

Barriers and Facilitators to Recruiting and Retaining Faculty of Color

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Problem

Faculty of Color (FOC) are significantly underrepresented in nursing

Minority Distributions in Total Populations & in Full-Time Nursing Educators

Population group	Total Minorities	Minority Nurse Educators
US	39%	19%
WI	42%	7%

Background, Significance

- Nursing profession is predominantly white, with a historic underrepresentation of minority groups
- Marquette University College of Nursing (MUCN) strategic goal is to increase # and % underrepresented faculty
- Increasing FOC will contribute to a more culturally inclusive learning environment & create social equity for students & improved FOC retention

Objectives

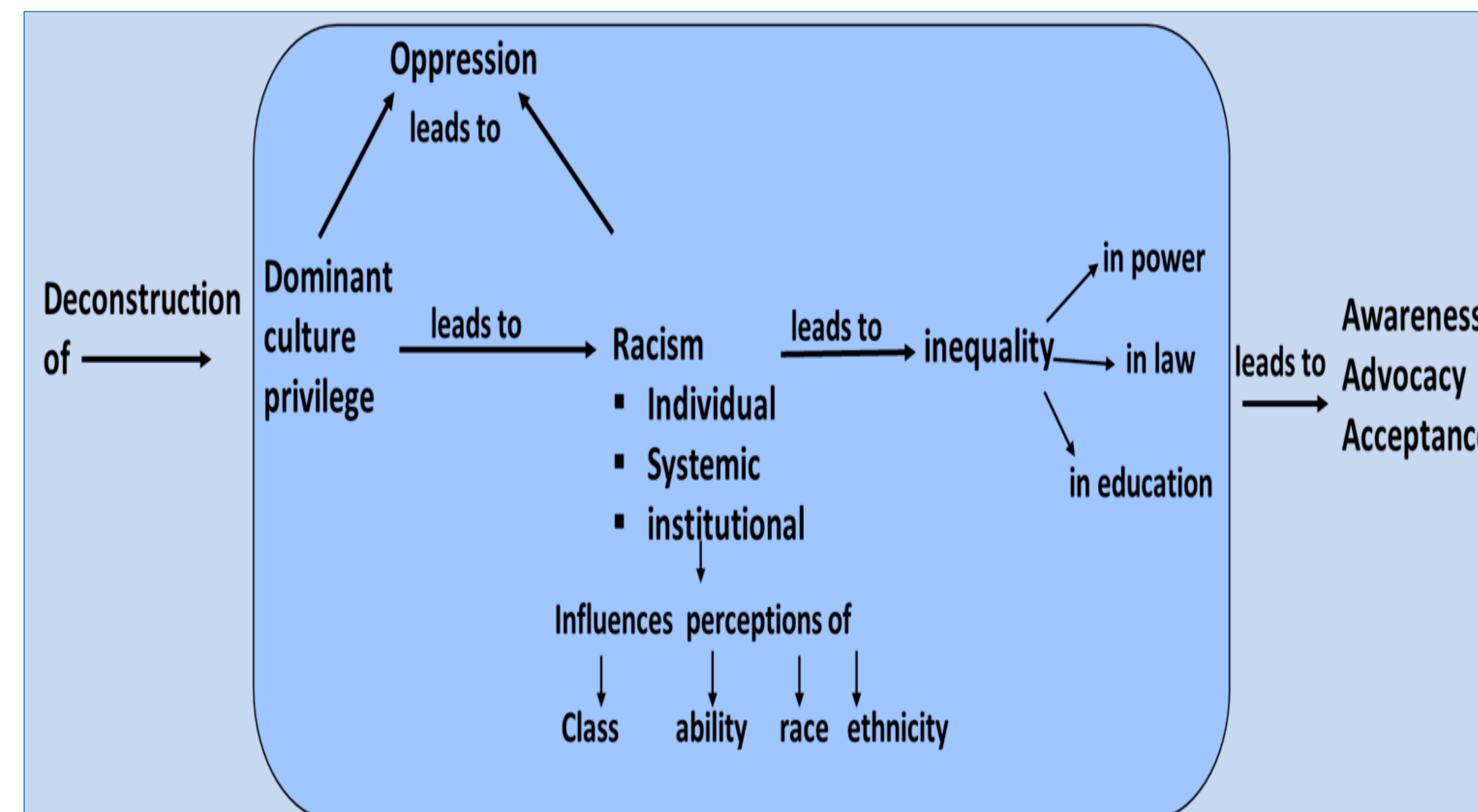
- Learn directly from MUCN FOC about their experiences as nurse educators
- Expand to learn perceptions of minority nursing associations about faculty role

Review of the Literature

Significant Challenges Faced by FOC

lack of acceptance	prove legitimacy
marginalization/ isolation	Isolation
microaggressions; biases	higher workloads
lack of skilled mentors	slower promotions
extra cultural 'tax'	pay disparities
lack of community	cultural climate
token hire; spokesperson for race/ethnicity	institutionalized racism, discrimination

Framework: Model of Critical Race Theory



Proposed Steps

- Receive IRB approval & begin study
- Gather & analyze rich data to elucidate MUCN FOC barriers & facilitators
- Prepare presentation of findings to MUCN administrators, executive team, & Faculty Recruitment Committee
- Consider publication of suggestions received from participants

Anticipated Outcomes

- Provide new insights to identify, develop, and implement new strategies to increase number of FOC
- Implement what is learned to recruit, increase, & retain total number of all FOC at MUCN from current 12%, to reach or exceed overall national average by 2026.

Methodology

Qualitative

- Narrative Inquiry
- Written individual nurse FOC reflections, including perceptions, barriers, facilitators, contributions, & skills developed in role
- Focus groups of FOC about experiences

Sample

- Tenure track & tenured FOC at MUCN
- Clinical track FOC at MUCN
- Members of local chapters of national minority nursing associations

Demographics

- Race/Ethnicity
- Age
- Education
- Support Systems

Four Phase Process



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