

**Pre-Licensure/BSN Completion Nursing Programs  
Cultural Competency Curricular Content Survey**

***Executive Summary***

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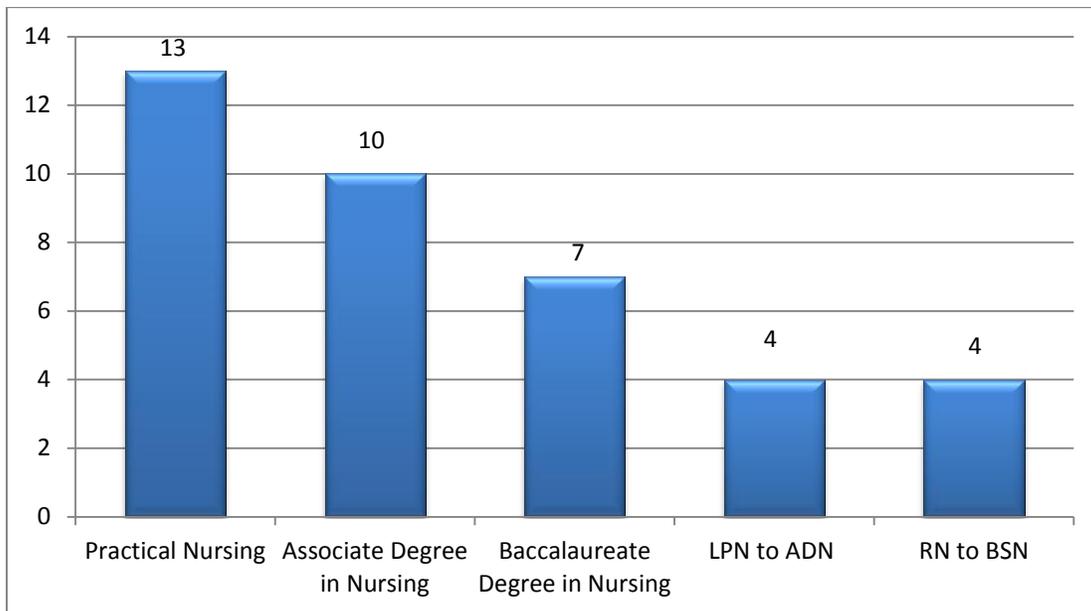
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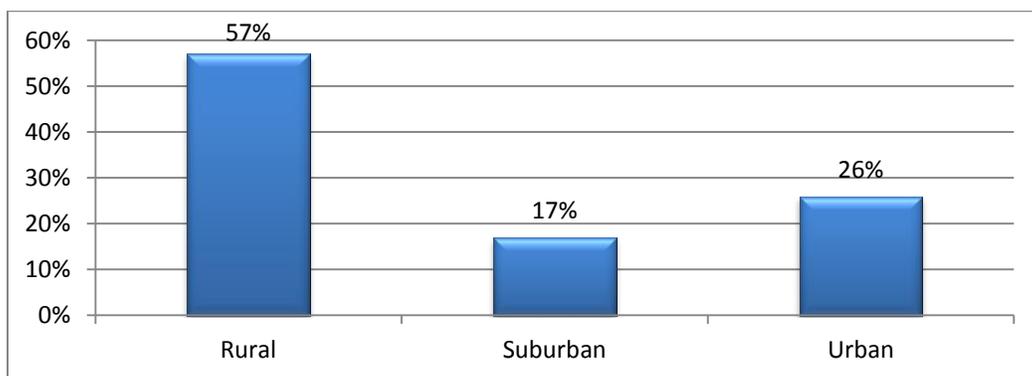


One of the goals of the Kansas Action Coalition through the State Implementation Program grant, *Creating a Culture of Health in Kansas: Advancing Nursing Education and Leadership*, is to build cultural competency among nurses for optimizing the health of Kansans. To assess baseline content, the Nursing Program Cultural Competency Curricular Content Survey was developed and administered by the Promoting Nursing Education in Kansas (PNEK) Project Staff. Data were collected between April and June, 2015. **34 pre-licensure nursing programs and 4 RN-BSN nursing programs** completed the survey (62% response rate).

**Nursing Programs Offered at University or College:** All types of pre-licensure programs were represented in the survey findings, with most participants representing either practical nursing (n=13) or associate degree in nursing programs (n=10). RN-BSN programs also were represented in the findings.



**Setting of Nursing Program:** Most (57%) of the pre-licensure/BSN completion nursing programs participating in the survey are located in rural settings.



**Number of Students who Graduate Annually from Pre-Licensure/BSN Completion Programs:** On average, 75 students graduate annually from the pre-licensure/BSN completion programs. The smallest program graduates approximately 25 students annually and the largest program graduates approximately 211 annually.

**Integration of Cultural Competency Content into Curricula:** Participants were asked to identify if there was Quite a bit, A little, or No cultural competency curricular content in the program curriculum, using the *2014 Guidelines for Culturally Competent Nursing Care*.

Guideline	Not in the curriculum	In the curriculum a little bit	In the curriculum quite a bit
<b>Guideline 1: Knowledge of Cultures:</b> Nurses shall gain an understanding of the perspectives, traditions, values, practices, and family systems of the culturally diverse populations for whom they provide care, as well as knowledge of the complex variables that affect their achievement of health and well-being.	4%	39%	<b>57%</b> 96
<b>Guideline 2: Education and Training in Culturally Competent Care:</b> Nurses shall be educationally prepared to provide culturally congruent health care.	13%	<b>48%</b>	39% 87
<b>Guideline 3: Critical Reflection:</b> Nurses shall engage in critical reflection of their own values, beliefs, and cultural heritage in order to have an awareness of how these qualities and issues can influence culturally congruent nursing care.	0%	43%	<b>57%</b> <b>100</b>
<b>Guideline 4: Cross-Cultural Communication:</b> Nurses shall use culturally competent verbal and nonverbal communication skills to identify client's values, beliefs, practices, perceptions, and unique health care needs.	13%	<b>48%</b>	39% 87
<b>Guideline 5: Culturally Competent Practice:</b> Nurses shall use cross-cultural knowledge and culturally sensitive skills in implementing culturally congruent nursing care.	17%	39%	<b>44%</b> <b>83</b>
<b>Guideline 6: Cultural Competence in Health Care Systems and Organizations:</b> Health care organizations should provide the structure and resources necessary to evaluate and meet the cultural and language needs of their diverse clients.	<b>48%</b>	30%	22% 52
<b>Guideline 7: Patient Advocacy and Empowerment:</b> Nurses shall recognize the effect of health care policies, delivery systems, and resources on their patient populations and shall empower and advocate for their patients as indicated.	17%	<b>57%</b>	26% 83
<b>Guideline 8: Multicultural Workforce:</b> Nurses shall actively engage in the effort to ensure a multicultural workforce in health care settings. One measure to achieve a multicultural workforce is through strengthening of recruitment and retention efforts in the hospitals, clinics, and academic settings.	21%	<b>57%</b>	22% 79
<b>Guideline 9: Cross-Cultural Leadership:</b> Nurses shall have the ability to influence individuals, groups, and systems to achieve positive outcomes of culturally competent nursing care for diverse and vulnerable populations.	<b>57%</b>	26%	17% 43
<b>Guideline 10: Evidence-Based Practice and Research:</b> Nurses shall base their practice on interventions that have been systematically tested and shown to be the most effective for the culturally diverse populations that they serve.	30%	<b>39%</b>	31% 50

Guidelines focusing on the individual's cultural competency (i.e., Guidelines 1-5) typically were reported as being integrated A little or Quite a bit into the program curricula. More systems-focused guidelines (i.e., Guidelines 6-10) were less likely to be integrated into the curricula.

