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Retention of Faculty of Color (FOC) in Academic Nursing

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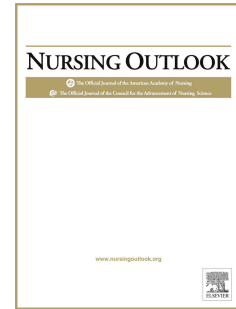
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Title: Retention of Faculty of Color (FOC) in Academic Nursing

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ABSTRACT

Nurses are key contributors to the success of healthcare team, a team that is strengthened by the diversity of the participating members. However diversity (e.g racial/ethnic, gender) amongst nursing faculty is low, preventing schools of nursing (SON) from reflecting the populations that they serve academically and clinically. Although many studies examine the experience of women faculty in academia, few studies address the experience and success of faculty of color (FOC) in nursing. Unfortunately, very little is known about retention and promotion of FOC in academic nursing. In this article, using a critical race theory framework, we summarize the current literature related to the challenges associated with FOC retention and promotion. We describe barriers and promoters to retention, benefits of retaining FOC, and proposed solutions to FOC attrition. In addition we highlight polices by several schools of nursing that netted increased retention and promotion of nursing FOC.

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