



**Dean's Annual Report: Diversity Section  
2013-2014 Academic Year**

## Diversity

This year, in support of our Diversity initiatives, we were able to expand the KILN program to graduate as well as undergraduate students. Our Diversity Advisory Board has been active (please see report below from the Diversity Advisory Board). We continue to support student and faculty collaboration with the New England Regional Black Nurses Association and with the Massachusetts Association of Hispanic Nurses. Not only have we worked diligently to ensure that the School of Nursing is a more comfortable environment in which faculty, staff and students thrive, but we have continued to increase the diversity of our faculty, staff, and students. Currently 30.8% of our undergraduate students are underrepresented minorities (up from 27.1%). Our Master's students have 25.5% diversity compared to 23.8% last year. Our doctoral program is 19% underrepresented minority students compared to 19.2% last year. Faculty diversity has increased from 3.2% to 17.3%. CSON Staff diversity rose from 18.0% to 30.4%.

Funding received from the Price Family Foundation has extended our pool of KILN scholars.

- 1) We now have 40 undergraduate and 10 graduate students in the program.
- 2) We have increased the number of faculty mentors to 20. These mentors meet regularly (at least three times a semester) with assigned students. Small amounts of money are available for faculty to take students out to lunch or to provide other supports for the mentorship process. Evaluation data is being collected, but verbally students report that this has been a tremendous success and that faculty/student interaction has really increased.
- 3) Joanne Duhl from the Price Foundation joined us for the end of year KILN dinner to learn more about our outcomes for the year. We used this as an opportunity for stewardship.

Our Diversity Advisory Board met twice this year and is working on a tool kit to increase diversity. The Board formed a task force to develop a model to evaluate success and new opportunities to improve diversity.

Additionally, the Diversity Advisory Board continues to work with the KILN program to help students network, including supporting students at the National Hispanic Nurses Association and the Philippine Nurses Association