

Sustaining Momentum

Opportunities and Challenges

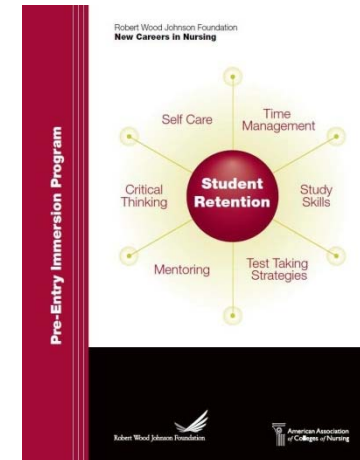
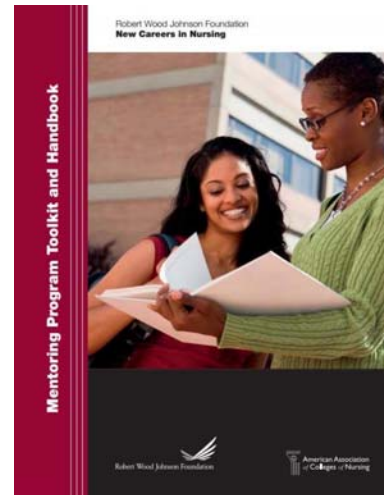
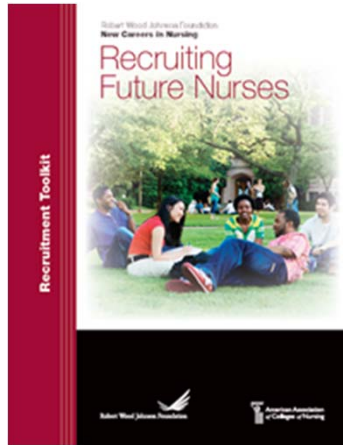
David M. Krol, MD, MPH, FAAP, *Senior Program Officer*

October 2014



Robert Wood Johnson Foundation

NCIN Resources



The Impetus for NCIN

- National nursing shortage
- Too few nurses in the pipeline
- Aging Baby Boomer generation
- Affordable Care Act
- Health care consumers with multiple chronic conditions
- Larger numbers of consumers from underrepresented groups
- Nurse faculty shortage
- Too few nurse faculty in the pipeline



3,517

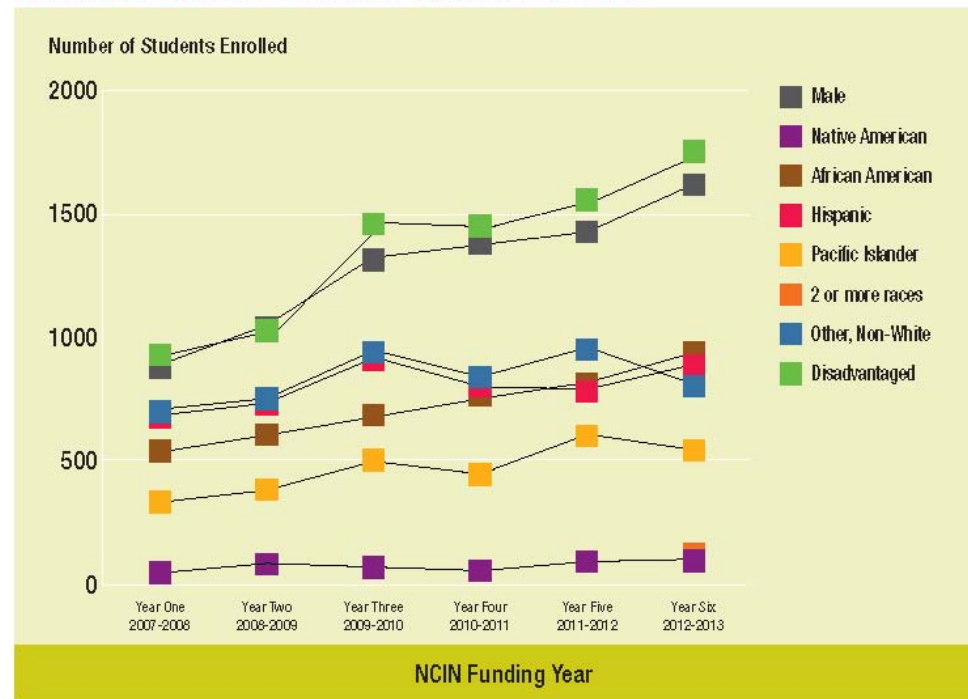
**scholarships to people
who want to become to
second career nurses**

2,355

nurses providing health
care, educating nurses,
conducting research,
earning doctoral
degrees.

NCIN Scholar Demographics

Enrollment of Underrepresented Accelerated Nursing Students at NCIN Applicant Schools





Culture Change



Culture Change



Increased cultural competency of faculty and staff



Culture Change



SCHOOL OF
NURSING
UNIVERSITY *of* ROCHESTER
MEDICAL CENTER

Developed a pipeline for diverse faculty



Culture Change



COLLEGE of
NURSING



Expanded PIP to more nursing students



Culture Change

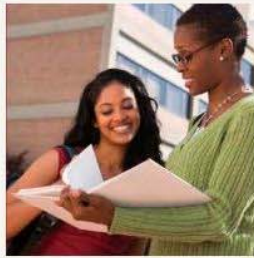


SAMUEL MERRITT
UNIVERSITY

Leveraged NCIN grant to secure funding for another scholarship program



DOCTORAL ADVANCEMENT IN NURSING PROJECT



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.

Are you a potential **doctoral student** or considering doctoral study?

Readiness Self-Assessment for Doctoral Study

Have you ever considered pursuing a doctoral degree in nursing? Are you ready to take on another challenge that could further your career? Is it feasible with your current home situation to return to school? These are the types of questions that are being directed towards students of nursing who may be interested in a Doctor of Nursing Practice (DNP) or PhD in Nursing degrees. In order to assist those who may aspire to these terminal degrees, the Doctoral Advancement in Nursing (DAN) Project has put together a brief Student Self-Assessment to determine the willingness and readiness to pursue these degrees. Each question lays out a framework that leads a student down the path of self-reflection and gauges their level of interest in a post-graduate degree.

DAN Mentoring site – Chronus Mentoring

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 will focus 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





NCIN Alumni in RWJF Programs Supporting Doctoral Education for Nurses

Beret Ravenscroft and Sue No are fellows in the *RWJF Nursing and Health Policy Fellows at the University of New Mexico* program.

Laren Riesche is in the inaugural cohort of the *Future of Nursing Scholars* program.

Culture Change



A succession plan for leaders

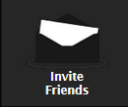


NCIN Scholars Network

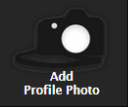
A place for RWJF NCIN scholarship recipients to connect

[About Scholars Network](#)
[Leadership](#)
[Scholar Lecture Series](#)
[ESSAY WINNERS!](#)
[Innovations](#)
[Initiatives](#)
[Photos](#)
[Blogs](#)
[Forum](#)
[NPO Happenings](#)
[Continuing Edu. \(CEUs\)](#)
[New in Nursing Practice](#)

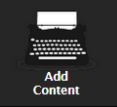
Welcome to NCIN Scholars Network, Alexa Tehansky! Here are a few things you can do right now...



Invite Friends



Add Profile Photo








Add Content

Alexa Tehansky

- Sign Out
- Inbox
- Alerts
- Friends (2 requests)
- Settings

Latest Activity

-  What are you up to?
140 Share
 -  Natasha Ramirez Leland liked NCIN Scholars Network's page **Natasha Ramirez Leland, BSN, RN**
Sep 20
 -  Natasha Ramirez Leland liked NCIN Scholars Network's page **Initiatives**
Sep 20
 -  Natasha Ramirez Leland liked NCIN Scholars Network's page **ESSAY WINNERS!**
Sep 20
 -  Jonathan Raffesberger is now a member of NCIN Scholars Network
Sep 17
[Welcome Them!](#)
- [More...](#)

Forum

RN Jobs in NYC Area
 Started by Danielle A. Samuels
 Sep 8.
 0 2
 Hello NCIN Scholars, My name is Danielle and I would like to know if any scholars on this website would be interested in helping me network to find employment in NYC. I've been licensed since April and unfortunately I have not had much luck. My...
[Continue](#)

[+ Add a Discussion](#) [View All](#)

Blog Posts

Predicted Nursing Shortage Not Going To Happen Due To Nurses Retiring Later In Life
 Posted by NCIN Scholars Network on July 22, 2014 at 9:33am
 0 0

Photos



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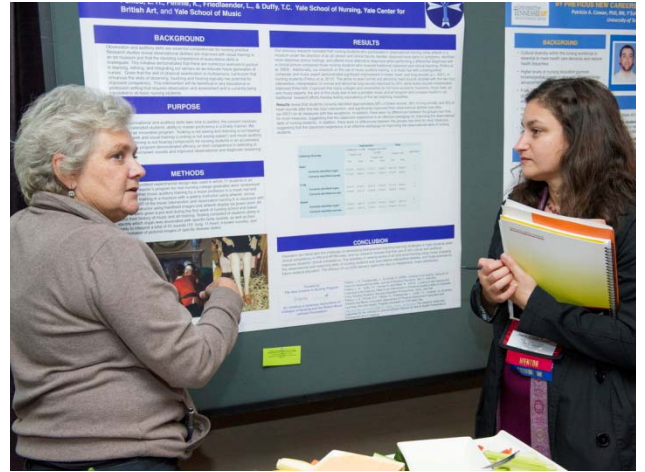
Sustaining the Momentum

- Commitment and buy-in from university leadership
- Additional funding
- Learning from others



RFPs

The Legacy and the Innovations in Accelerated Nursing Education grant programs will provide information to help sustain and expand the work of NCIN.



See you next year!



Educating the Future Nursing Workforce

Deborah E. Trautman, PhD, RN
Chief Executive Officer
American Association of Colleges of Nursing
Project Director, New Careers in Nursing



Framing the Issue

- Health care is entering an unprecedented era of opportunity and transformation.
- National efforts to improve the experience of care and the health of the population while reducing per capita costs are and will be the primary drivers of this transformation.
- Nursing must be at the forefront of ushering in this new era of change.



Framing the Issue

- Nurse educators today must meet the challenge of preparing a highly competent, diverse nursing workforce able to navigate a rapidly changing healthcare environment.



Framing the Issue

- **Recruiting individuals from minority groups into nursing is a priority for the profession**
 - **Landmark reports – IOM, RWJF, Joint Commission, AHA, Sullivan Commission – greater diversity in nursing and other health professions**
- **A diverse nursing workforce is needed to serve a diverse patient population**
 - **Strong connection between having diverse nursing workforce and ability to provide quality, culturally competent patient care**



Framing the Issue

- According the Census Bureau, 37% of US population comes from minority groups
- In contrast, only 19% of RNs are part of a racial or ethnic minority group (NCSBN, 2013)
- State and regional variation

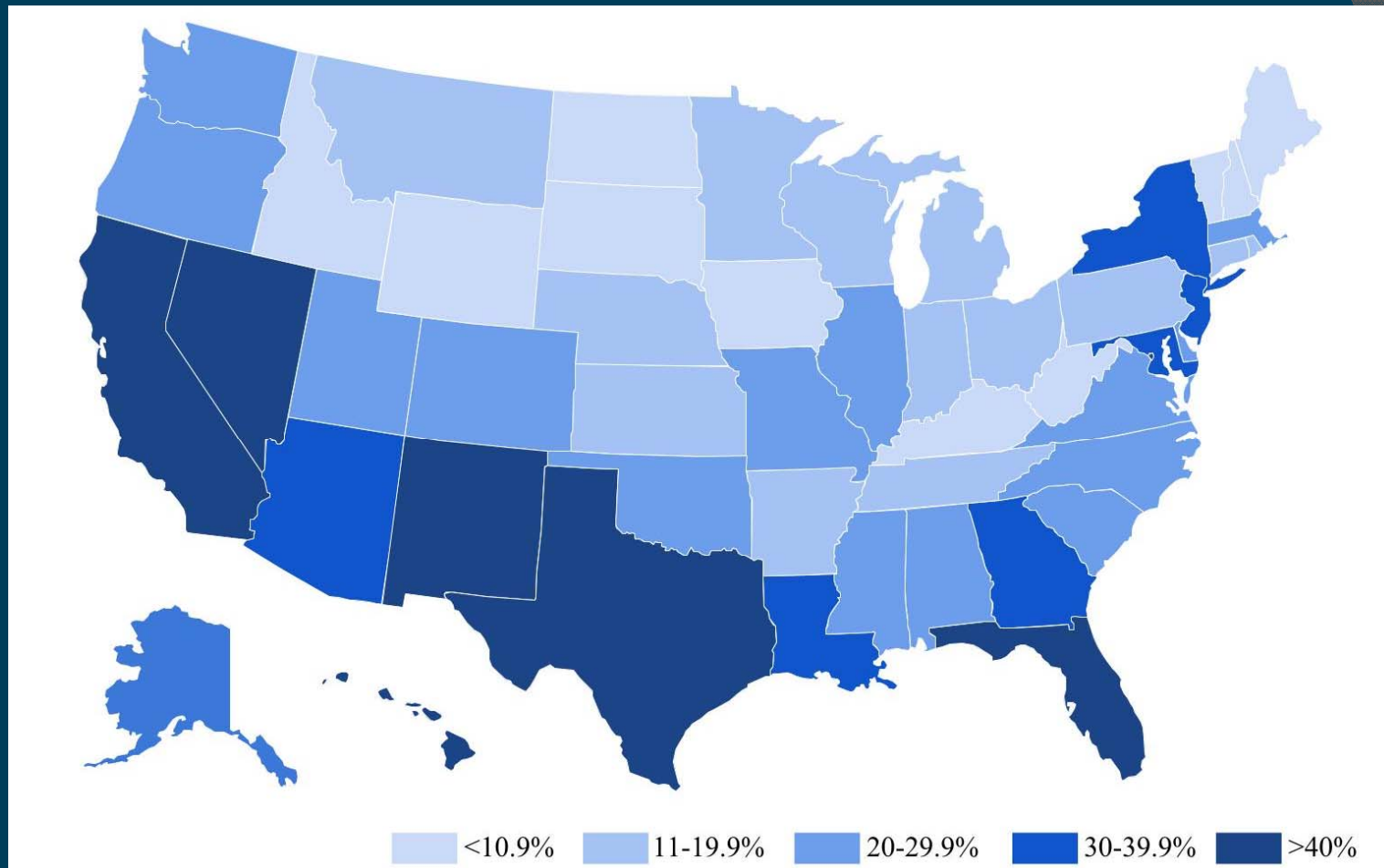


Diversity in the Classroom

- Fortunately, the nursing student population is growing more diverse
- Students from minority backgrounds:
 - Baccalaureate 28.9%
 - Master's 30.0%
 - Doctoral (PhD) 28.4%
 - Doctoral (DNP) 26.9%

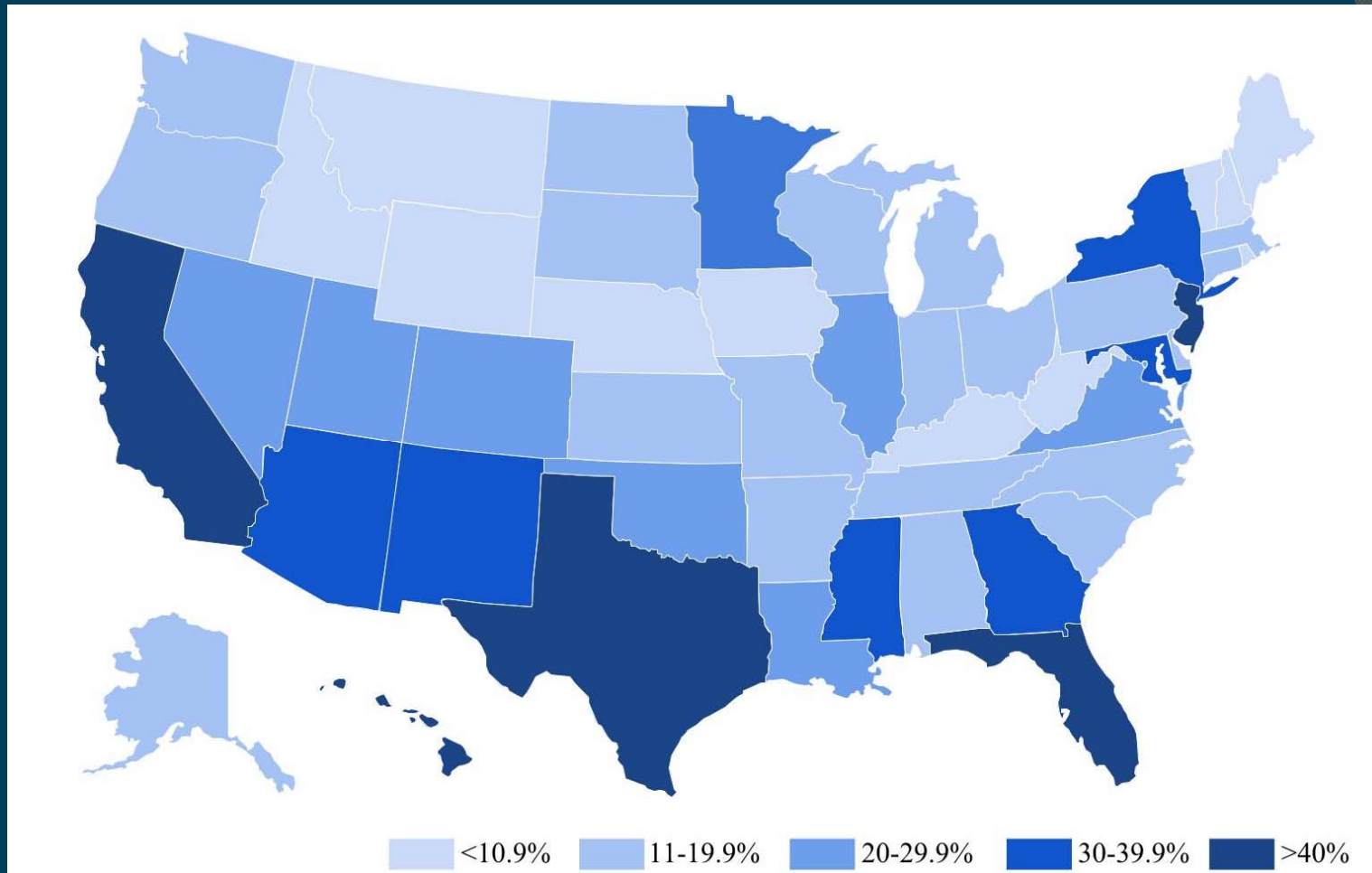


Percentage of Minority Students Enrolled in Baccalaureate Nursing Programs in 2013



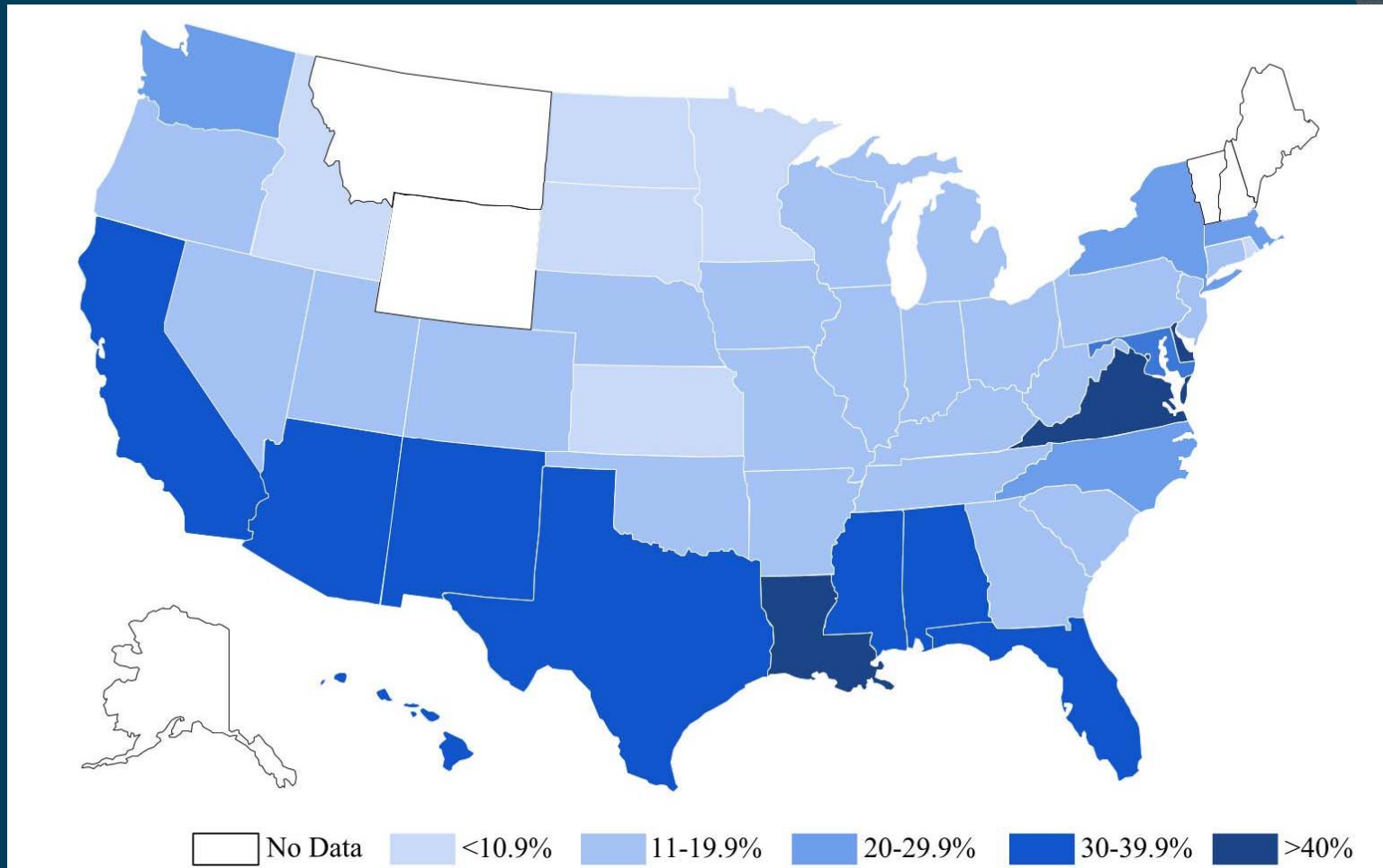
Includes African-American, Hispanic, Native American, Asian, and Pacific Islander students

Percentage of Minority Students Enrolled in Master's Nursing Programs in 2013



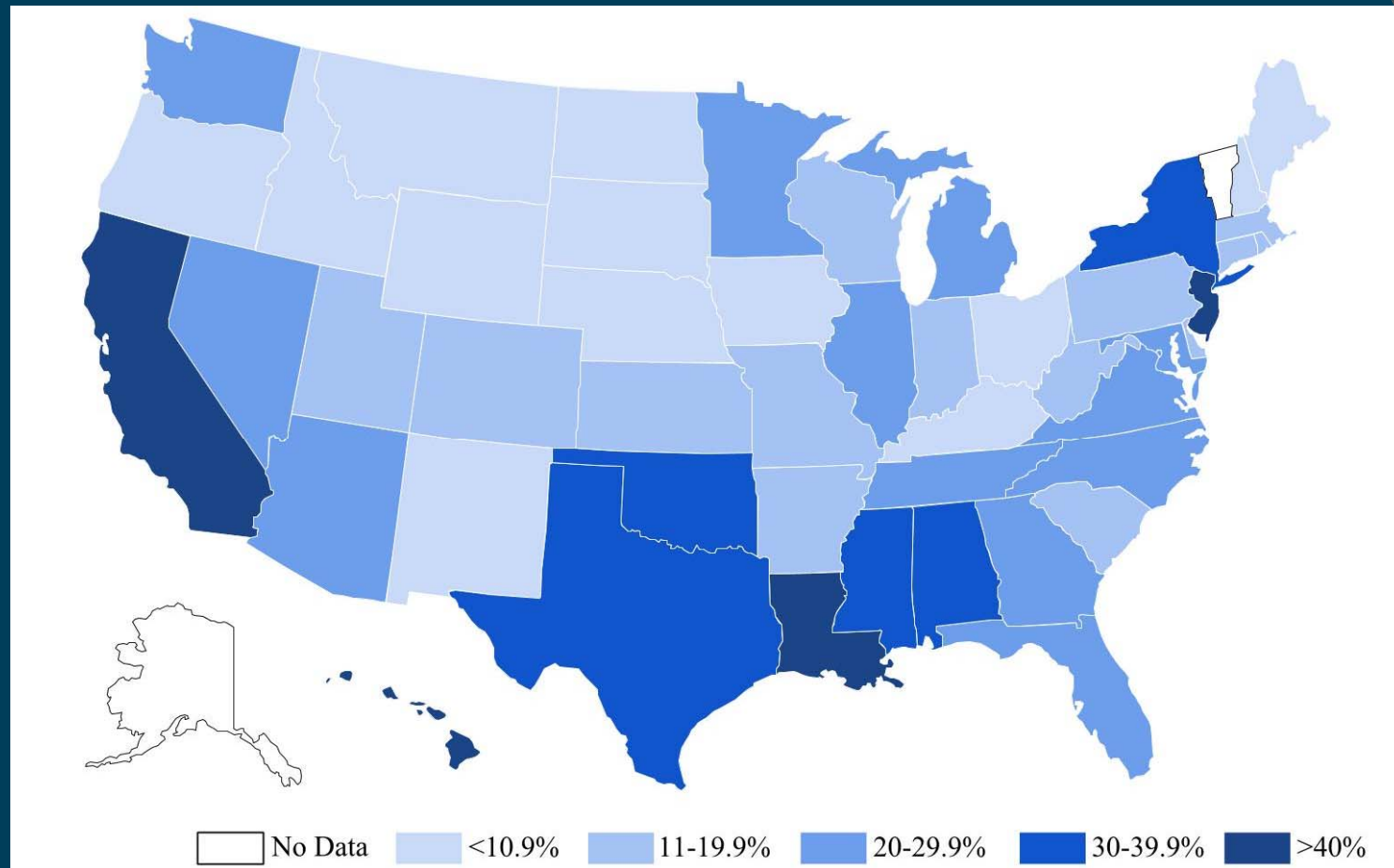
Includes African-American, Hispanic, Native American, Asian, and Pacific Islander students

Percentage of Minority Students Enrolled in Nursing PhD/DNS Programs in 2013



Includes African-American, Hispanic, Native American, Asian, and Pacific Islander students

Percentage of Minority Students Enrolled in DNP Programs in 2013



Includes African-American, Hispanic, Native American, Asian, and Pacific Islander students

Diversity in the Classroom

- **Need to attract more nursing faculty from minority backgrounds into nursing is equally as great**
- **Only 13.1% of full-time nursing faculty teaching in baccalaureate and graduate programs come from minority groups (AACN, 2014)**



Changing the Face of Nursing

- Though nursing has made great strides in recruiting and graduating nurses that mirror the patient population, more must be done before adequate representation becomes a reality
- AACN is working to address the critical need on several fronts



Faculty Initiative

Doctoral Advancement in Nursing Project

- RWJF awarded funding to AACN to enhance the pipeline of students into PhD & DNP programs
- Focus is on facilitating doctoral program completion among minority students
- White paper published; resources for students and advisors posted online
- Pilot program initiated for 50 students; mentoring matching currently underway



Faculty Initiative

AACN-Johnson & Johnson Minority Faculty Scholars Program

- Since 2007, AACN and the J&J Campaign for Nursing's Future have awarded \$18,000 scholarships to graduate nursing students who agree to teach after graduation
- Mentoring and leadership development are key elements of this program
- 58 scholars from 29 states have received funding to date



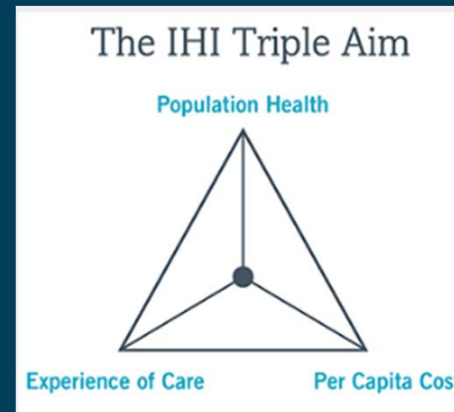
Diversity Initiatives

- **AACN also seeks to enhance diversity by:**
 - **Advocating on Capitol Hill for increased funding for Nursing Workforce Diversity Grants**
 - **Advancing the work of the Sullivan Commission to Transform the Health Profession**
 - **Focusing media attention on this issue**
 - **Offering conference programming on best practices in recruiting diverse students and faculty**



Creating Our Future

Our nation's ability to meet health care's Triple Aim – improving health, enhancing the experience of health care, and containing costs – hinges on having a diverse nursing workforce that is representative of the patient population.



More Information

For the latest data on diversity in the nursing student population, related reports, and efforts to expand representation in the profession, see:

**AACN's Diversity in Nursing Education
Resource Center**

www.aacn.nche.edu/Diversity

