Robert Wood Johnson Foundation
Nurse Faculty Scholars

2012 Call for Applications

Application Deadline
February 7, 2012
Program Overview
(For complete details, please refer to specific pages/sections noted below.)

Purpose
The goal of the Robert Wood Johnson Foundation Nurse Faculty Scholars program is to develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty. The program aims to strengthen the academic productivity and overall excellence of nursing schools by providing mentorship, leadership training and salary and research support to young faculty.

Total Awards
■ Up to 12 awards of up to $350,000 each over three years will be available in this round of funding.

Eligibility Criteria (page 6)
Candidates must:
■ 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.
■ Identify at least one senior researcher in the university with similar or complementary research interests to serve as a research mentor. Scholars are encouraged to select the research mentor from a discipline outside of nursing.

Candidates must be U.S. Citizens, Resident Non-Citizen Nationals, or Resident Foreign Nationals at the time of application and must not be receiving support from other research fellowships/traineeships at the time they begin the program.

Selection Criteria (page 8)
■ Complete selection criteria can be found starting on page 8.

Key Dates and Deadlines
■ December 6, 2011 (1 p.m. ET) and December 14, 2011 (11 a.m. ET)—Optional applicant informational Web conferences. Registration is required. Please visit the program’s website for complete details and to register.
■ February 7, 2012 (3 p.m. ET)—Deadline for receipt of applications.
■ Mid-April 2012—Notification of semifinalist status.
■ June 4–6, 2012—Semifinalist interviews with national advisory committee.
■ Mid-June 2012—Notification of finalists.
■ September 1, 2012—Appointments begin.

How to Apply (page 9)
■ Complete information on how to apply can be found on page 9.

www.rwjfnursefacultyscholars.org
Background

Nursing schools report that they turn away thousands of qualified applicants from baccalaureate and master’s programs because of an acute shortage of faculty and other resources such as clinical preceptors, training sites, space and funding constraints. Yet, in spite of the growing need for qualified faculty, few nurses choose to pursue academic teaching careers. Doctorally prepared nurses cite the lack of prestige of the faculty role, intense faculty workloads, meager salaries, and the desire to retain patient contact and practice ties as reasons for seeking employment opportunities outside of academic settings. In addition, minority racial and ethnic groups, as well as men, are underrepresented among nursing faculty, which limits the capacity of nursing schools to address health disparities and provide culturally appropriate health care education.

At most universities, the stature of the nursing school and the promotion of nursing faculty depend on the quality of the nursing faculty’s scholarly and/or research pursuits. This reinforces the link between institutional reputation and success in the faculty role. The Robert Wood Johnson Foundation Nurse Faculty Scholars program aims to advance talented junior faculty by giving scholars opportunities to: (1) develop a research program and other scholarly activities; (2) engage in institutional and national mentoring, leadership training, and networking among scholars and colleagues in nursing and other fields; and (3) have protected time to gain the critical skills needed for a successful career in academic nursing. During the three years of the program, Nurse Faculty Scholars are expected to take their expertise in research, leadership and teaching to a new proficiency level that will contribute to strengthening the reputation of academic nursing and the institutions they serve.

Scholars, in collaboration with their mentors, will design individual professional development plans that will help them master new competencies and increase their effectiveness as academic nursing leaders. At the
program’s completion, scholars will be prepared to use their research and leadership training to advance their academic careers, contribute to the knowledge and science of academic nursing and enhance the prestige of the faculty role.

The Program

The goal of the Nurse Faculty Scholars program of the Robert Wood Johnson Foundation (RWJF) is to develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty. The program aims to strengthen the academic productivity and overall excellence of nursing schools by providing mentorship, leadership training, salary and research support to young faculty. The Nurse Faculty Scholars program is part of the Foundation’s Human Capital Portfolio, which aims to ensure that the nation has a diverse, well-trained workforce to meet the health care needs of all Americans.

Up to 12 scholars will be selected each year. Scholars will be supported for 60 percent time for each of the three years of the program through their sponsoring institutions. A school of nursing can nominate one candidate annually, but may have no more than two active scholars in the program at any time. Candidates must be junior faculty members with at least two and no more than five years of experience in the faculty role at the start of the program, and usually are at the instructor or assistant professor level.

RWJF will make grants to sponsoring institutions to support the scholar’s salary, release time, and scholarly project. Sponsoring institutions must agree to protect 60 percent of the scholar’s time for all three years of the program. Each sponsoring institution must identify two institutional mentors. The primary (nursing) mentor should be a senior leader in the school of nursing who will advise the scholar on academic career development and participate in the program’s national meeting each year. The research
mentor should be a senior researcher in the university with similar or complementary research interests. This mentor will guide the scholar in developing research projects and obtaining appropriate research skills. They are expected to facilitate the scholar’s collaboration and research and membership on high-level academic committees and research collaboration. Scholars are encouraged to work with a research mentor from a discipline outside of nursing.

Scholars will have a unique opportunity to interact with an outstanding group of national nursing and health leaders, including those in their cohort, program alumni, and members of the program’s national advisory committee (NAC). At the beginning of the program, each scholar will be assigned a nationally recognized mentor from a different institution based on career development needs and scholarship and research interests. Throughout the program, these mentors will provide expertise and national perspective on the scholar’s research and career development.

Under the program, scholars will:

- have 60 percent protected time for each of the three years of the program to focus on *Nurse Faculty Scholars* program activities.
- receive financial support for career development activities in their research and scholarly focus area.
- work closely with institutional and national mentors to develop their careers as academic nurse leaders.
- receive training and mentoring in developing a research and academic career plan; securing research funding; integrating research and scholarship into teaching; exerting leadership through professional and university service; influencing health care policy through research; and developing skills to assume a senior leadership role in academic nursing.
- become part of a cohort of committed and talented *Nurse Faculty Scholars* across the United States.
We expect scholars to commit 60 percent of their time to *Nurse Faculty Scholars* activities for each of the program’s three years. Other academic commitments (e.g., teaching and committee work) should be relevant to the scholar’s academic development and scholarly work and must be sufficiently curtailed to avoid infringing on or conflicting with the scholar’s programmatic work and commitment. At the same time, scholars should maintain sufficient involvement with the educational and service missions of their nursing schools to maintain their status as active members of the nursing faculty.

**Eligibility Criteria**

Applications must be submitted by the academic institution nominating the proposed scholar. Preference will be given to those applicants who may be either public entities or nonprofit organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

To be eligible, candidates must meet the following criteria:

- 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.
Identify at least one senior researcher in the university with similar or complementary research interests to serve as a research mentor. Scholars are encouraged to select the research mentor from a discipline outside of nursing.

Candidates must be U.S. Citizens, Resident Non-Citizen Nationals, or Resident Foreign Nationals at the time of application and must not be receiving support from other research fellowships/traineeships at the time they begin the program.

Additionally, candidates cannot be related by blood or marriage to any Officer* or Trustee of the Robert Wood Johnson Foundation, or be a descendant of its founder, Robert Wood Johnson.

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.

Consistent with RWJF values, this program embraces diversity and inclusion across multiple dimensions, such as race, ethnicity, gender, age and disadvantaged socioeconomic status. We strongly encourage applications from candidates who will help us expand the perspectives and experiences we bring to our work. We believe that the more we include diverse perspectives and experiences in our work, the better able we are to help all Americans live healthier lives and get the care they need.

* The Officers are the Chairman of the Board of Trustees; President and CEO; Chief of Staff; General Counsel; Secretary; Assistant Secretary; Treasurer; and Assistant Treasurer of the Foundation.
The following factors are considered in the selection process:

- 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, including space as appropriate, at the candidate’s institution.

- Evidence of the potential to become a national leader in the candidate’s scholarly focus area.

- Evidence of the candidate’s commitment to teaching excellence.

- Evidence of the candidate’s commitment to racial, ethnic, gender and cultural diversity in nursing.

- General merit of the candidate’s research proposal.

- Potential of the 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; and
  - improvement of health and health care in the United States.

In the first stage of the selection process, candidates will submit an application that summarizes their academic career objectives and personal goals for the program, describes their proposed research and scholarly development plan and explains how the plan will enhance their careers in academic nursing.

The NAC will review all applications and supporting letters of recommendation and will select semifinalists for interviews. These interviews will enable the committee to assess candidates’ leadership potential
and academic commitment and allow candidates to define their academic career interests and describe the resources available at their institution. The NAC will then make final recommendations to RWJF. Neither the NAC nor RWJF provides individual critiques of the applications submitted.

**Evaluation and Monitoring**

Those selected as Nurse Faculty Scholars must participate in annual program meetings and provide annual progress reports. The scholars will be required to complete RWJF’s requirements for program evaluation and annual and final reports.

**Use of Grant Funds**

Grants are made to sponsoring institutions and must follow RWJF funding guidelines. The sponsoring institutions must meet RWJF requirements for the submission of annual financial and narrative reports, as well as a final written report upon the program’s completion.

We will award up to 12 grants in 2012. Grant funds cover salary support (60% FTE), plus fringe benefits corresponding to the level of salary support. The remaining grant funds may be used to support research-related expenses, training workshops and travel to professional meetings. Owing to the nature of this support, RWJF requests that institutions waive indirect costs. We will require semifinalists to submit a budget and budget narrative.

**How to Apply**

Applications and supporting materials must be submitted via the RWJF online system. Visit [www.rwjf.org/cfp/nfs](http://www.rwjf.org/cfp/nfs) and use the Apply Online link for this solicitation. If you have not already done so, you will be required to register at [http://my.rwjf.org](http://my.rwjf.org) before you begin the application process.

All candidates should log onto the system and familiarize themselves with online submission requirements well before the final submission.
deadline. Program staff may not be able to assist all candidates in the final 24 hours before the submission deadline. In fairness to all candidates, the program will not accept late or incomplete submissions.

We will require all candidates to submit additional documentation, as follows:

- Accompanying letters of endorsement, including specific information on institutional support, should be provided by the school of nursing dean and the provost or chief executive officer of the university.
- Letters are also required from the proposed institutional mentors.
- One letter of reference is required from a senior leader who is well acquainted with the candidate’s accomplishments, commitment, research, teaching skills and potential for academic leadership.

See the program’s frequently asked questions (at www.rwjfnursefacultyscholars.org) for more information.

Interested candidates may send questions about the program, selection criteria or application requirements to info@rwjfnursefacultyscholars.org. Please include your name and telephone number in the inquiry.

Interested candidates are encouraged to participate in one of the optional applicant informational Web conferences scheduled for December 6, 2011 at 1:00 p.m. ET and December 14, 2011 at 11:00 a.m. ET. You must register in advance on the program’s website at: www.rwjfnursefacultyscholars.org/events.
The Johns Hopkins University School of Nursing, which serves as the national program office (NPO), provides direction and technical assistance for this program. They are located at:

Johns Hopkins University School of Nursing  
525 N. Wolfe St., Room 436  
Baltimore, MD 21205-2110  
Phone: (877) 738-0737  
Fax: (410) 614-8285  
E-mail: info@rwjfnursefacultyscholars.org  
Website: www.rwjfnursefacultyscholars.org

Responsible staff members at the NPO are:

- Jacquelyn C. Campbell, PhD, RN, FAAN, program director  
- Amy Rial, RN, BSN, MPH, deputy program director  
- Katie Deming, program manager

Responsible staff members at the Robert Wood Johnson Foundation are:

- Maryjoan D. Ladden, PhD, RN, FAAN, senior program officer  
- John Lumpkin, MD, MPH, senior vice president and team director  
- Christine Phares, grants administrator
National Advisory Committee

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Seattle, WA

May Wykle, PhD, RN, FAAN, FGSA
Dean and Florence Cellar Professor of Gerontological Nursing
Case Western Reserve Francis Payne Bolton School of Nursing
Cleveland, OH
**Timetable**

- **December 6, 2011 (1 p.m. ET) and December 14, 2011 (11 a.m. ET)**
  Optional applicant informational Web conferences. Registration is required. Please visit the program’s website for complete details and to register.

- **February 7, 2012 (3 p.m. ET)**
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- **Mid-April 2012**
  Notification of semifinalist status.

- **June 4–6, 2012**
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- **Mid-June 2012**
  Notification of finalists.

- **September 1, 2012**
  Appointments begin.

* All applications must be submitted via the RWJF online system. All applicants should log in to the system and familiarize themselves with online submission requirements well before the final submission deadline. Staff may not be able to assist all applicants in the final 24 hours before the submission deadline. In fairness to all applicants, the program will not accept late submissions.
About the Robert Wood Johnson Foundation

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation’s largest philanthropy devoted exclusively to health and health care, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, measurable and timely change.

For nearly 40 years, the Foundation has brought experience, commitment, and a rigorous, balanced approach to the problems that affect the health and health care of those it serves. When it comes to helping Americans lead healthier lives and get the care they need, the Foundation expects to make a difference in your lifetime.

For more information, visit www.rwjf.org.

Sign up to receive email alerts on upcoming calls for proposals at http://my.rwjf.org.