



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



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Problem Identification

The agency, St. Joseph School of Nursing (SJSON), 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.

Causes:

1. Race demographic of nursing students does not reflect the geographical area; over one-third (35.6%) of currently enrolled students are non-white (St. Joseph School of Nursing, 2017).
2. Lack of understanding of different student cultures that are served at the school and the need for competence in order to meet the educational necessities of our students.

Problem Significance

- Ethnic and cultural differences can correlate with racial diversity and faculty have identified these topics as a learning need to better serve their students.
- Over time, the increase in racial and ethnic diversity has slowly risen.
- Orientation of new faculty and continuing education did not include cultural competence education.

Evidence Based Practice Solution

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 SJSON demographic

Faculty support enables students to feel included and understood; therefore, contributing to student success (White & Fulton, 2015).

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.

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Goals

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

Timeline



Competence is the first step in bridging the gap