



### **Alabama's Nursing Student and Faculty Diversity Academic Years 2015 and 2016**

In fall 2016, the Alabama Health Action Coalition (AL-HAC) invited all accredited, non-profit nursing institutions with a physical campus in Alabama to participate in the voluntary Alabama Nursing Student and Faculty Diversity Survey, in an attempt to establish a baseline for diversity among nursing students and faculty.

The survey included institutional information, race/ethnicity and gender of total full-time nursing faculty in 2015 and 2016, type of nursing programs/degrees offered by the institution, as well as race/ethnicity and gender of U.S. residents (students) enrolled in each program type during 2015 and 2016. The race/ethnicity and program type categories were selected to correspond to the American Association of Colleges of Nursing (AACN) Annual Survey and participants were given the opportunity to send data from AACN Annual Surveys to AL-HAC in lieu of completing the AL-HAC survey.

Of the 35 institutions invited to participate in the Alabama Nursing Student and Faculty Survey, 25 responded (71.43% response rate). In several instances, respondents were unable to provide data for all the segments in the survey. For the purposes of this study, all completed segments were tabulated into the results.

Of the 15 4-year institutions eligible for the survey, 12 responded. Of those that responded, 9 completed all segments of the survey. Of the 20 2-year institutions eligible for the survey, 13 responded and 7 completed all segments of the survey.

A link to the survey in Qualtrics® was emailed to each nursing institution in Alabama. Data collection was completed via Qualtrics® and downloaded into an EXCEL database for analysis. Data were aggregated into EXCEL worksheets for each participating school by faculty race/ethnicity and gender during 2015 and 2016. Frequency counts and percentages were tabulated for these data. For each nursing program or degree type offered, frequency counts and percentages were calculated for race/ethnicity and gender of U.S. residents enrolled in each program type during 2015 and 2016. Percentages were rounded to the nearest tenth or hundredth. The frequency counts and percentages were aggregated into total counts and percentages for each faculty race/ethnicity category and gender category as well as for each student race/ethnicity category and gender category by program type.

In order to protect the confidentiality of each institution and its students, the data are presented in aggregate format.

AL-HAC's principal investigators and data analyst reviewed the data collected to determine those institutions that had a higher than average proportion of diverse students and/or faculty. These institutions were contacted with an interview request in order to collect various perspectives and best practices.

Institutions interviewed reported that overall recruitment efforts positively affected diversity. Some of these efforts include updated marketing of programs to the local region and making faculty and advisors available to interested students.

Institutions also reported that mentoring and intervention programs positively affected its growth among students including in areas of diversity. One such program is the Rise Program at the Jacksonville State University Department of Nursing's RISE (Risk Intervention for Student Enhancement) Program.

The RISE program is available for JSU nursing students considered "at risk" for being unsuccessful in the traditional BSN program. This program is designed to help students identify areas of academic weakness and implement remediation strategies. There are two faculty at JSU that work with the RISE Program. JSU reported that the RISE Program has become a touchstone for its students. In addition to having higher than average proportion of diverse students, JSU reported an increased NCLEX rate and graduation rate, attributing this to several of the departments strategic efforts.

A common factor in high diversity was an institution wide commitment to diversity and inclusion.

Table 1  
Faculty Race/Ethnicity

Faculty Race/Ethnicity	Fall 2015 (N=578)	Fall 2016 (N=594)
American Indian or Alaskan Native	0 (0.00%)	1 (0.17%)
Asian (not of Hispanic origin)	2 (0.35%)	5 (0.84%)
Black or African American (not of Hispanic origin)	72 (12.46%)	72 (12.12%)
Hispanic or Latino	5 (0.87%)	5 (0.84%)
Native Hawaiian and Other Pacific Islander	1 (0.17%)	1 (0.17%)
White (not of Hispanic origin)	498 (86.16%)	510 (85.86%)
Two or More Races	0 (0.00%)	0 (0.00%)
Race/Ethnicity Unknown	0 (0.00%)	0 (0.00%)

*\*Fall 2015 total percentage equals 100.01% due to rounding.*

Table 2  
Faculty Gender

Faculty Gender	Fall 2015 (N=576)	Fall 2016 (N=594)
Male	32 (5.56%)	29 (4.88%)
Female	544 (94.44%)	565 (95.12%)
Unknown	0 (0.00%)	0 (0.00%)

Table 3  
Student Race/Ethnicity

Student Race/Ethnicity	Fall 2015 (N=9,622)	Fall 2016 (N=9,892)
American Indian or Alaskan Native	80 (0.83%)	70 (.71%)
Asian (not of Hispanic origin)	228 (2.37%)	244 (2.47%)
Black or African American (not of Hispanic origin)	1,727 (17.95%)	1,771 (17.90%)
Hispanic or Latino	251 (2.61%)	196 (1.98%)
Native Hawaiian and Other Pacific Islander	12 (0.12%)	15 (0.15%)
White (not of Hispanic origin)	6,854 (71.23%)	6,944 (70.20%)
Two or More Races	136 (1.41%)	171 (1.73%)
Race/Ethnicity Unknown	334 (3.47%)	481 (4.86%)

\*Fall 2015 total percentage equals 99.99% due to rounding.

Table 4  
Student Gender

Student Gender	Fall 2015 (N=9,783)	Fall 2016 (N=9,925)
Male	1,135 (11.60%)	1,125 (12.34%)
Female	8,647 (88.39%)	8,699 (87.65%)
Unknown	1 (0.01%)	1 (0.01%)

Table 5  
*Student Race/Ethnicity in LPN/LVN Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=422)</b>	<b>Fall 2016 (N=388)</b>
American Indian or Alaskan Native	3 (0.71%)	1 (0.26%)
Asian (not of Hispanic origin)	8 (1.90%)	2 (0.52%)
Black or African American (not of Hispanic origin)	183 (43.36%)	199 (51.29%)
Hispanic or Latino	8 (1.90%)	1 (0.26%)
Native Hawaiian and Other Pacific Islander	1 (0.24%)	1 (0.26%)
White (not of Hispanic origin)	213 (50.47%)	178 (45.88%)
Two or More Races	1 (0.24%)	1 (0.26%)
Race/Ethnicity Unknown	5 (1.18%)	5 (1.29%)

*\*Fall 2016 total percentage equals 100.02% due to rounding.*

Table 6  
*Student Gender in LPN/LVN Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=422)</b>	<b>Fall 2016 (N=388)</b>
Male	26 (6.16%)	20 (5.15%)
Female	395 (93.60%)	367 (94.59%)
Unknown	1 (0.24%)	1 (0.26%)

Table 7  
*Student Race/Ethnicity in LPN to AD Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=150)</b>	<b>Fall 2016 (N=195)</b>
American Indian or Alaskan Native	1 (0.67%)	0 (0.00%)
Asian (not of Hispanic origin)	0 (0.00%)	5 (2.56%)
Black or African American (not of Hispanic origin)	51 (34.00%)	82 (42.05%)
Hispanic or Latino	3 (2.00%)	3 (1.54%)
Native Hawaiian and Other Pacific Islander	0 (0.00%)	0 (0.00%)
White (not of Hispanic origin)	93 (62.00%)	104 (53.33%)
Two or More Races	0 (0.00%)	0 (0.00%)
Race/Ethnicity Unknown	2 (1.33%)	1 (0.51%)

*\*Fall 2016 total percentage equals 99.99% due to rounding.*

Table 8  
*Student Gender in LPN to AD Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=150)</b>	<b>Fall 2016 (N=195)</b>
Male	9 (6.00%)	11 (5.64%)
Female	141 (94.00%)	184 (94.36%)
Unknown	0 (0.00%)	0 (0.00%)

Table 9  
*Student Race/Ethnicity in ADN Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=1,279)</b>	<b>Fall 2016 (N=1,426)</b>
American Indian or Alaskan Native	15 (1.17%)	10 (0.70%)
Asian (not of Hispanic origin)	17 (1.33%)	16 (1.12%)
Black or African American (not of Hispanic origin)	231 (18.06%)	261 (18.30%)
Hispanic or Latino	27 (2.11%)	26 (1.82%)
Native Hawaiian and Other Pacific Islander	1 (0.08%)	0 (0.00%)
White (not of Hispanic origin)	955 (74.67%)	1,077 (75.53%)
Two or More Races	24 (1.88%)	27 (1.89%)
Race/Ethnicity Unknown	9 (0.70%)	9 (0.63%)

*\*Fall 2016 total percentage equals 99.99% due to rounding.*

Table 10  
*Student Gender in ADN Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=150)</b>	<b>Fall 2016 (N=195)</b>
Male	150 (10.86%)	208 (14.59%)
Female	1,231 (89.14%)	1,218 (85.41%)
Unknown	0 (0.00%)	0 (0.00%)

Table 11  
*Student Race/Ethnicity in Generic BS Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=3,496)</b>	<b>Fall 2016 (N=2,870)</b>
American Indian or Alaskan Native	22 (0.63%)	17 (0.59%)
Asian (not of Hispanic origin)	57 (1.63%)	52 (1.81%)
Black or African American (not of Hispanic origin)	497 (14.22%)	350 (12.20%)
Hispanic or Latino	105 (3.00%)	67 (2.33%)
Native Hawaiian and Other Pacific Islander	2 (0.06%)	6 (0.21%)
White (not of Hispanic origin)	2,684 (76.77%)	2,254 (78.54%)
Two or More Races	65 (1.86%)	49 (1.71%)
Race/Ethnicity Unknown	64 (1.83%)	75 (2.61%)

Table 12  
*Student Gender in Generic BS Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=3,484)</b>	<b>Fall 2016 (N=2,895)</b>
Male	399 (11.45%)	347 (11.99%)
Female	3,085 (88.55%)	2,548 (88.01%)
Unknown	0 (0.00%)	0 (0.00%)



Table 13  
*Student Race/Ethnicity in RN to BS Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=727)</b>	<b>Fall 2016 (N=835)</b>
American Indian or Alaskan Native	6 (0.83%)	12 (1.44%)
Asian (not of Hispanic origin)	7 (0.96%)	8 (0.96%)
Black or African American (not of Hispanic origin)	123 (16.92%)	177 (21.20%)
Hispanic or Latino	10 (1.38%)	7 (0.84%)
Native Hawaiian and Other Pacific Islander	0 (0.00%)	0 (0.00%)
White (not of Hispanic origin)	462 (63.55%)	540 (64.67%)
Two or More Races	9 (1.24%)	15 (1.80%)
Race/Ethnicity Unknown	110 (15.13%)	76 (9.10%)

*\*Fall 2015 and Fall 2016 total percentages each equal 100.01% due to rounding.*

Table 14  
*Student Gender in RN to BS Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=728)</b>	<b>Fall 2016 (N=835)</b>
Male	105 (14.42%)	100 (11.98%)
Female	623 (85.58%)	735 (88.02%)
Unknown	0 (0.00%)	0 (0.00%)

Table 15  
*Student Race/Ethnicity in BS to MS Programs*

<b>Student Race/Ethnicity</b>	<b>Fall 2015 (N=2,248)</b>	<b>Fall 2016 (N=2,433)</b>
American Indian or Alaskan Native	20 (0.89%)	18 (0.74%)
Asian (not of Hispanic origin)	84 (3.74%)	87 (3.58%)
Black or African American (not of Hispanic origin)	327 (14.55%)	337 (13.85%)
Hispanic or Latino	67 (2.98%)	65 (2.67%)
Native Hawaiian and Other Pacific Islander	5 (0.22%)	4 (0.16%)
White (not of Hispanic origin)	1,605 (71.40%)	1,648 (67.74%)
Two or More Races	21 (0.93%)	43 (1.77%)
Race/Ethnicity Unknown	119 (5.29%)	231 (9.49%)

Table 16  
*Student Gender in BS to MS Programs*

<b>Student Gender</b>	<b>Fall 2015 (N=2,250)</b>	<b>Fall 2016 (N=2,440)</b>
Male	257 (11.42%)	306 (12.54%)
Female	1,993 (88.58%)	2,134 (87.46%)
Unknown	1 (0.04%)	0 (0.00%)