

University of Kentucky  
**College of Nursing: 2008-2009 Annual Diversity Report**

In 2008-2009, the College of Nursing continued its work to enhance the diversity of the College's students and faculty, and to assure that our graduates are prepared to provide and design quality care for diverse populations. In addition, graduates of our PhD program are prepared for careers as nurse scientists who can address evolving issues in health care, including health disparities.

*Student recruitment.* Recruitment of prospective students is important and ongoing. The nursing recruiter is routinely asked to speak to students at high school and college career fairs. In the past year, she has been to Union College, Kentucky State University, and Bluegrass Community and Technical College. She spoke to students at the Bluegrass Youth Development Center, Dunbar, Tates Creek and West Jessamine high schools. She, along with a staff development nurse at Chandler Medical Center, are working closely with the Experience-Based Career Education Program and have had minority students in two rotations. Additional recruitment activities include the See Blue Preview Nights, during which we attended events in Elizabethtown, Ashland, Somerset, Louisville and Lexington and participated in six of the Come See for Yourself Events, programs designed to showcase the University for minority high school students. The College is active in the Health Professions Pipeline Meetings and recently worked on a subcommittee to approve the 2009 Diversity in the Curriculum Survey.

In February 2009, the recruiter and an undergraduate advisor participated in the Multicultural Affairs Health Careers Open House, speaking to prospective minority applicants and giving tours of the College. In March 2009, the recruiter participated in the University's Humanity Academy, an intense week-long event designed to encourage participants to champion the University's diversity goals and aid in establishing a culture of respect, inclusion and appreciation for all staff, faculty and students.

*Enrollment growth.* Enrollment of minority and male undergraduate and graduate nursing students is steadily rising.

- Fall 2002 – of 431 undergraduate nursing majors and graduate nursing students, 27 (6%) identified themselves as a minority student (13 African American) and 36 (8%) identified their gender as male.
- Fall 2008 – of 679 undergraduate nursing majors and graduate students, 56 (8%) themselves as minority students (29 African American), and 76 (11%) identified their gender as male.

The College has also worked to implement a number of initiatives to support student success. One of these initiatives involves working closely with staff in the Health Center Student Diversity and Enrichment Services and the Center for Academic Resources and Enrichment Services to identify minority students who are experiencing academic difficulty in order to provide them additional support. The College's leadership and student services staff meet with the staff from these two offices once a semester.

*Providing health care.* The College continued its active involvement in providing health care for Kentuckians. In addition to faculty who practice within UK HealthCare and in school-based clinics, the College has faculty and staff who provide health care to at-risk populations in the following venues: Baby Health Clinic, Family Care Center, Hope Center for Men, Hope Center for Women, Nathaniel Mission, Post Clinic Mount Sterling, and the Lawrence County Health Department.

*Faculty and staff development.* One of the College's goals is to foster diversity of thought, culture, gender and ethnicity. Our objectives for meeting this goal include: foster an environment conducive to student success rich in scholarly opportunities that promote life-long learning; attract and retain a distinguished and diverse faculty; promote student, faculty, and staff understanding of, and respect for, diversity; and recruit and graduate a more diverse student body. The College's Diversity Advisory Council, with members internal and external to the College and UK, met on November 11, 2008. In August 2007 the College engaged the services of Dr. Kikanza Nuri Robins, a consultant, to foster our work in inclusivity. Robins continued her work with the College during 2008 at a day-long retreat on August 21<sup>st</sup> and again on November 11-13<sup>th</sup>. In spring 2009, the College initiated monthly faculty/staff conversations about inclusivity. Dr. Judy Jackson, the Vice President for Institutional Diversity, facilitated our first conversation.