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New Careers in Nursing

Doctoral Advancement in Nursing: Project Update

A compelling need for the profession



American Association
of Colleges of Nursing

Doctoral Advancement in Nursing Project (DAN)



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- **Enhance the pipeline of future nurse leaders, faculty, and researchers by**
- **Identify, encourage, and support students interested in pursuing doctoral degrees.**
- **Focus on graduates of accelerated and traditional nursing programs who come from groups underrepresented in nursing or from disadvantaged backgrounds.**
- **Mentoring relationships will to guide students**
 - **application process**
 - **identifying sources of financial support.**

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Project Goals



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- **Guide and facilitate student application and subsequent enrollment in doctoral programs;**
- **Investigate mentoring approaches that facilitate enrollment;**
- **Process to identify individuals interested in doctoral study**

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A Roadmap for Facilitating Entry into Doctoral Education



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**Doctoral Advancement in Nursing:
A Roadmap for Facilitating Entry
into Doctoral Education**

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Student Toolkit



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- Information to guide undergraduate students and others who may be interested in pursuing post-baccalaureate education.
- Tools and resources to achieve successful admission to the program of their choice.
- Information about the PhD and DNP degrees so that they may match their career goals with the chosen program of study.
- Guidance for potential applicants regarding requesting letters of recommendation.
- Increase student success in the application and admission to the doctoral program of their choice.

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Doctoral Advancement in Nursing
Student Toolkit

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Faculty Toolkit



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- Basic information necessary to guide undergraduate students seeking post-baccalaureate education.
- Tools and resources to assist undergraduate students seeking post-baccalaureate education.
- Provide nursing faculty with the skills to identify nursing students who are potential candidates for graduate study.
- Guidance for faculty when preparing letters of recommendation.
- Increase student success in the submission of applications for graduate education.

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Faculty Toolkit

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Student Self-Assessment



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Doctoral Advancement in Nursing Student Self-Assessment

Considering an Advanced Degree in Nursing?

Is Doctoral Education right for you? Is there an advanced degree in your future? Many nurses and nursing students struggle to answer these questions. In our experience of advising, admitting and supporting doctoral students, we have found that many students face challenges during their program because they may have not asked themselves some critical questions about themselves, their personal situations, and their choice of graduate study. These questions may guide you towards assessing your situation and making informed choices about your future educational plans so that you can make all the right choices.

The following questions are intended to guide your self-assessment about your path to a doctoral degree in nursing.

*** 1. There are a lot of reasons why people consider advanced degrees in nursing. Please rate your level of agreement with each of the following statements:**

	Strongly Agree	Agree	Disagree	Strongly Disagree
I want to advance my career. An advanced degree will open doors for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I want to change my career. I have a desire to work in a different setting, but I find I don't have the right background and credentials.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I'm curious and I want to learn more to be able to answer the questions in nursing that I would like to ask.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would like to gain advanced education in theory, statistics, research methods, or care of patients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My family/friends have strongly encouraged me to go back to school. I hear what they're saying, but I'm not sure if I'm totally on board with their thinking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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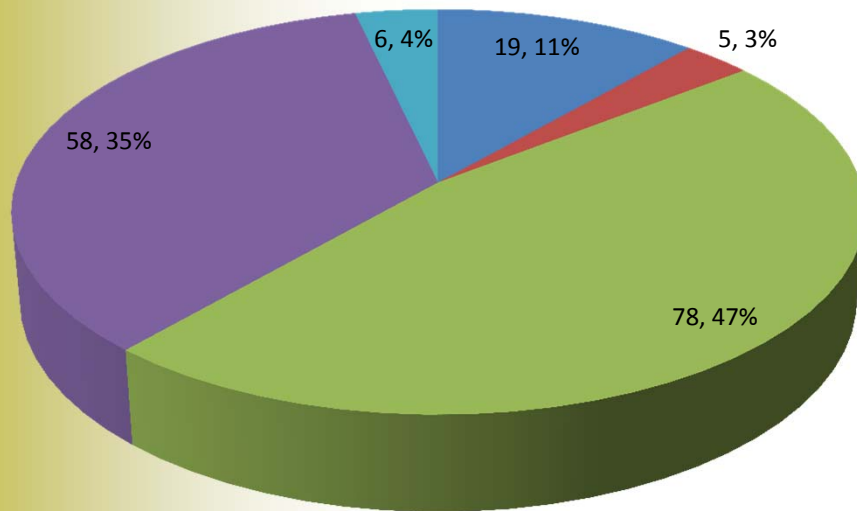
- **Determine the type of doctoral education.**
- **Develop a strategic plan for successful completion.**
- **Create a systematic plan for the completion of oral and written program requirements.**
- **N= 663**

Highest Degree



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Highest Nursing Degree Earned (n= 166)



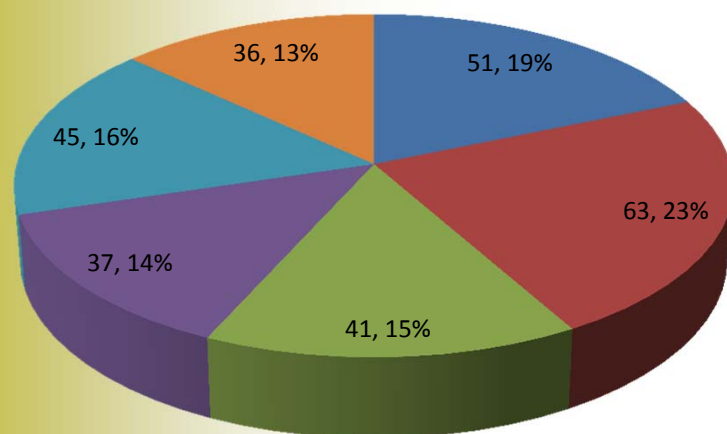
Highest Nursing Degree Earned	Frequency	Valid Percent
Other	19	11.4
ADN	5	3.0
BSN	78	47.0
MSN	58	34.9
None	6	3.6
Total	166	100.0

- Other
- ADN
- BSN
- MSN
- None



Age Groups (average age= 26)

Age Group (n= 273)



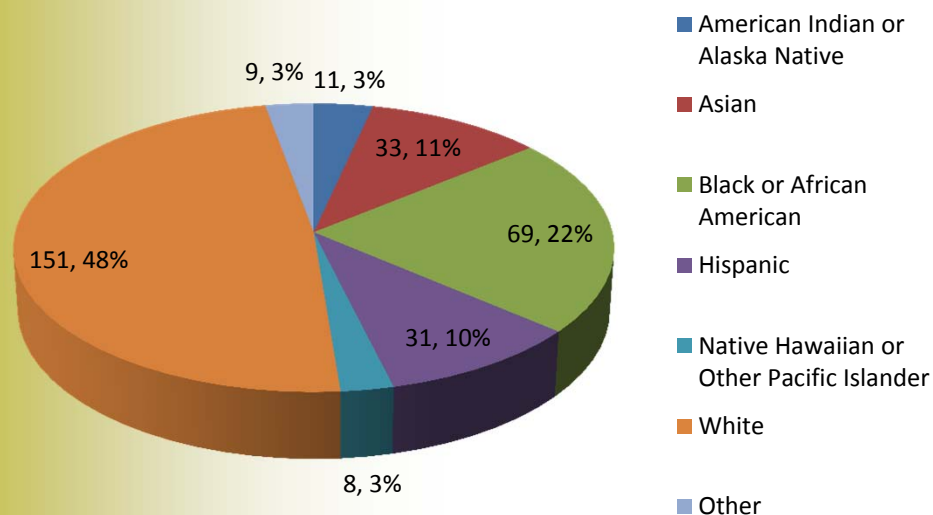
Age Group	Frequency	Valid Percent
21- 25	51	18.7
26 - 30	63	23
31 - 35	41	15
36 - 40	37	13.6
41 - 50	45	16.5
50 and above	36	13.2
Total	273	100.0

- 21- 25
- 26 - 30
- 31 - 35
- 36 - 40
- 41 - 50
- 50 and above



Racial Demographics (n=312)

Race/Ethnicity (n= 312)



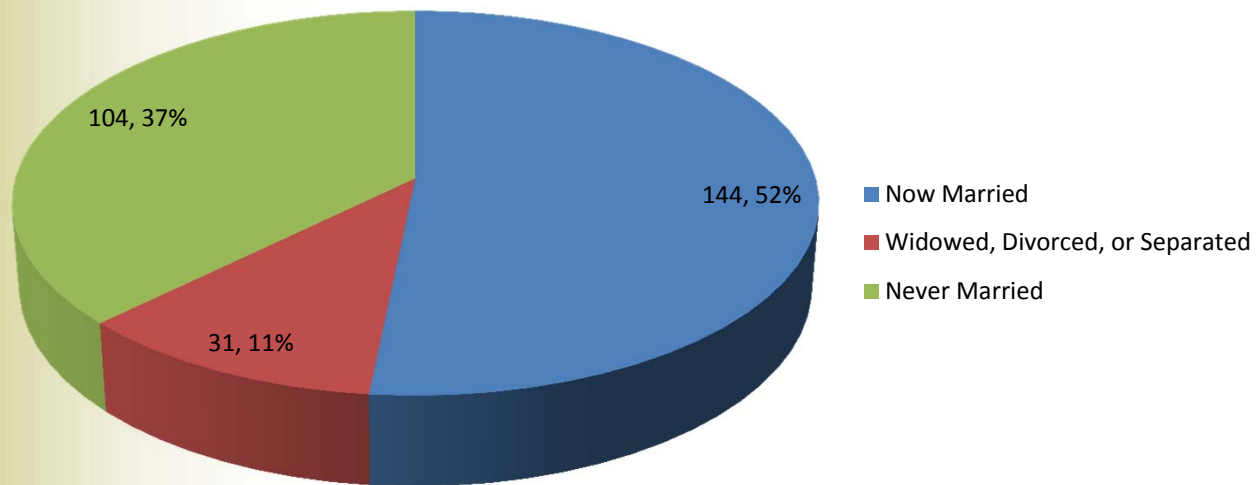
Race/Ethnicity	Frequency	Valid Percent
American Indian or Alaska Native	11	3.5
Asian	33	10.6
Black or African American	69	22.1
Hispanic	31	9.9
Native Hawaiian or Other Pacific	8	2.6
White	151	48.4
Other	9	2.9
Total	312	100.0

Marital Status



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Marital Status (n= 279)

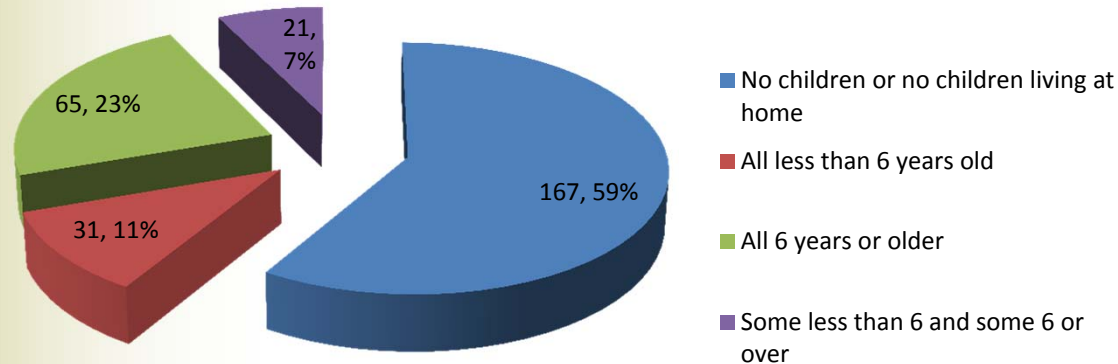


Children living at home



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Children at home (n=284)



Examination of the instrument



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- **Computed a readiness score by summing all variables on the scale.**
- **Examined correlations of each item to the new variable, readiness.**
- **Items with positive correlations $\geq .500$ were retained**
- **Items with correlations $\leq .500$ were removed**
- **Scale analysis conducted using only the remaining variables.**

Result: Cronbach Alpha = .792





Remaining Items

- **I want to advance my career. An advanced degree will open doors for me.**
- **I'm curious and I want to learn more to be able to answer questions in nursing that I would like to ask.**
- **I would like to gain advanced education in theory, statistics, research methods, or care of patients.**
- **An advanced degree will give me the confidence I need to accomplish my life's goals.**
- **I want to have more clout when I voice my opinion.**
- **I am familiar with the application process and feel ready to submit a graduate school application.**
- **I am emotionally ready to return to academics.**
- **I am at a point in my life where I can devote times and energy to this effort.**
- **It is now or never. I am afraid if I don't do it now, I never will.**



Progress to date



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- **Membership: 63 Users**

- 27 Mentors
- 37 Mentees
- 29 Active connections to date

- **Outcomes**

- 91% rate mentoring experience as good-very good
- 77% state that they have reached the goals set by the mentor-mentee dyad

Major take away



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“A rewarding experience...this model of mentoring can be effective in extending mentorship to many more students.”

“A good mentoring experience is not just a function of the time spent but the contents and goals of the interaction

“It has been rewarding to help my mentee explore her goals related to doctoral education.”

“Listen carefully. Set tight goals. Keep to an achievable time schedule.”

“The resources made available to mentees were timely, helpful and relevant. I will continue to explore and tap into those ideas as I continue in my career.”

More Opportunities



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“Send both mentors and mentee a brief on background and barriers/facilitators expected to be experienced during the mentorship period.”

“An assessment of the mentees strengths and areas where they may need most help will assist in guiding the mentor in their efforts.”

“Better screening by program. Including students completing BSN or entry level pre-licensure may be premature.”



LIVE WEBINAR: NAVIGATING YOUR MENTORING CONNECTION

Date: Wednesday, October 15, 2014

Time: 2:00 pm ET

Where: Register https://ncin.chronus.com/p/main/program_events/195

We've upgraded our system to improve your experience and make it easier to keep track of the progress in your partnership. In order to ensure that your transition from the old format is smooth and painless, we are holding a live webinar to demonstrate the tool and to answer questions. Please join us to learn more about how our mentoring software can benefit you and your mentoring partnership.



The **Doctoral Advancement in Nursing (DAN)** project is designed to enhance the pipeline of future nurse leaders, faculty, and researchers by using strategies to identify, encourage, and support students interested in pursuing doctoral degrees. This important work focuses on graduates of accelerated and traditional nursing programs who come from groups underrepresented in nursing or from disadvantaged backgrounds. By establishing mentoring relationships, students will be guided through the application process into doctoral study and receive expert advice on identifying sources of financial support.

Program Goals and SUCCESS METRICS

Metric	Goal	Current	Next Steps
Increase membership (per quarter) - Number of Mentee applications completed. Number of mentoring relationships established	25%	NA	Current active membership: 59 EOQ4 target: 75 (25 mentors 50 mentees)
Increase engagement level for mentoring partnerships (logged in over the last 30 days)	60% (stretch of 75%)	38%	
Retention of Mentors (year over year)	80%	NA	Current active relationships start closing in 1 month
Mentee completing application to doctorate program	50 students apply by May		Need to review student list and follow up on who has already applied.
Overall Satisfaction rating for mentorship program (rating Good or Great)	90%	NA	Need to update surveys in program

NATIONAL PROGRAM OFFICE CONTACT INFORMATION



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