

Hartford Geriatric Nursing Initiative John A. Hartford Foundation

Independent Evaluation
by The Measurement Group



Data Briefing 03 Building Academic Geriatric Nursing Capacity Predoctoral Scholar 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 Scholars: 2001-2006 Cohorts

- 2001 Predoctoral Scholars
 - 10 Scholars at 10 Schools in 9 States
- 2002 Predoctoral Scholars
 - 10 Scholars at 10 Schools in 10 States
- 2003 Predoctoral Scholars
 - 12 Scholars at 10 Schools in 10 States
- 2004 Predoctoral Scholars
 - 13 Scholars at 11 Schools in 10 States
- 2005 Predoctoral Scholars
 - 13 Scholars at 8 Schools in 8 States
- 2006 Predoctoral Scholars
 - 18 Scholars at 11 Schools in 10 States

Predoctoral Scholars [by September 2006]

■ 2001 Scholars

- 4 of 10 employed as faculty
- 6 of 10 have completed their doctorate

■ 2002 Scholars

- 2 of 11 employed as faculty
- 5 of 11 have completed their doctorate

■ 2003 Scholars

- 4 of 12 employed as faculty
- 7 of 12 have completed their doctorate

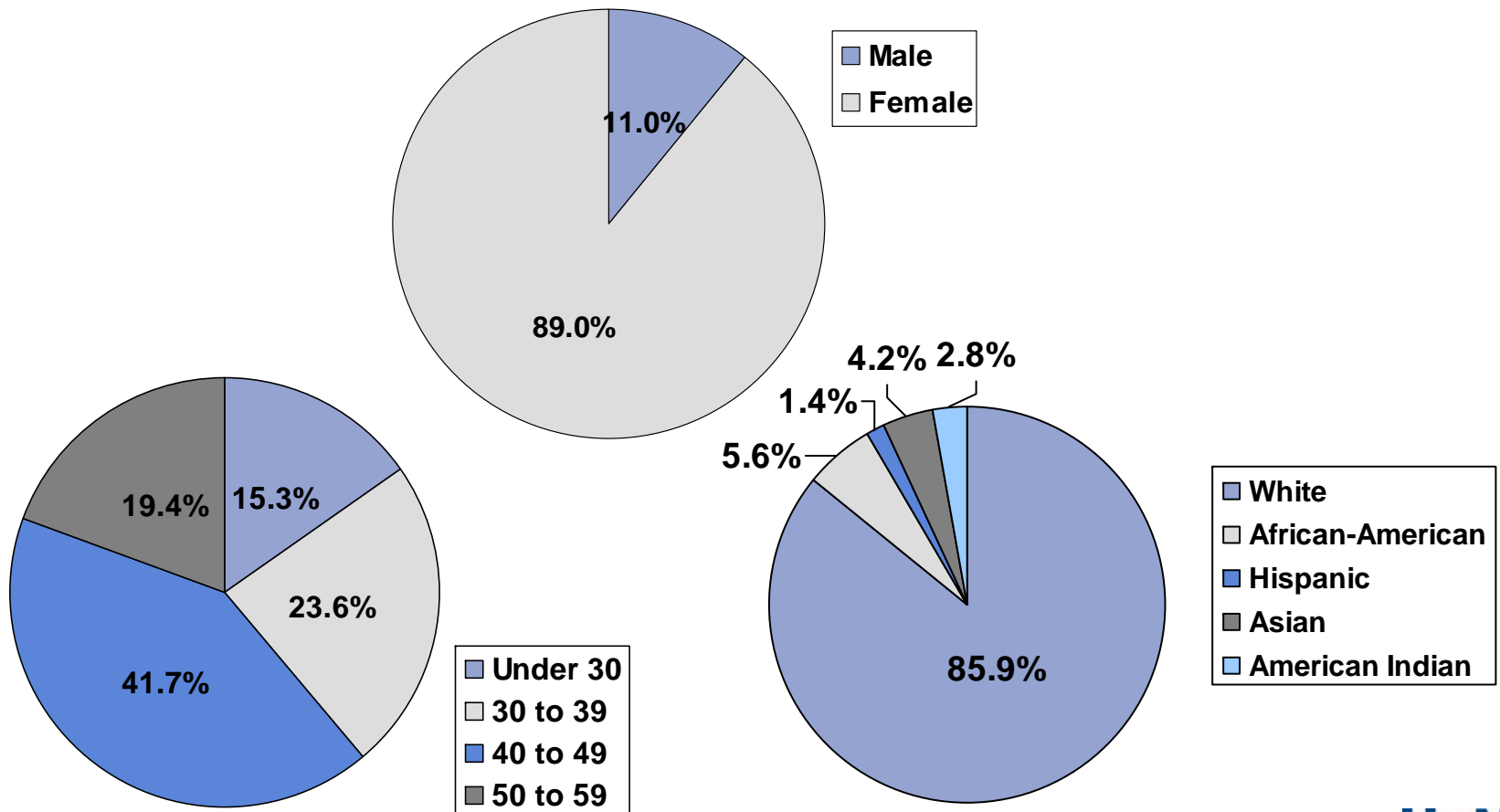
■ 2004 Scholars

- 6 of 13 employed as faculty
- 4 of 13 have completed their doctorate

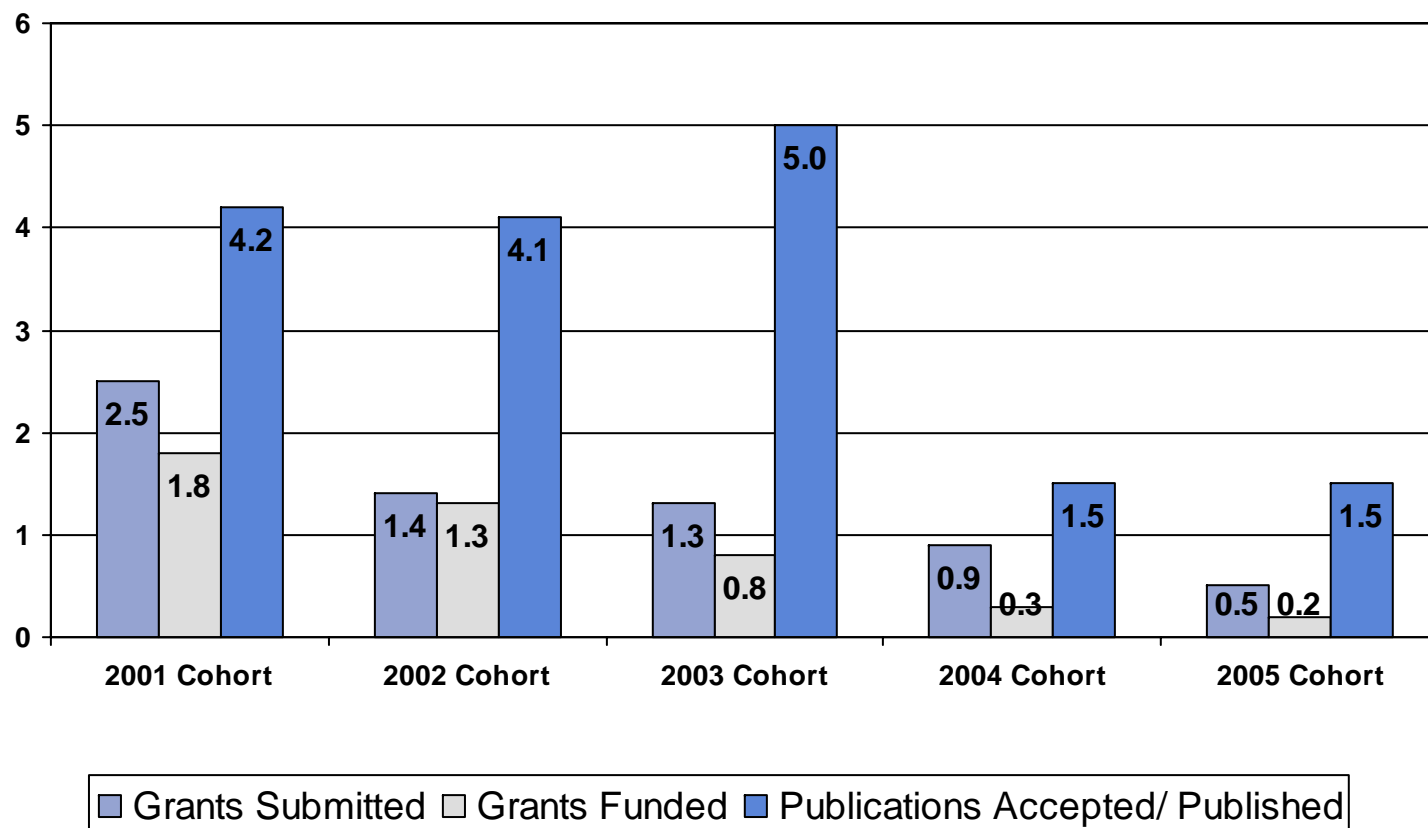
■ 2005 Scholars

- 2 of 13 employed as faculty
- 0 of 13 have completed their doctorate; in second year of program

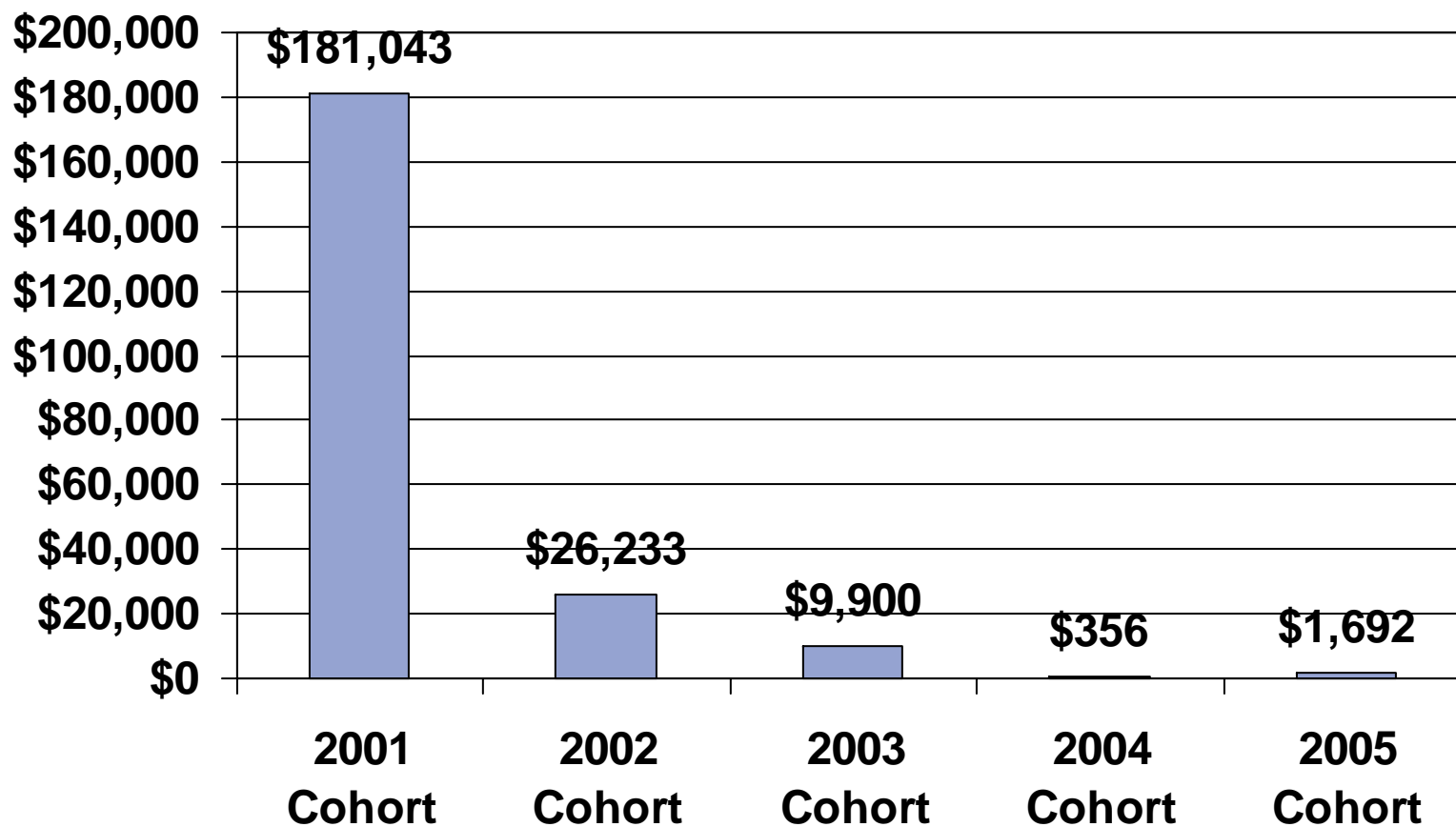
Predoctoral Scholar Demographics: 2001-2006 Cohorts



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



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



2001-2005 Predoctoral Scholar Activities During Funding Period [1 of 3]

| Domain | Number of Scholars | Percentage of Scholars |
|--|--------------------|------------------------|
| Scientific Publications | 42 | 71% |
| Presentations at Scientific Meetings | 55 | 93% |
| Teaching | 45 | 76% |
| University Service | 44 | 75% |
| National Service | 42 | 72% |
| Work on Internal or External Funding | 36 | 61% |
| Clinical Activity/Professional Consultations | 39 | 66% |
| Awards/Honors/Recognitions | 27 | 46% |
| Media Contacts | 233 | 56% |
| Major Research Projects Underway | 20 | 33% |

2001-2005 Predoctoral Scholar Activities During Funding Period [2 of 3]

| Domain | Number of Scholars | Percentage of Scholars |
|---|--------------------|------------------------|
| Progress toward Completing Dissertation | 59 | 100% |
| Employment Activities | 46 | 78% |
| Obstacles Encountered | 45 | 76% |
| Self Assessment of Goal Achievements | 59 | 100% |
| Nursing Curriculum Development and Implementation Activities | 10 | 17% |
| Participation in Professional Development Activities Related to Geriatric/Gerontological Nursing | 58 | 98% |
| Development of Research Skills and Research Capacity | 54 | 92% |
| Influence on Policy for Services to the Elderly | 16 | 27% |

2001-2005 Predoctoral Scholar Activities During Funding Period [3 of 3]

| Domain | Number of Scholars | Percentage of Scholars |
|---|--------------------|------------------------|
| Development of Models for Geriatric/Gerontological Care | 19 | 32% |
| Working on Strategies for Dealing with Increasing Diversity among Student, Professional and/or Patient Populations | 23 | 38% |
| Working on Improvement of Capacity for, or Quality of, Elderly Patient Care [Services Research] | 47 | 80% |
| Evaluation of Changing Status of Academic and Practitioner Geriatric/Gerontological Nursing | 46 | 78% |
| <i>Collaborations with Other JAHF-Sponsored Students and/or Projects in Geriatric/Gerontological Nursing</i> | 46 | 78% |
| Other Activities | 22 | 37% |

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 Predoctoral Scholars
- Young scholars report different professional experiences
 - Young scholars report a more proactive and full-career view
 - Some young scholars – especially those located outside Centers of Geriatric Nursing Excellence – report that older graduate students do not fully accept them as peers
 - Older scholars report finally getting to work on projects that are their “passion”
 - Older scholars are more likely to be constrained in their professional choices by family and financial issues

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
- Predoctoral Scholars housed at Centers of Geriatric Nursing Excellence are more focused on subsequent Postdoctoral Fellowships than are those studying at other universities
- Predoctoral Scholars housed at Centers of Geriatric Nursing Excellence are more likely to be engaged in programmatic research [through their mentors' ongoing large, federally-funded projects]
- 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

In the words of Predoctoral Scholars...

- **Network:** “In looking over these questions and thinking about what’s happened over the last year and half there was a general theme: that was of connection. Then I thought about where all these connections are taking place. I came up with 3 P’s: people, places, and publications. Through these 3 P’s, I have been able to maintain a lot of connections. These connections may have begun at Hartford and now they have branched off.”
- **Network:** “A year from now, most of us will be out job hunting and looking for beginning research grants to get our projects off the ground, struggling through the issues that come up with being a new professor, teaching, clinical, research and how to juggle it all; those kinds of things. If I had stronger connections with my peer group, I would have a group of people to continue to stay in contact with to help through those transitional sorts of time.”

In the words of Predoctoral Scholars...

- **Network:** “One of the biggest advantages and benefits from the scholarship is the connections that I have made not only in terms of the scholars, but also the leaders in the field of geriatric nursing, more specifically in geriatric oncology.”
- **Network:** “Hartford sponsored was a poster presentation for the 2001 scholars and I really liked that because we had time before the presentation to talk to each other and look at each others’ work. I really felt a connection with what they were doing and how significant it was. I felt that was important.”
- **Network:** “I think the networking, connections and all of that was really significant for me. It stimulated me to do the scholarship types of things like submitting abstracts and presenting.”

In the words of Predoctoral Scholars...

- **Network and Opportunity:** “The Hartford funding is superb. It allows me to devote myself fully to the educational process and it allows me to participate in activities I would not otherwise have time for, like reviewing grants for the State. I also appreciate the network of people you get to know very rapidly. As a Hartford scholar you become part of a family of nurse-researchers and educators and have access to the brightest and best people in the field. It is a miraculous experience and I was very motivated. Knowing who to call, to ask questions and problem-solve with is critically important; it creates a different environment in terms of what you are able to achieve. I was motivated to apply to Hartford because being a Hartford scholar opens doors.”

In the words of Predoctoral Scholars...

- **Opportunity:** “By taking time which Hartford allowed me, what I am doing is so much more significant for geriatric nursing. That’s how it changed me.”
- **Confidence:** “The meeting itself was wonderful. I left there thinking I could change the world, particular after the women who develops hospice spoke. That was one of the most wonderful experiences of my life. And the format of having someone sitting there and interviewing her and having her speak without anything prepared. That was absolutely awesome.”
- **Career Path:** “The exposure the Hartford scholarship gave me was fantastic. There is a great increase in professional activity initially, all kinds of visibility.”

In the words of Predoctoral Scholars...

- **BSN to PhD:** “A lot of people were surprised and actually I didn’t even realize that you could get a PhD without a masters and that’s how a lot of people are: they realize that it’s possible... People understand that it makes sense once I explain what I want to do and what I want to research. I felt there was not quite the competition in the PhD like there is in undergraduate school. I don’t think people think less of me for not having my masters.”
- **Identified as a Leader:** “Having the Hartford ribbon on my name tag, has opened doors for me. People conducting research in my area, or reading my poster at the conference will come and speak with me. They will say they have post-docs or are always looking for different types of faculty members, and invite me to contact them.”

In the words of Predoctoral Scholars...

- **Prestige:** “Last week, I spoke with a woman from a local University. When I told her who I was, she knew what it meant and she was impressed by it. Clearly, the scholarship is an honor that people recognize... The Foundation has become part of the greater movement, and now people know what it means when you tell them you’re a Hartford Scholar. So the word is getting out. Certainly that was one of the things they liked about me at my school, that they are a Hartford Center and I am a Hartford Scholar.”
- **Prestige:** “My peers are impressed by the stipend, but the faculty members appreciate it for the experience it allows me to have, the contacts and the networking. I would certainly not have been able to pull it together on my own. My faculty members feel I have a leg up in terms of securing funding in the future for my research.”

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 Predoctoral Scholars who show significant promise, early in their careers, of making major contributions to the science and practice of geriatric nursing
- Predoctoral Scholars are funded at many different points within a graduate school program; some have funding in the first two years of a four-year program while others are funded in the two final years thus making comparisons between individual scholars and cohorts difficult
- The initial graduates who have obtained PhD degrees have had great success in obtaining Postdoctoral Fellowships or faculty appointments
- 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

- George J. Huba, PhD
- Lisa A. Melchior, PhD
- Maya Melczer, BA
- Aaron Griffith, MA
- Chloe A. Cooper, BA
- Le B. Quach, MPH
- Emmeline Chuang, BA

Evaluation Methods for Predoctoral Scholars

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

Caveats for this Data Briefing

- It is important to recognize that the Predoctoral Scholars 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 Predoctoral Scholars, publications tend to average about two per scholar per year with most being in peer-reviewed journals
- In addition to the observations of the independent Evaluator, the professional progress of individual Scholars is carefully monitored by the Mentor for that Scholar and the BAGNC Program Director

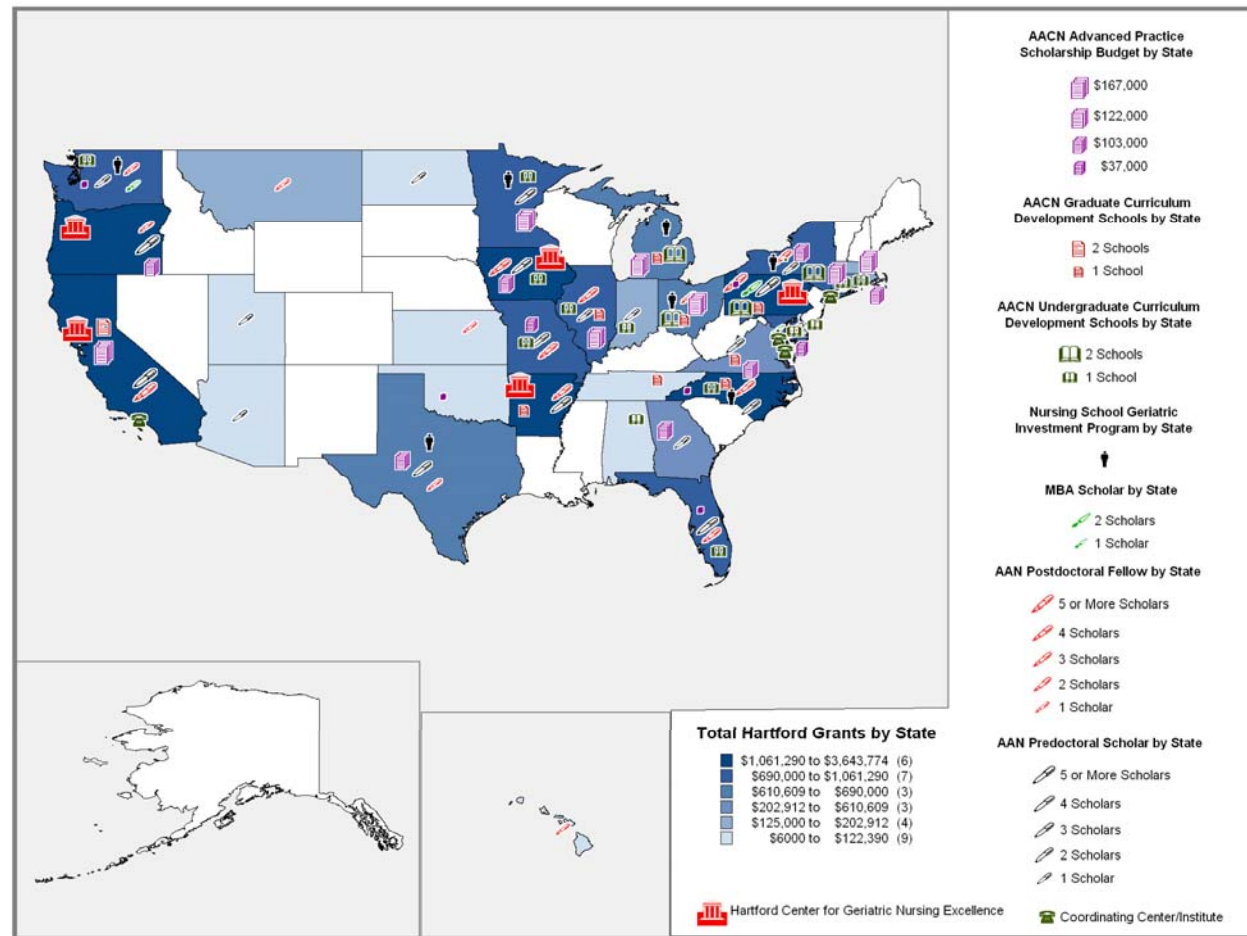
Scope of the Hartford Geriatric Nursing Initiative

- 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

- The Measurement Group [2006]. *Building Academic Geriatric Nursing Capacity Predoctoral Scholar Activities* [Data Briefing 03 from the independent evaluation of the Hartford Geriatric Nursing Initiative of the John A. Hartford Foundation]. Published at www.GeriatricNursing.info.
- 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

The Measurement Group
5811A Uplander Way
Culver City, CA 90230

www.TheMeasurementGroup.com