



**Dean's Annual Report: Diversity Section
2011-2012 Academic Year**

Diversity

We are pleased with the addition of a Hispanic nurse researcher who is bilingual to the faculty and have been very pleased with the increase in diversity in the graduate program. Diversity of our undergraduate program is relatively stable at ----between 26.2% in 2008 and 27.4% in 2011 (down from a high of 31.3% in 2010) but diversity of our graduate program has increased from 16.4% in 2008 to 24.7% in 2011, in part because of New Careers in Nursing support from Robert Wood Johnson Foundation. We are, however, saddened by the loss of faculty from underrepresented ethnic and racial groups (Dr. Angela Amar and Dr. Elaine Siow) from the faculty and will continue to work toward increasing diversity in our faculty and student body.

Our collaboration with the Monsarrat program continues to be very positive and the Dean's exit luncheon with the students of color revealed that the Monsarrat program and the tutoring programs put into place have been highly successful. With the end of the funding for the KILN program Associate Dean Read is working on plans to institutionalize the KILN program and we are seeking new funding sources from private donors or through endowment funding.

The Diversity Advisory Board met twice this year and was pleased with projects such as the film made by students to show new faculty about what it is like to be a nursing student of color at the Connell School. The leadership of the school and faculty continue to work closely with the Diversity Advisory Board and in 2012 the Diversity Advisory Board will be chaired by Dr. Danny Willis while Dean Read continues to provide support but is able to transition her interest and leadership in diversity to institutionalizing the KILN program for undergraduates and working with Associate Dean Hutchinson to expand services to graduate students.

We continue with our support of key nursing organizations such as NERBNA and NAHN and with the help of the Diversity Advisory Board we continue to discuss how best to partner with organizations to help increase cultural competency and diversity in health care in general and more specifically at the Connell School of Nursing Boston College.