

Hartford Geriatric Nursing Initiative John A. Hartford Foundation

Independent Evaluation
by The Measurement Group



Data Briefing 02 Building Academic Geriatric Nursing Capacity Postdoctoral Fellow Activities

The Building Academic Geriatric Nursing Capacity Scholar Program includes Predoctoral, MBA, and Postdoctoral Scholars Progressing in Careers



Penn Graduates Anna Beeber [Predoctoral Scholar and now Postdoctoral Fellow at UNC], Elizabeth Miller [MBA Scholar and now HMO Executive], Meg Bourbonniere [Postdoctoral Fellow and now Yale Assistant Professor]

BAGNC Hartford Fellows: 2001-2006 Cohorts

- 2001 Postdoctoral Fellows
 - 7 Scholars at 7 Schools in 7 States
- 2002 Postdoctoral Fellows
 - 9 Scholars at 6 Schools in 6 States
- 2003 Postdoctoral Fellows
 - 8 Scholars at 6 Schools in 6 States
- 2004 Postdoctoral Fellows
 - 8 Scholars at 7 Schools in 5 States
- 2005 Postdoctoral Fellows
 - 11 Scholars at 9 Schools in 8 States
- 2006 Postdoctoral Fellows
 - 7 Fellows at 6 Schools in 6 States

Postdoctoral Fellows [by September 2006]

■ 2001 Fellows

- 6 of 7 employed as faculty
- 100% have completed their postdoc

■ 2002 Fellows

- 6 of 7 employed as faculty
- 100% have completed their postdoc

■ 2003 Fellows

- 7 of 7 employed as faculty
- 100% have completed their postdoc

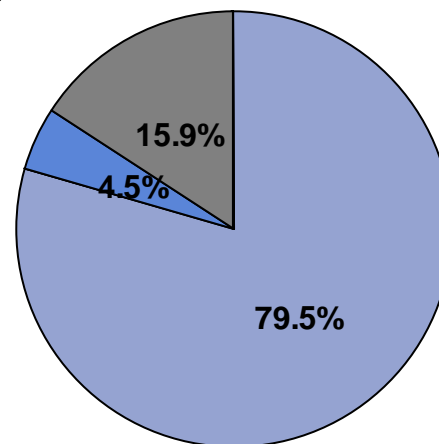
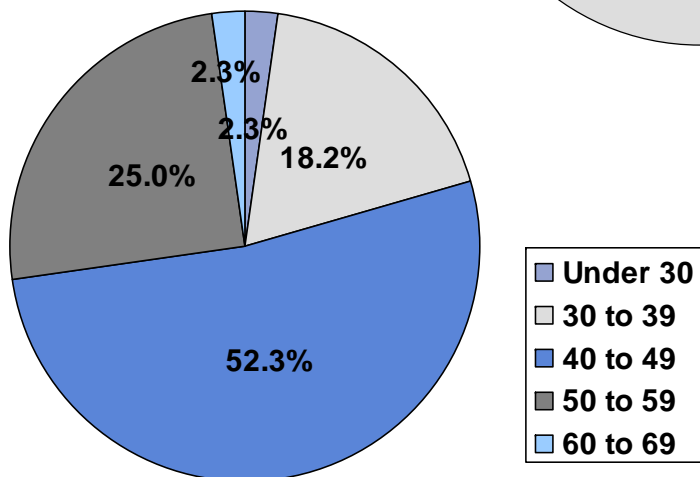
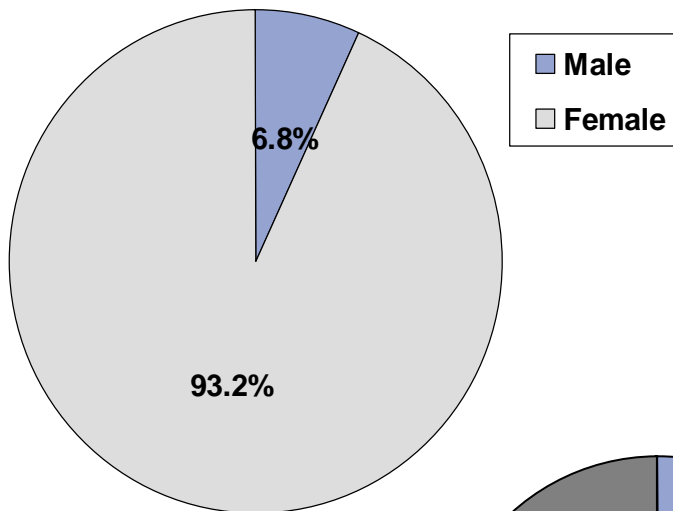
■ 2004 Fellows

- 7 of 8 employed as faculty
- 100% have completed their postdoc

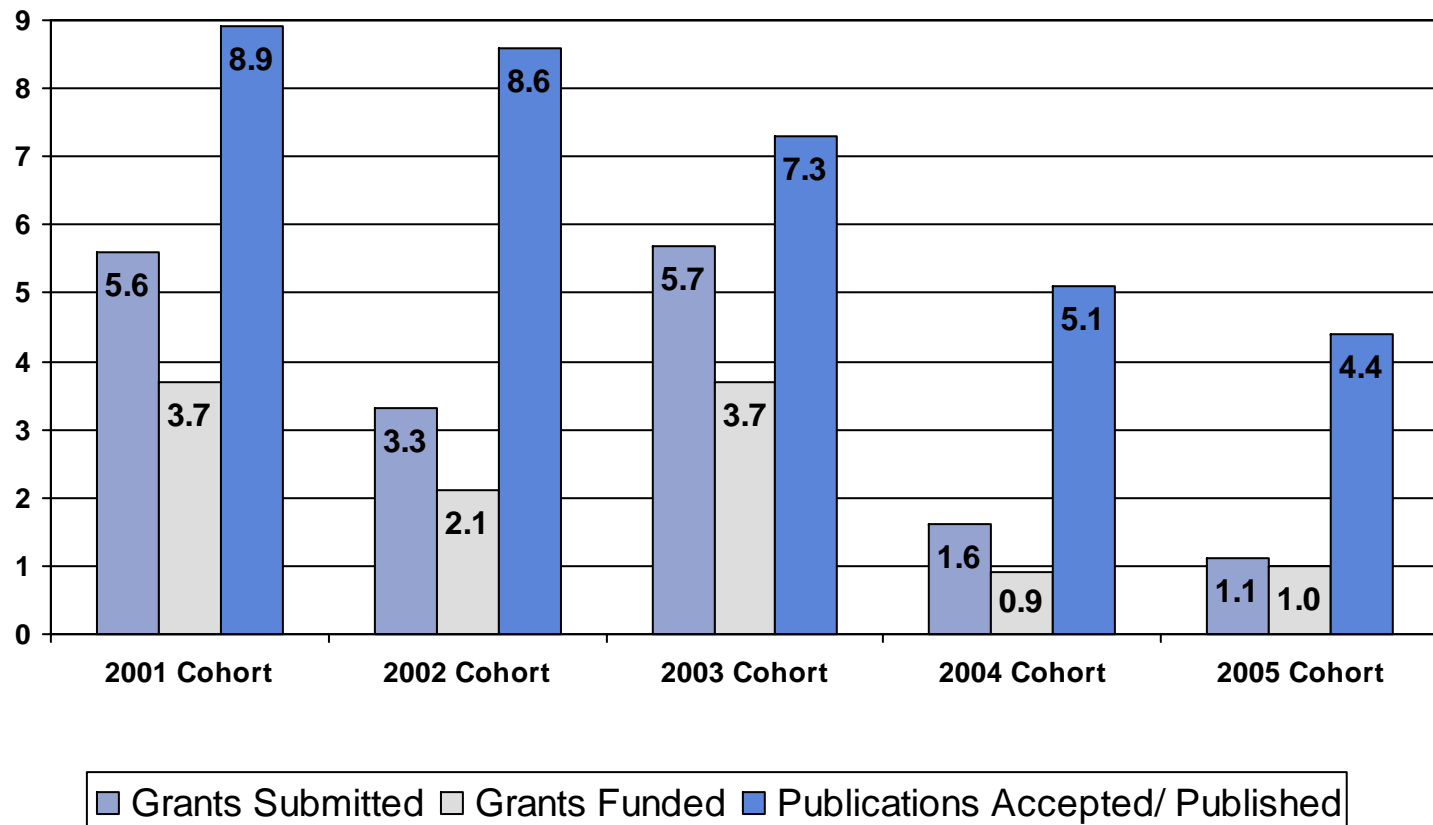
■ 2005 Fellows

- 6 of 7 employed as faculty [on leave or reduced teaching load]
- 0% have completed their postdoc; in second year of program

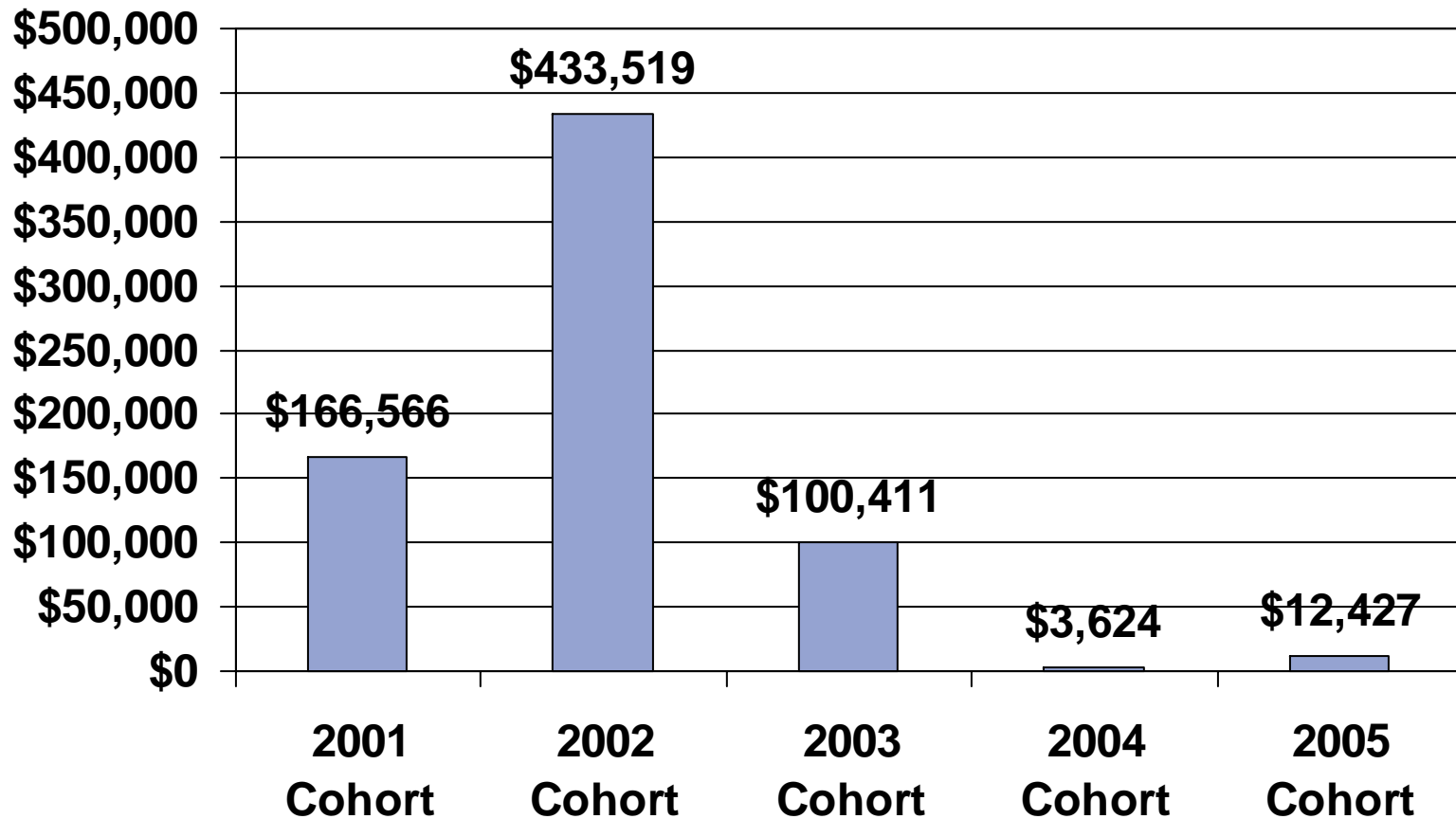
Postdoctoral Fellow Demographics: 2001-2006 Cohorts



Average Number of Geriatric Nursing-Related Grants and Publications During and After JAHF Funding: Postdoctoral Fellows [by September 2006]



Average Amount of Grant Funding Received During and After JAHF Funding: Postdoctoral Fellows [by September 2006]



2001-2005 Postdoctoral Fellow Activities During Funding Period [2 of 3]

Domain	Number of Fellows	Percentage of Fellows
Progress toward Completing JAHF Post-Doctoral Scholar Project	39	100%
Employment Activities	28	72%
Obstacles Encountered	35	90%
Self Assessment of Goal Achievements	39	100%
Nursing Curriculum Development and Implementation Activities	7	18%
Participation in Professional Development Activities Related to Geriatric/Gerontological Nursing	39	100%
Development of Research Skills and Research Capacity	39	100%
Influence on Policy for Services to the Elderly	10	27%

2001-2005 Postdoctoral Fellow Activities During Funding Period [3 of 3]

Domain	Number of Fellows	Percentage of Fellows
Development of Models for Geriatric/Gerontological Care	15	39%
Working on Strategies for Dealing with Increasing Diversity among Student, Professional and/or Patient Populations	15	39%
Working on Improvement of Capacity for, or Quality of, Elderly Patient Care [Services Research]	39	100%
Evaluation of Changing Status of Academic and Practitioner Geriatric/Gerontological Nursing	28	72%
<i>Collaborations with Other JAHF-Sponsored Students and/or Projects in Geriatric/Gerontological Nursing</i>	31	79%
Other Activities	17	44%

The “CEO” and “Board of Directors” – six prominent nursing leaders – “owned” the program from 2001-2005 and made it work



A second cohort of nurse leaders [3 of 6 returning] will run the Initiative from 2006-2010 and are committed to making it work



A Few Findings from the Scholars Program

- The importance of having senior nursing leaders “own” the program cannot be over-estimated
 - The leaders use their accumulated skills and connections to solve problems and maximize performance
 - Each cohort has carefully selected scholars who are given the opportunity to be part of a national network of geriatric nursing research leaders
 - Each individual scholar has a “second mentor,” the Program Director [Dr. Claire Fagin or starting in mid-2005, Dr. Pat Archbold]
 - Many other senior nursing leaders feel responsible for the success of the Postdoctoral Fellows
- Young scholars report different professional experiences
 - Young scholars report a more proactive and full-career view
 - Older scholars report both “punching a ticket” of experiences for promotion and simultaneously finally getting to work on projects that are their “passion”

A Few Findings from the Scholars Program

- Scholars housed in Hartford Centers of Geriatric Nursing Excellence have qualitatively better experiences than do those in other settings
- The definition of “full-time scholar” varies greatly across host institutions
- There are strong cohort effects in how connected Scholars are with one another
 - Driven by a strong leader among the scholars in the cohort
- Mentorship is somewhat inconsistent in its quality outside Hartford Centers of Geriatric Nursing Excellence
- Distance mentoring by Hartford Centers of Geriatric Nursing Excellence works very well for Postdoctoral Fellows

In the words of Postdoctoral Fellows...

- **Network:** “I think that the postdoc program really incremented [being connected in gerontological nursing] in that it introduced me to other people or reintroduced me. I think what is important is the connection between the scholars. I feel like I have a network of people that I can contact across the nation, either for advice, professional input, to collaborate with, or initiatives.”
- **Network:** “I certainly feel connected with my whole postdoctoral scholar cohort; we were particularly close. We were the first cohort.”

In the words of Postdoctoral Fellows...

- **Network:** “I have made various connections through the Hartford grant and conferences. I have utilized other Hartford experiences like the Scholar’s Program at NYU. I think it really gives you the opportunity to network and meet people and get connected with people on a much broader level. I think I know people all over the country and that are in my field. It really builds a network for you and with that comes different opportunities.”
- **Identified a Leader:** “I think that being a Hartford scholar [at GSA] also makes people notice you a little more. I think it is a very nice connection.”

In the words of Postdoctoral Fellows...

- **Identified a Leader:** “I think it’s very helpful starting at the beginning of your career to have that time to project and make a plan for how you want to continue on research-wise. But I also think that the leadership meetings, the contacts across the nation, and the visibility of the program have really caught the eye of nursing administrators, top academics in a way that gives geriatric nursing a new respect.”

In the words of Postdoctoral Fellows...

- **Changing Professional Role:** “When I got on the faculty I knew I had to reinvent myself. I knew I was going to be on the tenure track and I wanted to publish. That’s how I got involved with the postdoc: I needed to establish a research program due to my faculty appointment at my current university.”
- **Changing Professional Role:** “I was surrounded by very prestigious and young researchers, and in a very supportive environment. Everybody could say what they thought and there was a really positive exchange of energy. That is what I felt about Hartford as well. I never felt shy about stating my opinion and I felt that my opinion was valued.”

In the words of Postdoctoral Fellows...

- **Career Path:** “I really believe [the postdoc period] was a major stepping stone in that it provided time to be able to make contact and to network. It provided time to publish and get out there as far as publications and get out my name with the topic area. I think it’s very important for people to look upon you as an expert in the area. It also gave me time to begin the research to get further funding. I really believe to jump into a faculty position right after a dissertation is very difficult. I think you lack confidence, you lack time that should be set aside for those things I just mentioned because you are so involved with trying to just teach. I think that is completely time consuming. I think also I may not have stayed at my school if I would have just started a faculty position right after my doctoral studies. I think it would have been a disadvantage because I would have focused on teaching and staying at my school has allowed me to live and breathe the research environment and gets you hooked in.”

In the words of Postdoctoral Fellows...

- **Career Path:** “One of the best things that the Hartford funding allowed for me to do, and this was a personal goal, was to really develop a collaborative scholarship group. What I wanted to do was to develop some leadership skills in leading a group in conducting and working on scholarly activities/projects.”

In the words of Postdoctoral Fellows...

- **Connection to Center of Excellence:** “I feel that this is an opportunity and I can tell you that I like all aspects of it; it’s really wonderful being able to do research and to teach end-of-life and to have my foot into the practice part. It is even just as wonderful to be part of CGNE and the new rounds of proposals and I have been working on different aspects of what would be interesting to look into and put into a proposal that would go to the Hartford at the end of the year. That collaboration with the people here that are focused on geriatrics is absolutely wonderful. Everybody is supportive. We have geriatric research seminars where we evaluate each other’s work and have the CGNE meetings where we look at aspects of the center here; it’s really wonderful. At all of the positions that I have looked at, I feel that this is where I also have something to contribute to my end-of-life focus which they don’t have. I am almost the only nurse here who has a PhD and end-of-life focus.”

The Building Academic Geriatric Nursing Capacity Program has celebrated the new and “founding” generations of leaders



- 2002 “Graduation Ceremony” for the first [2001] cohorts of Predoctoral and Postdoctoral Scholars
- The audience is composed of about 100 senior nurse scholars-leaders, the 2002 cohort of Scholars, and other geriatric care experts

Independent Evaluator's Conclusion

- The Hartford Building Academic Geriatric Nursing Capacity [BAGNC] Initiative has funded a cadre of Postdoctoral Fellows who show significant promise, early in their careers, of making major contributions to the science and practice of geriatric nursing
- While the Postdoctoral Fellows, understandably, are quite focused on research publication and obtaining research grants, they are also beginning to make major contributions in many other areas of their field
- The program has a national scope

Appendix

Background and Technical Information

Independent Evaluation of the Hartford Geriatric Nursing Initiative by The Measurement Group

- The Measurement Group is a program evaluation and applied research consulting firm with offices located in Los Angeles, California, and Chapel Hill, North Carolina, and a national practice
- The Measurement Group specializes in the evaluation of health and social services programs, especially those programs targeted toward vulnerable members of society and supported through public funds and charitable contributions
 - Areas of interest include medical and social services for the elderly, mental health services, substance abuse programs, prevention, HIV/AIDS services, eliminating disparities in access to services, and training for healthcare and social service professionals
- The Measurement Group has been retained by the John A. Hartford Foundation to evaluate the component programs of the Hartford Geriatric Nursing Initiative between January 2001 and December 2007
- For contact information, see www.TheMeasurementGroup.com or www.GeriatricNursing.info

Key Staff for the Evaluation at The Measurement Group

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Evaluation Methods for Postdoctoral Fellows

- Annual Telephone Interviews while a Fellow
- Evaluation Form every six months while a Fellow
- Program Narrative every six months while a Fellow
- Annual Post-Fellowship Survey [via email]
- Annual Post-Fellowship Curriculum Vitae submission
- Post-Fellowship Interview on ad-hoc schedule

Caveats for this Data Briefing

- It is important to recognize that the Postdoctoral Fellows are very early in their careers and that most would not be expected to obtain large federal and private foundation grants for several more years
- At the early career stages of most of the Postdoctoral Fellows, publications tend to average about two per person per year with most being in peer-reviewed journals
- In addition to the observations of the independent Evaluator, the professional progress of individual Fellows is carefully monitored by the Mentor for that Fellow and the BAGNC Program Director

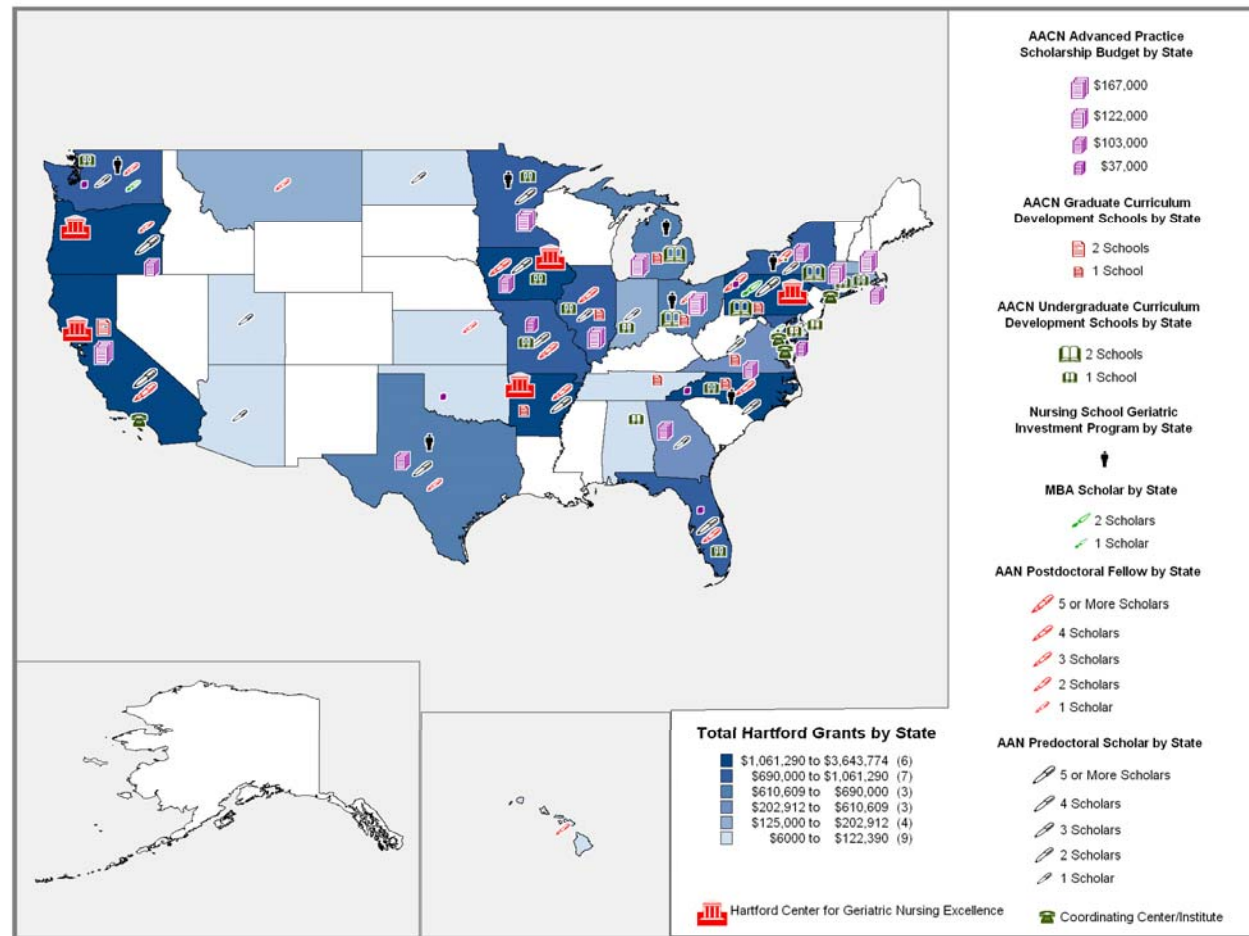
Scope of the Hartford Geriatric Nursing Initiative

- 1 Initiative [Geriatric Nursing Initiative]
- 31 States
- 66 Schools of Nursing/Universities
- 3 Coordinating/Dissemination/Policy Centers
 - American Academy of Nursing [AAN]
 - American Association of Colleges of Nursing [AACN]
 - Hartford Institute for Geriatric Nursing [HIGN]

Major Projects of the Hartford Geriatric Nursing Initiative

- AAN-Administered Hartford BAGNC Scholars and Fellows
 - Pre-Doctoral, Post-Doctoral, MBA
- Hartford Centers of Geriatric Nursing Excellence [HCGNE]
 - Oregon Health & Sciences University, University of Arkansas for Medical Science, University of California San Francisco, University of Iowa, and University of Pennsylvania
- Nursing School Geriatric Investment Program [NSGIP]
 - Case Western University, University of Michigan, University of Minnesota, University of North Carolina Chapel Hill, University of Texas, University of Rochester, and University of Washington
- AACN-Administered Enhancing Gerontological/Geriatric Nursing Education for Baccalaureate and Graduate Programs
 - 20 Schools of Nursing received funding through AACN for undergraduate programs
 - 10 Schools of Nursing received funding through AACN for graduate programs
- AACN-Administered Creating Careers in Geriatric Advanced Practice Nursing
 - 23 Schools of Nursing received funding through AACN in the first cohort
 - 18 Schools of Nursing receive funding through AACN in the second cohort
- Hartford Institute for Geriatric Nursing
 - Multi-facet education, policy, and research center
 - HIGN/NYU Scholars
- Leadership Conference
- Coordinating Center at the American Academy of Nursing

Resources Allocated by State to the Hartford Geriatric Nursing Initiative



Professional Citation

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- Please also cite the date shown in the lower left corner of each slide

This evaluation is continuing
Please check for updated results
Data current through September 30, 2006

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