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Evaluation
Committee
43

EAST CAROLINA UNIVERSITY
GREENVILLE, NORTH CAROLINA 27834

ASSISTANT TO THE CHANCELLOR
FOR SPECIAL ASSIGNMENTS

June 13, 1984

Juanita Hunter, Ed.D., R.N.
Assistant Professor
School of Nursing
State University of New York
College at Buffalo
1300 Elmwood Avenue
Buffalo, New York 14222

Dear Dr. Hunter:

I enjoyed your recent article in American Nurse and share some of your concerns. I am an associate professor in the School of Nursing at East Carolina University. However, for the past three years I have enjoyed a split appointment, teaching part-time in nursing and spending the remaining time as Assistant to the Chancellor. In the latter capacity I direct the University's Equal Opportunity Programs.

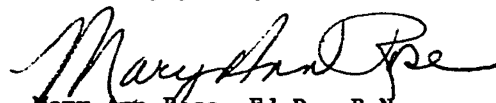
So, with a foot in both camps, I have become very concerned about nursing's lack of commitment to affirmative action. One would think that a group comprised mainly of women would be acutely sensitive to equity issues. But I feel that this is not the case.

I was not aware of the ANA's Resolution on Affirmative Action Programs and enjoyed reading about this bit of history. While most state nurses associations do not have affirmative action programs, there is much that could be done at the state and district level. We need to work toward recruiting blacks to nursing and, in particular, encouraging them to enter graduate school. With so few blacks in graduate education in nursing, we will continue to suffer a dearth of minority faculty to teach and act as role models for aspiring nurses.

I recently submitted a brief paper on Affirmative Action in Nursing which was accepted for publication by Nurse Educator. Perhaps it will have some small impact.

Again, I enjoyed your article.

Sincerely yours,



Mary Ann Rose, Ed.D., R.N.
Associate Professor
Assistant to the Chancellor for
Special Assignments

MAR/gcg

East Carolina University is a constituent institution of
The University of North Carolina

An Equal Opportunity/Affirmative Action Employer

125 Schroeder Avenue #11-G
Brooklyn, N.Y. 11239
April 13, 1985

Juanita K. Hunter, Ed.D., R.N.
127 Shirley Avenue
Buffalo, N.Y. 14215

Dear Juanita:

Last Saturday's meeting was both stimulating and hopeful. My congratulations for calling and organizing the meeting.

I have given some thought about the concerns discussed by the group and would like to share them with you. After considerable thought, I would like to suggest that the following be recommended to members of the Cabinet on Human Rights:

1. Saturday's three committees (election, education and leadership) be made ad hoc committee of the Cabinet. The committees memberships should include Saturday's members for continuity as well a members of other minority groups (Asians, Hispanics) that were not represented on Saturday. Rationale: to develop the committees' recommendations into concrete strategies for eventual implementation by the Cabinet.

2. The Cabinet should consider sponsoring a research project that focuses on minority populations that are at risk for a specific health care need/problem or which focuses on an intervention that addresses a specific health care need/problem. ANA's Center for Research could seek outside funding for the project. The project could be done at two or three regional sites as a collaborative effort with other Cabinets or Councils (Cabinet on Nursing Research, Cabinet on Nursing Practice). Rationale: to develop concrete information that can eventually be used in nursing practice with minority populations. This would also strengthening the Cabinet on Human Rights' viability and legitimacy within ANA.

3. The Cabinet might consider asking Jean Williams to be a candidate for Vice-President or Secretary in 1986. Jean has considerable and valuable experience on a state and national levels. She would be a great loss for minority nurses in ANA. Considering her concerns about minorities' within ANA, all efforts should be directed at getting her in a position that she can contribute and also have some influence. This is also another way of getting minorities in visible positions other than the Board and lessens

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the competition between minorities for Board positions which might occur
with the 1986 election.

I hope these suggestions are helpful to you.

Again, thanks for everything.

Sincerely,

Barbara Holder
Barbara J. Holder