

**Academic Department/Division
Diversity Reporting Executive Summary**

1. Name of Department/Division

Charles Morton Share Division of Nursing

2. Academic Year for Report

- a. Fall 2018-Spring 2019

3. List of Degree Programs and/or Courses which highlight or support diversity awareness/engagement in the course or degree curriculum.

The Division of Nursing's conceptual framework includes the concept of cultural diversity and it is threaded throughout every course in both the undergraduate (traditional BSN and Online RN-to-BSN) and graduate (BSN-to-DNP) programs.

4. Extra-curricular or co-curricular activities housed within the department/division and/or which are sponsored by the department/division that highlight or support diversity awareness and engagement (For example: Aggie Club, SOEA, Spanish Club, CORE, Writer's Roundtable etc...all support diversity of student experiences and/or support community based entities that serve the broader public population)

- Student Nurses' Association
- Pre-Nursing Students Association
- The traditional BSN students also participate in a variety of activities that highlight diversity awareness and engagement. These activities include:
 - Annual Caring Across Cultures Conference in OKC – All students attend
 - Oklahoma Nurses Student Association Convention – All students attend
 - MIPS Training (Mass Immunization Project by the OSDH) – All students attend
 - Nurses Day at the Capitol – Senior Students attend to promote health awareness for the rural, underserved communities
 - Assorted community events for health promotion and maintenance activities with the public including Homecoming booth, Alva Car Show, and Fall Festival Booth

5. Internship/Practicum placements that encourage or require interaction with underserved, minority, or socio-economically disadvantaged populations.

Traditional BSN students: All clinical experiences occur in communities throughout NW Oklahoma (Alva, Enid, Woodward, Ponca City and surrounding areas). Students work with clients across the life-span in the community. Experiences are included in Federally Qualified Health Centers (FQHCs), hospitals, clinics, schools, and home settings in rural areas.

BSN-to-DNP Students: Beginning in Spring 2019, students were placed in rural health clinics, federally qualified safety net clinics and correctional facilities for clinical practicums.

Online RN-to-BSN Students: Students conduct interviews with clients in rural communities as well as with providers of social services in communities.

6. Explanation of how department provides support for or outreach to underserved, minority, or socio-economically disadvantaged students.

The Division of Nursing admits traditional and non-traditional students to all of its programs. We have students in every program for whom English is the second language. We have numerous students throughout the programs who are single parents, sole breadwinners, gender minorities in the profession, and are first generation students. We personalize advisement to provide accessible support in face-to-face meetings, by phone, ZOOM meetings and email to promote student retention when they are challenged with juggling work, education and family commitments. The Division also has identified a faculty member as the “Student Success Coordinator” who works 1:1 with the traditional BSN students to help them with strategies for success in the rigorous nursing program.

The Division of Nursing uses a “blind” process for admission of students to its programs. The Division actively recruits potential students from Oklahoma and neighboring students. Applicant admission materials are then de-identified for Admission Committee review and the faculty review processes. This process helps to eliminate any cultural bias that otherwise could potentially be introduced into the selection process.

7. Training or conference attendance for faculty and staff that included diversity awareness and/or engagement. Names of those faculty and staff attending should be included.

Dr Courtney Ballina: Leadership Trust Initiative (New Richmond, Wisconsin)
Member of the Foster Care Recruitment and Retention Committee
National Organization of Nurse Practitioner Faculty Conference

Dr Ramona Bartlow: Caring Across Cultures Conference
ONSA Convention
Nurses Day at the Capitol
MIPS Training

Dr Mary Brune: Caring Across Cultures Conference
Oklahoma Medical Reserve Corp Emergency Training
MIPS Training
Homecoming Booth with Students

Ms. Amanda Clepper: Caring Across Cultures Conference
MIPS Training

Dr. Leslie Collins: Caring Across Cultures Conference
ONSA Convention
Nurses Day at the Capitol
MIPS Training
AACN Baccalaureate Nursing Education Conference
Homecoming Booth with Students

Dr Jennifer Glen National Organization of Nurse Practitioner Faculty Conference

Dr Nikole Hicks:	Caring Across Cultures Conference MIPS Training
Dr Jennifer Mahieu	Caring Across Cultures Conference MIPS Training
Dr Krista Tilley	Caring Across Cultures Conference MIPS Training Nurses Day at the Capitol
Dr Pat Thompson	Caring Across Cultures Conference MIPS Training ONA Annual Convention AACN Doctoral Education Conference Homecoming Booth with students Webinars including: <ul style="list-style-type: none"> • “Preparing People to Reenter Society: The Role of Education Inside Prison” • “Accessibility Across the Higher Education Institution” • “Understanding Financial Aid: Challenges and Restrictions for Academic Advisors” • “Adolescent Substance Abuse: Contemporary Trends in Prevention and Treatment” • “Telehealth”
Dr Shelly Wells	Caring Across Cultures Conference ONA Annual Convention Nurses Day at the Capitol AACN Doctoral Education Conference AACN Academic Leadership Conference Intertribal Quarterly Health Advisory Meeting Tribal Public Health Advisory Meeting NE Oklahoma Workforce Development Board Community Health Workers Project Meetings

All faculty also regularly participate in online education offerings addressing teaching strategies for diverse learning populations sponsored by the American Association of Colleges of Nursing and the National League for Nursing.