

FINAL ISSUE | DECEMBER 2016

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Building a More Diverse Nursing Workforce

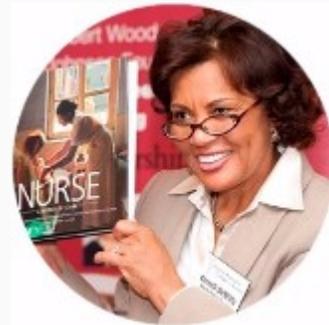
A Message from NCIN's Program Deputy Director

Throughout its eight years of operation, New Careers in Nursing (NCIN) has focused on a two-fold purpose: **to increase the numbers of nurses in the workforce and to address diversity among nursing professionals.**

Schools of nursing who were selected as grantees recruited and enrolled accelerated degree candidates from groups underrepresented in nursing or persons who were economically disadvantaged. They implemented mentorship and leadership development activities for scholarship recipients at the award site.

Since the program began, NCIN has funded 130 schools located in 41 states and the District of Columbia. As NCIN closes, the American Association of Colleges of Nursing (AACN) will continue to carry the mantle for our original mission. In its 2017-2019 strategic plan, the association identified diversity as one of its four major goals: AACN is a primary advocate for advancing diversity and inclusivity within academic nursing. This goal will:

- Advance initiatives that facilitate diversity and inclusivity
- Promote policies that advance nursing's role in achieving health equity



- Create opportunities that bring together all stakeholders to improve equity in health and health care
- Increase engagement in AACN by constituency groups underrepresented in the profession

Many of NCIN's initiatives will support this continuing body of work and our resources will be transferred to advance progress in this work. As a beneficiary of our scholarship and now as a scholar alumnus, we encourage you to keep growing, learning, mentoring and sharing your time and talents as an integral member of our diversified nursing workforce.

The enduring NCIN legacy is the outstanding scholars who will take their positions of leadership for our profession as they advance in their own careers.

We wish you much continued success!

Vernell DeWitty, PhD, RN
Program Deputy Director, NCIN

Studying the Impact of NCIN

Data Legacy Research Project

In early September, NCIN's Program Office released a call for research application proposals to utilize a data set collected over our eight program years. That data includes responses from more than 3,500 scholars to annual progress surveys with nearly 400 variables. It is an extremely valuable resource for the nursing education community and the most complete data set for accelerated nursing students, and specifically students who are underrepresented in nursing.

The response to our call was overwhelming; more than 40 competitive submissions were received. Now, after weeks of thoughtful review and deliberations by a panel of experts, we are thrilled to announce the four grant winners.

Grant Winners:

Widener University School of Nursing

Grant recipients will analyze the profile and characteristics of male students in accelerated nursing programs and consider relationships between predictor variables and outcome variables.

Investigators include:

- Darrell Spurlock, Jr., PhD, RN, NEA-BC, ANEF (Principal Investigator)
- Barbara Patterson, PhD, RN, ANEF
- Normajean Colby, PhD, RN

Augusta University College of Nursing

Grant recipients will review psychological, social, and cultural factors that influence NCIN scholar success. Their work will also analyze institutional climates at predominantly white programs to understand perceptions of micro-aggressions and social isolation of minority students. Investigators include:

- Lovoria B. Williams, PhD, APRN-BC, FAANP (Principal Investigator)
- Annette Bourgault, PhD, RN, CNL
- Michael Valenti, PhD, RN
- Stephen R. Marrone, EdD, RN-BC, NEA-BC, CTN-A

Washington State University College of Nursing

Grant recipients will explore to what degree gender and perceived satisfaction with support systems are associated with student academic outcomes in accelerated nursing programs. Investigators include:

- Demetrius Abshire, PhD, RN (Principal Investigator)
- Janessa Graves, PhD, MPH (Principal Investigator)
- Mary Lee Roberts, PhD, RN
- Cynthia Corbett, PhD, RN
- Janet Katz, PhD, RN
- Celestina Barbosa-Leiker, PhD, RN
- Jamie Simanson, BSN

Fairfield University School of Nursing

Grant recipients will examine the impact of racial/ethnic backgrounds, language, and perceptions of campus climate on overall program satisfaction and NCLEX pass rates. Investigators include:

- Jessica Alicia-Planas, PhD, RN, MPH, CHES
- Meredith Wallace-Kazer, PhD, APRN, FAAN

Each grant recipient will be awarded \$3,000 to support their research projects. As a part of their grant, winners must also seek publication of their studies in a peer-reviewed journal with anticipate timing for Spring 2017.

We would like to thank the many programs and individuals who submitted applications. We encourage you to continue your research and further advance the impact of NCIN.

A more limited de-identified data set has been [posted on our website](#) to provide to a more complete and diverse understanding of accelerated nursing education, help guide pedagogical approaches, and increase focus of the need for greater financial funding for these nursing students.

Grantees and Scholars in the News

BAYADA Home Health Care Honors Duquesne and Ashland Universities for Innovation in Health Care Education

Duquesne University School of Nursing and Ashland University Dwight Schar College of Nursing and Health Sciences were recognized with a 2016 BAYADA Home Health Care Award for Innovation in Health Care Education. The awards are sponsored by J. Mark and Ann Baiada

of [BAYADA Home Health Care](#) in partnership with [Drexel University's College of Nursing and Health Professions](#). The annual awards honor health care providers who have made significant contributions to education or practice through the development or adoption of new technologies.



From left: Faye Grund, Ph.D, APRN-BC, Lisa M. Young, DNP, APRN, Mark Baiada, Founder and President, BAYADA Home Health Care, Ann Baiada, BAYADA Home Health Care Director, Marie Panas, MSN, RN , Joan Such Lockhart, PhD, RN, CORLN, AOCN, CNE, ANEF, FAAN, Yvonne Weideman, DNP, MBA, RN. Photo Credit: Craig Schlanser

The collaboration between faculty and students from the urban and rural universities centered around a web-based virtual maternal health clinical experience called the "Virtual Simulation Experience" (VSE), designed to strengthen the cultural competence of nursing students regarding pre- and post-natal care. Community members served as virtual pregnant patients from a rural Amish community and an urban underserved African American neighborhood, providing pre-licensure nursing students with the opportunity to learn about, interact with, and plan pre- and post-natal care for women from diverse cultures. This shared simulated virtual experience found significantly improved perceived student cultural competence and confidence.

According to Faye Grund, PhD, APRN, the innovative project, funded by the Robert Wood Johnson Foundation New Careers in Nursing Innovation Grant, provided a foundation for shared patient and faculty resources between universities to improve student outcomes regarding culturally-based care with patient populations that they might otherwise not have the opportunity to serve.

The Baiadas described the profession and these awards as a way to "honor, acknowledge, applaud nurses" and their innovative use of technology and its impact on health care education or direct patient care.

The deadline for applications for the 2017 BAYADA Awards is March 1, 2017. For more information, visit Drexel University's [website](#).

Making News: Emory Change Agent Gaea Daniels

NCIN scholar and Scholar Network Steering Committee member Gaea Daniels graduated from her accelerated MSN program in 2014. Now, as one of Emory University's PhD students, her work and leadership have been recognized in the August 2016 issue of *Emory Report*.

Daniels is one of 376 degree-seeking students at Emory's Laney Graduate School who are described as "ready to become change agents...and seeking to make a difference in the world." She is studying how the microbiome of the human gut differs among populations with health inequities, and how those differences impact patient outcomes.



Read the Emory story [here](#) and learn more about Gaea Daniels from the [Fall 2015 edition](#) of NCINside.

Funding and Development Opportunities

Email Alert Signup for Calls for Proposals

NCIN grantees are encouraged to keep connected with RWJF. For more information, visit their [website](#) and follow the Foundation on [Twitter](#) and/or [Facebook](#).

Don't forget to sign up for email alerts on upcoming calls for proposals [here!](#)

RWJF Seeks Change Leaders to Build Culture of Health

Applications open January 2017

For more than 40 years, the Robert Wood Johnson Foundation (RWJF) has worked tirelessly to improve health and health care and build a national Culture of Health enabling all Americans to live longer, healthier lives. Realizing this vision for a Culture of Health in America requires multi disciplines, professions, and sectors working together not just from health and health care but the diverse fields of education, transportation, technology, public policy, business, community development, faith, urban planning, and others.



RWJF, along with leading national partners, are seeking to advance the next generations of leadership committed to equity and better health.

To that end, RWJF has designed four programs that include in-person and virtual opportunities for the following: leadership training; advanced curriculum in health policy, community engagement, health equity and other topics; interdisciplinary collaboration, networking, and mentoring; and funding through stipends of up to \$30,000, annual fellowships of \$35,000 and grants of up to \$125,000 per team for research projects.

Call for applications from professionals, community advocates and organizers, scholars and researchers will be announced next January with finalists selected by mid-July. For details, go to www.rwjf.org/changeleaders.

News and Reminders

Journal of Professional Nursing Special Issue Spotlights NCIN's Scholars Program – Innovations and Legacy



In the September-October 2016 issue, the *Journal of Professional Nursing* captures the innovations and legacy of NCIN. The special issue opens with RWJF's David M. Krol, MD, MPH, FAAP, looking back at the country's nursing shortage challenges and the foundation's response to collaborate with AACN on NCIN. Other articles by NCIN program leaders and participants address optimizing diversity and student success for the future of nursing to setting the stage for success through mentoring and leadership development to developing the doctoral advancement readiness self-assessment.

The Journal can be [found online](#) through open access, active until September 2017.

NCIN Website Changes



As the year comes to a close, we are finalizing plans to archive the [NCIN website](#). While we will not be able to add more online content once NCIN closes, all of our robust resources will be preserved online and remain accessible. The goal is to create a presence that can help scholars and schools of nursing for years to come.

The new website will include NCIN's history and vision, scholarship and program spotlight stories, annual summit reports and presentations, resources (including all NCIN toolkits), information pertaining to doctoral advancement, and program outcomes.

Check the site later this year to see the changes in action!

Nurses' Health Study

The [Nurses' Health Study \(NHS\)](#) is expanding its landmark research on health and wellbeing and is currently recruiting 100,000 nurses and nursing students to participate in a third iteration of the study [NHS3](#).

Study investigators and researchers are inviting male nurses and nursing students to join the effort and help engage a highly diverse group of nurses in the "next generation" of the study. Former Secretary of the U.S. Department of Health and Human Services Donna Shalala called NHS "one of the most significant studies ever conducted on the health of women."

RNs, LPNs, and nursing students between the ages of 19-51 years old who live in the U.S. or Canada are eligible to join the study. More than 40,000 have already signed up, and recruitment will

stay open until the goal of 100,000 participants is reached.

As a long-term study of women's health, NHS has led to much of what we know today about health and disease, and contributed to major medical breakthroughs. Launched in the 1970s, NHS has canvassed some 238,000 dedicated nurse participants to date. By completing confidential lifestyle surveys, they have helped advance medical knowledge about nutrition, exercise, cancer, heart disease, and many other conditions—from the dangers of tobacco and trans fats to the benefits of physical activity and whole grains.



But nothing is static and the NHS3 study will help researchers understand how today's environment and lifestyle affect a person's health in the future. Nurse leaders point to the dedication of nurse-participants as instrumental to the long history and success of NHS.

Aware of demanding schedules of busy nurses, NHS is making participation as convenient as possible. Participants can [join online](#) and complete the study's web-based surveys through a secure website. In addition to helping researchers learn more about the long-term effects of nutrition, hormones, environment and nurses' work life on health, nurse participants are encouraged to mobilize other nursing groups and qualified candidates to join the study which only takes 40 minutes and can be applied to a nurse's clinical ladder. Among other outreach strategies, study participants are asked to leverage social media by liking and sharing HS3 information on [Facebook](#), [Twitter](#) and [LinkedIn](#).

AACN Holistic Application Review



Holistic review is a university admissions strategy that assesses an applicant's unique experiences alongside traditional measures of academic achievement such as grades and test scores. It is designed to help universities consider a broad range of factors reflecting the applicant's academic readiness, contribution to the incoming class, and potential for success both in school and later as a professional. Holistic review, when used in combination with a variety of other mission-based practices, constitutes a "holistic admission" process.

Many colleges and universities have employed a holistic admission process to assemble a diverse class of students with the background, qualities, and skills needed for success in the profession.

In order to assist schools that are just now beginning their holistic review journey, [AACN has collected example tools and resources](#) from nursing schools already using a holistic process that have agreed to share their work. They are providing these resources to nursing schools in the spirit of collaboration and continuous improvement: they are not intended to be definitive or comprehensive. Please be mindful that every nursing school is unique and must develop its own admissions process based on its mission, goals, and local or community context.

Scholars Advancing Their Careers

From Inspiration to Aspiration, Leadership and Service Carve Jamilia Sherls' Future



“What do you want to be when you grow up?” is a question posed to many a child, often to be met with a puzzled look and, “I’m just a kid. How do I know what I want to be until I am an adult?”

In high school, she briefly changed her mind about nursing and decided to pursue medicine. A pre-med student throughout college, she ended up pursuing a Master of Public Health at Drexel University, focusing on community health and prevention, after being exposed to public health in the Summer Medical Education Program at the University of Washington School of Medicine.

After graduation, she worked at a local health department dedicated to chronic disease prevention in the community. She soon grew interested in nursing again and realized that she could make an even bigger impact in public health as a nurse with an understanding of disease pathology and the connection between health care and population health. This would enable her to develop stronger programs to meet the health needs of the community.

Today she is the Director of Health Equity at MultiCare Health System in Tacoma, addressing health disparities and promoting health equity by ensuring a culturally competent health care workforce. She builds relationships with community organizations and also oversees programs such as Nurse Camp, a firsthand, behind-the-scenes look at nursing and allied health in action for high school students; outreach screenings; youth sports physicals; and community health needs assessments. Prior to her public health nursing path, she worked as a pediatric medical/surgical staff nurse at Mary Bridge Children’s Hospital.

Sherls attributes her undergraduate degree in biology from the University of Puget Sound for laying the foundation in the sciences and sharpening her critical thinking and communication skills. It was, she believes, an impetus for getting into and graduating from the Thomas Jefferson University College of Nursing FACT Program.

A 2010-2011 NCIN scholar, Sherls managed the demanding pace of an accelerated degree by faithfully using an academic planner, cheered on by supportive family, friends, and faculty. She offset the stress by volunteering at a local elementary school and participating in campus clubs including the JeffPeds Nursing Society.

Along the way, she always found time to volunteer and share her health and wellness knowledge through presentations. She also enjoys playing clarinet in a local wind ensemble. Her leadership and service in the community have earned her a number of honors and awards including *Business Examiner’s* “40 Under 40” for younger citizens and their unique contributions to community success and the prestigious MultiCare Loretta Clubb Award for service excellence.

With a confident eye toward one day becoming a hospital executive and/or an adjunct faculty member at a nursing school, Sherls is a firm believer in Benjamin Franklin’s motto “energy and

persistence conquer all things.”

Lucine Francis: How to "Keep it Movin'!"



According to Lucine Francis, a funny thing happened along the way in motherhood. Uncomfortable with the lack of nutritious meals for her then 10-month-old in childcare, the nurse did what all good researchers do – a literature review. After rifling online through pages of studies, she learned that children who attend early childcare increased their odds of later becoming obese. Obesity prevention was also making the headlines amidst First Lady Michele Obama’s “Let’s Move” initiative and the stark reality that one in three children in America are obese or overweight.

Today, as a fifth year PhD candidate at Johns Hopkins University School of Nursing, Francis is finishing a dissertation on Examining Food Environments of Family Child Care Homes, a study funded by the NIH that examines the link between the food environment and provider feeding behaviors. Through her scholarship and research, she hopes to identify intervention strategies concerning the physical, socio-cultural, and policy food environment of early child care and parental home settings.

The Smith College graduate started out with a fascination of the brain, earned a BA in neuroscience, her eye on research, until a nursing ad caught her attention. The ad flagged “the best of both worlds” – intensive research and clinical competence. Newly engaged with only one medical school acceptance 2,000 miles away, the first generation Haitian-American changed routes and earned a BSN from Johns Hopkins University with support from a NCIN/RWJF scholarship, a caring network of scholars and inspiring nurse mentors, and an “exceptional husband” who holds a dual PhD and is a professor at the George Washington University.

It’s not always easy writing your dissertation, serving as a student research assistant and teaching assistant, being active in multiple professional societies, and tending to the needs of family, but Francis lives by the Nike adage “Keep it Moving!”

Even with a solid grounding in science and research, she was surprised at the demanding coursework and clinicals on the floor as a nurse educator. “Nurses are extremely resilient and intelligent,” says Francis of the nurses she encountered. “They keep it moving. That is what I love about nurses. No matter what challenges present themselves...We got this!”

Today, as mother of a 23-month-old girl and a 4-year-old son who already loves his kale and spinach blended with blueberries and almond milk, she knows firsthand how to get children to adopt a healthier eating lifestyle. She shares three simple strategies: introduce children to fruits and vegetables early to acclimate the palate; remember they are visual eaters (e.g., brown rice shaped like a panda with olives for the eyes and nose entices them to first eat with their eyes); and communicate through prayer. “With prayer,” Francis laughs, “you get patience and understanding!”

Rebecca Shasanmi, Nursing's "Uncommon Success"



Rebecca Shasanmi's story can be captured in two words -- "uncommon success" -- the official motto of her alma mater, DePauw University, that underscores the unlikely road she has traveled since immigrating to the United States at age 4. "Some paths are straight and some not so straight," reflects Shasanmi, who earned an accelerated BSN from the George Washington University School of Nursing four years *after* receiving a Master of Public Health in International Health/Epidemiology from Morehouse School of Medicine.

The NCIN Scholar credits exposure to working side by side with nurses on maternal and infant mortality in Ghana, and later in the impoverished neighborhoods of Philadelphia that confirmed her desire to become a nurse. She says, "Nurses were not just at the bedside giving clinical care or in remote rural areas in developing countries, but were also making influential changes in their communities based on their research."

The youngest daughter of missionaries, Shasanmi has been making her own mark along the path of uncommon success. She is a field-trained public health professional whose clinical experiences have crisscrossed the globe from serving on the emergency medical team in Greencastle, IN to the Volta Region of Ghana; from providing medical relief in Haiti to offering nursing clinical care to Northern Virginia's Inova Health System. She has been a project manager for WHO in Nigeria, helping to increase the number of frontline health workers for reproductive/maternal/child health in Abuja to currently consulting in research for the University of São Paulo at Ribeirão Preto College of Nursing in Brazil and Health Resource Solutions in New York.

Eyeing a PhD in nursing with the goal of becoming a professor, Shasanmi has stood boldly in the face of life's challenges and never forgets the advice of her nursing mentors who encouraged holistic practice. While she was always one to "excel and not be overwhelmed," she admits having to "recharge" after doing international development work in a turbulent environment amidst Ebola and coming home to Philadelphia to care for her aging mother.

Ironically, it wasn't until pinning at graduation from nursing school that the then 30-year-old learned of her mother's own passion to become a nurse. "My parents dreamt about doing...and weren't able to realize their dreams. It's really humbling to know that they sacrificed a lot so that we could achieve a lot."

With more than a dozen of publications and presentations to her credit, Shasanmi is eager to "give back" and plans on getting involved in communications or advocacy with the NCIN Scholars Association. She also wants to continue sharing her real-life insights on the intersection of global public health and nursing with other students. And, in her little spare time, she has stepped up her involvement at her local church, coordinating student outreach activities at local universities.

Shasanmi is energized and inspired by "helping others discover their measure of good – in this case, through nursing" and is intent on weaving research, teaching, improving health systems, and volunteerism in her equation of continued "uncommon success."

From Journalism to Nursing, Lila de Tantillo Makes a Difference



Lila de Tantillo remembers proudly waving the St. Thomas University flyer promoting her class and blurting out to her beloved Abuela, “Look! I am a professor just like you!”

Her grandmother, a renowned educator considered the professor of professors who left her native Uruguay to help raise de Tantillo, replied, “No dear Lila, YOU are going to be much better than me!”

In some ways, her maternal grandmother knew before she did that de Tantillo would become an extraordinary nurse researcher...even after she graduated from Yale University with a double major in Spanish Literature and Political Science; after she earned a Master of Science from the Columbia University School of Journalism; and after she found a promising foothold in journalism as a staff writer at the *Miami Herald* and later at the *Washington Post*.

An NCIN scholar, she received her BSN Summa Cum Laude and is finishing up a PhD from the University of Miami where she was recognized with four scholarships. For her dissertation, she is investigating medication adherence among heart failure patients with an abstract of her findings to be published in *Circulation Research*. The bilingual de Tantillo also has been a co-author for *Journal of Immigrant and Minority Health* using El Centro data from an HIV-prevention initiative for Hispanic women.

“Everything happens for a reason,” says the mother of two who cared for both grandmothers in Florida until their deaths. While she wishes she had more exposure to being a hands-on nurse at the bedside, she knows that her talent and passion for writing and investigation are a winning combination to make a difference as a nurse scientist. Inspired by her grandmother, whose memory is woven in the wall-to-wall tapestries and paintings that Abuela created well into her 90s and now brighten her Florida home, de Tantillo is driven by her Uruguayan culture’s spirit of “la garra,” defined by perseverance in the face of overwhelming odds.

“With nursing, I had a purpose like I never had before,” said de Tantillo who is a member of Sigma Theta Tau International Nursing Honor Society and chairs the publicity committee for the local Beta Tau chapter. “If you have a calling, there is nothing more rewarding or inspirational in the world.”

Remembering NCIN

Leadership and Legacy: Carrying the Torch Forward

As NCIN draws to a close, we look back with a few tears, a lot of pride – and awe. When AACN partnered with RWJF to launch NCIN in 2008, we never imagined the sustained, incredible impact we would have on nursing education and practice. Proudly, we have sent more than 3,500 scholars along their professional journey, advancing nursing careers that are transforming not only the profession but our beleaguered health care system, and our struggling communities. Several are featured in this newsletter.

Thanks to RWJF, NCIN invested \$35 million in scholarships for students at accelerated

baccalaureate and master's degree nursing programs at 130 schools in 41 states and the District of Columbia. These grantee schools of nursing recruited, retained, and graduated students from disadvantaged and underrepresented communities, creating a culture of success for nontraditional students.



While scholars have been the primary focus, the National Program Office has been working with grantee schools to create a cadre of nurses with the leadership skills needed to provide high-quality patient care, conduct groundbreaking research, guide the transformation of health care, and build a Culture of Health.

Through their commitment and passion for the profession, they will continue to carry the leadership torch well into the future and continue to make all of us at the New Careers in Nursing program proud.

Quotes from Scholars, Program Leaders, and Influencers



"Nurses are the future in deciding the direction health care will take for generations to come."

-- Sue No, RN, BSN, Fellow, RWJF Nursing and Health Policy Collaborative at the University of New Mexico (2013)



"Learn to recognize compassion fatigue...seek support...create work-life balance."

-American Nurse on Addressing Compassion Fatigue (2016)



"Nursing is being the best person you know how to be every time you introduce yourself to a patient."
-- Natasha Leland, RN, BSN, I Believe This About Nursing Essay (2011)



"Be a catalyst for change. We are the ones we have been waiting for."
-- Cynda Hylton Rushton, PhD, RN, FAAN, Professor, Department of Acute and Chronic Care, Johns Hopkins Berman Institute of Bioethics and School of Nursing (2015)

Keep Connected: NCIN Scholars Association



While NCIN awarded its final grants in 2015 to schools with accelerated baccalaureate and master's degree nursing programs, some 3,517 scholars are now finding their foothold and building their careers in nursing. Scholars are furthering their education, becoming educators, researchers, practicing nurses, future nurse leaders, putting into practice the tools and techniques learned from your accelerated nursing programs.

Stay connected through networking and mentorship was one of the tenets they took away from their nursing immersion. Faculty are encouraged to keep in touch with past scholars as you have been instrumental in their journey and can continue to inspire their growth in the field.

You can connect with many of these scholars in the New Careers in Nursing Scholars Association which grew out of enthusiastic response to scholars' expressed desire to promote interconnectivity. The Scholars Network, as it was then called, was officially established in October 2012 and will continue to provide a platform for sharing resources and skill sets. The newly launched website features discussion forums and blog posts and encourages information sharing.

Learn more about the NCIN Scholars Association from Gaea Daniels (click on her image to watch a video). You can also find scholars on Facebook and the [Scholars Association website](#).

