

Feedback on the Diversity Strategic Plan  
A Framework to Foster Diversity at Penn State: 2010-15  
School of Nursing  
Spring 2010

The School of Nursing has made a commendable first effort at recognizing diversity as integrally bound to its growth as an independent academic unit. The decision to include a history of the School's development and evolution as a unit enhances understanding of the diversity-specific strategies. The School's intent to continue to collaborate with the College of Health and Human Development is positive. The goals listed enhance the diversity effort, and the actions in support of these goals need minimal adjustment in order to advance the goals. The intent to collect baseline data is laudable. More documentation in the measures, however, will clarify how the School can best gauge outcomes. The review team struggled with the abbreviations and acronyms used throughout the document. Specific suggestions are provided with the intent to improve and enhance measures, and thus outcomes.

### **Campus Climate and Intergroup Relations**

#### ***Challenge 1: Developing a Shared and Inclusive Understanding of Diversity***

- Providing the number of students represented in the Diversity Enhancement Committee (DEC) would be beneficial. Additionally, developing a plan for the recruitment of student members is suggested. ***Response: There are 6 students on the DEC (see attached bylaws). Recruitment of students is done for all SON committees in the fall of each year with a general announcement. If there are no volunteers, the chair of the DEC does a targeted recruitment to obtain volunteers to fill each position on the committee.***
- More information regarding the structure and charge of the DEC would be helpful. ***Response: The information about the DEC is in the SON bylaws which are attached.***
- Plans to maintain the Global forum are encouraged. The team was unclear if the School intends to expand the forum to an interdisciplinary forum, such as "Global Health Care." ***Response: This event is advertised to a wide audience at the Hershey Medical Center and in the College of Health and Human Development and we have had people from both attend the event. We will consider making it interdisciplinary in the future.***
- Clarification of whether the remote sites mentioned are located at Penn State or other schools of nursing nationwide would be helpful. ***Response: Remote sites refer to the 10 Commonwealth Campuses that have School of Nursing programs.***
- The review team suggests expanding the existing measure of number in attendance with data indicating the learning opportunities that emerge from the Global forum. ***Response: An evaluation tool will be developed that measures attainment of the educational objectives that the SON has for this event.***

#### ***Challenge 2: Creating a Welcoming Campus Climate***

- The linkage between principles and outcomes is positive.
- The review team is unclear why the climate assessment will not be conducted until 2012 if the goal is to promote strengths and identify areas for improvement. ***Response: We have been using the data from the climate assessment done in 2008 by the College of Health and Human Development when the SON was still an academic unit of the College. It is appropriate for the School of Nursing to construct and implement a climate assessment in the 2010-2011 academic year and use the outcomes to advance our strategic initiative in diversity.***
- The review team recommends gathering baseline data to provide more information relating to goals, actions and measurable outcomes.

### **Representation (Access and Success)**

#### ***Challenge 3: Recruiting and Retaining a Diverse Student Body***

- The review team found it difficult to interpret the reference to MACaN without more detail on the project. ***Response: See attached brochure.***
- Recruitment of undergraduate students, most notably high school students or students with no nursing credentials is not addressed with regard to the information presented in the Challenge. ***Response:***

***The DEC will identify initiatives that are happening through the University (ex. upward bound math/science program) to see if there are opportunities for the SON to participate.***

- The Lincoln University initiative is a good example of a positive effort and may serve as a model for future partnerships to attract students from other underrepresented/underserved groups. ***Response: Students from Lincoln University interested in a career in nursing will be prepared to enter the second degree program at Penn State Harrisburg upon graduation from their baccalaureate program.***
- Measures are repeated for two strategies. Within this Challenge, consider showing the amount of time the adviser dedicates to advising students. ***Response: The HRSA grant was not funded so an alternative approach to advisement will have to be developed.***
- The number of students visiting the recruitment booth at a national meeting along with the type of material provided and selected, could be a useful measure. ***Response: We will collect these data as part of our outcome measure.***
- More information is needed regarding the peer-support program as no prior discussion was presented in this document. The team recommends designing a program to initiate contact with all underrepresented/underserved students. ***Response: This peer support program will be developed in the 2010-2011 academic year. We will make sure it includes contact with all underrepresented students.***
- Providing the baseline number of underrepresented/underserved students and the estimated attrition rates would be helpful. ***Response: Fifteen percent of all nursing students are from underrepresented/underserved populations. The overall attrition rate for the School of Nursing is 7% but we do not collect data specific to the attrition of underrepresented/underserved populations. We will add this metric to our data collection procedures.***

#### ***Challenge 4: Recruiting and Retaining a Diverse Workforce***

- Communicating the School's commitment to diversity is appropriate for a first-time plan.
- The review team highly recommends identifying and advertising in the three publications by the mid-point update rather than waiting until the 2015 academic year. ***Response: That measure will be amended to read "by the end of the academic year 2011".***
- More information regarding the School's commitment and vigilance in the recruitment of candidates from diverse populations would be beneficial. Consider and describe creative ideas for this opportunity. ***Response: Diversity in nursing is a significant problem and is even more evident in nursing education. This year, we hired a minority faculty member who is an epidemiologist. While not a nurse, she was a fit for the School of Nursing because she has a complementary research agenda to those of our faculty.***
- Advertisements for faculty and staff recruitment should use the following wording, "Penn State University is committed to affirmative action and a diverse workforce." The statement represents standard Penn State Affirmative Action wording. ***Response: It is included as such.***

#### **Education and Scholarship**

##### ***Challenge 5: Developing a Curriculum That Fosters U.S. and International Cultural Competencies***

- Please explain what signifies an "international opportunity" (e.g., service learning, internships, embedded courses, etc.). The review team is unclear how this international opportunity network will offer new opportunities. ***Response: Our students engage in varying types of learning opportunities as part of an international experience. Service learning, clinical experiences, medical mission and embedded courses all qualify as an "International Opportunity". Involvement in the World Universities Network provides opportunities for Penn State faculty to connect with other faculty from around the world based on research interest.***
- Clinical experience in the provision of care for at least one diverse or vulnerable population is admirable—service learning added to expertise equals good public scholarship.

## **Institutional Viability and Vitality**

### **Challenge 6: Diversifying University Leadership and Management**

- It was unclear how the leadership and management team is connected to DEC. **Response: The Chair of the DEC meets quarterly with the Dean of the School of Nursing to update her on the work of the committee and address any changes to the diversity plan that has been set out for the year. As appropriate, the Chair of the DEC will be included in Executive Meetings of the School of Nursing.**
- The review team notes a commendable effort in leadership development and collaboration with the College of Health and Human Development.
- The team recommends placing emphasis on the theme of diversity at the leadership development conference.
- Without data, it is not clear where the opportunity to increase diversity lies. For example, the information provided regarding participant selection is unclear, indicating "Women and faculty from underrepresented groups will be given special consideration when participants are selected." The review team is interested if the School plans to address participation by men and whether they are considered an underrepresented/underserved population in the nursing field. **Response: Thank you for this thoughtful comment. Yes, men are underrepresented in nursing (still only about 7% of the total nursing population). But, I am not sure that having men in this leadership conference would meet the objectives of the experience. As the institute takes shape, it will be clearer about who would be the best participants and how mixed gender would affect the dynamics of the experience.**
- Outcomes from the leadership development conference are worth measuring (i.e., did you achieve your expectations?). Knowing the demographics of the participants would also be useful. **Response: The School of Nursing will work with the College of Health and Human Development on the Leadership Development Conference to identify metrics, clarify recruitment procedures and finalize outcomes that could be the basis for evaluation.**

### **Challenge 7: Coordinating Organizational Change to Support Our Diversity Goals**

- Identifying data sources is commendable and the use of a matrix is beneficial. Please provide more information regarding the "Community of Interest." Is this a disciplinary community (as defined by the Faculty Senate) within Penn State or a collection of stakeholders external to the University? **Response: "Community of Interest" is a term that used in Nursing's accreditation standards. It is defined by the Penn State School of Nursing as those key stakeholder that have an interest in the School of Nursing (students, alumni, donors, community).**

**THE PENNSYLVANIA STATE UNIVERSITY**  
School of Nursing  
Faculty Organization  
By-Laws

IX. Committees of the Organization

**Diversity Enhancement Committee**

Section 1. Membership: The Diversity Enhancement Committee is a freestanding committee that reports directly to the Dean. The committee shall include the following elected members.

- a. One faculty representative from each of the following programs:
  1. One (1) AD program representative
  2. Three (3) BS representatives (one from UP, one from Hershey and one from the second degree program)
  3. One (1) RN to BS representative
  4. One (1) Graduate program representative
- b. Student representatives from each of the following programs:
  1. Three (3) BS representatives (one from UP, one from Hershey and one from the  
second degree program
  2. One (1) RN to BS representative
  3. One (1) AD program representative
  4. One (1) Graduate program representative
- c. One staff representative
- d. The chairperson of the committee will be appointed by the Dean from among those  
faculty elected to serve on the committee.

Section 2. Functions:

- a. Develop and review on a regular basis the School's strategic plan for diversity
- b. Recommend actions to the Dean which will enhance climate and programming in the School of Nursing related to issues of diversity
- c. Monitor and assess diversity activities throughout the School

### How to Apply

- Complete the application form (found on the Web site at [www.hhdev.psu.edu/nurs](http://www.hhdev.psu.edu/nurs)).
- Complete a short essay that includes a description of your research interests and course background.
- Obtain a sealed recommendation from your adviser or a faculty member with whom you have studied (form included with application on the Web site).
- Mail application, essay, and recommendation along with a current official transcript to:

Lisa Kitko, R.N., Ph.D. (c)  
Coordinator  
Minority Advanced Careers in Nursing  
The Pennsylvania State University  
School of Nursing  
201 Health and Human Development East  
University Park, PA 16802-6501

**Deadline for applications is March 12, 2010.**

### For Further Information Contact:

Lisa Kitko at the address listed above; you may also contact her at:

814-863-2228 (Phone)  
814-863-2925 (Fax)  
lah150@psu.edu (E-mail)

Visit us on the Web (and apply) at:

**[www.hhdev.psu.edu/nurs](http://www.hhdev.psu.edu/nurs)**

This publication is available in alternative media on request. The Pennsylvania State University is committed to affirmative action, equal opportunity and the diversity of its workforce. (NURS10069) U.Ed. HDD 10-058



**PENNSTATE**  
**SCHOOL OF NURSING**  
*Educating Today's Nurses for Tomorrow's Health Concerns*

**Summer Research Internships  
for Nursing Students**  
**MINORITY ADVANCED CAREERS IN NURSING (MACaN)**  
**June 7 - July 16, 2010**  
Sponsored by the School of Nursing

### **About the Program:**

Are you an undergraduate student who is considering a graduate degree in nursing? Are you interested in conducting research that could make a difference in the lives of individuals and families? If so, then the Minority Advanced Careers in Nursing (MACaN) program just might be for you!

Established in 2004, the MACaN program exposes undergraduate students to the many opportunities that are available to them with an advanced nursing degree. The program enables you to spend several weeks during the summer at the Penn State University Park campus working closely with a full-time faculty member from the School of Nursing. While you are here, that faculty member will serve as your mentor, helping you define your long-range career goals and advising you on the skills and experience you will need to obtain in order to meet those goals.

During your stay, you also will have the chance to work alongside some of the nation's leading nursing health researchers and gain valuable hands-on research experience—experience that will help you shape your career path and discover the many benefits that graduate nursing education has to offer. It also may be your first step toward graduate school, as most MACaN participants receive an invitation to apply for graduate study in the Penn State School of Nursing.



### **Nursing Advanced Practice Leadership Experience June 7 - June 25, 2010**

This three-week program is designed to introduce students entering their junior year to the benefits of a graduate nursing education. Students are assigned a faculty mentor who introduces them to the basics of the research process and works with them on a small research project. Students also have an opportunity to observe advanced practice nurses in various clinical and research settings within the community and at the Penn State Milton S. Hershey Medical Center.

**The program is free and includes the cost of transportation, room, board, and selected social activities. Students must have a minimum 3.25 GPA to apply.**

### **Nursing Advanced Research Experience June 7-July 16, 2010**

This six-week internship is designed to expose students entering their senior year to the benefits of a graduate nursing education. Students are assigned a faculty mentor with similar research interests and then spend most of their time assisting their mentor with an ongoing research project. Students also have an opportunity to observe advanced practice nursing at the Penn State Milton S. Hershey Medical Center and network with other students completing summer internships within the Penn State School of Nursing and College of Health and Human Development.

**The internship provides a \$1,250 stipend and covers the cost of transportation, room, board, and selected social activities. Students must have a minimum 3.25 GPA to apply.**