

**UNIVERSITY OF KENTUCKY  
COLLEGE OF NURSING**

**2012-2013 Report on Diversity Programs and Activities  
for the UK Office of Institutional Diversity**

July 10, 2013

Work is ongoing to create an inclusive culture for all students, faculty and staff of the UK College of Nursing. During the 2012-2013 academic year, the following activities had a significant minority audience (including males as men are considered a minority in nursing), first generation college student and/or international:

**Exhibits:**

- **7/25 – 7/29/12** - National Black Nurses Association (NBNA) 40<sup>th</sup> Annual Institute and Conference, Orlando, FL; in conjunction with UK HealthCare, provided support to send two members of the local Lexington chapter, an exhibit booth and give-a-ways (approximately 500 attendees)
- **8/11/12** – Multicultural Community Health Fair, in conjunction with the UK College of Medicine and other health colleges, provided financial support and faculty member Ana Maria Quelopana presented a women’s wellness seminar (approx. 200 attendees)
- **Fall 2012 / Spring 2013** - Come See for Yourself Events, faculty, staff and students attended all (12) events (from 100-500 attendees at each event)
- **10/16/12** – Latino/Multicultural Fair at Transylvania University (approx. 400 attendees)
- **10/31/12** - UK Graduate and Professional School Showcase (approx. 200 attendees)
- **12/8/12** – Latino/Multicultural Fair at the University of Louisville (approx. 200 attendees)
- **2/1/13** – Kentucky State University School of Nursing Career Fair (approx. 100 attendees)
- **4/3 – 4/7/13** – National Student Nurses Association (NSNA) 61<sup>st</sup> Annual Convention, Charlotte, NC (approx. 3,000 attendees)

**Visitors:** Provided 1 hour or longer sessions to the following groups:

- **7/12** – AHEC Summer Health Camp (approx. 30 attendees)
- **10/12** – “Nursing Chats” sponsored by the Health Colleges Office for Student Diversity Services (approx. 15 attendees)
- **4/13/13** – Brownie First Aid Badge Workshop (approx. 50 attendees)
- **6/13/13** – R.A.P./F.L.Y. Realizing Academic Potential / First Love Yourself Girls Program (approx. 13 attendees)
- **6/21/13** – Southeast AHEC Summer Camp (approx. 50 attendees)
- **6/25/13** – Robinson Scholars Program (approx. 25 attendees)

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#### **Presentations / Speaking Requests / Events:**

- **7/12** – AHEC Summer Health Career Camp, Dean’s presentation in the College of Nursing Undergraduate Student Lounge (approx. 30 attendees)
- **8/24/12** – Annual Cultural Competency Conference, encouraged participation of all faculty and staff, a significant number attended (approx. 500 attendees)
- **3/16-19/13**- Two African American students (one PhD & one second degree student) attended the 2013 AACN Student Policy Summit in Washington DC with financial support from the College of Nursing
- **3/23/13** - 6<sup>th</sup> Annual Multicultural Health Careers Open House, one staff member and two students participated (approx. 150 attendees)
- **4/26/13** - Lexington Chapter of the National Black Nurses Association Scholarship Dinner, purchased a table for faculty, staff and students to participate (approx.. 100 attendees)
- **6/18/13** – Office of Institutional Diversity Meet and Greet for the Freshman Summer Program and Whitney Young Scholars Program (approx. 100 attendees)

#### **Health Colleges Office for Student Diversity Services:**

- A staff member was part of the hiring committee that participated in revising the position description, candidate review, phone interviews and campus interviews for the Director, Retention Specialist and Recruiter positions for the office. The College’s Interim Dean and Associate Deans were actively involved in the on campus interviews.
- Worked closely with HCOSDS support staff in maintaining visibility at conferences and other events.

#### **Zeta Phi Chapter of Chi Eta Phi Sorority:**

- The local chapter of the professional association for African American male and female registered professional nurses and student nurses. The College has faculty who are members of this sorority and actively participate in meetings/events.

#### **College of Nursing Diversity Advisory Committee:**

- The Committee normally meets twice a year. However, due to the turnover of deans, the Committee did not meet in 2012-2013.
- The Interim Dean is currently re-establishing the meeting schedule.

#### **Metrics from College of Nursing 2011-2012 Annual Report:**

**Metric 1.1-2:** Percent of entering minority and international students that matriculate will increase over the previous year.

- *Benchmark 2008-2009, 320 new students matriculated into the undergraduate and graduate programs. Of the 320, 26 or 8.1% were minority or international students, including 13 (8.2%) in the traditional BSN program [includes 1 international student], 4 (12.9%) in the second degree*

program, 4 (10.5%) in the RN to BSN program, 2 (3.1%) in the MSN program, 3 (27.3%) in the PhD program [includes 1 international student], and 0 in the DNP program

- *1<sup>st</sup> year Strategic Plan 2009-2010, 301 new students matriculated into the undergraduate and graduate programs. Of the 301, 30 or 10.0% were minority or international students, including 18 (11.0 %) in the traditional BSN program, 5 (17.9%) in the second degree program[includes 1 international student], 2 (5.6%) in the RN to BSN program, 1 (12.5%) in the PhD program [includes 1 international student], and 4 (7.7%) in the DNP program [increased by 4 students over benchmark]*
- *2010-2011, 281 new students matriculated into the undergraduate and graduate programs. Of the 281, 33 or 11.7% were minority or international students, including 19 (11.8%) in the traditional BSN program [includes 2 international students], 4 (11.7%) in the second degree program, 2 (5.8%) in the RN to BSN program, 1 (16.6%) in the PhD program, and 7 (15.9%) in the DNP program [includes 1 international student]*
- *2011-2012, 278 new students matriculated into the undergraduate and graduate programs. Of the 278, 29 or 10.4% were minority or international students, including 14 (8.6%) in the traditional BSN program [includes 1 international student], 8 (24.2%) in the second degree program [includes 1 international student], 4 (11.1%) in the RN to BSN program, 1 (14.2%) in the PhD program [includes 1 international student], and 2 (4.8%) in the DNP program*
- *2012-2013, 279 new students matriculated into the undergraduate and graduate programs. Of the 279, 37 or 13.3% were minority or international students, including 19 (10.9%) in the traditional BSN program [includes 1 international student], 5 (23.8%) in the second degree program [includes 0 international students], 4 (12.1%) in the RN to BSN program [include 2 international students], 4 (30.8%) in the PhD program [includes 1 international student], and 5 (13.5%) in the DNP program [includes 1 international student].*

**Metric 4.1-1**<sup>iii</sup> Increase number of minority and international full-time faculty members, including those in tenure tracked and tenured positions.

- *Benchmark 2008-2009 number of minority faculty was 3 of 52; all non-tenured, 2 tenure-track*
- *1<sup>st</sup> year Strategic Plan 2009-2010 number of minority faculty was 4 of 54; all non-tenured, 3 tenure-track [one additional minority faculty member, met]*
- *2010-2011 number of minority faculty was 5 of 59; all non-tenured, 3 tenure-track [one additional minority faculty member, met]*
- *2011-2012 the number of minority faculty was 6 of 57; all non-tenured, 3 tenure-track [1 additional minority faculty member, met]*
- *2012-2013 the number of minority faculty was 5 of 54; 1 tenured, 1 non-tenure track, 3 tenure track [1 minority faculty changed to part time, not met]*

<sup>i</sup> Metric 1.1-2 changed in 2010-2011 Annual Report to reflect percent vs. number.

<sup>ii</sup> *Nonresident Alien* - A person who is not a citizen or national of the United States and who is in this country on a visa or temporary basis and does not have the right to remain indefinitely. NOTE - Nonresident aliens are to be reported separately, in the field provided, rather than included in any of the six racial/ethnic categories. Resident aliens and other eligible (for financial aid purposes) noncitizens who are not citizens or nationals of the United States and who have been admitted as legal immigrants for the purpose of obtaining permanent resident alien status (and who hold either an alien registration card (Form I-551 or I-151), a Temporary Resident Card (Form I-688), or an Arrival-Departure Record (Form I-94) with a notation that conveys legal immigrant status such as Section 207 Refugee, Section 208 Asylee, Conditional Entrant Parolee or Cuban-Haitian) are to be reported in the appropriate racial/ethnic categories along with United States citizens.

<sup>iii</sup> Metric 4.1-1 changed in 2010-2011 Annual Report, original language “Increase number of minority full-time faculty members.” In addition, inquired of the Provost office about how minority and/or international status is captured in the UK Faculty Data Base. The following answer was received from Diane Gagel on January 17, 2012 – “There are no special definitions or procedures for collecting minority or international faculty designations in the FDB. The FDB Race and Ethnic fields parallel those data elements captured by HR – which is self-reported by the

employee...., I assume at the time of hire... There is no explicit designation 'international' faculty in the FDB."  
Outcome data modified per revised wording of metric.