

Building Academic Geriatric Nursing Capacity A Call for Applications for Postdoctoral Fellows

The John A. Hartford Foundation & The Atlantic Philanthropies Postdoctoral Fellow Award • Call for Applications

Call for Applications

The American Academy of Nursing, with support from the John A. Hartford Foundation (JAHF) and The Atlantic Philanthropies (both headquartered in New York City) is seeking applicants for Postdoctoral Fellowships in gerontological nursing. The Fellowship Program offers grant support up to \$60,000 per annum for two years to successful candidates who will commence the fellowship program between July 1st and September 1st 2006.

The Hartford Foundation's overall goal is to increase the nation's capacity to provide effective and affordable care to its rapidly expanding and increasingly diverse older population. Specifically, the Foundation seeks to enhance the training of physicians, nurses, social workers and other health professionals who care for older adults, and promote innovations in the integration and delivery of services. The Atlantic Philanthropies has joined the JAHF in supporting the Building Academic Geriatric Nursing Capacity Postdoctoral Fellow Award Program. This partnership reflects The Atlantic Philanthropies' goal to bring about lasting changes in the lives of disadvantaged and vulnerable people, which includes the elderly.

The Mayday Fund provides an additional \$5,000 award to selected candidates whose research includes the study of pain in the elderly.

Eligibility

Applicants must be registered nurses, hold degree(s) in nursing, and be United States citizens or permanent U.S. residents. All postdoctoral applicants must demonstrate evidence of commitment to a career in gerontological nursing research and education and the potential to develop into independent investigators. Applicants must demonstrate potential for long-term contribution to the field of geriatric nursing.

Applications will be accepted from doctorally prepared nurses who will have completed their doctoral study in the years immediately prior to the award. This includes faculty members in accredited Schools of Nursing, who hold the rank of assistant professor or associate professor, as well as full professors, who offer compelling cases for either strengthening or redirecting their interest to gerontological nursing, or increasing their research skills in the field, will also be considered.

All selected fellows are expected to dedicate full-time equivalency to the award. Applicants should propose a period of research and professional development consistent with his/her interests, and previous research or clinical experience. Applicants must propose a significant geriatric research project, identify a strong geriatric nurse scientist mentor(s) with whom he/she will work, and provide evidence of the mentor's agreement to work with the applicant. Mentors agree to participate in fellowship activities including the Annual Leadership Conference.

The program is also committed to advancing well-qualified applicants from under-represented minority groups to improve the nation's ability to provide culturally competent care to its increasingly diverse aging population.

Many nursing schools throughout the country are acceptable places of study. It is important that the school chosen have the resources and capacity to support the Fellow in his or her research program. The selected institution is a significant consideration in the application review and selection process. The John A. Hartford Foundation funded five Centers of Geriatric Nursing Excellence located at the following Schools or Colleges of Nursing: Oregon Health & Science University, the University of Arkansas for Medical Sciences, the University of California at San Francisco, the University of Iowa and the University of Pennsylvania. These Centers demonstrate the highest level of commitment to gerontological nursing, and have outstanding leadership and capacity in gerontological research, practice and education. Applicants are encouraged to consider these Centers as potential sites for their fellowship program as appropriate.¹

Program Description

The Postdoctoral Fellowship Program focuses on the development of leadership in gerontological nursing through such activities as: research; focused study; networking among scholars, mentors and with colleagues in other fields; demonstration of growth in ability to transform self and organizations by moving outside of traditional modes of success; completion and write-up of a significant research project; and by success in achieving funding from other sources. Fellows, in collaboration with their mentor, will design and implement an individual professional development plan that will support them in developing new competencies and enhanced effectiveness as an academic leader and researcher.

The program offers support at the level of \$60,000 per annum for two years – for a total of \$120,000 - to successful postdoctoral candidates. The Mayday Fund offers an additional \$5,000.00 to those who are studying pain in the elderly.

Program Requirements

- The program requires Fellows to commit full-time equivalency to the research project. While some academic commitments may be maintained in the home institution, these should be relevant to the Fellow's study, sufficiently minimal so as not to reduce full time equivalency in the funded program and not be in conflict with the work the Fellow is undertaking. Where such activities are to be undertaken they must be carefully and fully described in the application.
- Attendance at the Program's Leadership Conference held in conjunction with the Gerontological Society of America's Annual Scientific Meeting is an essential and required activity for both the Fellow and Mentor.
- The selected institution is a significant consideration in the application review and selection process, therefore changes in venue during the fellowship program would require separate petition, review and approval by the program director.
- The research may be a research project carried out independently with appropriate mentoring or in conjunction with a larger project already underway at the institution of choice.
- The School of Nursing must have strong gerontological offerings and preferably have postdoctoral programs available in gerontological nursing.

¹Go to www.geriatricnursing.org/NSGIP for further information on seven additional schools of nursing recognized by the John A. Hartford Foundation.

Criteria Considered in the Selection of Scholars

Applicant

- Potential to contribute to the knowledge base in gerontological nursing in significant ways over time;
- Leadership potential;
- Evidence of commitment to a career in research and education;
- Nature and extent of involvement of applicant in educational, research and professional activities;

Proposed Research

- Significance of the proposed research project and area to improving the health and well-being of older adults and their caregivers;
- Quality, feasibility and innovativeness of the proposed research project and of the professional development plan;

Mentor and Environment

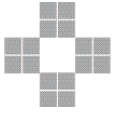
- The qualifications of the faculty mentor and commitment to and involvement with the applicant's development and activities throughout the two year award program;
- Evidence of school's commitment to the applicant's academic career and professional development.

Monitoring & Evaluation

Fellows and mentors are required to submit interim and annual progress reports to the Program Director. The Fellow's report includes self assessment of goal achievement, description of problems in program implementation, and an outline of plans for coming period. The mentor's report includes assessment of fellow's progress including activities and strategies employed by mentor to assist fellow in successfully achieving goals as well as managing problems encountered during the reporting period. These progress reports will be the basis for continued funding. The program reserves the right to terminate or adjust funding if the Fellow is not demonstrating appropriate progress toward implementing his/her plans. Fellows will also participate in an on-going evaluation being conducted by The Measurement Group, LLC which is measuring the impact of the JAHF supported geriatric nursing programs.

Applications must be received by January 10, 2006. The Selection Committee will review all completed applications. Applicants will be advised of funding decisions by March 14, 2006. The award program officially begins July 1, 2006 and when requested, no later than September 1, 2006. Applications should be submitted to:

The American Academy of Nursing Coordinating Center
ATTN: Patricia Archbold, RN, DNSc, FAAN
1030 15th Street, NW Suite 250
Washington, DC 20005-1503



APPLICATION PROCEDURE I

The following items must be included in each application

Postdoctoral Applicants:

- ❑ **Table of Contents** all pages and items numbered
- ❑ **Applicant Data Sheet** completed
- ❑ **A letter from the applicant** (maximum 2 pages).

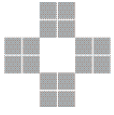
Letter describes personal and professional interest in geriatric nursing, including long-term future plans, the proposed institution for Fellowship and reason for choosing that institution, reasons for seeking support through this program, relevant experience and training and commitment to this area.

Postdoctoral applicants choosing to remain at the same institution at which doctoral studies were completed must provide their rationale for continuing at that institution. While some academic commitments may be maintained in the home institution, these should be relevant to the applicant's work and sufficiently minimal so as not to reduce full time equivalency in the funded program and not be in conflict with the work the applicant is undertaking.

Where such activities are to be undertaken they must be carefully and fully described in the application.
- ❑ **Professional development** during the two-year fellowship (maximum 3 pages).

Professional development plan should include (a) research and leadership goals for the program, (b) , research and leadership competencies to be attained during the program, (c) activities planned to develop the competencies, (d) anticipated outcomes, e.g., how will the applicant be a more effective researcher and leader, in this area.
- ❑ **Research Proposal** which the applicant plans to undertake during the two-year fellowship (maximum 15 pages, not including references). Include (1) proposed aims, (2) background, (3) methods, and (4) , potential significance in improving the healthcare of older adults and their caregivers.
- ❑ **Detailed budget** for grant year I and grant year II including details on funding utilization. The budget should contain a detailed research and funding timetable, beginning July 1, 2006 or no later than September 1, 2006 and ending June 30, 2008 or no later than August 31, 2008.

Acceptable costs include tuition for special courses to enhance gerontological background, stipends, research assistance, supplies/equipment, and travel and registration costs for selected specialty focused meetings. Applicants must include travel support to the Annual Leadership Conference (two hotel nights provided), mentor's travel to the Leadership Conference, and applicant's hotel and registration for the Gerontological Society of America's Annual Scientific Meeting. Applicants must include all anticipated sources of funding. Budgets must be reviewed and approved by an appropriate official at the proposed institution of study prior to application submission. No in-direct costs are allowed.
- ❑ **A letter of commitment from mentor(s)** A letter from each mentor who will support and advise the applicant in implementing the fellowship program should include the mentor's: 2-page bio-sketch and outline of background and competencies; proposed involvement in the applicant's professional development; and ability to help the applicant form linkages with relevant colleagues and institutions. The Program reserves the right to call the institutional mentor for additional information.
- ❑ **A letter of commitment from the institution** signed by the Dean or other appropriate administrator at the proposed institution that documents the school's current capacity in geriatrics, i.e., curriculum, grants, faculty and other initiatives; an outline of institutional resources available to the candidate, e.g., secretarial support, technology; etc.



APPLICATION PROCEDURE I

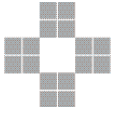
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- ❑ **A signed letter from the Dean of the SON** at which the applicant will receive post-doctoral training, indicating support for placement of the applicant at the institution and the dean's recognition that this is a full time equivalent commitment. Or, if the applicant's plan is to remain at the institution of current employment, a signed letter from the Dean of the SON clearly stating how the applicant will be freed of current responsibilities to allow full time equivalency to the research project, and attest to institutional support for the applicant's current and future role in the institution or organization.
- ❑ **Letters of support** for the applicant's research from the Director of the site(s) in which the applicant's proposed research will be undertaken, if such site is identified in the professional development plan or research proposal.
- ❑ **A current curriculum vitae** that includes education, professional experience, research, publications, special achievements, and professional service activities.
- ❑ **Published articles** a maximum of three articles that illustrate the applicant's scholarship.
- ❑ **Transcripts** (one copy and one, sealed official) from undergraduate and graduate school program/s.
- ❑ **Three professional references** (other than mentor).
These references must speak to the potential of the candidate to complete the program and offer specific evidence of the candidate's potential for academic and professional leadership in the field. Forms for these references will be obtained with the application. Completed forms must be included with the application packet. Forms must be in sealed envelopes with the referee's signature across the seal.

Applicants will submit the required materials in one package, organized as detailed on page 6 with a table of contents. Applications must be:

- complete and accurate at time of submission,
- clear and legible,
- formatted with 1 inch margins on all borders,
- typed in 12 point Arial font,
- double spaced and
- single sided with numbered pages.

Incomplete applications and applications not conforming to the following guidelines will not be reviewed.



APPLICATION PROCEDURE CHECKLIST

Please provide one original, paper application as well as the entire application in (1) a PDF file on a Compact Disc and (2) one exact, single-sided, hard copy with all materials listed below; do not staple or otherwise bind and please assemble in same order as stated. **Insert your last name, first initial and page number on each page in right upper corner of each page.**

In addition, please provide:

- 3 sealed letters of reference
- official, sealed transcript from each undergraduate and graduate school registrar's office.

Original application; do not staple or otherwise bind and however, do assemble all items in the following order:

Postdoctoral Application

- Table of Contents
- Applicant Data Sheet
- Letter from Applicant
- Professional Development Plan
- Research Proposal
- Budget for grant year 1 and grant year 2
- Letter of commitment from mentor including mentor's 2-page bio-sketch
- Letter of commitment from institution
- Institutional statement(s) signed by the Dean(s) with fellowship support details
- Letter of support from practice/research site director where needed
- Applicant's Curriculum Vitae
- Maximum of three scholarly articles
- One copy and one official, sealed transcript from each undergraduate and graduate school registrar's office
- 3 sealed letters of reference

APPLICANT DATA SHEET

Applicant Name: _____ Credentials: _____

Home Address: _____

Preferred Mailing Address (if different than above): _____

Applicant Telephone Number: (H) _____ (W) _____ FAX: (H) _____ (W) _____

Applicant E-mail: (H) _____ (W) _____

Social Security Number: _____

Date of Birth (optional) _____

Race/Ethnicity (optional) check all that apply American Indian American Black or African American Alaskan Native
 Native Hawaiian or Other Pacific Islander Asian White Other

Citizenship: _____ Proof of Permanent U.S. Residency: _____
(provide number and copy of residency card)

State(s) in which you hold a license to practice as an RN: _____

Present Position (Title): _____

Institution Name: _____

Institution Address: _____

Proposed Institution of Fellowship: _____

Address: _____

Title of proposed Research: _____

Please identify your mentor/s for this fellowship: _____

Mentor's Name: _____

Mentor's Title: _____

Phone: _____ Email: _____

How did you find out about this program?: _____

CONFIDENTIAL REFERENCE REPORT

The John A. Hartford Foundation and The Atlantic Philanthropies Building Academic Geriatric Nursing Capacity Postdoctoral Fellow Program

coordinated by the American Academy of Nursing

Confidential reference report for postdoctoral fellowship applicants.

TO THE APPLICANT: this section is to be typed and signed by the applicant before giving it to the reference for completion. Please have referees return completed reference forms to you in a sealed envelope, with the referee's signature across the seal. References **must** accompany applications.

Applicant Name: _____

Applicant Address: _____

Applicant Telephone Number: _____

Applicant Fax Number (if available): _____

Applicant E-mail: _____

I hereby waive my right to examine this reference material.

Date: _____ Signature of Applicant: _____

TO THE REFEREE: The above-named applicant has listed you as a reference for a John A. Hartford Foundation & Atlantic Philanthropies Award. The purpose of this two year fellowship is to prepare a cadre of researchers and educators in gerontological nursing who will provide leadership to the field in building scientific knowledge, attracting others to the field of study, and fill gaps currently existing in Schools of Nursing.

Please provide the following items:

- A completed confidential reference score sheet (attached)
- A brief statement which includes how long and in what capacity you know the applicant as well as the abilities and characteristics of the applicant: commitment to the field, interest and skill in research, teaching ability, scholarliness, intellectual curiosity, interpersonal skills and ability to maintain relationships over time, relationships with peers in nursing and other fields, If possible, please cite examples.

Return these two items to the applicant in a sealed envelope with your signature across the seal, no later than December 12, 2005.

Referee Name: _____ Title: _____

CONFIDENTIAL REFERENCE REPORT

Applicant Name: _____

Please rate the applicant by circling the number, which most nearly represents your opinion of the applicant in comparison with a representative group of individuals you have known who have approximately the same training and experience. Please note unequal intervals in scales.

PERCENTILES	Unable To Judge	0-10% Poor	25-75% Fair	75-90% Excellent	Top 10% Outstanding
Perseverance	0	1	2	3	4
Motivation	0	1	2	3	4
Initiative	0	1	2	3	4
Ability to meet deadlines	0	1	2	3	4
Maturity	0	1	2	3	4
Interpersonal skills/other healthcare professionals	0	1	2	3	4
Interpersonal skills/peers	0	1	2	3	4
Interpersonal skills/admin	0	1	2	3	4
Research skill	0	1	2	3	4
Potential skill research	0	1	2	3	4
Integrity	0	1	2	3	4
Judgment/critical sense	0	1	2	3	4
Intellectual Ability	0	1	2	3	4
Demonstrated originality	0	1	2	3	4
Leadership capacity	0	1	2	3	4
Demonstrated productivity	0	1	2	3	4
Potential productivity	0	1	2	3	4
Ability to communicate (written)	0	1	2	3	4
Ability to communicate (spoken)	0	1	2	3	4
Overall rating for program	0	1	2	3	4

How long have you known this applicant?

In what capacity have you known this applicant?

Signature _____

Date _____