

Fast Track Newsletter

ROBERT WOOD JOHNSON FOUNDATION

New Careers in Nursing

December 2015

Inside this issue:

- Grand Finale Summit Coverage
- Funding Opportunities
- Upcoming Webinars
- News and Reminders
- NCIN Continued Reporting
- Essay Contest Winners
- Creating a Culture of Health



Grand Finale Summit Coverage

It was a bittersweet moment as representatives from across the country gathered for the eighth and final Robert Wood Johnson Foundation (RWJF) New Careers in Nursing (NCIN) Program Liaisons' Summit. The meeting – held in late September in Washington, D.C. – lived up to its trademark billing of a robust exchange of best practices and strategies to bolster accelerated nursing degree programs, and increase the pipeline of students traditionally underrepresented in nursing.



Grant Recipients Share Innovations in Accelerated Nursing Education

Day One of the summit included insightful presentations from NCIN's

four *Innovations in Accelerated Nursing Education* grant recipients. Awarded in 2014, *Innovation* grants tasked teams with developing and enhancing new, unique learning approaches to accelerated nursing education – the results of which could be replicated in a variety of educational settings. Awarded projects included:

- [NCIN Alumni Toolkit](#) - New York University, SUNY Downstate Medical Center College of Nursing and Stony Brook University shared resources for the successful transition to professional nursing practice and a guide through the job search process.
- [Replicating an Innovative Educational Pedagogy for Physical Examination](#) - Mount St. Mary's College and Yale University shared lessons learned and discussed research findings associated with the impact of using artwork on clinical observations and diagnoses and how music training improves auscultative skills.
- [Gaming the System](#) - Quinnipiac University and Southern Connecticut State University explored the process of creating a serious game where the qualities of playing the game, as opposed to the specific content, are developed by millennials for millennials.
- [Strengthening Cultural Competence in Prenatal Care with a Virtual Community: Building Capacity through Collaboration](#) - Ashland University and Duquesne University presented on the effectiveness of the virtual community to increase cultural competence of second degree students and to determine the effectiveness of shared resources between two private universities.

Innovation presenters left participants with an arsenal of creative and practical strategies for building momentum in nursing education and practice in their communities.



Insights from Roundtable Discussions

Day Two of the summit kicked off with several thought-provoking

roundtable discussions. Attendees from all around the country gathered to discuss timely issues related to nursing education and share challenges, successes and experiences in an effort to strengthen the accelerated nursing community. NCIN captured key takeaways from each table before the exercise concluded. To read the full roundtable summaries, [click here](#).



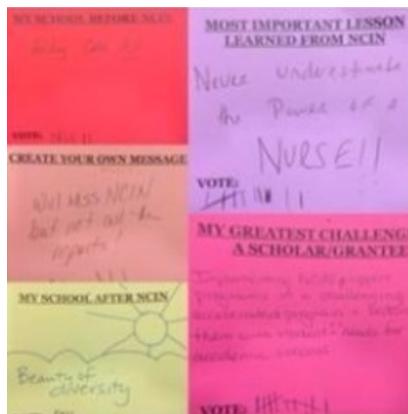
- **Sustaining Leadership** – Coordinating time with students and faculty can be difficult and locating funding to sustain leadership programs is particularly challenging. To keep leadership top of mind, encourage students to attend professional conferences (if possible, cover their costs), setup meet-and-greets with nurse leaders, require community outreach activities (e.g., screenings at health fairs), and engage in projects that increase student and program visibility in the community. [Read more](#).
- **Sustaining Mentoring: Marketing for Mentors, Mentoring Beyond the College Environment** – Mentors are an integral part of students' success but many schools struggle to recruit faculty mentors. Successful approaches to mentoring include developing a strategic plan, hosting monthly mentoring workshops for faculty and students, engaging alumni, developing apprenticeships with local hospital CNOs, collaborating with local nursing association chapters, and determining unique incentives (grants, stipends, complimentary conference admission, etc.). [Read more](#).
- **NCLEX Strategies to Develop and Effect Change** – To help students successfully prepare for the NCLEX, programs should continually monitor pass rates, integrate assessments into practicum (use remediation as-needed), identify and support at-risk students (see NCIN's [PIP toolkit](#) for ideas), use simulations, and ensure quality clinical experiences. [Read more](#).
- **Generational Learners (Trends and Trend Breakers)** – Today's nursing students were raised on rapid-response technology and programs are finding themselves trying to keep pace. Faculty should set boundaries and expectations early on and try to respond to communications (emails, discussion posts) within 72 hours. As much as possible, incorporate technology – YouTube videos, narrated PowerPoint presentations, simulated feedback – to make the learning experience more engaging and beneficial for

students. [Read more.](#)

- **Legal** – It's important to consider new, innovative ways to accommodate students with disabilities. For instance, hospitals aren't required to provide reasonable accommodations to students who are non-employees. Schools should have institutional policies in place – plus faculty training – to accommodate such students. This is particularly important for distance programs. [Read more.](#)
- **Sustaining Efforts in Diversity and Inclusion** – Community engagement is an important part of sustaining and building a pipeline of diverse nurse leaders. Schools should have an active role in their community (e.g., presence at health fairs and screenings) and create relationships with local HBCUs and feeder schools. Some participants recommended doing away with prerequisite requirements that can serve as a barrier to recruitment. [Read more.](#)
- **Marketing Strategies or Campaigns for Diverse Students** – Schools can engage in a variety of marketing strategies to recruit and retain diverse nursing students. Participants discussed using diverse photographs in marketing materials (website, brochures, posters), hosting monthly information sessions, promoting scholarships, building relationships with local high schools and college healthcare advisers, sending student ambassadors to events, providing information to regional Hispanic and Black Chambers of Commerce, and building summer camps for diverse students. [Read more.](#)

What Liaisons Really Think about Their NCIN Experience

It wasn't all business at this year's Grand Finale Summit. Attendees came together to create a living memory wall with reflections about the NCIN program. Hundreds of colorful postcards shared grantees' take on five topics: *My School Before NCIN*, *My School after NCIN*, *My Greatest Challenge as a Scholar/Grantee*, *Most Important Lesson Learned from NCIN*, and *Create My Own Message*.



The posted comments were as

diverse as the schools and regions of the country they represented. Attendees were then asked to vote on the cards that held the most meaning for them.

And the winners for each category are...

My School Before NCIN -- "Herding cats 0_0"
Allen Hanberg, University of Hawaii at Manoa

My School after NCIN -- "Beauty of diversity"
Beret Ravenscroft, Southern Connecticut State University

My Greatest Challenge as a Scholar/Grantee -- "Implementing NCIN Scholar support programs in a challenging accelerated program and balancing them with student needs for academic success"
Sherri Ulbrich, University of Missouri, Columbia

Most Important Lesson Learned from NCIN -- "Never underestimate the power of a NURSE!"
Kenya Snowden, University of Miami

Create My Own Message -- "Will miss NCIN but not the reports!"
Linda, Yale University

Want to know what other attendees posted? [Click here](#) to read more reflections.

Funding Opportunities

Is your program in need of funding resources? Check out these latest opportunities from national and regional health care groups:

[Agency for Healthcare Research & Quality \(AHRQ\)](#) – Grants support research to improve the quality, effectiveness, accessibility, and cost effectiveness of health care.

[American Nurses Foundation \(ANF\)](#) – Funds are provided for novice and experienced nurse researchers to conduct studies advancing nursing science and patient care. Grant applications are due on May 1, 2016.

[Blue Cross Blue Shield: Anthem Foundation](#) – Grants are primarily provided to nonprofit organizations in states where Anthem does business. Funds support specific health and health care-related issues that affect key health conditions.

[Centers for Disease Control and Prevention](#) – Funding opportunities are available to members of the American Association of Critical Care Nurses, the Association of Camp Nurses, the Association for Prevention Teaching and Research, the Association of American Medical Colleges, and the Association of Schools and Programs of Public Health.

[Cigna Foundation](#) – Supports specific program directly impacting the health of individuals, families, and communities. Applications are considered on a rolling basis throughout the year.

[The Commonwealth Fund](#) – Supports independent research on health care issues and gives grants to improve health care practice and policy. Only tax-exempt organizations and public agencies can apply for funding.

[Grantmakers in Health](#) – Provides grants to foundations and corporate giving programs to improve the health of all people. The organization's mission is to increase communication and collaboration within the grant making community.

[U.S. Department of Health and Human Services: Health Resources and Services Administration](#) – Grants are given to organizations that improve and expand health care services for underserved people. Grants are provided in the areas of health professions, HIV/AIDS, Maternal & Child Health, Office of the Administrator, Primary Health Care/Health Centers, Rural Health, Healthcare Systems, Organ Donation, and Clinical Recruitment.

[U.S. Department of Health and Human Services: Office of Minority Health](#) – Offers financial assistance and nursing scholarships to support efforts to eliminate health disparities among racial and ethnic minority populations.

[Johnson & Johnson: The Campaign for Nursing's Future](#) – Offers information about grants, scholarships, nursing specialties, and career opportunities.

[Jonas Center for Nursing and Veterans Health Care](#) – Provides grants that advance scholarship, leadership and innovation, and nursing collaboration. The Center focuses on fostering new partnerships across the philanthropic, business, policy and education sectors. Grant applications are by invite-only.

[The Kresge Foundation](#) – Supports efforts that create access and opportunity in underserved communities. While some grants are open, others are invite-only.

[National Institute of Nursing Research](#) – Supports clinical and basic research and research training on health and illness across the lifespan.

[Robert Wood Johnson Foundation](#) – Funds public entities and nonprofit organizations in the U.S. and its territories. Applications are accepted on a rolling basis.

[UnitedHealth Group Foundation](#) – Provides grants to organizations that support health care initiatives, improve our health system, build a diverse and dynamic health workforce, and enhance the wellbeing of local communities.

Upcoming Webinars

NCIN Webinars – Save the Date!

- **Innovations in Accelerated Nursing Education / January 2016** - Join *Innovations in Accelerated Nursing Education* grant recipients from Yale University and Quinnipiac University and learn how to replicate their projects at your institution. Dates and details coming soon.
- **NCIN Spring Webinar Series / Spring 2016** - Back by popular demand, NCIN will continue its webinar series with new, timely topics in accelerated nursing education. Dates and details coming soon.

AACN Webinars – Sign Up Now!

- **Redesigning Clinical Education for APRNs: Recommendations of the APRN Clinical Training Task Force / December 2, 2015, 2-3:00 p.m. ET** - Join colleagues to hear recommendations from the AACN's APRN Clinical Training Task Force. Learn about the role of simulation, competency-based education, academic practice partnerships, and new models of APRN clinical education. This presentation will also provide insight on the next steps for APRN clinical education. Link: https://www.aacn.nche.edu/webinars/info-page?sessionaltcd=WF15_12_02
- **Alcohol SBI Part III: Integration into Graduate Nursing Curricula / December 3, 2015, 2-3:00 p.m. ET** - Alcohol screening is an important part of every health visit. Advanced practice nurses play an important role in screening and intervening with patients, to not only highlight the consequences of alcohol use, but also to help manage related health problems. This webinar will present an overview about this evidence-based practice. It will present: 1) a model for integrating Alcohol SBI into graduate nursing curricula, 2) an overview of advanced practice clinical and leadership nursing roles, and 3) available resources that may enable faculty to incorporate this information into teaching advance-practice nurses. Link: <https://www.aacn.nche.edu/webinars/info->

News and Reminders

AACN Unanimously Endorses Futures Task Force Recommendations



AACN's [Futures Task Force](#), established in 2014 to take a hard look at organizational priorities and strategically chart the future work of the association, recently submitted a bold new set of recommendations that was unanimously endorsed by AACN. The [final report](#) outlines a strategic framework for the association's work in nursing education and research, healthcare redesign, interprofessional engagement, health policy formation, leadership development, strategic collaboration, and information curation among other initiatives.

The recommendations come at a time of unprecedented change in the health care landscape and the urgent need to firmly position the organization as the nation's leading voice for academic nursing.

The Task Force reviewed (1) the changing current and projected future landscape in health care, nursing, and higher education; (2) reports and feedback from a wide range of internal and external constituents; and (3) current AACN initiatives and programs.

Under the umbrella statement: "AACN is the catalyst for innovation in nursing education that will improve health and health care," four recommendations emerged:

- AACN should be the driving force for innovation and excellence in nursing education.
- AACN should position nursing as a leading partner in advancing systematic improvements in health and health care.
- AACN should expand its reach and influence through the development of an organizational structure that is representative of and responsive to key stakeholders.
- AACN should be a leader in information curation and synthesis related to nursing education, research, and practice.

For a look at the 27 Task Force initiatives to support these

recommendations, go to: <http://www.aacn.nche.edu/FTFReport>.

Wanted! Senior Education Analyst with a Passion for Policy and Projects

Do you want to help maximize nursing academic's role in shaping health policy and increase our important leadership footprint locally, nationally, and globally? AACN invites you to apply for its Senior Education Analyst position.

Qualified applicants will have a passion for advancing AACN's education policy initiatives, staffing task forces, creating position statements and reports, developing standards, and other related work.

This important staff addition will lead the development of grant and project proposals, oversee grant supported initiatives as needed, and proudly represent the association at key meetings related to nursing education among other special projects.

Think you have what it takes? Go to <http://www.aacn.nche.edu/career-link/2015/sept/> and learn more about how to apply.

NCIN Continued Reporting

Although the NCIN program is sunsetting we will continue to track your scholar's progress as they move through and complete their nursing programs. Twice a year we will continue to ask for a Progress Completion Report (PCR) for all schools that still have NCIN scholars enrolled.



For the NCIN 7 schools that awarded their scholarships in spring and summer 2015 we will requests an interim report in June and November of 2016. Below is some additional information about each report.

NCIN Progress Completion Reports (PCRs)

We will continue to ask for PCRs every January and June for all schools, regardless of round, that still have NCIN Scholars enrolled. For January 2016 we will request PCR's from 63 of our schools of nursing. The report is a simple excel sheet that is emailed out to the program liaisons. It contains the names of all of the school's scholars by funding round. The sheet then

simply needs to be updated and emailed back to the national program office.

NCIN 7 Interim Report

The interim reports will be sent out to NCIN 7 Schools that awarded scholarships in the spring and summer of 2015. For schools that awarded in spring the report will be released in June 2016 and for the schools that awarded in summer, the report will be released in November 2016. This report will capture aspects of the nursing program and general information about how successful grant implementation was. Interim reports will be hosted on the Foundation's A&R website, which is the same website used to submit your application. The form will be completed and submitted on that website.

Essay Contest Winners

Each month, NCIN scholars are invited to share stories about their personal and professional journeys in nursing. The scholars begin their essays with the phrase, "I believe this about nursing" and share their aspirations and inspirations, their passions, their pet peeves about health care, what they have learned date, and what and how they would like to contribute to their chosen profession.

Below are excerpts from the winning entries from July, August, and September, capturing scholars' thoughts, hopes, and dreams. Read the full essays [here](#). Congratulations to all of our winners!



July Winner

"Since enrolling in nursing school, I have gained a new perspective on the impact of nursing. I've seen that nursing is the link to humanity between health care system and people."

– Gareth Penta, Linfield College



August Winner

"Being a nurse means being able to be a part of the highest moments of patients' lives. Nursing is one of the most wonderful and rewarding careers."

– Khang Nguyen, Georgia Regents University



September Winner

“Nursing is a profession whose main goal is to provide care, comfort and support to strangers as if they were our dearest family members.”

– Jacqueline Monfre, Lewis University

How RWJF is Building a Culture of Health – Together

A recent [Center for Effective Philanthropy](#) perception survey found that a majority of RWJF grantees feel that the Foundation advances knowledge in their field, provides objective information, and clearly and consistently communicates about its goals and strategies. But only 55 percent agree that the RWJF has clearly communicated what aspects of this vision are a change from the past.

In response to grantees’ request to improve understanding and clarity on how the new vision for a shared Culture of Health will affect funding, president and CEO Risa Lavizzo-Mourey, MD, MBA shared a thoughtful letter to the RWJF community. Excerpts appear below. To read the letter in full, [click here](#).

“...we are going to have to work differently to build and sustain this movement well into the future...has led us to make a few significant changes in our approach to funding.

- ...moving beyond place-based problem-solving, or focusing on single systems like the public health system, and working instead toward comprehensive change of the systems that determine health and that we all know are so interconnected.
- ...embracing a process called [Emergent Strategy](#), which is going to require all of us to be more flexible in our approaches, and to be more open to co-creating strategy with others...find the most promising approaches-and constantly adjust as we learn together.
- ...developed an Action Framework...”

Dr. Lavizzo-Mourey has said that “health is about where we live, learn, work and play.” While recognizing grantees’ important work, she underscored that initiatives are “part of several complex-and interdependent-systems...” and there is a need for “different sectors to look for symbiotic connections they may have never thought about before...without being overly dependent on non-profits, or big

philanthropy.”

What does this mean for funding priorities? She wrote: “...**cross-sector collaboration**...”

Secondly, categorize funding around:

- Healthy Communities;
- A Healthy Start in Early Childhood;
- Leadership for Better Health; and
- Transforming Health and Health Care Systems.

On **Emergent Strategy**, she used a hiking world’s equivalent of a compass and topographical map rather than a roadmap and wrote: “...no one way to get to the destination. But you can certainly get hopelessly lost if you are not constantly collecting data all around you and being flexible about how you make adjustments...paying close attention to the rapid changes that are taking place in all the different systems that influence health.

The **Culture of Health Action Framework**, developed in collaboration with the RAND Corporation, provides “a way for people across the nation to see *how* they can join forces, across sectors, to move the vision into action. Asking “how” we can build a Culture of Health is so much more powerful than asking whether it can be done.

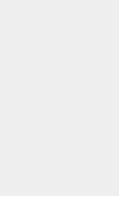
“...The Framework is grounded in the four interconnected Action Areas that show how health and well-being are the sum of many parts (Making Health a Shared Value; Fostering Cross-Sector Collaboration to Improve Well-Being; Creating Healthier, More Equitable Communities; and Strengthening Integration of Health Services and Systems.) RWJF will be funding work in all four of these areas but not in every aspect of the four.

“It was developed to empower individuals, communities, and organizations across the nation to move toward better health by working together.”

“Is our level of funding going to change?”

Dr. Lavizzo-Mourey continued, “...no. It is going to remain in the \$450 million range annually, for at least the next 12 to 18 months. After that, we are going to look at our compass and decide whether we need to adjust our priorities or change our levels of support...look at www.rwjf.org, subscribe to current [funding opportunities](#)...visit Evidence for Action <http://www.evidenceforaction.org/> ...”

Finally, she invited the community to check out the *new* website www.CultureofHealth.org created to help grantees understand how their work connects to the vision for a Culture of Health, and to see how RWJF measures progress...evidence-based measurement...but also about storytelling.”



In closing, she wrote, "Thanks for all your great work, and for your collaboration and friendship in the exciting years to come. We look forward to moving forward together toward this bold new vision. So glad you are with us."

