

The NCIN Experience

Kathy Rideout, EdD, PPCNP, FNAP

Dean, Professor of Clinical Nursing

Kaydean Harris, RN, BS

NCIN Scholar Graduate, MS/DNP Student



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THANK YOU!



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Sharing URSON NCIN Experience

1. Briefly introduce you to the University of Rochester SON
2. Share our student and faculty demographics over the past seven years of RWJ/NCIN funding
3. Explain the programs that we developed with our RWJ Scholars and the impact of these programs
4. Describe some of the accomplishments of our RWJ Scholars
5. Introduce you to one of our star scholars:

Kaydean Harris, BS, RN



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University of Rochester School of Nursing

- Established in 1925 concurrently with Strong Memorial Hospital and School of Medicine and Dentistry
- Independent SON in 1972
- One of six academic units at the UR (SMD, Simon Business, Warner School of Education, Eastman School of Music, the “College” – AS&E)
- Integral part of University of Rochester Medical Center that includes: SMD, SMH, and SON



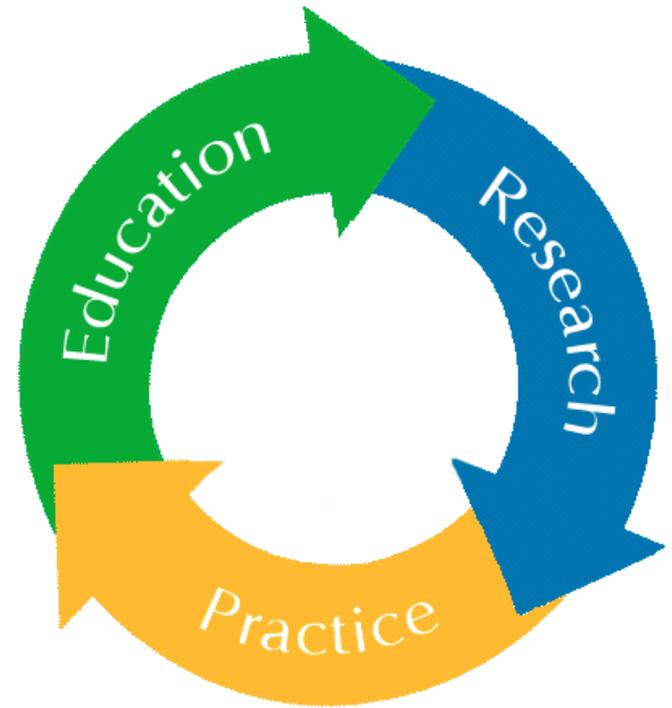
URSON: Unification Model

Our Founding Dean

Dr. Loretta Ford

Implemented the Unification Model:

- Research
- Education
- Practice



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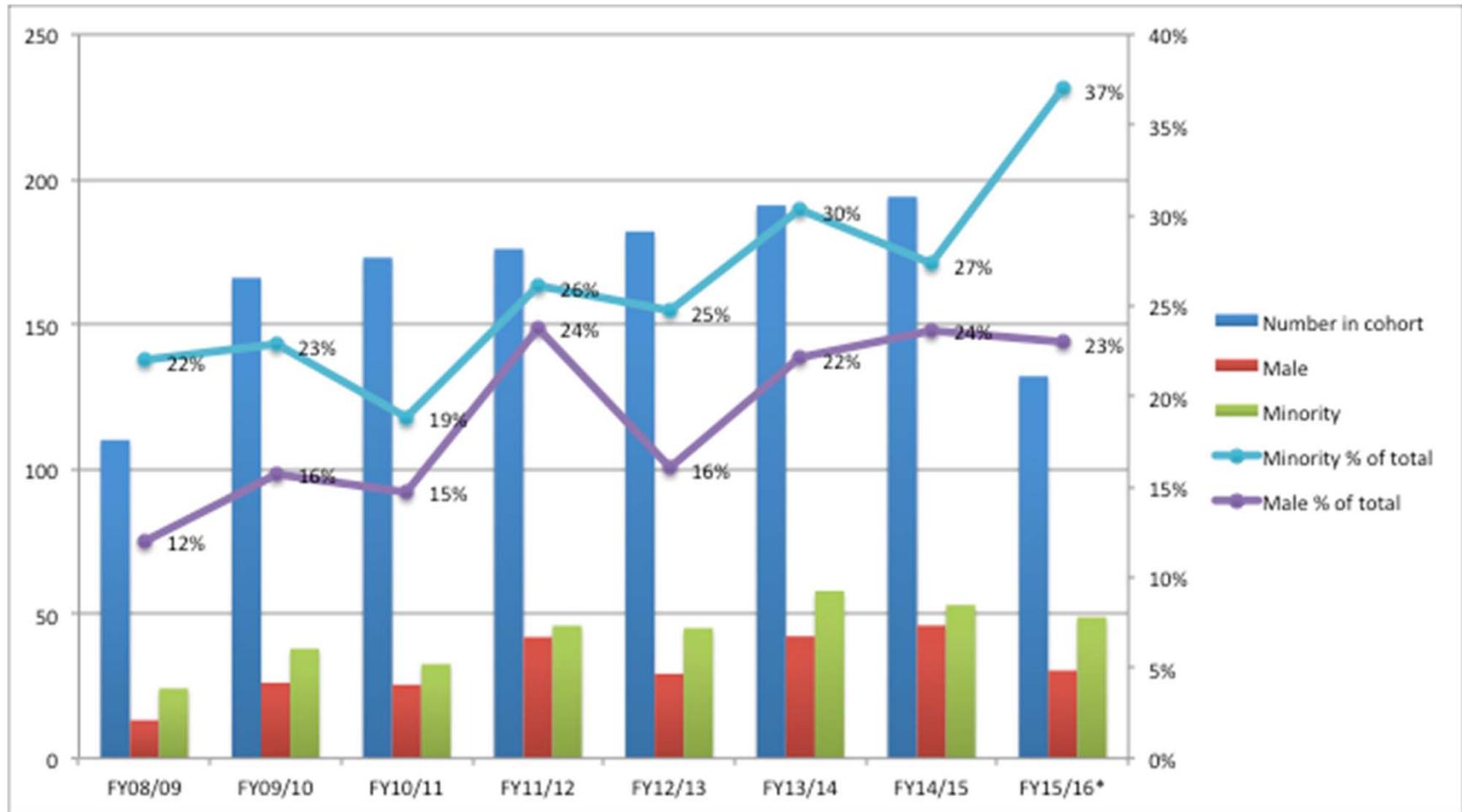
URSON Education Mission

Approximately 600 students

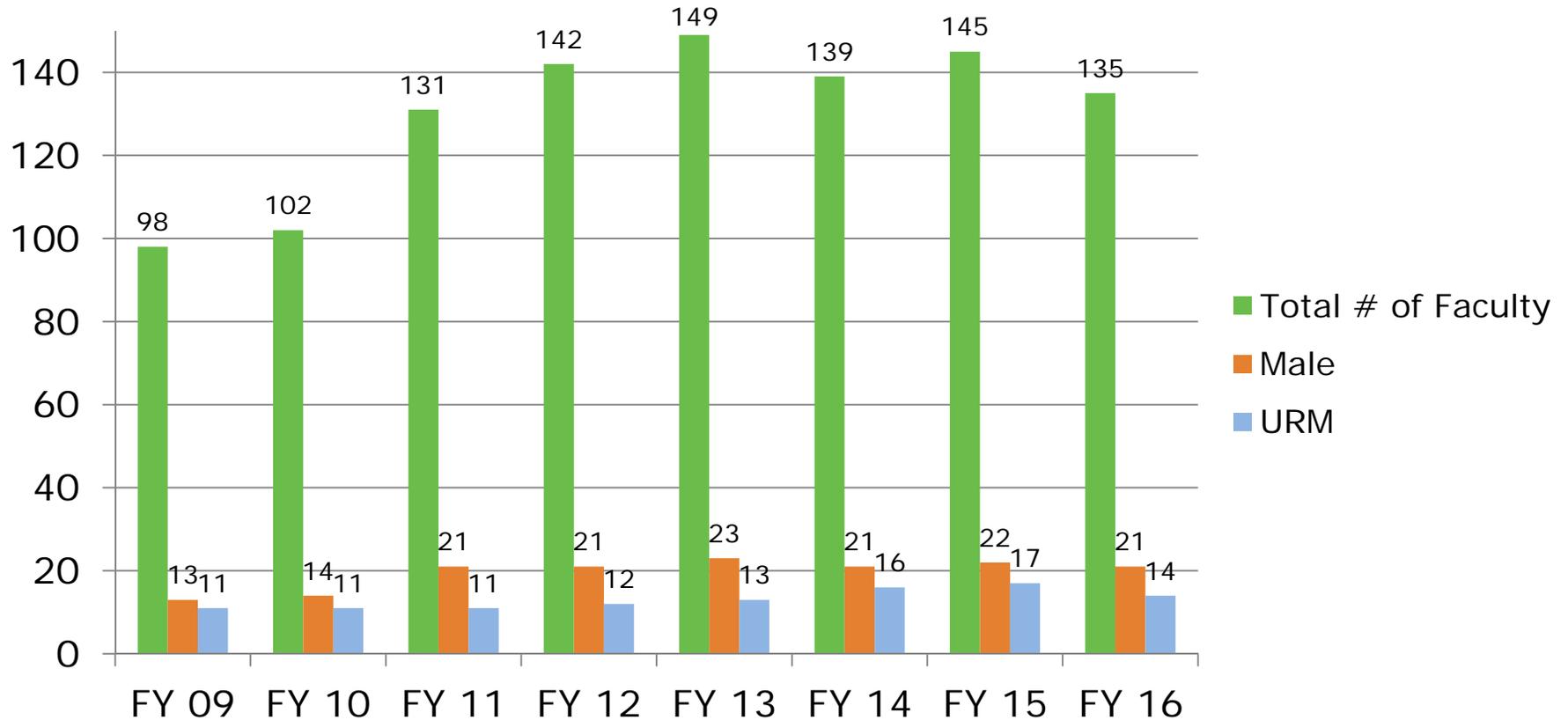
- Accelerated Program for Non-Nurses
- RN to BS Completion Program
- Masters in Science:
 - Nurse Practitioner
 - Health Care Leadership
 - Nursing Education
- Doctor of Nursing Practice
- PhD in Health Practice Research: interdisciplinary research doctorate



APNN Program: Student Demographics



URSON Faculty Demographics



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RWJ/NCIN Scholar Demographics

- 91 Scholarships awarded
 - 47 (52%) were men
 - 44 (48%) were women
 - 57 (63%) were from underrepresented groups
 - Asian
 - Native American
 - African-American
 - African
 - Hispanic
 - Multiracial



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Center for Academic and Professional Success

CAPS



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Center for Academic and Professional Success (CAPS)



- Co-developed by NCIN scholars (Round 1 & 2) and faculty
- **Philosophy:** CAPS services promote a healthy balance between personal and professional goals and are based on a belief that academic success are professional growth occur within strong mutual connections with peers and faculty.



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CAPS: Services Provided

Academic and Clinical Support (APNN only)

Test-taking Strategy Development

NCLEX Preparation (APPN only)

Writing Skills Support

Librarian consultation

Math/Statistics Skill Support

Mentoring (Faculty and Peer)

Career Coach

Stress Management and Wellness Support

Pet Assisted Therapy



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Our CAPS Team!



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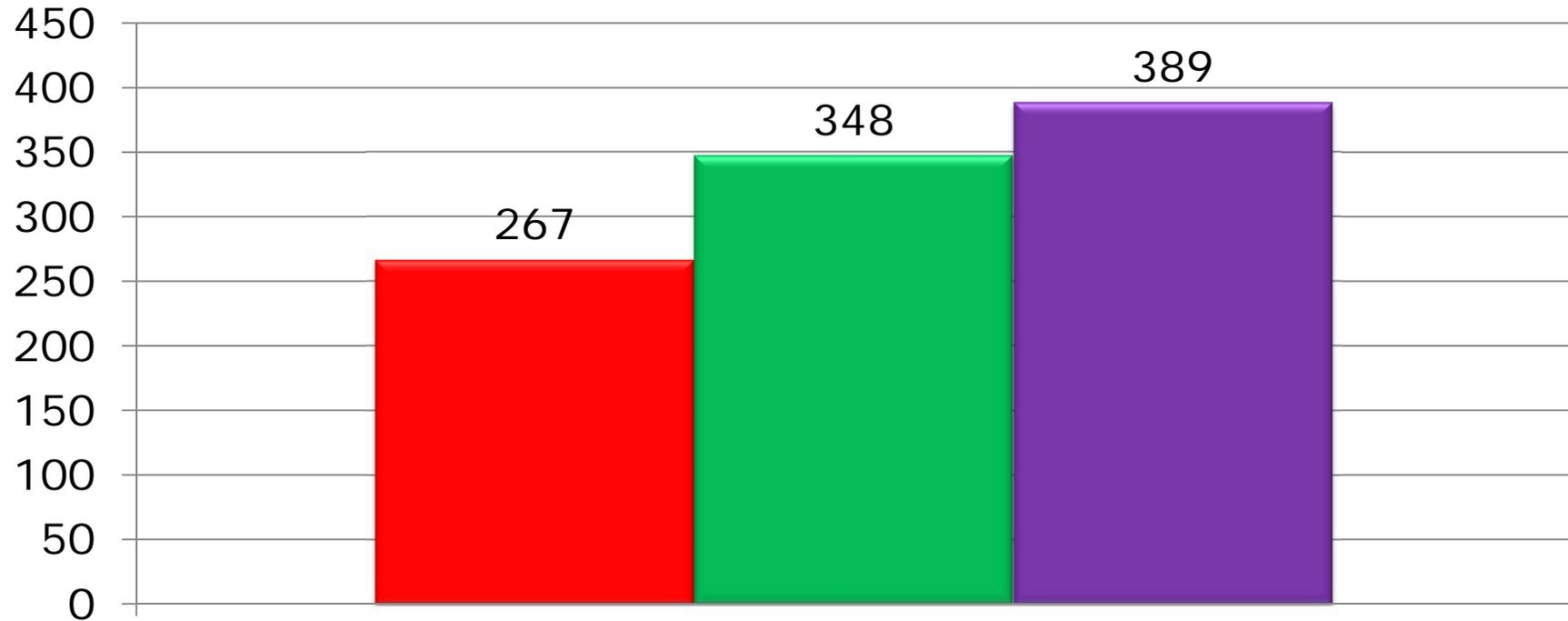
Annabelle Tucker and Coco



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Individual Requests for CAPS Service



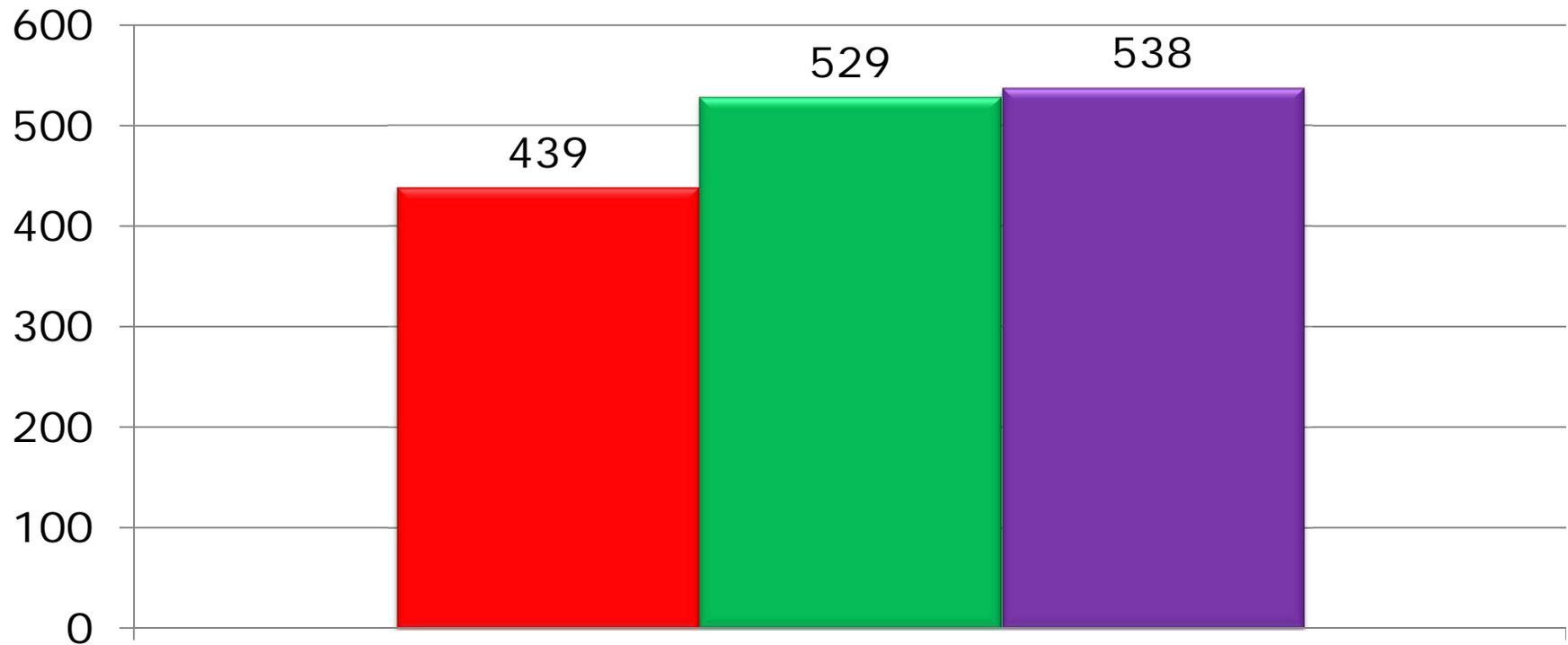
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Hours Spent by Faculty Providing Services



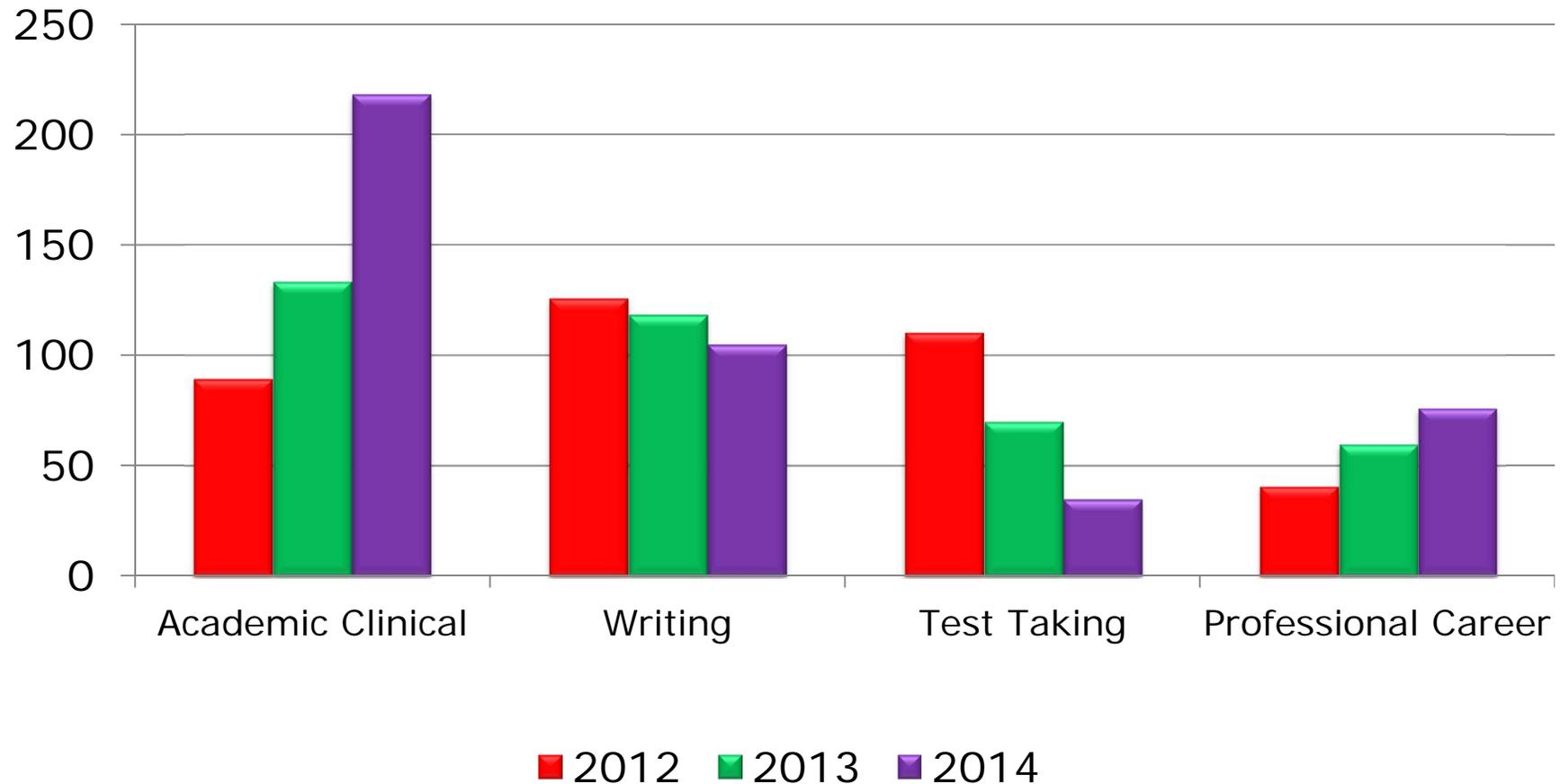
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Most Frequently Requested Services



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NCIN Scholar Mentoring and Leadership Programs



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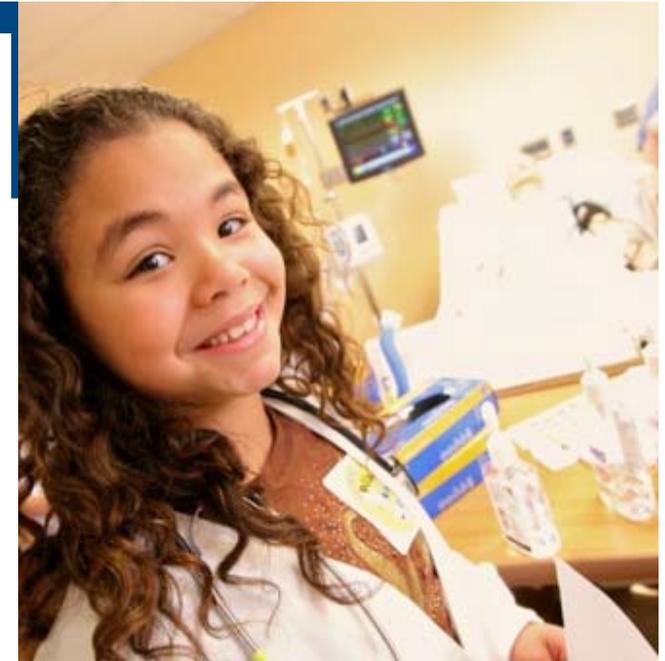
NCIN Mentoring Program

- **Monthly Meetings** – all current scholars and scholar graduates invited to participate
- **Faculty Mentors** – at end of 1st semester, scholars choose a faculty mentor
- **Near-peer mentors** – part of the CAPS program, developed and implemented by RWJ Scholar graduates, each serving 2 year terms
- **Nurse Leader Showcase**
 - Second Semester selection of a Leadership Mentor
 - Shadowing experience with Leadership Mentor
 - Presentation by the Nurse Leader during APNN Leadership Course



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"See What You Can Bee" program gives sixth grade boys and girls from the Rochester City School District a close-up way to learn about careers in physical therapy, nutrition, nursing, and medicine.



Leadership Event



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2014 NCIN Scholars Network Conference New York University



2015 NCIN Scholars Network Conference Thomas Edison



CLEAR Vision Program:

Creating **L**eaders in **E**ducation,
Advanced practice and **R**esearch



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CLEAR Vision Program:

CLEAR Vision is an innovative strategy designed by students for students to support the RWJ's scholar's achievement of the goals outlined in the Future of Nursing Report

Mission: To create future nursing leaders by promoting student's highest level of achievement in education, advanced practice and research

Process:

- Application Process
- Personal Meeting with CLEAR Vision Program Director
- Assigned a CLEAR Vision Coach who facilitates experiences with an experienced educator, clinician and researcher



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CLEAR Vision Program Director: Holly Brown, PMHNP, DNP



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LIFT Program



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LIFT: Students Elevating Each Other

- Initiated by NCIN scholars in 2014
- **Mission:** To provide a platform for students to enhance their learning in the areas of diversity, leadership and advocacy
- **Philosophy:** “Each one – Teach One”



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LIFT: Students Elevating Each Other with Diversity Education, Advocacy and Leadership

Nikki Robinson, URSON APNN Student, Robert Wood Johnson/New Careers in Nursing, Scholar
Chair and Co-founder of LIFT

LIFT is a student-led initiative at the University of Rochester School of Nursing (URSON) designed to provide a platform for students to enhance their learning in the areas of diversity, advocacy and leadership.

GOALS

- Increase the number of graduates with a skill set that fosters sensitivity to underrepresented populations;
- Increase the number of graduates who have garnered skills necessary for leadership roles in the workplace;
- Teach students how to effectively advocate for themselves and ultimately, their patients; and
- Promote an environment of inclusion at the School of Nursing.

STUDENT CHAMPIONS

LIFT provides students with an opportunity to serve as Student Champions. This leadership team plans and coordinates events for each academic year related to diversity, advocacy and leadership. In doing so, these students are exposed to networking and leadership opportunities within and outside URSON.



STUDENTS ELEVATING EACH OTHER

2014-2015 Student Champions

Victor Hernandez
Nasim Hurd
Ryan Houghtalen
Jeremy Mack
Nikki Robinson
Jeannette Sampson
Megan Scott

2014-2015 Advisors

Kathy Rideout, Ed.D, PPCNP-BC, FNAP,
Dean of the University of Rochester School of
Nursing
Yvette Conyers, MSN, RN, FNP
Orlando Harris, Ph.D., MS, RN, APRN, FNP
Ulandus Powell Quinn
Mitchell Wharton, Ph.D., RN, FNP, CNS

DIVERSITY EDUCATION

LIFT provides supplemental education designed to help students increase their understanding of issues related to diversity (i.e. race, sexual orientation, gender, ethnicity, religion, and disabilities.)

ADVOCACY

Advocacy is a skill that all students utilize throughout their career. Through innovative and interactive workshops, students are given the opportunity to learn how to effectively advocate and empower themselves.

LEADERSHIP

Students are exposed to various types of nursing leadership roles ranging from RN to chief nursing officer.

INCLUSION

LIFT promotes inclusion by helping students understand and appreciate differences.

NDOC Program: Nursing Doctorates On Course



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NDOC Program – Increasing the Pipeline

- **NCIN Round 5, 6, and 7:**

- URSON financially supporting six students through doctoral education
 - 5 – DNP students
 - 1 – PhD student
- All are currently activity teaching at URSON or involved in the educational program (e.g. CAPS)
- Plan to meet 3 times/year – for faculty development mentoring with the Dean and AD for Education



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Our NDOC's!



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NCIN Scholar Accomplishments



- 95% graduation rate
- 95% NCLEX pass rate on first attempt
- 20 have completed or are enrolled in graduate programs
- 8 are currently in a URSON faculty positions: CAPS mentoring, lab faculty, clinical faculty/TA
- 2 were finalist in March of Dimes Student Nurse of the Year Ceremony (1 winner!)
- 3 have been promoted to Nursing Leadership positions
- 4 were accepted to competitive nurse residency programs



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