

Lienhard School of Nursing – Est 1966

A regional reputation for producing high quality professionals

The HRSA grant award in 2021 provides opportunities

- *Enhanced assessment of current learning environment
- *Reflection: What is working
- *Current challenges: Sharing
- *Brainstorming in small groups
- *Building opportunities into strengths
- *Developing support systems for diverse students

My DLI Assessment

- Historically, little to no previous development of faculty or staff in creating an inclusive learning environments

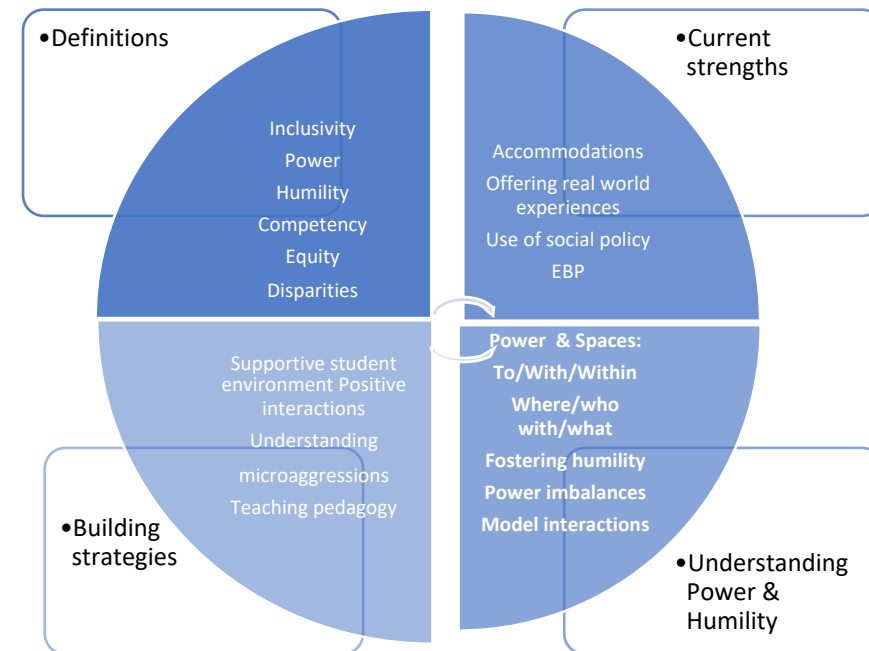
Observations and Available Data:

- 80% of Faculty are Caucasian, 20% of all faculty are first generation
- 52% of students self-describe as non-white
- On time Graduation Rates
 - Non-White RN4 Students (94%) Non-White ABS Students (94%)
 - White RN4 Students (87%) ABS White Students (95%)



Results/Action Plan

Faculty Workshop Findings/Plan

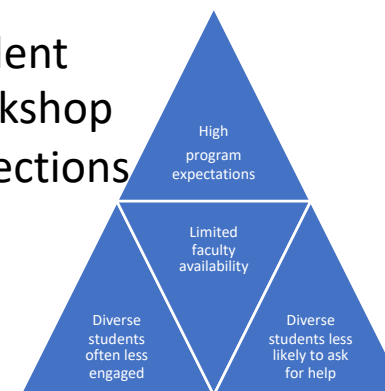


Intervention! 2 steps so far....

Step 1: 4/11/22: Faculty/faculty leadership team Workshop: Facilitating an inclusive classroom

Step 2; April 18, 2022: Student workshop: Facilitating an Inclusive Community

Student Workshop Reflections



The journey continues!

- Continued exploration into work across the curriculum:
- Expanding conversations with faculty & students
- Re imagine an inclusive classroom and university community
- Redress power imbalances, embrace humility
- Develop mutually beneficial relationships within the community
- Exploring novel inclusive pedagogy
- Continued sessions with Dr. Harris in fall 2022!
- Embrace holistic admissions process
- Redesign classroom activities for improved interactivity

Strengths	Opportunities
Exceptional nursing program	Several Faculty members retired in 2020 Several new faculty in 2021
Strong support from University Leadership to enhance diverse student success	80% of Faculty Caucasian 20% of all faculty are first generation
Several programs to pursue advanced degrees	No existing faculty programs to foster learning among diverse students



CAPSTONE PRESENTATION & GRADUATION

Fostering An Inclusive Learning Environment

Millie Hepburn, PhD, RN, ACNS-BC, SCRNP

Biography

Dr. Hepburn is an Associate Professor of Nursing at Pace University in New York. In July 2022, she will assume the role of program director for the Nursing Workforce Diversity Grant at Pace University. Known for her research and collaboration, she is the author of several publications in the fields of neuroscience and health care disparities, especially among urban Black women. Over the past two decades, she has worked toward improving clinical care for diverse populations, and has developed hospital based cultural humility programs in an effort to improve care to diverse patients. In her current role, she seeks to further create an inclusive learning environment for the next generation of nurses. Dr. Hepburn is the PI for a clinical trial entitled MASTER: Music After Stroke To Enhance Rehabilitation, aimed at reducing post stroke disability. She has received multiple awards, notably the Nursing Spectrum award for Mentoring, Columbia University Medical Center's award for excellence in Advanced Practice Nursing, and the American Stroke Association award for excellence in program development. Dr. Hepburn is most thankful to have participated in AACN's Diversity Leadership Institute as the experience has been a great learning opportunity. She plans to engage this exceptional learning experience and the wonderful network of professionals in her work moving forward.

Contact Information



Millie Hepburn, PhD, RN, ACNS-BC, SCRNP
Associate Professor and Program Director, Traditional Undergraduate
Nursing
Pace University
mhepburnsmith@pace.edu
570-204-0433