



# EMBRACE

DIVERSITY AT IUPUI | WINTER 2015

## EDUCATION FOR ALL:

IUPUI's new Center for Family, School, and Neighborhood Engagement paves the way to college. **Read on page 8**



IUPUI



It is my pleasure to introduce the inaugural issue of *Embrace*, a celebration of Indiana University–Purdue University Indianapolis initiatives advancing our commitment to diversity and inclusion.

The brainchild of Marsha Baker, director of diversity and enrichment in the IU School of Nursing, *Embrace* shares the stories of IUPUI students, staff, and faculty engaged in activities that help us create an inclusive climate. Last spring, we sent out a call to the entire campus requesting story ideas and received more than 40 suggestions. We were excited to see the variety of initiatives promoting inclusion and diversity of thought, culture, and experience through research, programming, curriculum, and community outreach.

If you don't see your suggestion in this issue, stay tuned—*Embrace* is just getting started. If you have an idea for future issues, we want to hear it!

Finally, this publication owes a very special “thank you” to Troy Brown with IU Communications, who upon hearing the idea paved the way for *Embrace* to be published. We are forever in his debt.

A handwritten signature in white ink that reads "Karen Dace". The signature is fluid and cursive, with a long, sweeping tail on the letter "e".

Karen Dace

Vice Chancellor for Diversity,  
Equity and Inclusion



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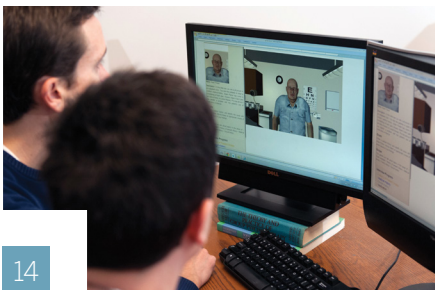
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Explore IUPUI's Special Programs for

# ACADEMIC NURTURING

Special Programs for Academic Nurturing (SPAN) is celebrating its 30th year of helping motivated high school students get a head start on their college education.

*Former TAKE6 student  
Maria Alatorre*

The IUPUI Crispus Attucks Medical Magnet High School (CAMMHS) SPAN Scholars Program and the TAKE6 program provide underrepresented students with the opportunity to enroll at IUPUI.

### **IUPUI CAMMHS SPAN Scholars Program**

The goal of the IUPUI CAMMHS SPAN Scholars Program is to increase the number of underrepresented students in secondary education and provide resources for success while creating a pathway for students to continue their education at IUPUI. “This gives students the opportunity to take IUPUI courses while they complete their junior and senior years of high school,” says J. R. Russell, director of SPAN early college entrance programs. “Highly accelerated seniors may in fact spend most of their school day at the IUPUI campus.”

IUPUI has committed up to \$250,000 each academic year to cover tuition for up to 18 credit hours per eligible student, or approximately \$5,000 per SPAN Scholar. Since fall 2008, 242 scholarship recipients have successfully completed more than 2,000 college credit hours. “More than half of these students continue at IUPUI or another IU campus after their high school graduation,” says Russell.

Deja Sanders completed 12 credit hours with a 3.75 grade point average (GPA) and is now majoring in elementary education at IUPUI. “The SPAN program allowed me to meet professors early, live the college life, and take some required classes,” she says. “It changed my transition from high school to college tremendously.”

To be eligible to apply for the SPAN Scholars program, students must be sophomores at CAMMHS with a cumulative GPA of 3.3 or higher.

### **IUPUI SPAN TAKE6 Program**

The SPAN TAKE6 scholarship allows underrepresented and population-at-risk high school seniors to enroll in up to six tuition-free credit hours at IUPUI. Students earn high

school and college credit at the same time as they demonstrate their ability to succeed in college. They get to know other students and have the opportunity to discuss academic and career plans with a SPAN advisor and counselor. IUPUI has committed \$50,000 per academic year to cover the cost of tuition for eligible students.

“Traditionally, about 90 percent of students who apply are awarded a scholarship,” says Russell. “We’ve awarded 35 scholarships this academic year, for a total of 93 since 2010.” TAKE6 scholarship recipients have completed more than 300 credit hours at IUPUI to date.

Maria Alatorre, who received the TAKE6 scholarship as a senior at Arsenal Tech High School, is an IU Bloomington alumna. She received her bachelor’s degree in biology with a 3.5 GPA. She is now a first-year student in IU’s accelerated bachelor’s in nursing program. “TAKE6 exposed me to the realities of college and allowed me to connect with my biology professor,” says Alatorre. “I learned to take full advantage of my college experience.”

To be eligible for a TAKE6 scholarship, students must be juniors or first-semester seniors at qualifying free and reduced-price lunch (FRL) high schools in Marion and surrounding counties. They must be participants in 21st Century Scholars, the federal FRL program, and/or Upward Bound. And they must have a cumulative GPA of 3.5 or higher.

“Our goal in providing these programs is to ensure that gifted, high ability, and academically motivated high school students have the opportunity to start their college education early,” says Russell. “With the immersion model our programs follow, our students don’t just prepare for college—they experience it.”

For more information about these programs, contact J. R. Russell at [jrrussel@iupui.edu](mailto:jrrussel@iupui.edu) or 317-274-0382.

## Making **Career Connections** with the **IU School of Nursing**

Most nurses go into the profession because they want to help people. In the IU School of Nursing (IUSON), helping people is what the T32 Training in Behavioral Nursing Research program and the Career Connections forums are all about.

Funded by a grant from the National Institute of Nursing Research, part of the National Institutes of Health, the T32 research training program has allowed the IUSON to provide funding for Ph.D. students for nearly a quarter of a century. “We’ve received funding every five years since 1990,” says Susan Rawl, director of the program. “It allows us to support three doctoral students and three postdoctoral fellows for two years.”



*“Our commitment to cultural diversity in our faculty and students improves care for all patients.”*

—Susan Rawl

Twice a year, the Career Connections forum brings together underrepresented minorities—promising undergraduates, master’s students, and alumni of the IUSON—with Ph.D. students and T32 fellows. Potential students learn what it means to be a nurse scientist, what having a Ph.D. means for their career, and the impact nursing research has on patient outcomes,” says Rawl. “We’re training the next generation of nurse scientists and addressing diversity issues in the future workforce.”

“A wonderful group of students from diverse backgrounds came through Career Connections, enrolled in the Ph.D. program, and were named T32 fellows,” Rawl continues. “Hearing about personal experiences in the Ph.D. program from students who were sitting in their seats just a few years earlier really plants the seed for potential students to consider pursuing a Ph.D.”

The IUSON recently hired two African American assistant professors who were funded through the T32 program. Dr. Ukamaka Oruche attended Career Connections, while Dr. Sharon Crowder came to the Ph.D. program from a faculty position. “They both received grants from NIH to finish their doctoral research here,” Rawl says. “Ph.D. graduates who have the ability to successfully obtain federal funding have a competitive advantage when seeking jobs. We are fortunate that they have chosen to join the IUSON faculty.”

Esther Smith-Howell is another of the program’s many success stories. She began coming to Career Connections forums as an undergraduate, and now returns as a T32 fellow. “Like all of our students, she’s very devoted to giving back,” says Rawl. In 2012, Smith-Howell was one of only five people in the nation to be named a Johnson and Johnson/American Association of Colleges of Nursing Minority Nurse Faculty Scholar.

Currently, fewer than 1 percent of nurses in the country hold a Ph.D., and Rawl hopes to change that. “There’s an urgent need for nursing faculty and researchers. And I believe we need to conduct research and provide nursing care that represents the multicultural makeup of our nation. Career Connections and the T32 program are important to IU, the nursing profession, and the patients we serve. Our commitment to cultural diversity in our faculty and students improves care for all patients.”

For more information about Career Connections or the T32 research training program, contact Susan Rawl at [srawl@iu.edu](mailto:srawl@iu.edu) or 317-278-2217.

*Ph.D. student and Career  
Connections panelist  
Esther Smith-Howell*

## STUDENT PROFILE



### KIM BURGESS

Doctoral student Kim Burgess' interest in biology was sealed in her high school freshman biology class. She then completed advanced placement biology her senior year and went on to graduate from Fort Valley State University with a bachelor's degree in biology and a concentration in forensic science.

In 2012, Burgess entered the Indiana University School of Medicine Biomedical Gateway (IBMG) program, which provides a common curriculum and shared experience for all first-year, pre-doctoral biomedical science students. "I love the opportunities the IBMG program provides," says Burgess. "It gives you a year to interact with students and faculty before you decide on a department and mentor. It made me feel as though I have a family here."

Her current work in Dr. Todd Skaar's clinical pharmacology lab focuses on how age-related changes in the liver affect the processing of drugs. Burgess also holds a patent for a livestock vaccine with her mentors from a summer research program at the University of Wisconsin.

Burgess would do it all again. "I love school and I love science, and the best piece of advice I've ever gotten is that if you do something you love, you'll never work a day in your life," she says.