

Preparing the Next Generation of National Leaders in Academic Nursing: The RWJF Nurse Faculty Scholars Program

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*Jesus Casida, PhD, RN
RWJF NFS '09 Cohort*

Robert Wood Johnson Foundation
Nurse Faculty Scholars



Robert Wood Johnson Foundation

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RWJF Nurse Faculty Scholars– Purpose

- Develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty.
- Strengthen the academic productivity & overall excellence of nursing schools by providing mentorship, leadership training, salary & research support to junior faculty



*Jennifer Doering, PhD, RN
NFS 2008 Cohort*

Who We Are – RWJF Nurse Faculty Scholars

- National Program Office – Johns Hopkins University School of Nursing
 - Jacquelyn Campbell, Ph.D., R.N., F.A.A.N., National Program Director
 - Amy Rial, M.P.H., R.N., Deputy Director
 - Katie Deming, Program Manager
 - Denise Rucker, Sr. Administrative Coordinator
- Robert Wood Johnson Foundation
 - Maryjoan Ladden, Ph.D., R.N., F.A.A.N., Senior Program Officer, Human Capital Team
 - David Krol, M.D., M.P.H., F.A.A.P., Team Director and Senior Program Officer, Human Capital Team



*Elizabeth Kostas-Polston, PhD, APRN,
WHNP-BC, RWJF NFS '10 Cohort*

Who We Are – RWJF Nurse Faculty Scholars

National Advisory Committee

Chair

Angela Barron McBride , Ph.D., R.N., F.A.A.N.

Current Members:

Linda Thompson Adams, Dr.P.H., R.N., F.A.A.N. Courtney Lyder, N.D., G.N.P., F.A.A.N.
Richard Bucciarelli, M.D. Beverly Malone, Ph.D, R.N., F.A.A.N.
Thomas Chapman, Ed.D., M.P.H. Spero Manson, Ph.D.
Jose Cordero, M.D., Afaf Meleis, Ph.D., R.N., F.A.A.N.
Kathleen Dracup, D.N.Sc., R.N, F.A.A.N. Nancy Woods, Ph.D., R.N., F.A.A.N.
Patricia Grady, Ph.D., R.N., F.A.A.N. Divina Grossman, Ph.D., R.N., F.A.A.N.

Nurse Faculty Scholars Award - Overview

- Up to 12 scholars will be selected
- Scholars supported for 60% time for each of 3 years of the program
 - \$350,000 total over a 3 year period
 - Funding covers:
 - 60% salary support annually
 - Leadership Development (training expenses, travel expenses, support for mentors)
 - Funds for original research project (approximately 25 to 30K depending on budget required for salary and leadership development)
 - NFS program will provide assessment of leadership skills, some of leadership & skills training
 - e.g. media training
 - Other skills training at home institution or with other programs – RWJF (Health Policy Fellows, Nurse Executive Fellows, NIH, etc)
- A nursing school can nominate one candidate annually
 - Therefore will need an internal mechanism to select
 - May have no more than two active scholars at any one time



Angela Amar, PhD, RN, FAAN
NFS 2008 Cohort

Eligibility Criteria

- Be nominated by the dean of a fully-accredited U.S. nursing school.
- Be a registered nurse with a research doctorate in nursing or a related discipline.
- Be a junior faculty member in an accredited school of nursing with an academic position that could lead to tenure. Junior faculty are usually at the instructor or assistant professor level.
- After completing the doctorate, be in an academic position that could lead to tenure for at least two years and no more than five years at the start of the program.
- Identify at least one senior leader in the school of nursing to serve as a primary (nursing) mentor for academic career planning and to provide access to organizations, programs and colleagues helpful to the candidate's work as a Scholar.



*Jacquelyn Taylor, PhD, PNP-BC, RN
NFS 2008 Cohort*

Eligibility Criteria (Continued)

- Identify at least one senior researcher in the university with similar or complementary research interests to serve as a research mentor.
 - From a discipline outside of nursing but within your university (ideally on same campus)
 - Does not have to be an exact match in terms of area of research but someone with similar research interests in terms of general population or health problem or same methods – case for match can be made in letter of support if not obvious
 - With a funded program of research
- Candidates must be U.S. Citizens, Resident Non-Citizen Nationals, or Resident Foreign Nationals of the U.S. or territories at the time of application
- Candidates must not receive support from other research fellowships/ traineeships (e.g. K awards) at time they begin the program
- Because they already have demonstrated research expertise, former or current principal investigators on an NIH R01 research project or the equivalent are not eligible to apply.
- We embrace racial, ethnic and gender diversity and encourage applications from candidates with diverse backgrounds.

Selection Criteria – How Proposal is Judged – evidence can be in any part of proposal

- Evidence of the potential for and strong commitment to a full career as an academic nurse leader, with the capacity to achieve rank of full professor
- Evidence that the nominating institution and its senior leadership are committed to supporting the candidate's academic career and activities during the program.
- Evidence of the availability and commitment of qualified mentors and academic resources at the candidate's institution
- Evidence of potential to become a national leader in scholarly focus area.



Selection Criteria, continued

- Evidence of commitment to teaching excellence
- Evidence of commitment to racial, ethnic, gender and cultural diversity in nursing.
 - (Can be in recruitment and retention of diverse faculty and/or students, in teaching, in school, university or community service &/or in research)
- General merit of the candidate's research proposal
- Potential of proposed research and scholarship area to serve as a foundation for the candidate's academic career and contribution to:
 - nursing science
 - interdisciplinary knowledge in a focus area
 - improvement in health and health care in the United States



*Cindy Anderson, PhD, RN, FAAN
NFS 2008 Cohort*

Mentorship for Nurse Faculty Scholars

- Primary mentor – senior nursing leader within candidate’s school of nursing
 - Will attend national meetings with scholar
 - Academic nursing career mentorship
 - Navigator – of faculty career – career trajectory – of a leader in academic nursing
- Research Mentor – within the candidate’s institution
 - From a discipline outside of nursing
 - Similar or complementary research interests
 - Guide the scholar in developing research projects and obtaining appropriate research skills – including publications
 - Facilitate the scholar’s membership on high-level academic committees and research collaboration



Mentorship for Nurse Faculty Scholars, continued

- National mentor
 - A nationally recognized nursing leader from a different institution appointed by the NPO and NAC at the start of the program
 - Provide expertise and national perspective on the scholar's research and career development, both in person and via telephone, at meetings etc.
 - Will be chosen by National Program Office



Lessons Learned – Mentorship

- Letters did not elaborate a clear commitment and/or detailed plan for mentorship
- Poor match of research mentor to scholar –
 - lack of obvious match not referred to in research mentor's letter so that nature of match becomes clear to reviewers
- Lack of academic leadership demonstrated on biosketch of primary mentor
- Lack of research leadership demonstrated by publications, grantsmanship, and other benchmarks on the part of the research mentor



Kynna Wright-Volel, PhD,
RN, MPH, FAAN
RWJF NFS '08 Cohort

How to Apply

- All applications must be submitted via the RWJF Application and Review Online System: Go to <http://www.rwjf.org/> and click on “My RWJF”.
- Register to create personal ID and password
- Click on “Apply” at Nurse Faculty Scholars
- Complete sections on About My Organization, Key Contacts, and Applicant Questions
- Download Templates from Proposal Narrative Sections and Additional Documents .

Note: Templates can be downloaded immediately after registering so that you may begin requesting letters!

- Complete and Upload Proposal Documents



*Alison Colbert, PhD, APRN-BC
RWJF NFS '10 Cohort*

Proposal Narrative Outline (9 pages)

- I. Proposal Narrative (Remember to respect page limits of each section!)
 - i. Statement of the research problem and specific aims of the project making reference to how these aims contribute to nursing science, interdisciplinary knowledge in a focus area, and improvement of health and healthcare in the United States
 - ii. Background
 - iii. Previous Studies and Preparation for Conducting Research
 - iv. Methods
 - v. Summary
 - vi. References (references do not count towards the 9 page limit)
- II. Applicant Biosketch
 - May use your current NIH Biosketch in lieu of recreating this document
 - List only published or in press manuscripts. Those in review or accepted pending revisions may be mentioned in other parts of proposal such as career goal statement

Lessons Learned – Proposals with Problems

- Problems in Research Methods
 - Challenges and barriers to conducting research not fully articulated
 - Poor articulation of methodology– insufficient detail in methods – background sometimes too long to leave sufficient room for methods
- Insufficient case as to the potential of program of research to improve health and health care in the United States (e.g. clinical relevance of lab research)
- Insufficient specificity in research questions, methods, and data analysis
- Institutional commitment is lacking especially in terms of resources available to help conduct the research
- Guidelines of NIH bio-sketch not followed
- Proposal had missing documents (*letter from a mentor or mentor CV*)
- Academic leadership potential was not highlighted

Lessons Learned – Proposals with Problems, continued

- Poor articulation of commitment and sensitivity to diversity issues that will shape the academic nursing role in the 21st century - in service to school of nursing, university and/or in research
 - For instance, how the research will help close health disparities/inequities is an important value to RWJF and to NFS – not necessary to speak to but helps make the case
- Poor articulation of plans for use of RWJF NFS resources for leadership development across domains in academic nursing
- Lack of vision about career trajectory and goals



Application Components, continued

III. Career Goal Statement

- i. Describe your goals in a career vision statement
- ii. Explain how your previous experience including leadership experiences will help you to become the nursing leader you want to be
- iii. Describe your current involvement in educating nurses and how this role might change if selected to be a Nurse Faculty Scholar
- iv. Summarize your proposal in 2 sentences and explain how the research you are proposing here will lay the foundation for a research career that contributes to nursing science, interdisciplinary knowledge in a focus area, and health and health care in the United States



Robin Knobel, PhD, RNC
NFS 2010 Cohort

Application Components, continued

IV Research Abstract

- a. A statement of the broad, long term objectives of the study
- b. Specific aims
- c. Research Design and Methods

Do not exceed 30 lines of text!

V. Letters of Support

- i. Dean's Nomination Letter
 - ii. Provost's Institutional Letter of Support
 - iii. Letters and Biosketches from proposed Primary Nursing Mentor and Research Mentor
- i. Faculty Recommendation Letter



When Candidates Didn't Meet Selection Criteria

- Unilateral focus on research to the exclusion of teaching or other aspects of academic leadership
 - e.g. talks about “buying out of” teaching as a goal - we need our faculty leaders to actively teach and we stress this in the program and how to manage to “do it all”
 - Scholars are expected to teach during the three years of NFS – that’s why 60%, not more
- Unclear institutional commitment
- Lack of academic leadership potential demonstrated in bio-sketch of applicant
 - Lack of publications (e.g. dissertation not published)
 - Lack of prior small research funding and completion to a publication
- Commitment to racial, ethnic, gender and cultural diversity in nursing is not sufficiently addressed in the application

Things to Remember! – Tips for Success

- Start working on required letters early – this can be time-consuming and is a common delay for submission of applications
- Be sure to have others (e.g. primary and/or research mentor, others Dean suggests) review your application in time to incorporate their feedback
- Remember to have your letters address specific selection criteria, i.e. institutional commitment, commitment to a full career in academic nursing
 - Offer to draft letters for those writing
- Read all instructions in the template carefully and follow-directions for scanning and uploading
- Respect section limits and page limits (see the template)
- Remember the Deadline for Submission – February 7, 2012 at 3 pm! Please contact the National Program Office via the helpdesk if you are having problems the Application and Review System – but do it before the deadline if at all possible!!
- Budgets will only be requested of finalists. Finalists will be expected to submit budgets in mid-June 2012

NFS Key Dates and Deadlines

- **October 20, 2011** – Formal Launch – Call for Proposals (CFP) Sent, Websites live
 - <http://www.rwjfnursefacultyscholars.org/>
 - <http://www.rwjf.org/>
- **December 6, 2011 – 1:00 p.m. ET** – Informational Applicant Web Conference
- **December 14, 2011 – 11:00 a.m. ET** – Informational Applicant Web Conference
- **February 7, 2012 – 3 p.m. ET** – Deadline for receipt of applications
- **April, 2012** – Notification of semi-finalist status
- **June 4-6, 2012** – Semi-finalist interviews with national advisory committee
- **Mid-June, 2012** – Notification of finalist status
- **September 1, 2012** – Appointments begin





Robert Atkins, PhD, RN
NFS 2008 Cohort

Visit www.rwjfnursefaculty.com to meet the NFS National Advisory Committee and our current Scholars