



Robert Wood Johnson Foundation

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**New Careers in Nursing**

*First Time Grantees Orientation*

*Thursday September 30, 2010*



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# PURPOSE



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- **Provide an opportunity for new grantees and persons new to NCIN to ask questions and clarify program and grantee expectations**
  
- **Discuss role and responsibilities**
  - **National Program Office (NPO)**
  - **Grantees**
  - **Scholarship Recipients**

# OUTLINE



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▪ <b>INTRODUCTIONS</b>	<b>5 min</b>
<b>National Program Officer</b>	
<b>Chair, National Advisory Committee</b>	
<b>NPO staff</b>	
<b>Program Overview</b>	<b>5 min</b>
<b>Grantee Requirements</b>	<b>10 min</b>
<b>Scholar Surveys</b>	<b>10 min</b>
<b>Website/On-line Resources</b>	<b>15 min</b>
<b>Questions and Answers</b>	<b>15 min</b>

# Program Staff



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**Denise Davis, Dr. PH, MPA**

RWJF Program Officer

**Geraldine (Polly) Bednash, PhD, RN, FAAN**

Chief Executive Officer, AACN  
Program Director, New Careers in Nursing

**Vernell DeWitty, PhD, RN**

Program Deputy Director, New Careers in Nursing

**Alexa Tehansky, BA**

Program Coordinator, New Careers in Nursing

**Lanny Shepherd, MS**

Research Assistant, New Careers in Nursing

**Jihanne Jeanty, BA**

Administrative Assistant, New Careers in Nursing

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## National Program Office



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- **Liaison to the Foundation**
- **Provide technical assistance as needed**
- **Facilitate communications and media contact (GYMR)**
- **Disseminate program results/outcomes**
- **Resolve difficulties or obstacles**
- **Sponsor meeting and web based conferences**

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# Program Overview



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- **Collaboration between RWJF & AACN**
- **Addresses several key needs in nursing:**
  - **Need for more diversity in nursing**
  - **Need for more funding for accelerated students**
  - **Need for highly educated entry-level nurses**
- **Introducing the *New Careers in Nursing***
  - **Need to increase the pipeline of future faculty**

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# Program Overview



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## Approach

- **Scholarship Grants awarded to schools of nursing: 5-30 (\$50,000 - \$300,000)**
- **Students with degrees in fields other than nursing.**
- **Accelerated baccalaureate or master's nursing programs**

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## Grantees by Program Type



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### For Round 3 grantees:

- BSN programs funded – 48
- MSN programs funded – 12
- Both programs funded – 3
- Total programs funded – 63



## Program Growth 2008-2010



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- **101 Schools of Nursing**
- **1,395 Scholarship Recipients**
  - **381 Graduates**
  - **885 Progressing on schedule**
  - **66 (5%) Delayed progression**
  - **63 (4%) Withdrew from programs**

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# Grantee Requirements



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- **Expand enrollment by successfully recruiting and enrolling diverse students in entry-level accelerated nursing programs.**
  - *Execute your stated plans for recruitment and retention of a diverse student body.*
  
- **Leverage the expansion of faculty resources for these professional nursing programs.**
  - *Demonstrate leverage of scholarships to sustain the expanded enrollment.*

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# Grantee Responsibilities



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- **Demonstrate capacity to develop and support:**
  - *Mentorship: facilitate student retention and rapid career progression.*
  - *Leadership: support successful entry into the profession; monitor the progression of students through the program.*
  
- **Evaluation of program based on self-determined criteria to measure impact and outcomes of scholarship funds.**

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# Timeline Activities



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## **First Quarter: September - November 2010**

- **Program Overview**
- **Press Release Information**
- **Awarding Scholarships**
- **Letters of Commitment**
- **Pre-Entry Immersion Programs**
- **Scholars Entry Survey**
- **Fall Summit: September 30-October 2, 2010**
- **NCIN4 Call for Proposals**

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# Timeline of Activities



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## Second Quarter: December 2010 – February 2011

- **Technical Assistance Call**
- **NCIN4 Applications Due**
- **First Interim Report Due: January 2011**
- **Pre-Entry Immersion Program**
- **Shared Communications**
  - **Press Releases**
  - **Media Coverage**
  - ***FastTrack* Publication**
  - **Scholar Newsletter**

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# Timeline of Activities



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## **Third Quarter: March – May 2011**

- **Awarding Summer Scholarships**
- **Pre-Entry Immersion Programs**
- **Second Interim Progress Report: May 2011**
- **Technical Assistance Conference Call**
- **Communications Updates**
  - ***FastTrack* Publications**

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# Timeline of Activities



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## **Fourth Quarter: June – August 2011**

- **Technical Assistance Call**
  - Annual Reports to RWJF**
- **Student Progression Reports**
- **Student Surveys**
- **Announcements of NCIN4 Grantees**

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# Nebraska Methodist Timeline



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## First Quarter: September 2010 to November 2010

<i>Date</i>	<i>Event</i>	<i>Notes</i>
6/23/10	Attend first web conference	Done
	Review 2009-2020 NCIN Annual Report	Done
6/24/10	Enter Biography information into the NCIN website <a href="http://www.newcareersinnursing.org/user/login">http://www.newcareersinnursing.org/user/login</a> to create user name and password to access important information about the grant and expectations	Done
6/25/10	Review the Power Point from the initial meeting	Done
6/25/10	Send NCIN Scholarship Program Contact Sheet	Done
6/28/10-10/1/10	Create: <ol style="list-style-type: none"> <li>1. Timeline</li> <li>2. Tracking Spreadsheet</li> <li>3. Pre-entry Immersion Plan</li> <li>4. Leadership Development Tool Kit</li> <li>5. Mentorship</li> <li>6. Recipient Expectations</li> <li>7. Program Outcomes Sheet</li> <li>8. Student Financial Record Spreadsheet</li> </ol>	Done

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## Scholarship Recipients

- **Schools are responsible for selecting students for scholarships who meet the following eligibility requirements:**
  - **from groups underrepresented in nursing (underrepresented racial or ethnical minority as well as males).**
  - **financially disadvantaged**
- **Citizens or permanent residents of the United States or territories at the time of application for the scholarship.**
- **Have been accepted in an entry-level accelerated baccalaureate nursing program or master's program**
- **Students must have a previous degree in a field other than nursing.**



# Scholarship Recipients



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- **Committed to pursuing professional nursing licensure through NCLEX-RN,**
- **US Citizen with a previous degree not in nursing,**
- **Completes the Letter of Commitment,**
- **Completes RWJF Photo Release form,**
- **Completes on-line entry survey, mid-program survey, and post-graduation survey,**
- **Participates in school-based mentoring and leadership development programs,**
- **Opportunity to participate with web-based contests,**
- **Follow up survey for post licensure.**

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- **Definition of Disadvantaged**

**An individual from a disadvantaged background is defined as one who comes from an environment that has inhibited the individual from obtaining the knowledge, skill, and abilities required to enroll in and graduate from a health professions school, or from a program providing education or training in an allied health profession; or comes from a family with an annual income below a level based on low income thresholds according to family size published by the U.S. Bureau of Census, adjusted annually for changes in the Consumer Price Index, and adjusted by the Secretary, HHS, for use in health professions and nursing programs.**

**<http://bhpr.hrsa.gov/DSA/pages/disdef.htm>**





## Use of Grant Funds

- **All grant funds are to be used for scholarships for students who are selected.**
- **The scholarship funds may be used to pay tuition, academic fees and living expenses.**
- **Funds should be dispersed directly to the student or managed as determined by the student.**
- **Funds not awarded when the grant period ends, August 31, 2011, will be returned to the Foundation.**



# Your Key Contacts



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- **Program Liaison**
- **Dean**
- **Support Staff**
- **Communications**

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# Characteristics of Successful Programs



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- **Proactive intervention**
- **Time management**
- **Small group discussions**
- **Teaching study skills**
- **Test-taking skills in context of courses**
- **Writing skills (when indicated)**

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**Pre-entry Immersion Program: programming to better prepare students for success in the accelerated program**

- **Consistent program content for all grantees**
- **Opportunity to facilitate interaction among NCIN scholars**



# Pre-entry Immersion Program



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## Program Template

- Customized for each site

**Financial support for each program**

**Must occur before students begin the program**

**Scholars required to participate**

## Outcomes:

- Mentoring Program Initiated
- Leadership Plan Submitted
- Program Evaluation
- Scholars complete Entry Survey

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# LEADERSHIP PLAN



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<b>The Journey from Nursing Student to Nursing Leader Page 61</b>			
<b>Thursday September 15, 2011 12:30-1:00 p.m.</b>	<b>Carol Moore</b>	<b>1. Knowing Your Path: Leadership Goal Setting Exercise (Short/Regular Format)</b>	<b>Page 63/65</b>
<b>Monday September 19, 2011 12:30-1:30 p.m.</b>	<b>Linda Quinn</b>	<b>2. Knowing Yourself: Leadership Experience and Integration Exercise (Short/Regular Format)</b>	<b>Page 71/74</b>
<b>Wednesday November 2, 2011 12:30-1:30 p.m.</b>	<b>Erika Pritchard</b>	<b>3. Inspiring a Shared Vision: Can You See It? Exercise</b>	<b>Page 88</b>
<b>Wednesday November 16, 2011 12:30-1:10 p.m.</b>	<b>Erika Pritchard</b>	<b>4. Enabling Others to Act: Exploring Differences</b>	<b>Page 103</b>
<b>Wednesday November 16, 2011 1:10 – 2:10 p.m.</b>	<b>Linda Quinn</b>	<b>5. Enabling Others to Act: Communication and Conflict Resolution Exercise</b>	<b>Page 107</b>

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- **NCIN Website**
  - [www.newcareersinnursing.org](http://www.newcareersinnursing.org)
- **Sign-On information**
  - *Forms*
  - *NCIN Updates*
  - *Leadership Toolkit*
- **Program Descriptions**
- ***“I Believe This About Nursing”* Essay Contest**
- **Press Releases**
- **Accelerated Program Descriptions: School Profiles\*\***
- **Pictures of scholars**

# SCHOLAR SURVEYS



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- **PURPOSE**
- **WHEN ADMINISTERED**
- **WHAT IS MEASURED**
- **HOW TO ACCESS**

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For Scholars

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# NCIN

*Expanding enrollment in schools of nursing while enhancing diversity in the nursing workforce.* [LEARN MORE](#)

## NCIN

## Current Programs

## For Scholars





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SHARE

### Current Programs

Success Stories

School Profiles

School Login

## SCHOOL PROFILES



### Allen College

An accelerated B.S.N. program designed especially for the individual holding a bachelor's degree in another field.



### Azusa Pacific University

An accelerated B.S.N. and M.S.N. program designed especially for the individual holding a bachelor's degree in another field.



### Bellarmine University

An accelerated B.S.N. program designed especially for the individual holding a bachelor's degree in another field.



### Belmont University

# Question and Answer



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# National Program Office Contact Information



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## National Program Office Contact Information

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