

A Framework for Increasing Under Represented Groups in a College of Nursing – Next Steps

Valerie J. Flattes, Ph.D., APRN, ANP-BC, Associate Dean for EDI – CON
 University of Utah, College of Nursing
 Salt Lake City, Utah

Background:

- Low representation of under represented groups, i.e. faculty students and staff at the College of Nursing (CON)
- Lack of applicants for all nursing education programs, faculty positions, and staff positions
- Need to increase under represented groups to increase equity in decision-making

Stakeholders:

Associate Dean for EDI – CON
 Human Resources
 Faculty, Staff, Students
 Community organizations

Objectives:

- Objective #1: Integrate education on the importance of diversity and inclusion nursing student education.
- Objective #2: Work with students and faculty to ensure that student and faculty government structures have multiple representatives from underrepresented backgrounds at each decision-making area.

Inclusive Excellence Ecosystem for Academic Nursing



Adapted from Smith, D.G. (2020) Diversity's Promise for Higher Education

Demographic data as of March 2022-Faculty and Staff

	Faculty		Staff	
Race	Count	percentage	Count	percentage
Asian	9	7%	8	4%
Black	2	2%	5	2%
Hispanic	2	2%	12	6%
Native American	1	1%	1	0%
Two or more	13	10%	13	6%
Unknown	8	6%	25	12%
White	94	73%	149	70%
Total	129	100%	213	100%

Implementation Phases/Timeline: 2022 -2023

- Review climate surveys and suggest actionable items
- Identify and engage stakeholders
- Restructure CON Equity Diversity Inclusion & Outreach committee (EDIO)
- Diversity Scholars program
- Pathway to Nursing Success Program
 - Include Nursing Early Assurance Program
 - Summer Camp program for middle school students
- Mentoring/support for under represented faculty and students

Anticipated Outcomes:

- Development of an EDI advisory Board
- Increased participation in governance structures in the CON
- Community support in recruitment of under represented groups in Utah.



This Photo by Unknown Author is licensed under CC BY-NC-ND

DIVERSITY
LEADERSHIP
INSTITUTE



*For academic nursing leadership committed to
diversity, equity, and inclusion*

CAPSTONE PRESENTATION & GRADUATION

A Framework for Increasing Underrepresented Groups in a College of Nursing – Next Steps

Valerie Flattes, PhD APRN, ANP-BC

Biography

Valerie Flattes Ph.D. APRN, MS, ANP-BC is the inaugural Associate Dean of equity, diversity, and inclusion for the University of Utah College of Nursing. She is an Associate Professor, clinical in the primary care DNP program and the gerontology interdisciplinary program Valerie has been teaching at the College of Nursing for over 20 years. Her work in diversity and equity spans several years of involvement in the community and in Health Sciences at the university. Her dissertation research focused on heart health in African Americans aged 40 and older who live in Utah. Another area of focus has been community-based research with community organizations and the Utah Department of Health Office of Health Disparities.

Contact Information



Valerie Flattes, PhD, APRN, ANP-BC
Associate Dean of EDI - CON
University of Utah
valerie.flattes@nurs.utah.edu
801-651-0676