutions?

- R. Perea mentioned that UPenn won the award for being the most male-friendly; discussion followed as to how key messages need to be integrated throughout all BC CSON activities, publications, and web materials.
- E. Gomez spoke to the need for a presence in the virtual world
- J. Chin-Hansen reinforced the need for capacity building
- R. Krozy pointed out that every student is a marketer for BC

9. DAB leadership transition

- S. Gennaro has allocated a faculty resource for the DAB; Professor Danny Willis will assume the DAB leadership next year.

10. Announcements and open discussion

- The need for more capacity for the tutoring role played by retired Professor Jean O'Neil, the opportunity to take summer classes, and knowledge of other resources were discussed.
- D. Washington had asked whether BC would be interested in showing the video "Can we talk?" during Black History month. M. Cebert suggested that the Black Student Forum might be interested; C. Read will send the info to M. Cebert

11. Next meeting preferences

- The consensus was to have another meeting on a Friday afternoon in April 2012