

## **Academic Department/Division Diversity Reporting Guide**

- 1. Name of Department/Division**
  - a. Division of Nursing
- 2. Academic Year for Report**
  - a. Fall 2017-Spring 2018
- 3. List of Degree Program Courses which highlight or support diversity awareness/engagement in the course or degree curriculum.**
  - a. NURS 3013 Introduction to Nursing Care and Skills
  - b. NURS 3003 Holistic Assessment
  - c. NURS 3037 Nursing Care of the Adult I
  - d. NURS 3033 Pathophysiology for Nurses
  - e. NURS 3103 Pharmacology and Nursing Care
  - f. NURS 3023 Role Transition
  - g. NURS 3337 Nursing Care of the Adult II
  - h. NURS 3147 Nursing Care of the Family
  - i. NURS 3226 Nursing Care in Mental Health
  - j. NURS 4333 Professional Issues in Nursing
  - k. NURS 4206 Nursing Care in the Community
  - l. NURS 4003 Research Utilization
  - m. NURS 4316 Nursing Care of the Adult III
  - n. NURS 4216 Leadership in Nursing
  - o. NURS 6113 Advanced Pathophysiology
  - p. NURS 6213 Theory for Evidence-Based Advanced Nursing Practice
  - q. NURS 6263 Health Policy, Ethics, Economics, and Advanced Nursing Practice
  - r. NURS 6423 Interprofessional Leadership, Collaboration, and Communications

Curricula for both the BSN and DNP programs include a culture and diversity thread that is woven throughout the curriculum. Student Learning Outcomes in each class reflect this thread and require that students at all levels develop, refine, and exhibit awareness of diversity and culture. Both degree programs include opportunities for students to exhibit the skills and characteristics necessary to assess, address, and anticipate the physical, spiritual, and psycho-social care needs for diverse populations.

- 4. Extra-curricular or co-curricular activities housed within the department/division or which are sponsored by the department/division that highlight or support diversity awareness and engagement.**
  - a. Attendance of the BSN students and faculty at the annual Caring Across Cultures Conference sponsored by Oklahoma City University's Kramer School of Nursing each September.
  - b. Ranger Research Day where all Senior traditional BSN students present evidence-based practice projects each fall.

- c. Conference attendance opportunities through the Oklahoma Student Nurses Association each October.
- d. Oklahoma Research Day where all Senior traditional BSN students present evidence-based practice projects each spring.
- e. Community Health Fairs sponsored by Division Students and Faculty each spring.

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

All clinical nursing courses place students with community health care facilities and agencies exposing them to and having them care for individuals of all socio-economic and cultural/ethnic backgrounds.

**6. Explanation of how department provides support for or outreach to minority students.**

The Division of Nursing faculty and staff participate in all university recruitment events and participate in Nursing-specific recruitment events throughout the state. Opportunities for advisement sessions on all campuses for traditional BSN students as well as through online meetings for potential students in the RN-to-BSN and BSN-to-DNP Programs. Faculty are aware of the unique needs of first generation college attendees regarding advisement and rapport building. One of the Division's faculty members is designated as the "Student Success Coordinator" to work with students to determine specific learning styles and needs and works with faculty to assist in recommending teaching strategies to address the varied needs of the students.

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 and number of attendees.**

Faculty regularly participate in the university-sponsored Ranger Research Day, the Oklahoma Research Day, as well as discipline-specific conferences and symposiums annually. Faculty are strongly urged to attend pedagogy workshops, which are offered on campus, to strengthen ADA and first-generation student outreach. 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.