Development of a Learning Module on Cultural Competence for Nursing Faculty in an ASN Program

Kimberly A. Bernard, MSN, RN, CPAN
Western Governors University, Salt Lake City, UT, St. Joseph School of Nursing, Nashua, NH

The agency, St. Joseph School of Nursing (SJSN), a small, ADN program, is located in the city of Nashua, New Hampshire. New Hampshire’s race population is 93.9% white (Census.gov, 2015). There was a gap in student focused cultural competency education of faculty in the identified nursing program.

Problem Identification

The proposed solution to this problem was to develop a cultural competence learning module for faculty to complete as part of their orientation and continuing education. The module was created using presentation software. Identified areas:

- Strategies to increase cultural competence
- Information on students’ cultures
- Strategies to increase identified students’ success

A cultural competence learning module, with a portion geared specifically toward the SJSN demographic Faculty support enables students to feel included and understood; therefore, contributing to student success (White & Fulton, 2015).

Evidence Based Practice Solution

Learning Objectives

Learning outcomes and objectives are developed identifying the areas of need for the faculty as well as a tool to evaluate effectiveness of the module. Three objectives are identified based on the problem and guided by a successful 2014 project by Drs. Gibbs and Culleiton (Gibbs & Culleiton, 2016).

Upon completion of the cultural competence learning module, the following objectives will be met:

1. Participants will demonstrate strategies to increase cultural competence as evidenced by successful identification of activities to develop self-awareness.
2. Participants will identify two minorities in the current student population as evidence by differentiating between various race, ethnicity and cultural differences.
3. Participants will interpret strategies to increase culturally diverse student success by successful completion of case studies as evidenced by choosing appropriate cultural competent teaching methods.

Timeline

- Prep: Meet with key stakeholders, perform literature review of conceptual models of cultural competence
- Draft: Develop draft outline of the educational module
- Edits: Meet with key stakeholders for feedback on draft module
- Finalize: Finalize the educational module and submit for approval

The overall goal of the cultural competence learning module was for faculty to achieve increased cultural competence to better understand the learning needs of the students they serve. Additional goals include:

- Learning needs of faculty met
- Faculty empowered to improve relationships with students through better understanding of various cultures
- Positive trends in student and faculty satisfaction
- Decreased attrition rates
- Increased NCLEX pass rates
- Better patient outcomes

Goals

Competence is the first step in bridging the gap

REFERENCES


St. Joseph School of Nursing. (2016). 2016/17 Semester 1 Enrollment for all without matriculation. Nashua, NH.