



BREAKOUT SESSION: Diversity

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Agenda

- Keynote follow-up
- Holistic approach to admissions
- Diversity issues management
- At the movies ... handling diversity issues



Follow-Up Questions from Keynote Session

- Topics Covered
 - Diversity Initiatives Overview & Legal Obligations
 - Admissions Best Practices: Diversity
 - Criteria, Interviews, Background checks
 - Race in Admissions
 - Disability Accommodation: Admissions & Beyond
 - Undocumented Students
 - Growing Diversity through Retention

Holistic Approach to Admissions

- Consider candidate as an individual rather than using formulas for grades and test scores
- Common at undergraduate institutions but recent report showed that many medical schools and a growing number of nursing programs use some form of a holistic approach
 - Report by the Urban Universities for HEALTH, with funding from the NIH and the Health Resources and Services Admin.
- Generally, holistic admissions policies have been associated with increased diversity because they look at candidate's background, disadvantaged status, etc.
 - Report finds this to be the case in health fields



Holistic Approach to Admissions (cont.)

- Is this approach feasible in nursing schools?
- Does your school utilize holistic admissions policies in some form?
- What are the pros and cons?

Diversity Issues Management - Example

- Current situation at Bryn Mawr College
 - Women's liberal arts college in Pennsylvania
 - “Majority minority” institution
- Two students hang confederate flag in open area of dorm; eventually move it to private room but can still be seen from window
- Disrupts normal campus functions
 - Some students leave campus and go home
 - Interim provost asks faculty to show great leeway for students who are missing class or turning in late assignments
- Large demonstration with over 500 people
- Social media campaign

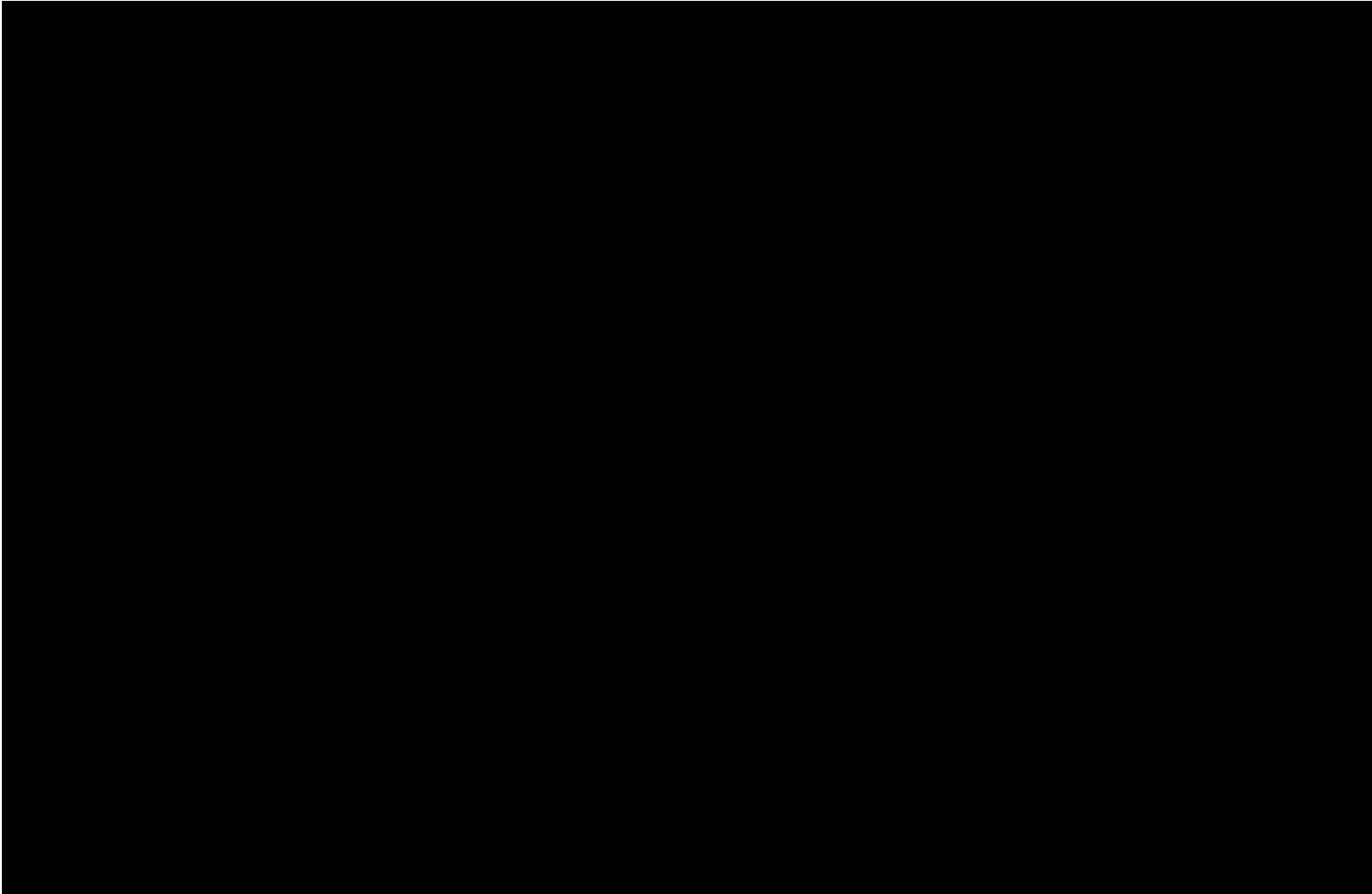
Diversity Issues Management (cont.)

- General perception is that administration has been passive and that it has been passive in the past with other race-related incidents
- Questions:
 - Is your administration equipped to deal with such an issue?
 - Who would take the lead?
 - What problems do you see in trying to address such an issue?
 - If you were in charge, how would you handle it?
 - Is your campus environment welcoming to minority students and underrepresented populations?

Diversity Issues Management – Key Takeaways

- Ensure there is a supportive campus environment that promotes diversity
- Important to define roles on campus
 - Who is responsible for addressing diversity issues? Where can campus community members go with diversity questions or concerns?
 - Consider assigning current employee or hiring new employee as “Diversity Officer”





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Questions

