

124th Meeting of the National Advisory Council on Nurse Education and Practice

Introduction and Directions for the Meeting

Welcome to the 124th Meeting of the National Advisory Council on Nurse Education and Practice. We are very excited to conduct this meeting for the first time by webinar. This technology will enable us to meet in a virtual atmosphere, bypassing travel and hotel accommodations yet still allow us to be just as productive if not more so.

We have a full agenda with some excellent speakers and presentations to help us meet our goal for this meeting. You'll recall that our goal and focus is to:

- Identify the key elements of successful programs in nursing education that have increased the recruitment and graduation of diverse individuals.
- Identify the key elements of success in innovative models that have improved the retention, professional development and promotion of diverse individuals within the nursing profession.
- Develop recommendations to present in our 11th report to Congress regarding increasing nursing workforce diversity.

There are designated times for lunch and breaks built into the agenda. We ask that you return to the webinar at the times offered as we will begin promptly. We've invited two additional speakers to address the challenges in diversifying education and leadership in nursing. We hope to have those speakers confirmed shortly and have allotted time in the agenda for them to speak.

As we are taking full advantage of our virtual environment, we are also going to 'go green' with the distribution of materials. As such, by electronic delivery, attached below please find the following materials:

1. Meeting Agenda
2. Council Member Meeting Roster
3. Program Vignettes
4. Presenter Bios
5. Meeting Evaluation

Thank you for your participation in this meeting and we are very much looking forward to the final product (report) that will be the end result.

Maureen Keefe and Julie Sochalski

**124th Meeting of the
National Advisory Council on Nurse Education and Practice (NACNEP)
Web Meeting
April 11-12, 2011**

Diversity in Nurse Education and Practice

AGENDA

Monday, April 11, 2011

Time (Eastern)	Topic/ Format	Speakers/ Facilitators	Web Address / Conference Call Numbers
10:00 – 10:15 am	Log on / technology troubleshooting. Need help? Email shunter@hrsa.gov or call 301-642-1871. Please include a phone number so we can reach you.		Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
10:15-10:30 am	Welcome & Introductions <i>-Agenda Review</i>	Julie Sochalski, PhD, RN, FAAN Director, Division of Nursing, Chair, NACNEP	
10:30-12:00 pm	History of Diversity, Diversity Language	Lisa Evans, JD NIH	
12:00 – 12:45 pm	LUNCH BREAK (45 minutes)		
12:45 -1:00 pm	Log on / Technology troubleshooting Need help? Email shunter@hrsa.gov or call 301-642-1871. Please include a phone number so we can reach you.		Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
1:00-1:45 pm	Diversity Definitions Discussions	Discussion led by 11 th Report Writing Team and Julie Sochalski	
1:45-2:30 pm	Salish Kootenai College Nursing Program (Pre-licensure/American Indian Population)	Lisa Lackner, PhD, MSN, RN	
2:30-3:00 pm	D'Youville College (Urban HS-to-Nursing School Pipeline)	Karen Kwandrans, M.Ed., RN	
3:00-3:15 pm	Break		
3:15-4:00 pm	Hausman Diversity in Nursing Program/Patient Care Services	Deborah Washington, RN	Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
4:00-4:45 pm	Clinical Leadership Collaborative for Diversity in Nursing (CLCDN) Student-Nurse Transition Program	Gaurdia Banister, PhD, RN	
4:45-5:30 pm	Challenges in Education Presentation NLN Executive Director	Beverly Malone, PhD, RN, FAAN	
5:30-6:00 pm	Public Comment and Adjournment	Julie Sochalski, PhD, RN, FAAN Director, Division of Nursing, Chair, NACNEP	

Tuesday, April 12, 2011

Time (Eastern)	Topic/ Format	Speakers/ Facilitators	Web Address / Conference Call Numbers
09:45-10:00 am	Log on / technology troubleshooting. Need help? Email shunter@hrsa.gov or call 301-642-1871. Please include a phone number so we can reach you.		Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
10:00-10:30 am	Diversity Data Discussion	Ann Minnick, PhD, RN, FAAN 11th Report Data Team	
10:30-11:15 am	Juntos Podemos (Together We Can) (Hispanic Focused Retention)	Norma Martinez-Rogers, PhD, RN, FAAN	
11:15-12:00 pm	St. Louis University Area Health Education Centers Program	David Pole, MPH	
12:00 – 12:45 pm	Leadership Presentation	Diversity and Nursing Leadership Speaker	
12:45-1:30 pm	LUNCH Log on / Technology troubleshooting Need help? Email shunter@hrsa.gov or call 301-642-1871. Please include a phone number so we can reach you.		Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
1:30-2:00 pm	Council Discussion on Framing Recommendations/Report	Julie Sochalski, PhD, RN, FAAN Director, Division of Nursing, Chair, NACNEP	Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
2:00 – 3:00 pm	BREAKOUT Rooms for Recommendations Development	NACNEP Council Members	
3:00-3:15 pm	Break and Re-join Main Meeting Rm.		Web address: by invitation Conf Call Number and Passcode: 1-800-988-9547 #2360701
3:15-5:15 pm	Council discussion and drafting recommendations for report	Julie Sochalski, PhD, RN, FAAN Director, Division of Nursing, Chair, NACNEP	Main Conf # for General Council: 1-800-988-9547 Passcode: 2360701
5:15-5:45 pm	Public Comment		
5:45-6:00 pm	Next Steps and Adjournment		

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Presenter Program Vignettes

<p>Guardia Banister</p>	<p>Massachusetts General Hospital, Clinical Leadership Collaborative for Diversity in Nursing (CLCDN) - This program demonstrates the success of an academic service partnership with the goal of increasing the number of ethnically and racially diverse nurses. In addition to scholarship support, the CLCDN aims to ease the transition from student to nurse through capstone experiences, staff mentorship arrangements, and employment opportunities. Nurse mentors who are diverse play a key role in ensuring the success of the CLCDN. In both informal and formal meetings/coaching sessions, CLCDN mentors and students identify ways to achieve academic excellence, develop clinical and leadership skills, identify strategies to manage the various racial, ethnic and cultural issues that may be experienced during their career, and set the stage for success throughout their career as professional nurses. Originally designed to focus on supporting students enrolled at the baccalaureate level, an expanded CLCDN initiative which provides opportunities for diverse nurses pursuing masters and doctoral degrees was recently implemented. This new programmatic feature will help position diverse nurses for managerial and advance practice roles through scholarship support, educational offerings and mentoring opportunities. A formal evaluation of the program's success that includes student and mentor satisfaction and recommendations for program improvement is currently underway.</p>	<p>gbanister@partners.org</p>
<p>Deborah Washington</p>	<p>The Hausman Nursing Fellowship is designed to enhance interest in and commitment to nursing students of color. The undergraduate Fellowship has been developed to afford nursing students following their junior year an opportunity to experience nursing first hand at the MGH by participating in multiple roles within the department. These opportunities provide Fellows with both inpatient and outpatient experiences in an arena rich with clinical experts. The Fellowship is specifically intended to engage undergraduate nursing in a way that recognizes their level of current clinical skills and strengths and that builds in a protected way on those strengths.</p>	<p>dWASHINGTON1@partners.org</p>
<p>Karen Kwandrans</p>	<p>D'Youville College-Program goals are to increase # of minorities choosing nursing career path, to develop and implement educational environments and provide support services to address needs of high school students preparing for nursing school and undergraduate BSN students from educationally and/or economically disadvantaged backgrounds, and to offer stipends & scholarships for financial assistance to project participants to enhance their ability for successful entrance into and completion of a professional registered nursing education program.</p>	<p>kwandrans@dyc.edu</p>

Norma Martinez Rogers	University of Texas Health Science Center @ San Antonio - The purpose of this project, Diversifying Future Leaders in Nursing is to continue increasing the number of baccalaureate prepared culturally diverse minority nurses, in particular Hispanics, who will practice nursing in Medically Underserved and Health Professional Shortage Areas (MUA/HPSAs) of Texas. The project will further diversify undergraduate enrollment and retain culturally diverse nursing students from educationally and/or economically disadvantaged backgrounds through activities focusing on pre-entry recruitment, pre-preparation program, a retention program, and stipend program.	rogersn@uthscsa.edu
Lisa Lackner	Salish Kootenai Nursing Program proposes to increase nursing education opportunities for individuals from disadvantaged backgrounds by increasing the number of licensed ASN/BSN nursing graduates. These efforts support Healthy People 2010 objectives to decrease health disparities and the nursing workforce shortage among underserved rural and Indian populations in Montana. The Project supports 1) retention of ASN and BSN students, 2) pre-entry activities for pre-nursing students and RNs preparing for entry into the baccalaureate program, and 3) scholarships and stipends for students. Participants in the Project, Literacy Empowerment Advances Diversity (LEAD) of Rural Nurses, will include over 150 traditional and non-traditional nursing majors at SKC. Disadvantaged students come from NW Montana communities, 7 Montana reservations, and Indian communities in mountain west states.	lisa.lackner@skc.edu
David Pole, MPH	St. Louis University AHEC Program, AHEC Enhancement Scholars (ACES) Program - St. Louis University AHEC Program, is a partner in the Missouri AHEC (MAHEC) network that includes three academic health centers and seven Regional AHEC Centers. The East Central Missouri (ECMO) AHEC Center develops and delivers the high school level programs in the St Louis region. The AHEC Enhancement Scholars (ACES) Program is designed for high school students grades 9-12 who are from medically underserved rural and urban population groups who are interested in pursuing careers in: Primary Care Medicine, Nursing, Dentistry or Dental Hygiene, Allied Health, Behavioral Health, or Public Health. The program develops one-on-one relationships for Missouri high school students from diverse backgrounds, their parents and communities to create a comprehensive statewide pipeline, funneling students into primary health care careers. The ECMO AHEC Center and the SLU AHEC Program Office collaborated with the School of Nursing to utilize the AHEC experience with pre-professional and health professional pipeline programs to create a comprehensive program targeting Nursing Workforce Diversity.	Poledc@slu.edu

Ms. Lisa Evans, J.D.

Lisa Evans earned her B.A. from Amherst College and her J.D. from Columbia University. While at Columbia, she was a Charles Evans Hughes Scholar, an Earl Warren Legal Scholar, and a Public Interest Fellow. After law school, Ms. Evans became a Pro Se Law Clerk in the United States Court of Appeals for the Second Circuit.

In 1994, Ms. Evans entered the Civil Rights Division of the Department of Justice, through the Attorney General's Honors Program. In 2000, she joined the Office for Civil Rights, Department of Health and Human Services, where she was responsible for addressing the nexus between civil rights, and health disparities issues. From 2003-2008, Ms. Evans served as a Senior Advisor for Policy within the National Institutes of Health, where she advised a Center Director on legislative and policy issues from 2003-2008.

In mid-2008, Ms. Evans transferred to the National Aeronautics and Space Administration (NASA) as the agency's External Compliance Manager, where she was responsible for ensuring that NASA funded programs do not discriminate on the basis of race, color, national origin, gender, disability and age. During her tenure at NASA, she designed a system to facilitate grantee compliance and training of NASA staff. She has since returned to NIH, in the Office of the Director, where she is the agency's first Scientific Workforce Diversity Specialist. Ms. Evans is the proud mother of a thirteen year old son, Preston Mandela.

Lisa Lackner, PhD, MSN, RN

Dr. Lackner is the Nursing Director at Salish Kootenai College. Prior to her director position, Dr. Lackner taught for Salish Kootenai College in the ASN and BSN programs. She has over thirty years of professional nursing experience with emphasis in emergency/flight nursing, pain management, teaching, and nursing administration. She is well respected in the nursing community, as well as the tribal community, and has recently received approval from the Montana State Board of Nursing to pilot the first Dedicated Education Unit in Montana with St. Luke's Hospital in Ronan.

Dr. Lackner's doctoral research focused on the perception of culturally competent nursing care experienced by Native American women with breast cancer. She incorporates cultural diversity and the continuum of cultural competence, particularly relative to Native Americans, in all aspects of her director position (State Board of Nursing reports, National League for Nursing Accrediting Commission self studies, federal grants, etc.). Working at a tribal college, as well as conducting doctoral research within the context of Native American communities, has facilitated Dr. Lackner's understanding of cultural differences and similarities, particularly relative to teaching and learning styles, communication aspects, and value systems.

Her teaching philosophy is one of kind, structured guidance and facilitation of knowledge and the application of that knowledge. She believes learning takes place best when the student feels valued and feels a sense of belonging.

Karen Kwandrans, MS, Ed, RN

Karen Kwandrans holds a M.Ed. in Career and Technical Education from the State University of New York College at Buffalo and a B.S. in Nursing from the State University at Buffalo.

Ms. Kwandrans has been the Director of the Nursing Workforce Diversity Program at D'Youville College since 2007. Her professional experience includes Adjunct Faculty in the Educational Foundations department at the State University College at Buffalo from 2002-present. In addition, she served as the grant manager for the Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) from 1999-2006, a discretionary grant program designed to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. She also has extensive clinical practice as the Director of Staff Development and Nursing Supervisor, Staff Builders Home Healthcare (1993-1997), Community Health Nurse, Long Term Home Health Care, Sisters of Charity Hospital (1990-1992) and Registered Nurse, Intensive Care Unit, Roswell Park Cancer Institute (1988-1991).

Kwandrans is a certified Career Development Facilitator. She is also a trainer for programs including: *7 Habits of Highly Effective Teens*, *CHOICES*, and is New York State Career Plan qualified. She has shared her expertise in secondary to post-secondary transitioning at numerous national and regional conferences.

Kwandrans serves on the Perkins Advisory Board and is an Allied Health Board representative at Erie County Community College, board member for the Western New York Professional Development Consortium, member of the Superintendent's Advisory Council on Occupational Education for Buffalo Public Schools and is an Education Action Committee member at St. Francis of Assisi School.

Gaurdia Banister, PhD, RN

Dr. Gaurdia Banister is the first executive director of the Institute for Patient Care at Massachusetts General Hospital. Established in 2007, The Institute provides a next-generation infrastructure that is designed to serve as a catalyst for promoting interdisciplinary research, education and innovation. The ultimate goal of The Institute is to advance the delivery of patient- and family-centered care by advancing the practice of nurses and members of the health professions. She also serves as the co-project director of an initiative with the University of Massachusetts College of Nursing and Health Sciences that supports the education of diverse nursing students pursuing a BSN or advanced degree and facilitates their employment in the Partners Health System.

Prior to accepting this position, Dr. Banister served as senior vice president for Patient Care Services and Chief Nurse at Providence Hospital, a major metropolitan community hospital in Washington, DC. Prior to assuming that role, she was the Director of Behavioral Health Services at Providence where she received over 13 million dollars in funding to support addiction treatment programs.

Most recently, Dr. Banister was appointed as a clinical scholar at William F. Connell School of Nursing at Boston College, a clinical assistant professor at the MGH Institute for Health Professions and an adjunct associate professor at the University of Massachusetts of Boston, College of Nursing and Health Sciences.

Dr. Banister is a member of a number of professional organizations including the American Nurses Association and the American Organization of Nurse Executives. She is currently the Vice President of the New England Regional Black Nurses Association and the Treasurer of the Massachusetts Chapter of the National Association of Health Services Executives.

Dr. Banister is a former Johnson and Johnson Wharton Nurse Fellow and an alumna of the Robert Wood Johnson Executive Nurse Fellows Program. In 2008, she was selected as the Fay W. Whitney School of Nursing distinguished alumna at the University of Wyoming, where she received her bachelors in Nursing. In 2009, she was selected as the distinguished alumna at the University of Texas at Austin where she earned both her masters and doctoral degrees.

Deborah Washington, RN

Deb Washington has been Director of Diversity for Patient Care Services at Massachusetts General Hospital since 1995. However, she's been a nurse at the hospital since 1986. A graduate of Boston University School of Nursing and a 1993 graduate of Boston College School of Nursing with a Masters in Adult Mental Health, Deb was featured as an AONE Leader to Watch in that organization's February, 2005 publication. She was a fellow in the inaugural class of the HRET Cultural Competence Leadership Fellowship where her project focus was the effect on nursing practice of a curriculum on culturally competent care. In May of 2007, Deb was honored as the national finalist in the Nursing Spectrum Excellence Award in the category of Advancing and Leading the Profession. She has twice been recognized by the Boston Ad council with a Rosoff Award and is the first recipient of the inaugural Rosoff Agent of Change award. Deb has also received recognition with the Boston Business Journal's Healthcare Leader Award. She is a 2010 graduate of the Robert Wood Johnson Executive Nurse Fellowship where her project is focused on Coalitions as Social Capital in Minority Communities. Deb's project involves assessing medical errors and their impact on communities of color. She is presently involved with community groups coordinating a Truth and Reconciliation process related to the history of busing in Boston in attempts to organize African American parents around their struggle for quality education for their children. Deb uses her background in psychiatric nursing to understand and teach about diversity and cultural competence. She is the 2008 Adele Herwitz Scholar for CGFNS International. Deb serves on the diversity advisory boards of Simmons College, Emmanuel College, the MGH Institute of Health Professions and Boston College Schools of Nursing. She is a diversity seminar instructor for the AONE Nurse Manager Fellowship and presents on topics such as teamwork, managing a multicultural workforce, conflict resolution, cross-cultural communication, cultural competence and mentoring of minority professionals. Deb has co-authored a book chapter on mentoring as well as a paper published in the journal Nursing Administration Quarterly. She also completed a book chapter on the topic of a culturally competent workforce. Deb has produced two videos exploring the professional experiences of the Black nurse and the cultural positives of living in a minority community. She is currently developing a video template for use by public health departments interested in delivering prevention and intervention messages that are cued for minority communities. Deb is a YWCA facilitator for their Community Dialogues Program which promotes antiracism seminars within local communities. Deb's research interest is the impact of ethnic bias on clinical decision-making.

Norma Martinez-Rogers, PhD, MSN

Dr. Martinez Rogers has a Bachelor of Science Degree in Nursing, a Masters' Degree in Counseling from St. Mary's University, and a Master of Science Degree in Nursing with an emphasis on Psychiatric Nursing. She has a PhD in Cultural Foundations of Education from the University of Texas at Austin. She earned two postdoctoral fellowships at the Indiana University School of Nursing with a focus on Cultural Diversity and Cultural Aspects in Nursing. She also earned a cultural competency fellowship from the American Hospital Association, Health, Research, Education, and Training Division. This was a year-long course.

She also was the founder of "Juntos Podemos", a mentorship program for pre-nursing and nursing students. This program began with a \$5,000 stipend and has received several grants from Health Resources Service Administration. It has grown by over 460% and 98% of the students in this project are academically successful.

David Pole, MPH

David Pole joined the SLU Dept of Family and Community Medicine in 2005. His undergraduate degree is in Kinesiology and Physiological Sciences. He worked for 18 years in private sector in Los Angeles integrating medical management and behavioral programs in nutrition, exercise, and stress management for the treatment and management of heart disease, hypertension, diabetes, and obesity. Mr. Pole earned his Masters of Public Health from UCLA then moved into the non-profit sector as the Director of Health Services with an agency that served the American Indian community addressing access to care, case management, prevention education and coordination of care. In his current role as Deputy Director of the SLU AHEC Program and Assistant Director for Interprofessional Education, Mr. Pole supports and mentors students in community-based service learning and improving student's skills to function as members of a health care team to improve patient and community health outcomes. AHEC programs have a goal to increase the number of well-trained, primary care providers that enter practice in rural and urban underserved areas of Missouri.