

**Boston College, William F. Connell School of Nursing**  
**Agenda: Diversity Advisory Board (DAB) Minutes**  
**November 14, 2014**  
**Cushing Hall room 411-412**  
**12 – 2 PM**

**Lunch from 12 – 12: 30**

**1. Call to Order/Review of Minutes (April 25, 2014): (12:30)**

Call to order 12:30.

- Danny Willis reviewed and discussed previous minutes.
  - Motion to accept minutes seconded and accepted as written.
    - Approve April 25<sup>th</sup>, 2014 minutes.
  
- New diversity advisory board external members announced and introduced.
  - Leah Gordon, NP from MGH- Outpatient Cancer Center/Radiation Oncology. In attendance.
  - Dr. Michele Williams, the chair of the department of epidemiology & global health at Harvard School of Public Health, has accepted invitation to join. Not in attendance.

**2. Introductions: DAB Attendees introduced themselves. (12:30 – 12:40)**

**3. CSON Diversity Tool Kit: Drafts & Discussion: Group (12:40 – 1:25)**

- D. Willis discussed Boston College's 2006 Climate Study. Staff/surveyed data provided by K. Armstrong discussed. Survey covered diversity issues and results were overall positive.
  
- D. Willis discussed 2011's most recent study based on student population. Representative sample of 3300 UG students with only 20% response rate. Discussion ensued about representation by ethnicity. Discussion ensued about observations, investigating other schools.
  - J. Shindul-Rothschild to look into the Carroll School of Management re: what is it they are doing re: diversity- females specifically. There may be best practices to consider at BC.

Highlights were:

- BC students learn about diversity through peers, in class, clubs, and other organizations etc.
- Key things emerged in terms of what they saw. Half became more open minded about diversity.
- African American reported higher levels of dissatisfaction with overall campus experience compared to other ethnic groups. Low numbers on campus, social factor-lack of support, solidarity, isolation, institutional factors- i.e. Eurocentric curriculum. Trying to better understand.
- Socio Economic status does have affect.
  - Across all groups- racial diversity is an issue but socio economic diversity is greater.

- AHANA students perceived that Caucasian students are tired of talking about diversity.
- Support for Gay, Lesbian, Bi-Sexual students- felt there is support amongst students but not administration.
- D. Willis discussed focus groups. Females feel more pressure socially. Self-doubt related to body image. Pressure to look a certain way.
  - Working closer with faculty facilitate building self-confidence.
  - Opting out of the BC culture to maintain a sense of self.
  - More being done around Black student development.
- Discussed logic models for the Diversity Advisory Board circulated prior to DAB meeting - T. Nguyen.
  - Group asked for feedback re if anything was missing in terms of what the Task Force identified. Group asked to think about what's already in place, how to collect data, and how to measure. Some Suggestions were (contact T. Nguyen for detailed list):
    - R. Krozy- add disability planning
    - Dean Gennaro- add staff.
    - Joana Maynard from AHANA office suggested accounting for AHANA nurse representation/liaison.
  - Dean Gennaro discussed membership on DAB. No criteria for external members. Suggestion to have a list for the external people who have been invited, so they can have additional knowledge.
    - Expand the model (for details contact T. Nguyen)
      - Account for AHANA
      - Piece for disability
      - Staff
      - External groups and well as individual DAB members
  - Discussion ensued about short, medium, and long-term goals; how to link with activities; recording and measuring by specifying different things and entities. Nice tool to help to think about what outcomes we want from activities. Matching efforts to what we want to see happen.
  - Each on task force works on different aspects. Look at short term outcomes. Would it help with our mission and strategic aims for the school? If not, what other objectives you would like to suggest. Does it seem reasonable to be measured?
    - Conversation ongoing
- KILN: Intentional leadership program for students discussed- Debra Pino Betancourt.
  - Get financial support and mentoring and tutoring.
  - Grad Rate/NCLEX is looked at but not the aggregate.
  - Can do alumni survey to collect data. This is not done yet.
    - Are they mentoring people themselves? Medium outcomes- after they get out of school.
- Alumni:
  - R. Perera- support the survey for alumni. How are our graduates doing?

- Have to build structure to build survey. LinkedIn site suggested- how do we reach out to alumni?
      - BCCSON already there.
  - C. Read mentioned the launching of survey in the spring- may have limited access to data.
    - What would be important questions to ask on that survey? Asking for input.
    - Members were asked to send C. Read ideas.
  - T. Nguyen to refine logic models in terms of discussions.
    - Inform leadership team of what's going on.
    - Document evidence and attributes. Expansion & Capturing information.
    - Members asked to review each objective and provide comments back to T. Nguyen and D. Willis.
    - Members asked to weigh in on this.
- 2nd model Professional Mentorship & socialization discussed.
  - Members asked to email D. Willis with ideas in terms of short term goals.
  - J. Shindul-Rothschild made comment in terms of outcomes- KILN members have been doing all of these (Short, Medium, and Long term).
  - R. Perera- have all these short term measures but need folks to engage in the mission.
    - Short term #5. How do we know if we're getting our message about diversity out there.
  - Leah Gordon- It is usually the students who embrace, but suggested to focus on students that don't want to hear this anymore. How do we embed this and get them to invest? How do we engage students that are not on board?
    - Need ideas of how to do that.
- Draft of *Voice* circulated- Article about diversity.
  - All encouraged to review.

#### 4. Faculty Recruitment & Retention – Dean Susan Gennaro (1:25 – 1:30)

- Faculty students and staff recruitment discussed. There are openings for FT non-tenure and tenured tract faculty. Looking for the very best people to teach.
  - Specialties are not listed but have done well in terms of attracting faculty who are men as well as women with different ethnic and racial groups. Had a line last year that wasn't filled.
  - Ongoing search for 3 tenured or tenure track faculty. Members asked for referrals for folks who are interested in an academic year position- personal interactions make a difference.
  - Discussion ensued about factors that attract people to Boston. Dean mentioned that not having startup packages were a problem. Now we do

have startup packages, which are helpful with recruiting. What is needed to retain great people was discussed.

- Members encourage to send information about what other schools are doing that's working. VP of research has been helpful

#### **5. Update on Diversity Numbers at CSON: Danny Willis (1:30 – 1:35)**

- D. Willis discussed and shared a brief update about diversity numbers.

#### **6. Price Foundation/KILN Update: Cathy Read (1:35 -1:40)**

- 6 year of the KILN program. Started out as diversity workforce. Program has evolved. Stipends have to qualify as in need of funds on financial aid. As we move forward, trying to get additional funding for next year. Trying to quantify university. Program opened to broader areas. Financial benefits of KILM can only go so far.
- Dean- how are we talking to everyone as a whole? T. Nguyen looking at who we're talking to.
  - Working on having a retreat for sophomore students. How do we help the formal class? How do we get together sophomores? Building nursing leaders. How do we look at the curriculum?
    - Members asked for input about what other types of things should be considered.
    - Annual Newsletter circulated

#### **7. Leadership Succession Plan - DAB Chairperson: Danny Willis (1:40-1:45)**

- D. Willis' 3rd year as Chairperson of committee.
  - Dr. Tam Nguyen to take role. Mentor/mentee relationship started. She will take the helm in the fall. Tam Nguyen thanked.
    - Vision- Kellogg model
    - Looking forward to working with everyone. Help organize.

#### **8. Brainstorming: Next Steps & Action Plan: Attendees (Group) (1:45 – 2:00)**

- D. Willis interested in hearing about members thoughts re how to engage and have more inclusivity and expanding (staff, students, faculty, & external).
  - DAB to meet twice a year.
  - How unique are we?
  - Are we connecting with other schools in terms of DAB? How much do we interact with similar types of committees? Discussion ensued. D. Willis has been looking at the state level i.e. Simons, Emanuel, and UMass etc. A number of folks were there, but BC really stood out. We stood out as “a model” program in Boston.
  - Dean Gennaro has tried to support those things but asked what is it we should be doing next?
    - Dean asked for suggestions to move within that trajectory:
- L. Gordon talked about diversity- faculty and staff, and student population. Focusing on how to embed issues of cultural inventiveness and curriculum suggested.

- Buzz words that distract and detract.
- Find lingo that's more embracing. Embed in similar ways of ethics and Cross-cultural: Allyssa
- A. Harris talked about how we market ourselves- step back and think about talking about BC (in local community papers such as the Dorchester news; Haitians Local community papers).
  - Dean Gennaro- are there specific places here at BC with Public Affairs.
    - Angela Bowser to talk with them.
    - Can Allyssa talk with Angela Bowser re: students from those communities to highlight?
- V. Benavente talked about students wanting to encourage other students to apply for scholarships.
  - CSON pays for conferences.
  - There is academic and financial criteria.
  - Scholarships discussed.
  - National Hispanic Nurses Association discussed. Not many students know about this.
    - V. Benavente to connect with Julianna Gonzalez
- L. Nugent talked about reflecting on getting the word out.
  - Tool kit and publication piece discussed.
  - J. Flanagan mentioned BC general survey lack of mingling issue.
- Dean Gennaro mentioned that CLG has asked faculty affairs about some a Work life balance committee.
- Faculty and staff planning what we as a community are doing.
- Students- nothing at the moment.
- Next mtg April 24<sup>th</sup>, 12-2PM
- Meeting adjourned