

# Fast Track Newsletter

ROBERT WOOD JOHNSON FOUNDATION

## New Careers in Nursing

February 2016

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## NCIN's Legacy: Leading the Future

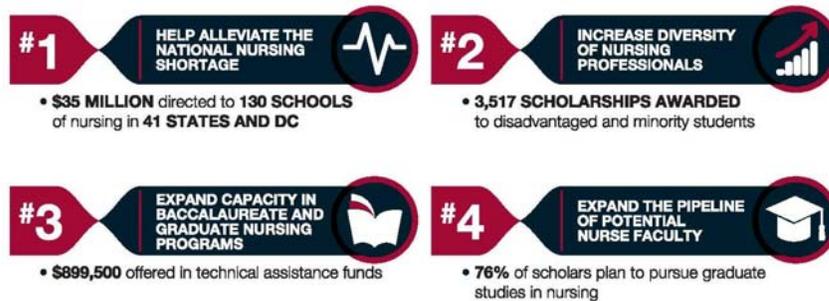
They are a former opera singer, a financial analyst, an organic farmer, a martial arts choreographer and a funeral director. They served in the military, majored in criminology, held a master's degree in finance.

From coast to coast and communities in between, their backgrounds and stories are different, compelling, and real life, unfiltered. Yet, however colorful and varied their stories are, these accelerated nursing graduates are united by a passion with a purpose. Today they are trusted advocates for patients; engaged in high quality patient care, groundbreaking research, and nursing education. They are transforming the nursing profession, the health care system, and the communities they serve.

Seven years ago, the [Robert Wood Johnson Foundation \(RWJF\)](#) and the [American Association of Colleges of Nursing \(AACN\)](#) boldly joined forces to increase the opportunity for diverse or disadvantaged students to pursue a career in nursing. The [New Careers in Nursing Scholarship Program](#) opened the door for hundreds of scholars with previous careers and experiences outside of health.

The venture was ambitious and designed to help alleviate the nursing shortage, expand the capacity of nursing programs, and diversify the nursing workforce to meet the health care needs of a changing population.

## Setting ambitious goals, fulfilling our mission



The NCIN Scholarship Program has achieved those important goals and changed the culture of many nursing schools across the country. From 2008 to 2015, 130 schools of nursing strong awarded 3,517 scholarships in 41 states and Washington, D.C. that prepared thousands of second-career nurses to provide high quality care, become leaders in health care, and help transform our health care system to build a Culture of Health.

Through the generous funding from RWJF, almost \$900,000 in technical assistance funds helped expand capacity in baccalaureate and graduate nursing programs. All told, RWJF invested more than \$36 million in nursing scholars and nursing education. Today, an estimated 76% of scholars plan to pursue graduate studies in nursing.

As NCIN draws to a close, we know that with your help, we have fundamentally changed nursing education. We have increased the diversity of the nursing workforce, developed leaders, and helped to make schools of nursing more inclusive.

With the forming of the [NCIN Scholars Network](#), the legacy of leadership will continue among alumni committed to exchanging information and growing and forging lasting connections with their fellow NCIN scholars.

This year we know that the formal end of this program as we know it is really the beginning for our new nurses -- all of our nurses -- to create a lasting legacy that will continue to make us swell with pride to be in this profession.

## Maria Lester: A Second Career Answers the Nursing Call

Marisa Lester's first experience as a "nurse," was when she was not a nurse but a high school teenager shouldering the unanticipated responsibility of caring for her critically injured stepfather. She saw firsthand how a debilitating physical impairment could easily unfold into a mental disability.

After graduating with a bachelor's degree in political science from the University of Rochester, she attended Penn State Harrisburg and obtained a master's in criminal justice focusing research on integration, rehabilitation, and offender reentry.



At Penn State, she realized that the psychiatric community was largely ignored and it became her mission to branch into a field that could touch lives, help the mentally ill and forensic populations. For Lester, nursing was the answer.

A recent graduate of the accelerated program for non-nurses, Lester aims to one day run her own practice as a psychiatric nurse practitioner and earn a DNP to impact regulations, evidence-based practice, and policy.

Lester is one of thousands of nurses who already held a bachelor's degree in another field and followed her heart to an accelerated nursing degree with the support of a \$10,000 NCIN scholarship, mentoring, and academic and social support to successfully meet the rigorous accelerated nursing program.

## Upcoming Webinars



The NCIN Scholars Network's newly formed Marketing/Communications Committee didn't waste any time and kick started the New Year by holding a webinar exploring and identifying the needs of members.

If you missed out, be sure to listen to the [archived presentation](#) today!

## NCIN Spring Webinar Series

Back by popular demand, NCIN will continue offering a webinar series with new, timely topics in accelerated nursing education. Here are two upcoming webinars you won't want to miss:

> [NCIN Innovation: Updates on Examinations and Problem Setting Skills](#)

**Feb 2 (TODAY, 2:00 p.m. ET)**

*This is a follow-up discussion from the Innovation Award Project [presentation at NCIN's Grand Finale Summit](#). Speakers Linda Honan, PhD, APRN and Thomas C. Duffy, DMA of Yale University will share how to replicate their program at your nursing school.*

> [NCIN Innovation: Updates on Gaming the System](#)

**Mar 10 (Thursday, 2:00 p.m. ET)**

*This is a follow-up discussion from the Innovation Award Project [presentation at NCIN's Grand Finale Summit](#). Speaker Cory Ann Boyd, EdD, RN of Quinnipiac University will share how to replicate their program at your nursing school.*

## AACN Spring Webinar Series

From academic practice partnerships to sustainability in nursing education, [AACN's free webinar series](#) truly covers the A-Z of need-to-know topics in its archives of webinars. An accredited provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation, AACN will continue its tradition of providing hot topics by subject experts, followed by robust question and answer sessions this spring.

> [Building Successful Academic-Practice Partnerships: UAB and Birmingham VA Medical Center](#)

**Feb 9 (Tuesday, 2:00 p.m. ET)**

> [Opportunities for Global Health Nursing: Exemplars of International Partnerships](#)

**Feb 10 (Wednesday, 2:00 p.m. ET)**

> [Civics Refresher for Student Policy Summit Attendees](#)

**Feb 17 (Wednesday, 2:00 p.m. ET)**

> [Models for Practice Change: Observing Risks of Re-Hospitalization by Choice of Disease Cohorts](#)

**Feb 18 (Thursday, 2:00 p.m. ET)**

> [Preparing for a Successful Student Policy Summit](#)

**Mar 3 (Thursday, 2:00 p.m. ET)**

> [Building Successful Academic-Practice Partnerships: The Stony Brook University Experience](#)

**Mar 8 (Tuesday, 2:00 p.m. ET)**

> [Building Successful Academic-Practice Partnerships: The Arizona State University Experience](#)

**Mar 16 (Wednesday, 2:00 p.m. ET)**

> [QSEN Update: Creating a Just Culture Within Schools of Nursing](#)

**Mar 31 (Thursday, 2:00 p.m. ET)**

Do you have a webinar topic that you think will be of interest and importance to faculty teaching in baccalaureate and/or graduate nursing programs? Fill out AACN's [online request form](#) -- we'd love to hear your ideas!

## Funding Opportunities



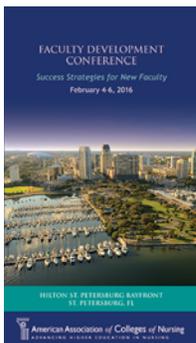
Is your program in need of funding resources? We've compiled a starter list of potential funding sources for grants and awards. Check out these latest opportunities from national and regional health care organizations:

- > [Agency for Healthcare Research & Quality \(AHRQ\)](#) – Supports 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](#) – Provides grants primarily to nonprofit organizations in states where Anthem conducts business. Funds support specific health and health care-related issues that affect key health conditions.
- > [Centers for Disease Control and Prevention](#) – Funds opportunities 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.

## News and Reminders

### AACN's Faculty Development Conference Kicks Off



AACN's [Faculty Development Conference](#) will be held at the Hilton St. Petersburg Bayfront in St. Petersburg, FL between February 4-6, 2016. The conference is aimed at those new to the faculty role and those who would like to gain confidence teaching in baccalaureate and higher degree programs. Attendees are encouraged to integrate best practices of simulation into the curriculum, facilitate success for students with disabilities, design interventions to promote NCLEX-RN success, develop innovative strategies for clinical education and advance web-based technology to promote student engagement in the online environment.

Conference materials will be posted on [AACN's website](#) and via the association's [new conference App](#). Download the new App by searching for AACN in Apple's App Store or the Google Play Store. In addition, a streamlined packet will be available upon check-in at the registration desk.

Contact [conferences@aacn.nche.edu](mailto:conferences@aacn.nche.edu) for questions or additional information!

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### Call for Applications: Macy Foundation Seeks Applications for 2016 Faculty Scholars Program

The [Josiah Macy, Jr. Foundation](#) has issued a Call for Applications for the sixth class of [Macy Faculty Scholars](#), an annual program designed to identify and nurture the careers of promising educational innovators in medicine and nursing.

Launched in December 2010, the first-of-its-kind program aims to accelerate needed reforms in health professions education to keep pace with the dramatic changes occurring in medical practice and health care delivery. The only national foundation solely dedicated to improving the education of health professionals, the Foundation was established in 1930 by Kate Macy Ladd to honor the memory of her father, a prominent philanthropist.

Five faculty leaders will each receive salary support of up to \$100,000 a year for two years. To be eligible, applicants must have been a doctoral-prepared faculty member for more than five years in a United States accredited nursing school, allopathic medical school, or osteopathic medical school. Scholars must be nominated by the Dean of their school who must commit to protecting at least 50 percent of the Scholars' time to pursue education reform projects at their institution. Each school may nominate only one candidate each year and will be expected to provide a senior faculty member to mentor the Scholar. All applicants must be a citizen or permanent resident of the United States or its territories.

The Foundation will support education change in each scholar's institution and develop a national network for the scholars, who will receive career advice from a National Advisory Committee and participate in an annual meeting for the program.

**The application deadline is February 17, 2016 at 3:00 p.m. ET.** Finalists will be notified by April 27, 2016, and interviewed in June in New York City.

To learn more about the program and the Macy Foundation: [Click Here](#)

## Continued Reporting



Although the NCIN program is sun setting, it is important to track your scholars' 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 of 2015, we will request an interim report in June and November of 2016. Additional information about each report is provided below:

### NCIN Progress Completion Reports (PCRs)

All grant recipients, regardless of round, that still have NCIN Scholars enrolled must submit PCRs **by February 10, 2016**. The report is a simple excel sheet that was emailed out by Christine Downing on January 13, 2016. Please update your sheet and email it back to the national program office. For questions or to request another copy of your report, please email [cdowning@aacn.nche.edu](mailto:cdowning@aacn.nche.edu).

## NCIN 7 Interim Report

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. 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 the success of grant implementation.

## Essay Contest Winners

Nursing has impacted the diverse lives of our scholars and graduates in many different ways. Below, meet some of our scholars who recently took pen to paper (or more likely fingers to keyboard) and shared what they believe about nursing and how graduates realized their dream of becoming a nurse.

Please share the "[I believe this about nursing...](#)" essay contest with scholars and the "[Realizing the dream](#)" contest with program alumni. Guidelines for submission and archived essay winners are available on the NCIN website.



### October Winner

*"From my time as a nursing assistant to being a nursing student, I have realized a patient with diabetes or heart failure is more than just their illness. Their smile or perseverance to overcome their disease has given me the ability to be the best version of myself and the most supportive nurse I am capable of being."*

– Stephen Query, Stony Brook University



### November Winner

*"Every detour has helped prepare me for this next chapter of my life. More importantly, what I have learned from my time in nursing school is that you need to be open to the infinite possibilities that the nursing profession has to offer."*

– Jasmine Alexis, Duke University



## November Winner

*"Nurses are in a pivotal position to prepare patients for how his/her day will look and the processes involved. I have had to learn to stress the importance of being flexible as I talk with patients because so often what is planned changes based on their immediate needs."*

– Michele Rehan, Duke University

## Advising Information

### Make A Match – Mentor a Mentee

Wanted: Mentees who want to be inspired, encouraged, supported as they navigate the roadmap to becoming a future nurse leader, faculty and/or researcher.

Do you know of graduates of accelerated and traditional nursing programs who come from underrepresented groups in nursing or disadvantaged backgrounds in need of mentoring? Steer them to the [Doctoral Advancement in Nursing \(DAN\)](#) Mentoring Program designed to assist and guide students in applying to a doctoral program in nursing.



Once their application has been reviewed and accepted, mentors help them navigate the requirements for seeking admission to a program. Along the way, mentors in our nurse network help the next generation strengthen and build their own career network, identify sources of financial support and gain the skills and confidence necessary to excel.

If you know of a potential doctoral student or a student considering doctoral study, get them to take the first step: Complete the [Readiness Self-Assessment for Doctoral Study](#) followed by the [Mentee Application Profile](#), which will help in matching them with a mentor.

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## Toolkits

Since its inception, NCIN has provided valuable resources to help its grantees succeed in recruiting, retaining, educating, and graduating scholars, while helping build those scholars' leadership skills. Key among those resources are toolkits designed to provide scholars the necessary skills and knowledge base they need to succeed academically and professionally during their school tenure and beyond.

Toolkits include:

- [Leadership Development Toolkit](#) – This comprehensive planning guide helps faculty support students in becoming nursing leaders not only in the classroom, but on campus and in their communities. Toolkit elements include an organizational or impact assessment, foundational exercises customized by level of learning along with teachable moments to help navigate nursing students to nursing leaders.
- [Media Toolkit](#) - These tools include media training and interview tips, a communications glossary, and sample templates for helping grantees harness the power of media to inform or educate the public about nursing issues.
- [Mentoring Toolkit](#) – Faculty and administrators benefit from in-depth information including worksheets, assessments, and practical exercises on how to develop and sustain reciprocal mentoring relationships.
- [Pre-Entry Immersion Toolkit](#) – This toolkit, which complements orientation and leadership and mentoring activities, is designed to guide scholars and nursing students in fulfilling the rigors of an accelerated nursing degree program. NCIN scholars build skills in time management, critical thinking, study, test taking and other skills as part of their pre-entry immersion.
- [Recruitment Toolkit](#) – Designed to assist schools of nursing recruit students from underrepresented or economically disadvantaged populations, the toolkit provides strategies and tools necessary to reach and engage these diverse individuals.

