



BACKGROUND



- Purdue University Northwest (PNW) is the largest Hispanic-Serving Institution in Indiana.
- At the College of Nursing (CON) at PNW, our mission is to prepare a diverse student body with the necessary skills and knowledge to make a positive impact on the local community. The CON is dedicated to fostering inclusivity and maintaining high standards of excellence
- PNW is headquartered in Hammond, IN, with a secondary campus in Westville, IN.

REVIEW OF LITERATURE

- There is a clear correlation between the faculty/staff's feelings of inclusion and belonging in the workplace and their rates of retention.
- Research has shown that fostering a sense of inclusion and belonging is crucial for student success in college.
- There is a significant global shortage of 13 million nurses, which is affecting the provision of safe and high-quality healthcare services to entire populations.
- The COVID-19 pandemic has underscored and exacerbated longstanding disparities in health and healthcare access for individuals from marginalized communities, particularly those who identify as Black and Brown.
- Nursing students from diverse or underrepresented backgrounds may face challenges in acquiring the necessary skills for academic success.
- There is limited empirical research on culture and climate in higher education

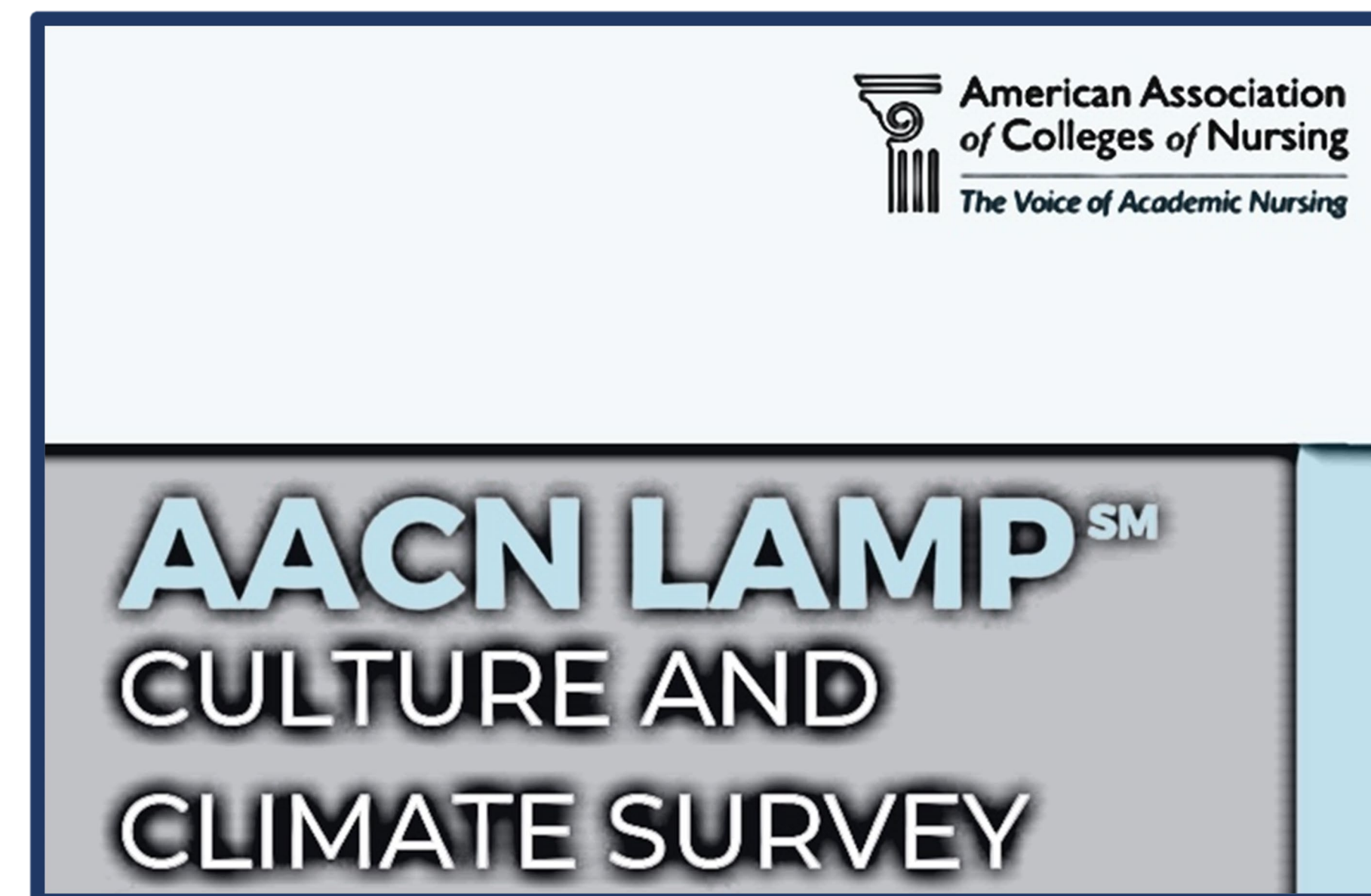
PROBLEM

- The perceptions of inclusion and belonging among students, faculty, and staff have not been assessed within PNW CON.
- This data is critical in determining the extent to which the College is fulfilling its mission.

GOAL

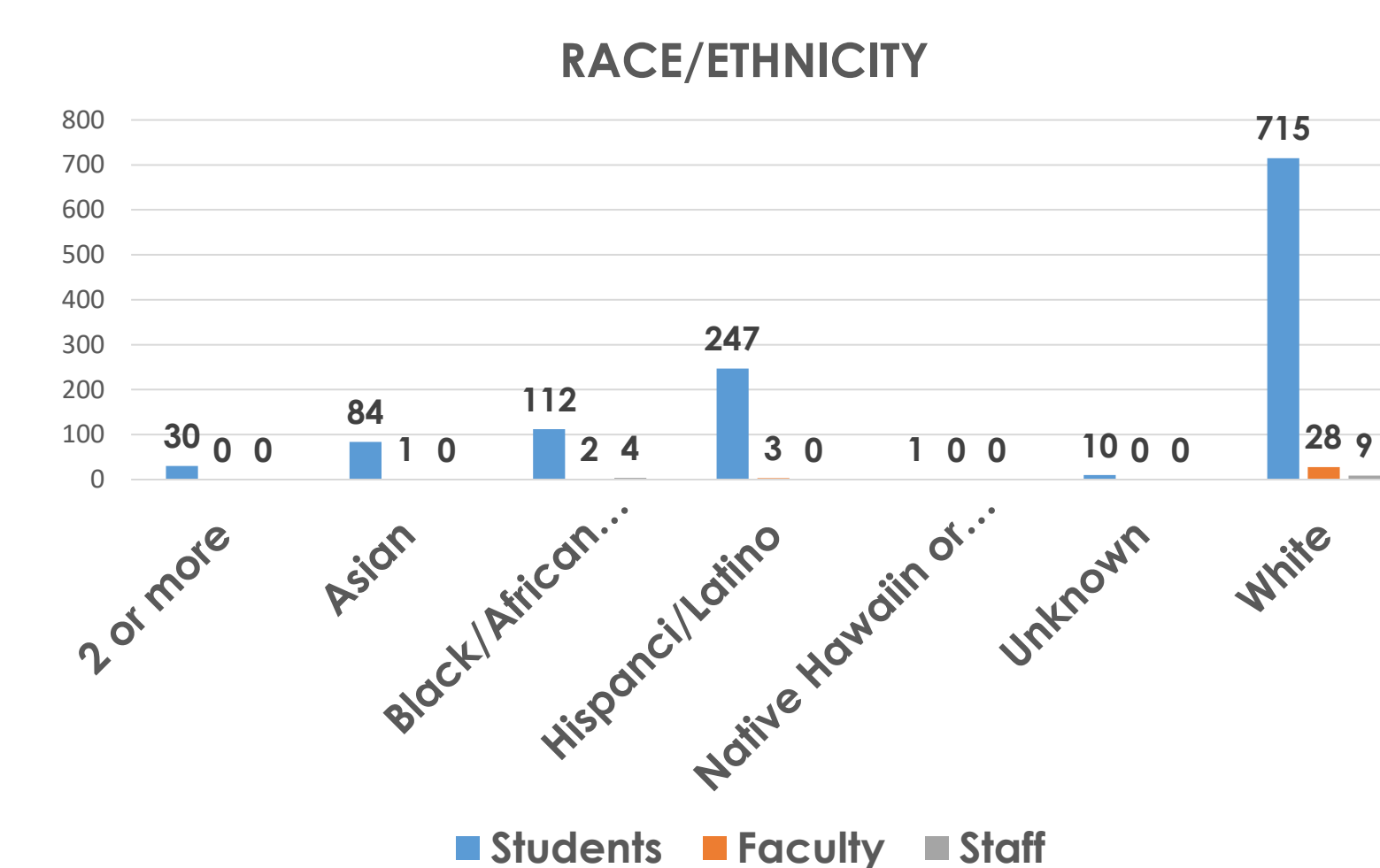
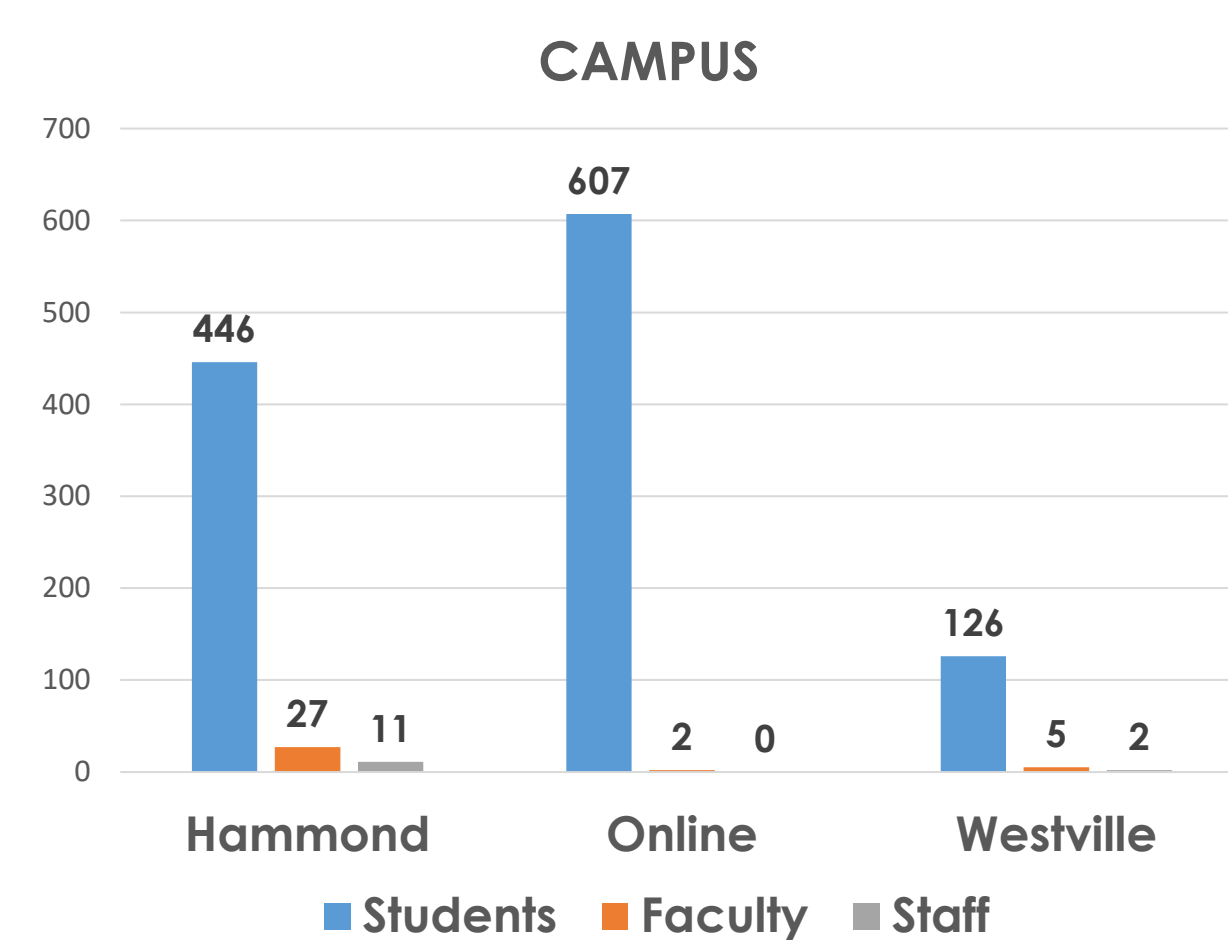
- **Short Term:** Review the data provided in the report received from AACN following participation in the LAMP Pilot program.
- **Long Term:** Develop and implement new evidence-based practice processes to address critical priorities and advance inclusive excellence within the Purdue University Northwest College of Nursing

COLLECTION & DISTRIBUTION METHOD

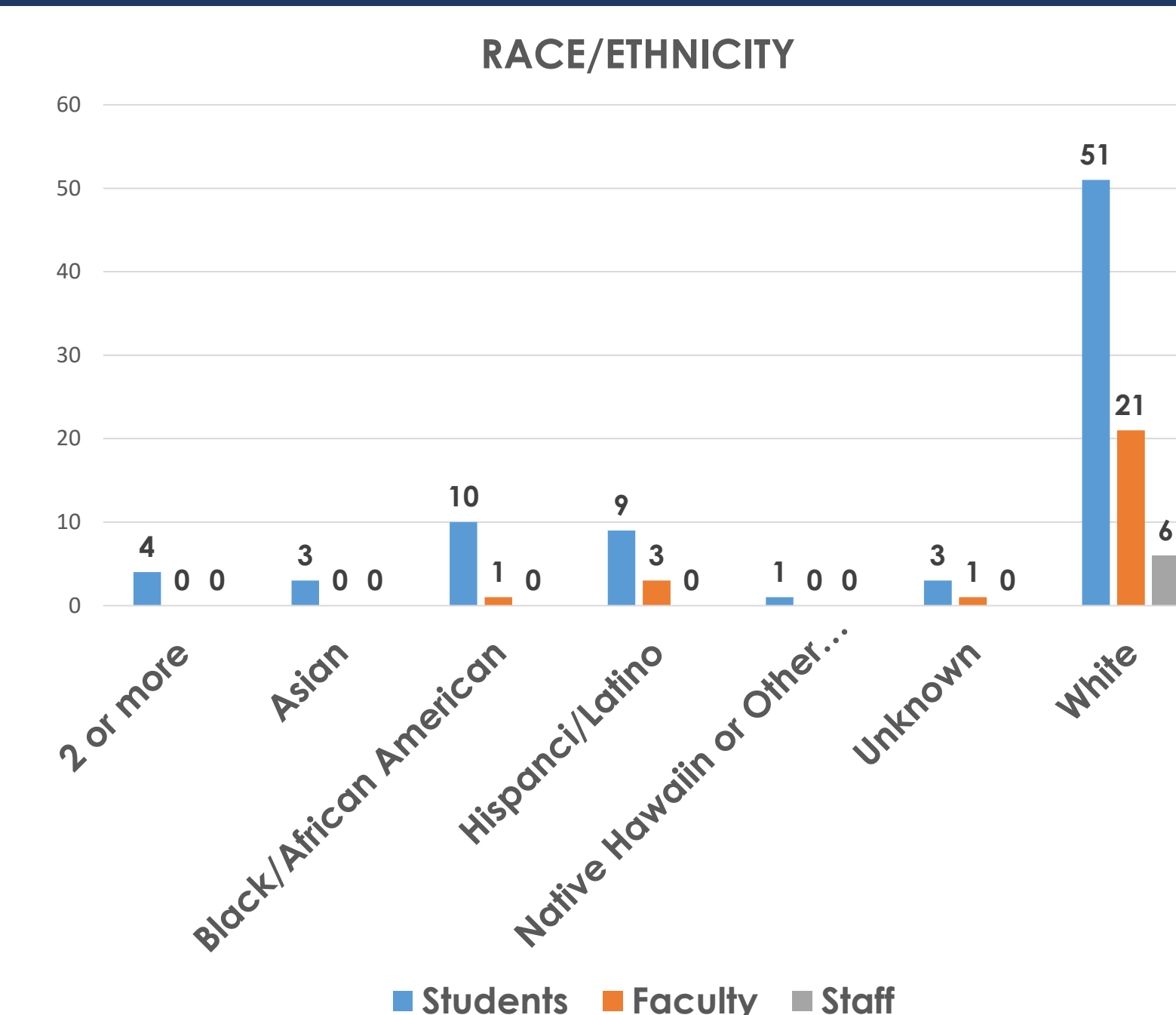
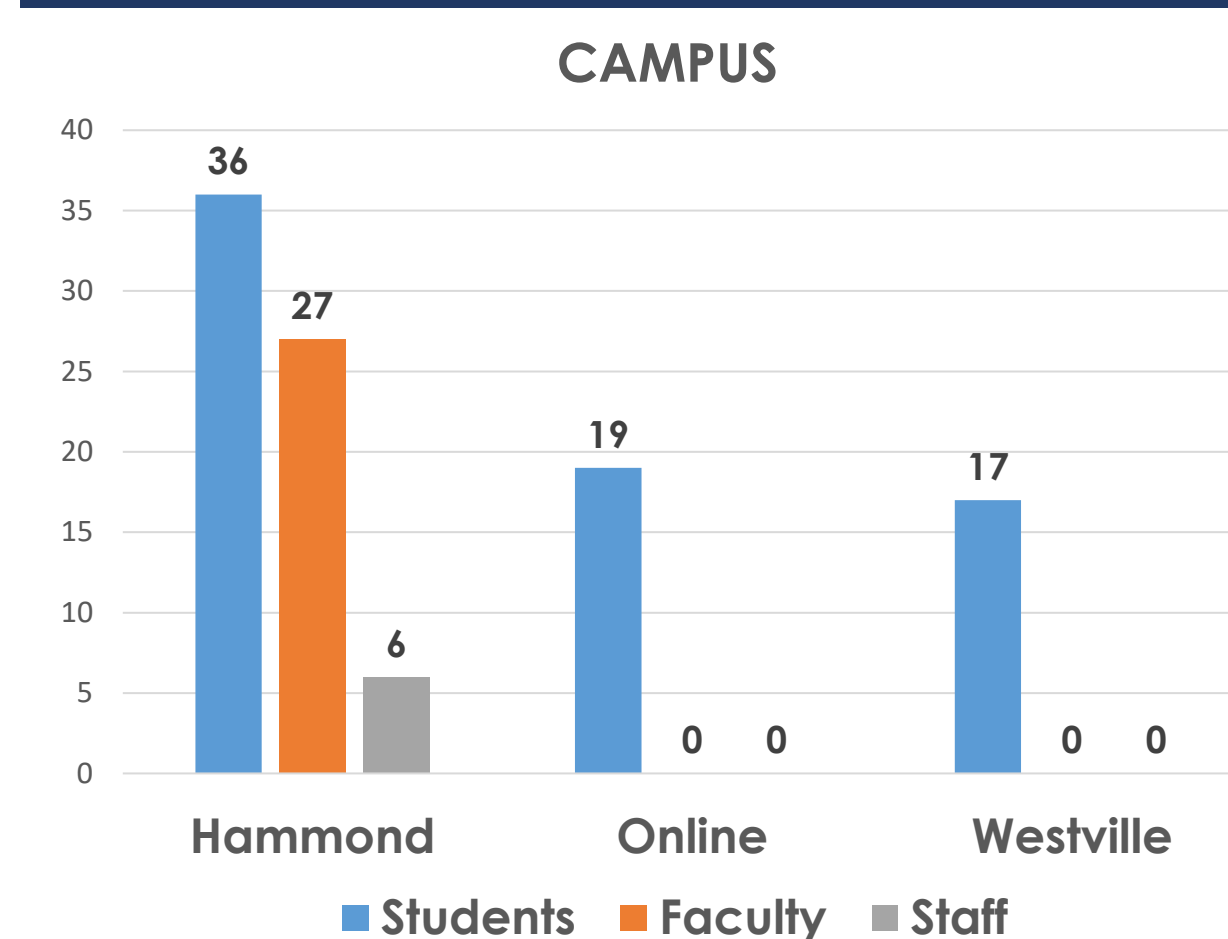


- March 1, 2023, to April 3, 2023
- Email with reminders
- Student Announcement feature in Brightspace

TARGET POPULATION = 1246



TOTAL SAMPLE = 101



SURVEY KEY THEMATIC AREAS

5 - Strongly Agree 4 - Agree 3 - Disagree 2 - Strongly Disagree 1 - Don't Know or can't comment

- Perceptions of Culture and Climate
 - Students 3
 - Faculty 3.2
 - Staff 3.28
- Fair treatment and Discrimination
 - Student 3.32
 - Faculty 3.45
 - Staff 3.68
- Values of Diversity, Equity and Inclusion
 - Students 3.32
 - Faculty 3.66
 - Staff 3.61
- Belongingness
 - Students 2.78
 - Faculty 3.07
 - Staff 3.5
- Adequacy of Clinical Training Sites (Students Only)
 - Students 2.92

THREE NARRATIVE THEMES

- **BUILDING A SENSE OF COMMUNITY**
 - Students
 - "Students farther along in the program talk to students in the beginning of the program would help promote a sense of belonging and community."
 - "Host on campus networking events for remote learning students to meet faculty and peers."
 - Faculty
 - "Team building for both faculty and students to promote collegiality and the nursing profession."
 - "Need to get to know other faculty outside of work."
- **COMMUNICATION, LISTENING AND RESPECTING OTHERS**
 - Students
 - "We need there to be more changes based on student feedback. Students want to be heard."
 - "Check in on us, answer phones, remember each person has a unique situation and respect them."
 - Faculty
 - "Less gossiping, bullying and microaggressions"
- **INCREASE DIVERSITY**
 - Students
 - "Collaboration, mutual respect and understanding between faculty and administration."
 - "Crucial conversations relating to the lived experiences of other faculty and students. This would assist in developing a greater understanding and sense of community."
 - "Value different religious beliefs."
 - "Hiring colored staff and coming to realize the obstacle of those coming from low-income backgrounds."
 - "Include more diversity among faculty."
 - Faculty
 - "Incorporate more teaching about appreciation for those of a different ethnic background and the influence this will have on their health. And more teaching about social determinants of health."
 - "We need to hire more individuals that represent our students of the community. I know there is a shortage on education, but more male, Latino, LGBTQ+, etc."
 - "Have more diverse leadership, faculty in the classroom, senior diverse leadership."

CONCLUSION

- This marks the initial phase of a continuous process. Subsequent steps will encompass, but not be restricted to:
 - Conduct separate focus groups with students, faculty, and staff that identify as identify as Black and Brown
 - Conduct separate focus groups by campus
 - Repeat LAMP survey
 - Align with PNW strategic plans
 - Align with CON strategic plans
 - Align with AACN New Essentials
 - Identify key priorities
 - Present findings to CON and PNW leadership



Exploring Inclusive Excellence: An Analysis of the LAMP Data

Taryn Eastland, PhD, RN, CNE

Biography

Dr. Taryn Y. Eastland is the Associate Dean for Graduate Programs and an Associate Professor in the College of Nursing at Purdue University Northwest in Hammond, IN. She holds a PhD in nursing from the University of Illinois at Chicago and completed a post-doctorate trainee fellowship focused on health disparities in underserved populations through a NIH grant.

Dr. Eastland's research interests include health promotion, health disparities, and promoting inclusive excellence. She has secured grants and published articles in these areas. She holds a micro-credential in fostering a culture of belonging from the Association of College and University Educators and completed the Diversity and Inclusion Certificate Program through Cornell University.

Before joining PNW, Dr. Eastland worked as a Family Nurse Practitioner at the Gary Community Health Center, specializing in serving underserved populations. She also serves as the Vice President/Secretary of the Christ Life Community Center, a non-profit organization focused on education, health, and safety within the community. Dr. Eastland is actively involved in her church, where she serves as Pastor's Administrative Assistant.

In her personal life, Dr. Eastland enjoys spending time with her family, including her husband (Darryl), daughters (D'Andra & Taryn Amber, husband James), mother-in-law (Vivian), and her beloved dog, Noah.

Contact Information



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