

Creating An Advisory Council for the Enhancement of Faculty Diversity and Retention



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Project Purpose

The purpose of the Advisory Council for the Enhancement of Faculty Diversity and Retention is to create an equitable, inclusive, and healthy psychosocial academic work environment.

Project Rationale

- There is growing research on the experiences of FOC and the effects of racism in higher education, however very little of that research has focused on the physical and mental health consequences of working in those types of toxic academic work environments.
- Creating a culturally diverse and inclusive campus requires a level of commitment beyond recruitment. Significant change starts with creating a work environment that is healthy, inclusive, and welcoming.
- Understanding the experiences, physical and mental health consequences, and coping strategies of FOC will advance our knowledge on the topic and facilitate the development interventions/strategies for building the resilience of FOC and supportive academic environments, encouraging retention and career advancement, and improving overall physical and mental wellness.

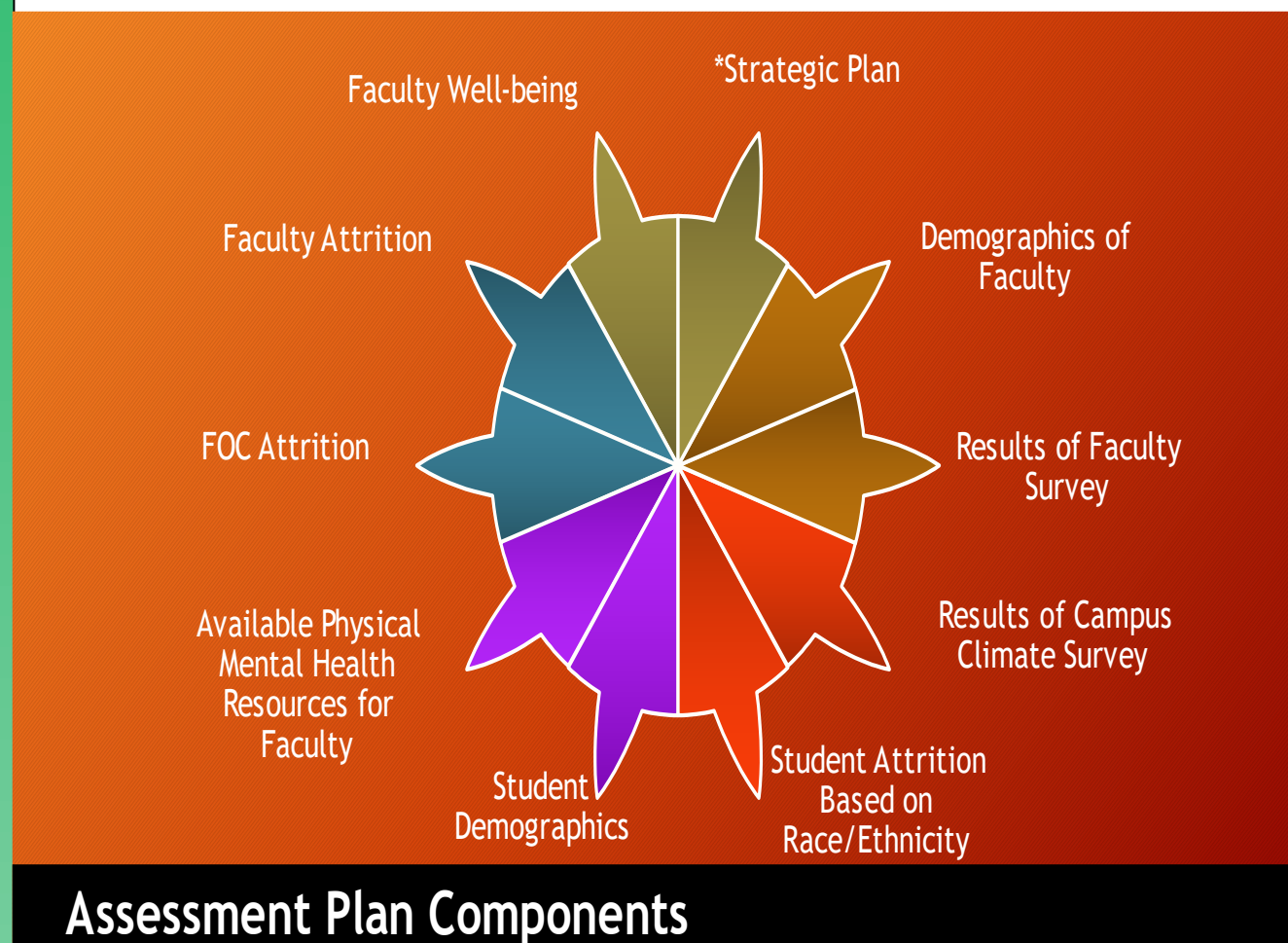
Background

- Recruiting and hiring FOC without building an environment that is welcoming and appreciative of what FOC contribute to the campus can also have a significant impact on physical and psychological well-being.
- Underrepresentation of FOC result in issues of career fit and progression, institutional fit, social and professional isolation, inclusion in decision-making processes, interaction patterns that reflect condescending behavior, recognition for accomplishments, and being viewed from one's ascribed role of race. Impact on FOC's physical and psychological well-being is also negatively affected.
- Internal data from AY 2020-2021 showed that out 60% of enrolled students were URM and anecdotal data revealed a low number of recruitment and/or retention of FOC in the SON and university in general. These data are reflective of the national statistics where minority faculty on represent 17.% percent of all nursing faculty and 7% of all full-time professors. Lack of FOC can also negatively impact the retention of URM students.

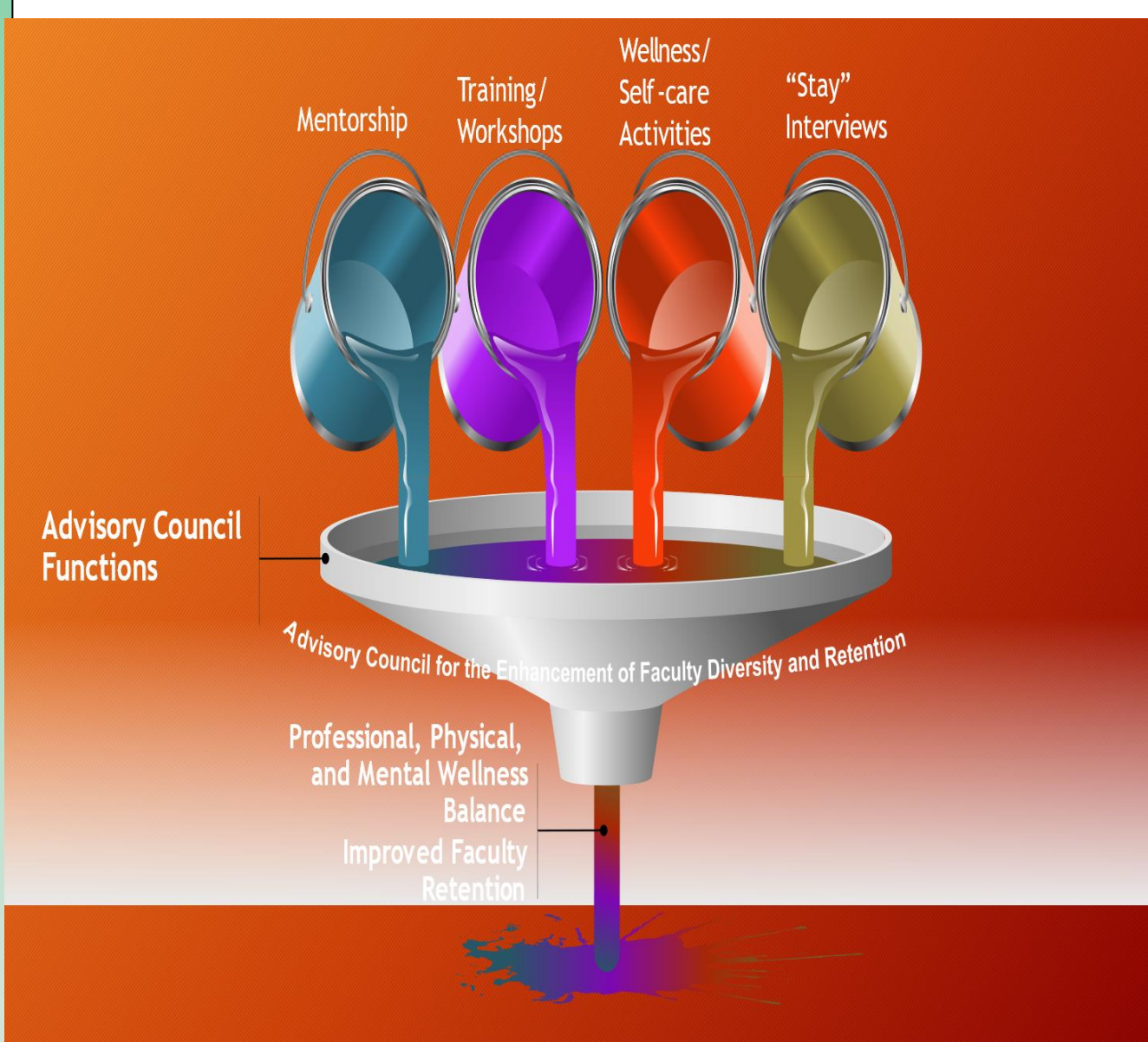
Project Objectives



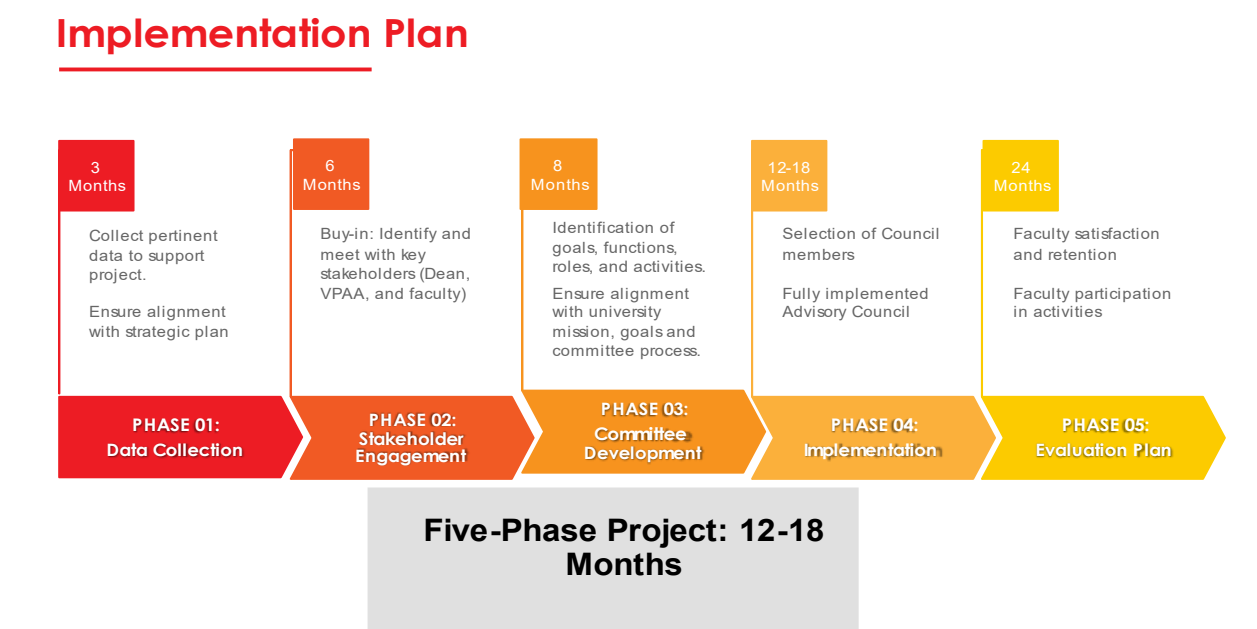
Assessment Plan



Advisory Council's Functions



Implementation Plan



Evaluation/Expected Outcomes

- Increased Faculty Satisfaction
- Increased Faculty Participation
- Increased Faculty Retention
- Increased Usage of Mental/Physical Health Resources
- Enhanced Culture of belonging

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CAPSTONE PRESENTATION & GRADUATION

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Biography

Dr. Carleen Graham, Associate Professor and Course Coordinator for Mental and Public Health Nursing, joined the Felician University School of Nursing in 2020. From 2012-2020 she served as Associate Professor, BSN Program Director, Assistant Dean at the Phillips School of Nursing (PSON) at Mount Sinai Beth Israel. Dr. Graham's educational background includes an Associate Degree in Nursing from Excelsior College of Nursing in 2006, a BSN degree from Chamberlain College of Nursing in 2009, an MSN in Nursing Education from Chamberlain College of Nursing in 2012, and a PhD in Nursing Education from Capella University in 2020. She has over 30 years of professional clinical experience and is a past recipient of the Jonas Center for Nursing Excellence Scholarship. She served as a certified as a New York State Sexual Assault Forensic Examiner from 2011 to 2020.

Dr. Graham has also served as the project director for a HRSA Nursing Workforce Diversity (NWD) Grant at PSON. Through her leadership and collaborative efforts, she ensured that a comprehensive program was created for UREM students as she enhanced PSON's NWD opportunities. Ms. Graham also provided leadership in simulation for the medical and nursing students at PSON by working collaboratively with the Icahn School of Medicine at Mount Sinai on the development and implementation of an Inter-professional Education (IPE) curriculum. Through her innovative efforts, she ensured that meaningful sessions were created for the nursing and medical students in efforts to enhance PSON and the Mount Sinai Health System's IPE opportunities.

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