



**Diversity Advisory Board Annual Report
2014-2015 Academic Year**

Boston College
William F. Connell School of Nursing
Diversity Advisory Board Annual Report
Academic Year 2014 - 2015

The Connell School of Nursing (CSON) Diversity Advisory Board (DAB) met twice during the academic year 2014-2015 in Cushing Hall Room 411/412 during the Fall and Spring semesters. Lunch was served. Students, faculty, and external DAB members attended. New DAB members were introduced:

- Leah Gordon, nurse practitioner in radiation oncology at Mass. General Hospital
- Dr. Michelle Williams, Chair of Epidemiology at Harvard School of Public Health

Two major goals focused the work of DAB during the 2014-2015 academic year. The first goal was to develop a plan for documenting and evaluating the range of CSON diversity and inclusivity activities and initiatives. The second goal was to develop a leadership succession plan.

Goal 1: Develop a plan for documenting and evaluating the range of CSON diversity and inclusivity activities/initiatives.

Regarding the first goal, DAB members' expressed interest in a formalized approach for ongoing planning and evaluation of the varied CSON diversity and inclusivity initiatives. A working sub-group of the DAB was established to plan such approach. Volunteer members of the planning sub-group included Dr. Danny Willis, Dr. Tam Nguyen, Dr. Luanne Nugent, Dr. Colleen Simonelli, Dr. Judith Shindul Rothschild, Dr. Catherine Read, and Dr. Deborah Washington. The sub-group formally met during the summer months and 2014-15 academic year to develop a plan. Logic models were chosen as a systematic process to facilitate our work focused on systematic planning and program evaluation of DAB activities/outcomes going forward.

Logic model meetings were conducted in two phases, with the sub-group soliciting input from the larger group of DAB members throughout the process. Consistent with the logic model approach to program planning and evaluation, discussions of sub-group members and DAB members focused on the following components:

- Inputs (what we invest)
- Outputs (Activities – what we do, Participation (involvement, who we reach);
- Outcomes (Impact, Results)

First phase meetings focused on the identification of specific logic models that reflect the extant inputs, outputs – activities/participation, and potential outcomes relevant to CSON's strategic aim to foster an inclusive and diverse CSON environment for faculty, staff, and students. Five logic models were identified to capture five major areas of CSON diversity and inclusivity efforts:

- Professional mentorship and socialization
- Research/scholarship with vulnerable populations

- CSON clinical sites & curriculum components addressing diversity and inclusivity -
- Language & cultural immersion
- Keys to Inclusive Leadership in Nursing program

Logic models were emailed to DAB members prior to the Fall 2014 DAB meeting. Copies were distributed at the meeting. Feedback was solicited for each logic model.

Based on feedback, in phase two, the sub-group revised the models for the Spring 2015 meeting. The revised logic models were presented to the DAB members and deemed to reflect the changes requested by members; specifically, the addition of CSON staff into the models, disability as an inclusivity/diversity factor, and AHANA representative & faculty liaison. Additional work and discussion during the Spring 2015 DAB meeting focused on the construction of potential outcomes (short term, medium, long-term). Discussions during the Fall 2015 DAB meeting specifically reflected the need for an efficient and effective process to measure outcomes and the best ways to collect outcome data going forward. Discussions also reflected the need to continue to better understand the diversity-inclusivity experience and climate at Boston College (BC) and within CSON. The Boston College climate surveys of the past were discussed in both the Fall 2014 and Spring 2015 DAB meetings as well as ongoing efforts by the university to assess the current/future climate.

Goal 2: Develop a leadership succession plan:

During the Fall 2014 meeting, DAB Chairman Willis announced that Dr. Tam Nguyen agreed to serve as the new DAB Chairperson beginning officially in the 2015-2016 academic year. Chairman Willis worked with Dr. Nguyen throughout the academic year for succession planning.

2015-2016 Planning and Follow-up Priorities:

Follow-up goals for the 2015-2016 academic year relate to: CSON climate, selecting an AHANA faculty representative, and the ongoing development of the process for systematic evaluation of DAB activities/outcomes reflected in the logic models.

Respectfully Submitted,
Danny G. Willis (Chairman, Diversity Advisory Board)