

**Boston College**  
**William F. Connell School of Nursing**  
**Diversity Advisory Board (DAB) Meeting Minutes**  
**Friday April 27, 2012, 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\*\* (CSON 2015), Chenille Morrison (CSON 2014), Melanie Chang\*\* (CSON 2013), AHANA representatives to the Undergraduate Nursing Student Senate; CSON student Anya Diane
- CSON faculty and administration: Cathy Read, Susan Gennaro, Ann Burgess, Rosanna DeMarco, Donna Cullinan, Sue DeSanto-Madeya, Judi Vessey, Luanne Nugent, Debra Pino, Judy Shindul-Rothschild, Melissa Sutherland, Patricia Tabloski, Danny Willis

Guest:

- Marina Pastrana, Program Administrator for the Montserrat Coalition, University Mission and Ministry, Boston College

\* Attended by phone link; \*\*Not in attendance

Minutes

1. Call to order at 1pm: Susan Gennaro
2. Introductions
3. Minutes of October 21, 2011- approved as circulated

#### 4. Boston College Montserrat Program: Marina Pastrana

Marina Pastrana discussed the Boston College Montserrat Program and the resources it brings to undergraduate nursing students. The coalition “aims to assist students at the highest level of financial need to actively participate and experience a Jesuit education. The program aims to mentor, guide, and support students on a personal and individual level in areas that include academics, social, and spiritual topics.” CSON has been very supportive of the program and has directed funds that allow students with great financial need to obtain stethoscopes, pdas, nursing pins, NCLEX prep materials, et al. Students are identified to Montserrat by the BC Financial Aid office and remain anonymous to the community. The program is two years old and is expanding. Of the 1464 eligible BC students, about 700 are “active” at this time.

#### 5. Update on undergraduate diversity initiatives – Cathy Read

-Faculty development video screening-Anya Diane (CSON '12) and Aileen Bianchi (BC '12 -film student). The group previewed this 9 minute student video project and approved it for internal CSON use with faculty. It features CSON faculty and students discussing successes and ongoing challenges of inclusivity and diversity in the School of Nursing.

Action: C. Read will share the video with the CSON Chair and Assistant Chair, who are responsible for faculty orientation. The film could be made available for future faculty development events.

-HRSA Nursing Workforce Diversity grant (“KILN” program)-status update. C. Read discussed the successes of the program as it completes its 3<sup>rd</sup> and final year of funding. HRSA did not post a call for renewal applications for 2012-13 but we are hopeful that they will post a call for applications for 2013-2014. Dean Gennaro has been seeking alternative funding sources with the help of the University Advancement Office.

Action: C. Read will continue the KILN program next year and is currently applying for a no-cost extension from HRSA. C. Read will query CSON faculty to determine who would be interested in assuming the leadership (or other roles) if an application will be submitted next fall.

#### 6. Update on graduate student diversity initiatives- Pat Tabloski

-New Careers in Nursing: P. Tabloski reported that CSON has received funding from the Robert Wood Johnson Foundation New Careers in Nursing Program in four out of the past five years. This funding provides \$10,000 scholarships to Master's Entry students from minority/disadvantaged backgrounds. It includes a pre-entry immersion program that identifies student learning needs and referral to appropriate resources, leadership opportunities, networking and mentoring. CSON provides additional funding for these students through the tuition remission program. A proposal for HRSA traineeships that focus on primary care and diversity has been submitted. P. Tabloski reported on the many successes of this program.

7. Issues related to diversity recruitment at BC CSON

-faculty – full time and part time: Ann Burgess, Chair of the CSON Faculty Search Committee, reported that 32 applications for faculty positions were received this year. Of those, 38% were from minority groups (3 men, 2 African American, 2 Hispanic, 5 Asian). We await the results of the hiring process.

-students – graduate and undergraduate: C. Read presented the following data (prepared by S. Gennaro):

	Graduate Enrollment / Diversity							
	2008	%	2009	%	2010	%	2011	%
American Indian or Alaska Native	1	0.4%	2	0.7%	3	1.0%	3	1.1%
Asian	15	5.5%	17	5.6%	20	6.8%	17	6.3%
Black or African-American	11	4.0%	15	5.0%	19	6.5%	15	5.5%
Hispanic or Latino	3	1.1%	2	0.7%	2	0.7%	8	3.0%
Native Hawaiian or Other Pacific Islander	0	0.0%	0	0.0%	0	0.0%	0	0.0%
White	244	89.1%	266	88.1%	246	84.2%	224	82.7%
Two or More Races	-	-	-	-	2	0.7%	4	1.5%
Unknown	19	6.9%	21	7.0%	30	10.3%	38	14.0%
Males	15	5.5%	21	7.0%	25	8.6%	20	7.4%
Total Reported (U.S. Citizens only)	274		302		292		271	
Overall Total (U.S. Citizens only)	293		323		322		309	
<b>Diversity Percentages</b>		<b>16.4%</b>		<b>18.9%</b>		<b>24.3%</b>		<b>24.7%</b>

	Undergraduate Enrollment / Diversity							
	2008	%	2009	%	2010	%	2011	%
American Indian or Alaska Native	1	0.3%	1	0.3%	1	0.3%	1	0.3%
Asian	37	10%	36	10%	35	10%	30	8%
Black or African-American	23	6%	25	7%	30	9%	25	7%
Hispanic or Latino	27	7%	29	8%	30	9%	27	7%
Native Hawaiian or Other Pacific Islander	0	0%	0	0%	0	0%	0	0%
White	290	77%	285	76%	256	73%	277	75%
Two or More Races	-	-	-	-	-	-	9	2%
Unknown	5	1%	20	5%	25	7%	36	10%
Males	11	2.9%	12	3.2%	14	4.0%	18	4.9%
Total Reported (U.S. Citizens only)	378		376		352		369	
Overall Total (U.S. Citizens only)	383		396		377		405	
<b>Diversity Percentages</b>		<b>26.2%</b>		<b>27.4%</b>		<b>31.3%</b>		<b>27.4%</b>

Discussion points: Undergraduate diversity has remained fairly stable over the past four years and is largely controlled by the Undergraduate Admissions Office. Graduate student diversity has increased from 16.4% in 2008 to 24.7% in 2011. Efforts to increase graduate student diversity have included information sessions and financial incentives such as the Robert Wood Johnson scholarships and tuition remission. Members suggested that we consider setting benchmarks for diversity, such as the US or local census data or diversity in other Jesuit schools. They also suggested that we increase our presence at events such as NBNA, which will be held in New Orleans in 2012, and at local venues such as churches and community centers.

8. DAB leadership transition- Dr. Danny Willis will be taking over the leadership of the Diversity Advisory Board in 2012-2013. Danny introduced himself and discussed his background and interests. He looks forward to continuing the progress of the Board and helping shape a vision for new directions.

The members of the Diversity Advisory Board applauded the leadership of Associate Dean Cathy Read as she transitions from the position as Chair. Members of the Diversity Advisory Board commended Associate Dean Read for her vision, commitment and success in advancing diversity in the William F. Connell School of Nursing.

9. New member recruitment discussion- The members suggested that CSON alums nearing 5 years out would make a strong addition to the Board. We also might consider reaching out to minority nurse organizations to seek new members. Social networking sites such as Linked-in should also be utilized for networking and communication in general.

10. Announcements and open discussion- Members strategized about ways to get alums back on campus. For example, awards could be given for community or professional accomplishments. We also discussed revisiting the idea of a "summit" or smaller meeting/event that features diversity/inclusivity topics. This idea will be put on the agenda for the next meeting.

11. Next meeting preferences – A fall meeting will be added to the calendar and communicated to the members. Chris Grillo in the Dean's office will be communicating with Danny Willis about this.

12. Adjournment- 3p.

Respectfully submitted,  
Cathy Read, Recorder