

**Evaluation of 2002 BAGNC Leadership Conference
A John A. Hartford Foundation Funded Project
for the Building Academic Geriatric Nursing Capacity Initiative**

A Report by The Measurement Group¹

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Summary: The second annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative, funded by the John A. Hartford Foundation, was held November 20-22, 2002 in Boston, MA. The goal of the Conference was to facilitate leadership development among the Scholars supported by the Hartford Foundation—the American Academy of Nursing (AAN) Hartford Scholars and the American Association of Colleges of Nursing (AACN) Advance Practice Nursing Scholars. Analyses of the Scholars' responses to the Leadership Conference evaluation form indicate that this Conference was an overwhelming success.

Scholars were very positive about their experience with the Conference. Scholars felt energized and inspired by the combination of distinguished speakers, expert panels, break-out sessions, and networking opportunities. They felt that the diversity of expertise, experiences, vision, and presentation styles of the speakers contributed greatly to Conference. Scholars were especially appreciative of the opportunities for networking with one another and dialogue with the speakers.

The information that the Scholars received helped them increase their leadership skills within the field of geriatric/gerontological nursing. Overall, Scholars felt that they would use the information from the Conference to build confidence and knowledge to lead others; to communicate and represent the professional roles and goals of geriatric/gerontological nursing in the public and political spheres; and to build a network of peers, mentors, and colleagues to help support their growth as nursing scholars.

There was no difference between the groups of Scholars in their overall rating of the Conference, though certain groups of Scholars differed somewhat on their ratings of a few sessions. The Conference was generally well tailored to the educational levels of the different groups of Scholars. However, the Conference can be further refined by having sessions that accommodate to the Scholars' different levels of experience with the Hartford program.

Scholars who attended the 2001 Leadership Conference reported that the 2002 Leadership Conference was equal or better in terms of increasing their leadership skills, the quality of the conference, and the

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relevance to their work. These Scholars, who will be completing their tenure as Hartford Scholars, voiced a strong desire to continue to participate in and contribute to the success of the Conference.

Background: The second annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative funded by the John A. Hartford Foundation was held November 20-22, 2002 in Boston, MA. The Leadership Conference agenda was designed by Angela McBride, Ph.D., and Claire Fagin, Ph.D., in consultation with the Directors of the Hartford Centers of Geriatric Nursing Excellence and the Director of the John A. Hartford Institute at New York University, all of who appeared on the program in various capacities. The BAGNC Initiative is part of a larger Gerontological Nursing Initiative of the John A. Hartford Foundation.

Target Audience and Invited Conference Attendees: The primary target audiences for the Leadership Conference were the American Academy of Nursing (AAN) Hartford Scholars and the American Association of Colleges of Nursing (AACN) Advanced Practice Nursing Scholars. The AAN Hartford Scholars are comprised of two cohorts of scholars. The 2001 Hartford Scholars include 10 Pre-Doctoral and 7 Post-Doctoral Scholars who began their 2-year funding period July 1, 2001. The 2002 AAN Hartford Scholars include 11 Pre-Doctoral, 9 Post-Doctoral, and 2 MBA Scholars who began their 2-year funding period July 1, 2002. The AACN Advanced Practice Nursing Scholars are comprised of one cohort of 36 Advanced Practice Nursing Scholars that began their funding Fall 2002. In addition to the Scholars in attendance at the meeting, there were representatives of different agencies and institutions funded as part of the Hartford Gerontological Nursing Initiative. The groups represented were as follows:

- The Director and Staff from each of the five Hartford Centers of Geriatric Nursing Excellence (Oregon Health & Science University School of Nursing; University of Arkansas for Medical Sciences College of Nursing; University of California San Francisco School of Nursing; University of Iowa College of Nursing; University of Pennsylvania School of Nursing).
- Faculty from each of 7 Hartford Geriatric Nursing Investment Program schools (Case Western Reserve University Frances Payne Bolton School of Nursing; University of Michigan School of Nursing; University of Minnesota School of Nursing; University of North Carolina at Chapel Hill School of Nursing; University of Texas Health Science Center at Houston; University of Rochester School of Nursing; University of Washington School of Nursing).
- The Director and Staff from the Coordinating Center for the Building Academic Geriatric Nursing Excellence housed at the American Academy of Nursing. The AAN Coordinating Center administers the Scholarship Programs.
- Faculty and Staff from the John A. Hartford Institute for Geriatric Nursing at New York University.
- The Director and Staff from the American Association of Colleges of Nursing charged with administering three parts of the Gerontological Nursing Initiative: Enhancing Gerontology/Geriatric Nursing Education in Baccalaureate Programs; Enhancing Gerontology/Geriatric Nursing Education in Advanced Practice Nursing Programs; Creating Careers in Geriatric Advanced Practice Nursing.
- 10 2001 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the conference.²
- 7 2001 Post-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the conference.
- 11 2002 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the conference.
- 9 2002 Post-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the conference.
- 2 2002 MBA John A. Hartford Scholars. These Scholars were a primary target audience for the conference.
- 36 AACN Advanced Practice Nursing Scholars. These Scholars were a primary target audience for the conference.
- Faculty Mentors for AAN Hartford Scholars and AACN Advanced Practice Nursing Scholars
- An outside consultant – Dr. Angela McBride – charged with primary responsibility for the contents of the Conference in collaboration with the AAN Center.

² Names and Universities of all Scholars are listed in Appendix I.

- The Director and Staff from the independent evaluator, The Measurement Group.
- Project Officers and Staff from the John A. Hartford Foundation.
- Invited Speakers.

Design of the Evaluation. A conference evaluation form was included in the handout packet distributed to all conference attendees. Leadership Conference attendees were asked to complete the Evaluation Form as the Conference proceeded, although by observation many individuals completed the entire form at the end of the Conference. A total of 84 forms³ were returned at the end of the Conference or by U.S. mail within two weeks. The Evaluation Form is shown as Appendix II to this report.

Quantitative Findings from the Evaluation. Table 1 summarizes the quantitative findings from the evaluation for all Scholars who completed an evaluation form. This includes: 9 (of the 10) Pre-Doctoral and 6 (of the 7) Post-Doctoral 2001 Hartford Scholars; all (of the 11) Pre-Doctoral, 6 (of the 9) Post-Doctoral, and 1 (of the 2) MBA 2002 Hartford Scholars⁴; and 22 (of the 36) AACN Advanced Practice Nursing Scholars. There were a number of sessions that were targeted to specific groups. In these cases, the cells for the groups of respondents who did not attend the session were left blank.

Supplemental quantitative findings are given in Appendix III for all respondents, which include the following mutually exclusive groups:

- 2001 Pre-Doctoral Scholars: this includes the 2001 Pre-Doctoral AAN Hartford Scholars.
- 2001 Post-Doctoral Scholars: this includes the 2001 Post-Doctoral AAN Hartford Scholars.
- 2002 Pre-Doctoral Scholars: this includes the 2002 Pre-Doctoral AAN Hartford Scholars and the AAN MBA Hartford Scholar.
- 2002 Post-Doctoral Scholars: this includes the 2002 Post-Doctoral AAN Hartford Scholars.
- AACN APN Scholars: this includes the 2002 AACN Advanced Practice Nursing Scholars.
- Directors/Faculty/Staff: this includes Directors/Faculty/Staff from the HCGNEs, Investment Programs, AACN, AAN, Hartford Institute at NYU, AACN Baccalaureate Curriculum and Graduate Curriculum projects. This category also includes those Directors/Faculty/Staff that are also Mentors of AAN Hartford Scholars and AACN Advanced Practice Nursing Scholars.
- Scholar Mentors: this includes Mentors of AAN Hartford Scholars and AACN Advanced Practice Nursing Scholars who do not have a dual position as a Director, Faculty, or Staff at a Hartford Program.

The supplemental findings present the full frequency distributions on each of the quantitative response variables along with frequency distributions on various background, experience, and demographic indicators collected on the Evaluation Form.

The overall pattern of findings illustrated in these numerical ratings is fairly similar for the entire group of respondents and the 5 groups of Scholars.

The quantitative results can be summarized in the following way.

- Overall, the various sessions were very well received by all groups.
- There was no overall negative tendency in responses among any of the groups of Scholars. The overall Conference appears to be well tailored to the needs and expectations of each of the groups of Scholars.
- Two of the concurrent sessions, "Getting the Most Out of the Pre-Doc" and "Getting the Most Out of the Post-Doc," were not as highly rated as the other sessions. Respondents felt that the sessions focused primarily on the new 2002 cohort of Scholars and somewhat required more structure.

³ Two respondents did not fill out more than half of the evaluation form (the second half). As a result, their responses could not be used for the report because the demographics of these respondents are unknown.

⁴ The responses for the MBA Hartford Scholar were aggregated with the 2002 Pre-Doctoral Hartford Scholars in order to keep responses anonymous.

- Although most Scholars indicated that the overall Conference helped them increase their leadership skills within the field of gerontological/geriatric nursing, the Post-Doctoral Scholars (both 2001 and 2002) felt that the Conference was slightly less helpful than did the 2001 Pre-Doctoral Scholars, 2002 Pre-Doctoral Scholars, and the AACN Advanced Practice Nursing Scholars. This may be attributed to the extensive experience that some of the 2001 and 2002 Post-Doctoral Scholars may have had in the field of gerontologic/geriatric nursing.
- A majority of the Scholars (83%) felt that there was the right amount of networking opportunities at this Conference.
- Overall, the Scholars who attended the 2001 Leadership Conference felt that the 2002 Leadership Conference was equal or better in terms of increasing their leadership skills, the quality of the conference, and the relevance to their work.
- Overall, the Scholars who attended the 2001 Leadership Conference cited many specific examples of the ways that the earlier Conference had helped them in the prior year.

Table 1: Quantitative Results from All Scholars
Respondent Evaluations of Conference Sessions

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
A. Welcome Lunch (Fagin, McClure) for AAN Scholars							
How well did this session frame the purpose of this conference?	Excellent or Very Good	94.0% (n=33)	88.8% (n=9)	100.0% (n=6)	91.7% (n=12)	100.0% (n=6)	--
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	100.0% (n=33)	100.0% (n=9)	100.0% (n=6)	100.0% (n=12)	100.0% (n=6)	--
How would you rate the session quality?	Excellent or Very Good	93.9% (n=33)	88.8% (n=9)	100.0% (n=6)	91.7% (n=12)	100.0% (n=6)	--
B1. "Orchestrating A Research Career" (McBride) for 2002 AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	94.5% (n=18)	--	--	91.6% (n=12)	100.0% (n=6)	--
How would you rate the session quality?	Excellent or Very Good	94.5% (n=18)	--	--	91.7% (n=12)	100.0% (n=6)	--
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	94.5% (n=18)	--	--	91.7% (n=12)	100.0% (n=6)	--
Should this type of session be repeated in future years?	Definitely or Probably	94.4% (n=18)	--	--	91.7% (n=12)	100.0% (n=6)	--
Would attending another session similar to this one another time be useful for you?	Yes	88.2% (n=17)	--	--	81.8% (n=11)	100.0% (n=6)	--

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
B2. Poster Presentation Development Session (Beilenson) for 2001 AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	100.0% (n=9)	100.0% (n=4)	100.0% (n=5)	--	--	--
How would you rate the session quality?	Excellent or Very Good	100.0% (n=9)	100.0% (n=4)	100.0% (n=5)	--	--	--
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	100.0% (n=9)	100.0% (n=4)	100.0% (n=5)	--	--	--
Should this type of session be repeated in future years?	Definitely or Probably	88.9% (n=9)	75.0% (n=4)	100.0% (n=5)	--	--	--
Would attending another session similar to this one another time be useful for you?	Yes	71.4% (n=7)	75.0% (n=4)	66.7% (n=3)	--	--	--
C. Panel on "Using Risk-Taking/Creativity to Influence Change" (Beverly, Naylor, Harrington) for AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	93.9% (n=33)	100.0% (n=9)	100.0% (n=6)	91.7% (n=12)	83.3% (n=6)	--
How would you rate the session quality?	Excellent or Very Good	90.9% (n=33)	77.7% (n=9)	91.7% (n=6)	100.0% (n=12)	100.0% (n=6)	--
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	75.7% (n=33)	55.5% (n=9)	100.0% (n=6)	83.3% (n=12)	66.7% (n=6)	--
Should this type of session be repeated in future years?	Definitely or Probably	97.0% (n=33)	100.0% (n=9)	100.0% (n=6)	91.7% (n=12)	100.0% (n=6)	--
Would attending another session similar to this one another time be useful for you?	Yes	86.7% (n=30)	66.7% (n=9)	100.0% (n=4)	90.9% (n=11)	100.0% (n=6)	--

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
D1. Poster Presentation and Reception (Class of 2001) for AAN Scholars Who Presented Posters							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
How would you rate the session quality?	Excellent or Very Good	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	93.3% (n=15)	88.9% (n=9)	100.0% (n=6)	--	--	--
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
D2. Poster Presentation and Reception (Class of 2001) for AAN Scholars Who Did Not Present Posters							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	88.2% (n=17)	--	--	81.8% (n=11)	100.0% (n=6)	--
How would you rate the session quality?	Excellent or Very Good	94.1% (n=17)	--	--	91.0% (n=11)	100.0% (n=6)	--
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	52.9% (n=17)	--	--	45.5% (n=11)	66.7% (n=6)	--
Should this type of session be repeated in future years?	Definitely or Probably	94.1% (n=17)	--	--	90.9% (n=11)	100.0% (n=6)	--
Would attending another session similar to this one another time be useful for you?	Yes	88.2% (n=17)	--	--	81.8% (n=11)	100.0% (n=6)	--

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
E. Panel on "Interpersonal/Communication Effectiveness" (Beilenson, Gordon, Kayser-Jones) for AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	91.0% (n=33)	88.9% (n=9)	83.3% (n=6)	91.6% (n=12)	100.0% (n=6)	--
How would you rate the session quality?	Excellent or Very Good	93.9% (n=33)	88.9% (n=9)	83.3% (n=6)	100.0% (n=12)	100.0% (n=6)	--
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	90.9% (n=33)	88.9% (n=9)	83.3% (n=6)	91.7% (n=12)	100.0% (n=6)	--
Should this type of session be repeated in future years?	Definitely or Probably	94.0% (n=33)	88.9% (n=9)	83.3% (n=6)	100.0% (n=12)	100.0% (n=6)	--
Would attending another session similar to this one another time be useful for you?	Yes	87.1% (n=31)	88.9% (n=9)	60.0% (n=5)	100.0% (n=11)	83.3% (n=6)	--
F. Panel on "Strategic Vision" (Mezey, Strumpf, McBride) for All Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	90.2% (n=51)	100.0% (n=9)	100.0% (n=6)	100.0% (n=11)	100.0% (n=6)	73.7% (n=19)
How would you rate the session quality?	Excellent or Very Good	88.3% (n=51)	88.9% (n=9)	100.0% (n=6)	90.9% (n=11)	83.3% (n=6)	84.2% (n=19)
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	82.7% (n=52)	88.9% (n=9)	100.0% (n=6)	83.3% (n=12)	83.4% (n=6)	73.7% (n=19)
Should this type of session be repeated in future years?	Definitely or Probably	96.0% (n=50)	100.0% (n=9)	100.0% (n=6)	100.0% (n=11)	100.0% (n=6)	88.9% (n=18)
Would attending another session similar to this one another time be useful for you?	Yes	91.3% (n=46)	85.7% (n=7)	80.0% (n=5)	100.0% (n=11)	100.0% (n=6)	88.2% (n=17)

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
G1. Concurrent Sessions – Getting the Most Out of the Pre-Doc (Richards, Williams) for Pre-Doctoral AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	41.2% (n=17)	42.9% (n=7)	--	40.0% (n=10)	--	--
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	33.3% (n=18)	37.5% (n=8)	--	30.0% (n=10)	--	--
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	27.8% (n=18)	25.0% (n=8)	--	30.0% (n=10)	--	--
Should this type of session be repeated in future years?	Definitely or Probably	72.2% (n=18)	87.5% (n=8)	--	60.0% (n=10)	--	--
Would attending another session similar to this one another time be useful for you?	Yes	61.1% (n=18)	62.5% (n=8)	--	60.0% (n=10)	--	--
G2. Concurrent Sessions – Getting the Most Out of the PostDoc (Archbold, Maas) for Post-Doctoral AAN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	60.0% (n=10)	--	80.0% (n=5)	--	40.0% (n=5)	--
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	40.0% (n=10)	--	40.0% (n=5)	--	40.0% (n=5)	--
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	40.0% (n=10)	--	60.0% (n=5)	--	20.0% (n=5)	--
Should this type of session be repeated in future years?	Definitely or Probably	60.0% (n=10)	--	60.0% (n=5)	--	60.0% (n=5)	--
Would attending another session similar to this one another time be useful for you?	Yes	33.0% (n=9)	--	25.0% (n=4)	--	40.0% (n=5)	--

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
G3. Concurrent Sessions – Getting the Most Out of Your Masters Program (Sullivan-Marx, Foreman) for AACN APN Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	90.9% (n=22)	--	--	--	--	90.9% (n=22)
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	72.7% (n=22)	--	--	--	--	72.7% (n=22)
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	63.6% (n=22)	--	--	--	--	63.6% (n=22)
Should this type of session be repeated in future years?	Definitely or Probably	95.5% (n=22)	--	--	--	--	95.5% (n=22)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=22)	--	--	--	--	100.0% (n=22)
H. Conversation with a Geriatric Nurse Heroine: Dr. Mary Starke Harper (Bednash) for All Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	94.1% (n=51)	100.0% (n=9)	83.4% (n=6)	100.0% (n=11)	80.0% (n=5)	95.0% (n=20)
How would you rate the session quality?	Excellent or Very Good	98.0% (n=51)	100.0% (n=9)	100.0% (n=6)	100.0% (n=11)	80.0% (n=5)	100.0% (n=20)
How valuable was the content of this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	90.1% (n=51)	100.0% (n=9)	83.3% (n=6)	100.0% (n=11)	80.0% (n=5)	85.0% (n=20)
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	90.1% (n=51)	100.0% (n=9)	66.6% (n=6)	100.0% (n=11)	80.0% (n=5)	90.0% (n=20)
Should this type of session be repeated in future years?	Definitely or Probably	96.0% (n=50)	100.0% (n=9)	83.3% (n=6)	100.0% (n=11)	80.0% (n=5)	100.0% (n=19)
Would attending another session similar to this one another time be useful for you?	Yes	92.2% (n=51)	100.0% (n=9)	66.7% (n=6)	100.0% (n=11)	80.0% (n=5)	95.0% (n=20)

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
I. Panel on "Inspiring and Leading Change" (Fagin, Clifford, Mor) for All Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	96.0% (n=50)	100.0% (n=9)	100.0% (n=6)	100.0% (n=9)	100.0% (n=6)	90.0% (n=20)
How would you rate the session quality?	Excellent or Very Good	94.0% (n=50)	100.0% (n=9)	100.0% (n=5)	88.8% (n=9)	100.0% (n=6)	90.4% (n=21)
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	82.0% (n=50)	77.8% (n=9)	100.0% (n=5)	88.9% (n=9)	66.7% (n=6)	80.9% (n=21)
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=50)	100.0% (n=9)	100.0% (n=5)	100.0% (n=9)	100.0% (n=6)	100.0% (n=21)
Would attending another session similar to this one another time be useful for you?	Yes	95.7% (n=47)	87.5% (n=8)	100.0% (n=4)	100.0% (n=8)	100.0% (n=6)	95.2% (n=21)
J. Endnotes: Reflections on Leadership in Gerontology (Disch) for All Scholars							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	83.3% (n=42)	100.0% (n=5)	66.6% (n=6)	100.0% (n=9)	83.3% (n=6)	75.1% (n=16)
How would you rate the session quality?	Excellent or Very Good	88.1% (n=42)	100.0% (n=5)	66.6% (n=6)	100.0% (n=9)	83.3% (n=6)	87.6% (n=16)
How useful was the session content for helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	80.5% (n=41)	100.0% (n=4)	50.0% (n=6)	88.9% (n=9)	83.3% (n=6)	81.3% (n=16)
Should this type of session be repeated in future years?	Definitely or Probably	92.5% (n=40)	100.0% (n=4)	83.3% (n=6)	100.0% (n=8)	83.3% (n=6)	93.8% (n=16)
Would attending another session similar to this one another time be useful for you?	Yes	94.9% (n=39)	100.0% (n=4)	60.0% (n=5)	100.0% (n=8)	100.0% (n=6)	81.8% (n=16)

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
K. Overall Conference Evaluation for All Scholars							
How relevant was this leadership conference for your work?	Extremely Relevant or Very Relevant	94.4% (n=54)	100.0% (n=9)	100.0% (n=6)	91.6% (n=12)	83.4% (n=6)	95.2% (n=21)
How well did the conference match your expectations?	Very Closely Match or Somewhat	100.0% (n=54)	100.0% (n=9)	100.0% (n=6)	100.0% (n=12)	100.0% (n=6)	100.0% (n=21)
Would you recommend a similar conference to a peer?	Definitely or Probably	94.5% (n=54)	100.0% (n=9)	100.0% (n=6)	91.7% (n=12)	100.0% (n=6)	90.5% (n=21)
How would you rate the conference quality?	Excellent or Very Good	90.7% (n=54)	100.0% (n=9)	100.0% (n=6)	91.6% (n=12)	83.3% (n=6)	90.5% (n=21)
How likely are you to use the information from the conference?	Very Likely or Somewhat Likely	98.2% (n=54)	100.0% (n=9)	100.0% (n=6)	100.0% (n=12)	100.0% (n=6)	95.3% (n=21)
How valuable was the overall conference in helping you meet the goals and objectives of your JAHF grant/scholarship?	Extremely Valuable or Very Valuable	88.7% (n=53)	100.0% (n=8)	83.4% (n=6)	91.6% (n=12)	66.6% (n=6)	90.4% (n=21)
How useful was the overall conference in helping you <u>increase</u> your leadership skills within the field of gerontological/geriatric nursing?	Extremely Useful or Very Useful	83.4% (n=54)	88.9% (n=9)	66.7% (n=6)	91.7% (n=12)	50.0% (n=6)	90.5% (n=21)
How appropriate was the number of networking opportunities provided at this conference (e.g., networking luncheons, breaks)?	Just Right	83.3% (n=54)	88.9% (n=9)	66.7% (n=6)	66.7% (n=12)	66.7% (n=6)	100.0% (n=21)
How conducive was the setting of this conference to networking?	Extremely or Very	87.0% (n=54)	88.9% (n=9)	83.4% (n=6)	91.7% (n=12)	100.0% (n=6)	81.0% (n=21)
How appropriate was the combination of panels, concurrent sessions, networking receptions, and other sessions at this conference?	Just Right	90.0% (n=50)	77.8% (n=9)	100.0% (n=5)	80.0% (n=10)	100.0% (n=5)	95.2% (n=21)

Variable	Indicator	All Scholars	2001 Pre-Doctoral Scholars	2001 Post-Doctoral Scholars	2002 Pre-Doctoral Scholars	2002 Post-Doctoral Scholars	AACN APN Scholars
L. Comparison to Last Year's Leadership Conference for 2001 AAN Scholars							
The overall quality of this year's conference was:	Better than last year or About the same	93.3% (n=15)	88.9% (n=9)	100.0% (n=6)	--	--	--
The overall relevance of this year's conference to my work was:	More relevant than last year or About the same	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
The opportunities for networking and interacting with peers in this year's conference were:	Better than last year or About the same	93.3% (n=15)	100.0% (n=9)	83.3% (n=6)	--	--	--
This year's conference increased my leadership skills within the field of gerontological/geriatric nursing	More than last year or About the same	100.0% (n=15)	100.0% (n=9)	100.0% (n=6)	--	--	--
Did you use any information from last year's Leadership Conference over the course of the year?	Yes	90.9% (n=11)	87.5% (n=8)	100.0% (n=3)	--	--	--
Did the networking opportunities provided by the 2001 Leadership Conference result in any synergistic relationships or collaborations during the year?	Yes	69.2% (n=13)	62.5% (n=8)	80.0% (n=5)	--	--	--

Comparison of the Ratings of Types of Respondents. The responses of the five groups of Scholars—2001 Pre-Doctoral Scholars, 2001 Post-Doctoral Scholars, 2002 Pre-Doctoral Scholars, 2002 Post-Doctoral Scholars, and AACN APN Scholars—were compared. The responses made by these five groups about the individual sessions of the Conference were compared using an appropriate nonparametric statistical test (Kruskal-Wallis). Of 49 comparisons, 11 were found to be different using as a level of significance, $p < .100$. The following differences were observed:

- Types of Scholars differed in how relevant they thought the “Poster Presentation Development” session was for their work ($p = .060$). The 2002 Cohort of Scholars thought that this session was more relevant to their work than did the 2001 Cohort of Scholars.⁵
- Types of Scholars differed in how relevant they thought the “Panel on Strategic Vision” was for their work ($p = .053$). The AACN APN Scholars thought that this session was the least relevant to their work.
- Types of Scholars differed in their thoughts about the “Concurrent Sessions.” The AACN APN Scholars thought that their concurrent session, “Getting the Most Out of Your Master’s Program,” was the most relevant to their work ($p = .013$), most valuable for helping them meet the goals and objectives of the JAHF grant ($p = .032$), most useful for helping them increase their leadership skills within the field of geriatric/gerontological nursing ($p = .050$), and most positive about the usefulness of attending a session similar to this one another time ($p = .002$).
- Types of Scholars differed in their thoughts about the “Conversation with a Geriatric Nurse Heroine” session. The Pre-Doctoral Scholars from both cohorts felt that this session was most valuable for helping them meet the goals and objectives of the JAHF grant ($p = .078$), most useful for helping them increase their leadership skills within the field of geriatric/gerontological nursing ($p = .056$), most positive about the idea of repeating a similar type of session in future years ($p = .075$), and most positive about the usefulness of attending a session similar to this one another time ($p = .085$).
- Types of Scholars differed in how useful they thought it would be to attend a session similar to the “Endnotes” session another time ($p = .007$). 2001 Post-Doctoral Scholars thought it would be least useful for them to attend a session similar to this one another time.

The responses of the five groups of Scholars about the overall Conference were also compared using an appropriate nonparametric statistical test. Of 10 comparisons, no differences were detected among the five Scholars about their thoughts about the Conference overall using typical significance levels.

Qualitative Findings from the Evaluation. Table 2 summarizes the qualitative findings from the evaluation for all Scholars who completed the Evaluation Form. The comments made by all other respondents—Mentors, Directors, Faculty, and Staff—are presented in Appendix IV.

Several general themes emerge from these comments that might be addressed in future conferences.

- In general, the participants were extremely positive about the Leadership Conference. Scholars were “energized” and “inspired” by the Conference. As with the quantitative ratings, these comments point out that the Conference was a success.
- Overall, Scholars felt that they would use the information from the Conference to build confidence and knowledge to lead others; to communicate and represent the professional roles and goals of geriatric/gerontological nursing in the public and political spheres; and to build a network of peers, mentors, and colleagues to help support their growth as nursing scholars.
- The Scholars especially appreciated the diversity of expertise, experiences, vision, and presentation styles that the speakers brought to the Conference. The examples and anecdotes that the speakers presented from both their professional and personal experiences enhanced the potency of the messages; it illustrated abstract concept with concrete situations/examples. Scholars were very receptive to messages conveyed in this manner.
- There was also a general feeling that the opportunities for dialogue between the audience and speakers contributed greatly to the sessions. Scholars felt that they benefited greatly from the exchange of ideas and the chance to contribute to the sessions.

⁵ The AACN APN Scholars were not included in this comparison because they did not attend this session.
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- The Scholars were very satisfied with the networking opportunities at the Conference. Less structured sessions, such as the Poster Presentations and Concurrent Sessions, were especially successful in facilitating networking among Scholars, and between Scholars and Leaders in the field. The Scholars were very gratified with the chance to speak to others who share similar interests and experience, and appreciated the opportunity to interact with and get input from experts in geriatric/gerontological nursing.
- The concurrent sessions were a good forum for introductions and more focused conversation within the smaller groups (Pre-Doctoral, Post-Doctoral, Advanced Practice Nursing Scholars). However, the content did not seem to match the different needs and experiences of the two cohorts of Hartford Scholars. These sessions focused on topics that may have been more relevant to the 2002 cohort of Hartford Scholars than to the 2001 Hartford Scholars. Many 2001 Hartford Scholars expressed that they would have preferred discussions relating to the future to prepare them for the next steps after the Hartford Scholarship and/or after their graduate work.
- Scholars felt that the Conference could be improved by integrating some practical content into the sessions. This includes having sessions around topics of interest to promote discussion, collaboration and networking among Conference attendees; having a session related to the functional aspects of the Hartford Scholarship and Graduate work, such as “how to prepare a budget” or “tips for junior faculty;” and having the opportunity to practice some of the skills that are discussed or demonstrated in the sessions.
- Two groups of Scholars expressed a desire for increasing involvement in the Conference. The 2001 cohort of Hartford Scholars commented that they wanted to stay involved in the Conference after their tenure as Hartford Scholars. The AACN APN Scholars commented that they wanted to attend sessions that they were not invited to.
- Scholars were exceedingly pleased with the amenities. There were no complaints about the physical layout, food, or facilities. However, there were several Scholars who express their concern about the difficulty of committing such an extended period of time to attend both the Leadership Conference and GSA back-to-back.

Table 2: Qualitative Comments

A. Welcome Lunch (for AAN Scholars)

2001 Pre-Doctoral Scholars

- Good food, great conversations around the table.
- Nice welcome-set stage for the Conference.
- I thought Donna R's remarks regarding financial status of foundation were out of place at welcome. I would like to know more about it and potential impact on BAGNC program-what Scholars can and should do in relation to this.

2001 Post-Doctoral Scholars

- Food was also very good-set nice tone for the rest of the Conference. (2)

2002 Pre-Doctoral Scholars

- It was a wonderful opportunity to meet people.
- Have Scholars present themselves. Also, recognize Mentors--have them stand.

2002 Post-Doctoral Scholars

(NONE)

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. AACN Advanced Practice Nursing Scholars did not attend this session. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

B1. Orchestrating a Research Career (for 2002 AAN Scholars)

2002 Pre-Doctoral Scholars

- Very powerful.
- Excellent presentation
- Speaker has a nice sense of humor.
- In relation to question g [would attending another session similar to this one another time be helpful for you?], I think that an additional session might be framed differently than this one, a continuation of leadership and development.

2002 Post-Doctoral Scholars

- Wonderful, common sense advice.
- Encouraged self-assessment to identify personal stages of career development.
- McBride's session was excellent!! Time for discussion with her would have been helpful.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The 2002 cohort of AAN Hartford Scholars was the only group of attendees at this session. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

B2. Poster Presentation Development Session (for 2001 AAN Scholars)

2001 Pre-Doctoral Scholars

- I think the poster session should be expanded to have an informal session where the nurse leaders engage the Scholars in a discussion about their work. I can sit in "booster" sessions (being encouraged etc.), but I think one-on-one is most important.
- Individual commenting on posters is time intensive and inefficient. I would suggest some sort of group discussion as part of the format.
- Some of Mr. Beilenson's comments about posters were questionable. For example, I was told to remove the "results" section (tables, graphs) and replace with text, and to have my results on handouts for people who would be interested. I do not think that such a poster would be well received at a scientific conference such as GSA.

2001 Post-Doctoral Scholars

- Although John's (Beilenson) critique was only 8 minutes, the networking among Scholars was very rich.
- Getting feedback on the poster was very helpful to me. I have never gotten any critique on a poster before.
- I found this helpful feedback on my poster, but would not need this in the future. This is an excellent idea for first time poster presenters.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The 2001 cohort of AAN Hartford Scholars was the only group of attendees at this session. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

C. Risk-Taking/Creativity (for AAN Scholars)

2001 Pre-Doctoral Scholars

- The three speakers complemented each other well. Each focused on a slightly different aspect of creativity and risk-taking. (2)
- Beverly and Naylor were engaging and funny.
- Harrington was a good content tentative speaker.
- More practical steps for increasing risk taking capacity/comfort would be helpful. (2)
- Discussion of real issues and barriers encountered would also be useful.

2001 Post-Doctoral Scholars

- All the speakers were great – different approaches to the topic blended well.

2002 Pre-Doctoral Scholars

- I most appreciated Dr. Harrington's real life example. I'd most like to hear stories of how leaders have impacted nursing practice in their own careers.
- C. Harrington a bit dry.

2002 Post-Doctoral Scholars

- Some of the speakers talked about exercises for practicing creativity (e.g. re-creating or umbrella). It would have been useful/fun to try some of these exercises in the session.
- Dialogues related to these issues are always beneficial; dependent on current circumstances, could learn something new if attended this more than one time.
- Notice I changed my mind after the question/answer period. Great comments and responses that pulled the presentations up.
- This was at the macro level - need details on micro.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. AACN Advanced Practice Nursing Scholars did not attend this session. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

D. Poster Presentation and Reception - Class of 2001 (for AAN Scholars)

2001 Pre-Doctoral Scholars

- People were very interested and open to advice and comments both on poster content and presentation.
- I found it great to discuss my topic with Scholars and established researchers. (2)
- John Beilenson's comments on how to improve posters were especially helpful. (2)

2001 Post-Doctoral Scholars

- This activity increased the focus of the attention on the Scholars. I believe the Scholars need more prominence. (This year was definitely better than last.)
- I got a lot out of talking with other Scholars. (2)

2002 Pre-Doctoral Scholars

- I believe that the goal of this session, for the participants, was to give and gain information related to professional and topic specific experience.
- Great way to network. (2)
- It was a great opportunity to meet the other Pre- and Post-Doctoral Scholars, and find others with similar research interests.
- Very creative and diverse work. Helps 2002 Scholars get ready for the 2003 Leadership Meeting. (2)
- I enjoyed the posters very much for their own merit even though none of the topics related to my own field.
- The time of the day was difficult for concentrating on the info.

2002 Post-Doctoral Scholars

- Excellent format for building network.
- Great to speak to the Scholars and their preceptors. Always enjoy poster sessions.
- Since this was the 1st time so many people had presented, it would have been helpful for them to know how to interact. Some had difficulty in answering questions. Others did just fine.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. AACN Advanced Practice Nursing Scholars did not attend this session. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

E. Panel on Interpersonal/Communication Effectiveness (for AAN Scholars)

2001 Pre-Doctoral Scholars

- I appreciated the fact that the three presenters each had a different approach (not only nursing).
- I found Suzanne Gordon and Kayser Jones particularly helpful.
- Excellent session particularly Suzanne Gordon's presentation.
- Suzanne Gordon's candor and practical examples were priceless.
- I would be interested in seeing how someone like Suzanne Gordon would change an example of traditional nursing publicity/communication to make it more effective. It's one thing to learn the theory of how to communicate more effectively. It would be even more helpful to see an example that demonstrated the needed changes and transformation.
- I feel that Suzanne Gordon was putting nurses down and her statistics were incorrect (people do not die from pressure ulcers they die from their situation/surroundings. PU, it is a symptom.) I felt that she offended and alienated the audience.
- Beilenson was very effective to the point.
- Kayser-Jones is a good public speaker, but I lost track of what she was trying to say.

2001 Post-Doctoral Scholars

- Extremely useful! Thought provoking and inspiring.
- All 3 speakers contributed in meaningful but different ways.
- It was nice to attend a session where there was a lot of dialogue.
- The question/answer portion was the best part of the whole panel.
- Not too much new information - but review is appropriate.

2002 Pre-Doctoral Scholars

- Suzanne Gordon was wonderful.
- Gordon - powerful message- good inflection and gestures, overuse of "um" and side to side movement is distracting.
- Kayser-Jones - good speaker, good message - great opening and closing. I did not think the other two speakers were effective (Suzanne Gordon was excellent).
- The first talk (Beilenson), I did not find very useful. I would have liked more examples.
- Great discussion after talk

2002 Post-Doctoral Scholars

- Communication is so fundamental. It is possible we need it divided into communicating research content and policy.
- Generally, good session.

Appendix IV: Supplemental Qualitative Evaluation Results for Non-Scholars

- While the principles were good, they were not sufficient.
- Would be great to hear more from Ms Gordon in particular.
- John and Suzanne had annoying habits of saying "okay," "you know," and "uh."
- Suzanne Gordon referred to "nurses" and "they" not acknowledging that the entire audience was nurses. Same talk Suzanne gave at AACN last year.

AACN Advanced Practice Nursing Scholars

- I wish Scholars were invited to this. (2)
- Very informative, even though I wasn't supposed to be there.
- I would like to attend every year.
- Nurses need communication skill development! We need some "lessons" on professionalism, how to develop self esteem, how to "sell oneself" - because nurses still bicker, treat each other terribly, etc.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. AACN Advanced Practice Nursing Scholars did not attend this session. However, a few AACN APN Scholars attended the session and several AACN APN Scholars made comments. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

F. Panel on Strategic Vision (for All Scholars)

2001 Pre-Doctoral Scholars

(NONE)

2001 Post-Doctoral Scholars

- Dr. McBride is very inspiring, always cut to the core of issues and I take an important message away from her presentations.
- Interesting ideas.

2002 Pre-Doctoral Scholars

- Mathy Mezey, Dr. Strumpf and Dr. McBride were great. It's so good to see where I will hope to be someday.
- McBride did a great job filling in.
- Next year I would like information on how to access trend data on the internet and otherwise with examples of how to effectively use the data.

2002 Post-Doctoral Scholars

- Eye-opening presentation on vision for future.
- I commend all the speakers on their ability to really relate to the audience- through their personal and professional accomplishments they impart much wisdom. As I listened, I was re-energized and re-affirmed in the principles that guide geriatric care-passion, commitment, interest, and team work.

AACN Advanced Practice Nursing Scholars

- The panel was very informative in sharing their life experiences and the focus of strategic vision.
- I took back a quality point from each speaker that I will use in my own practice and growth.
- I found this session to be inspiring and useful and assisting me in focusing my interests in frontology.
- Most valuable to me were: (1) passion and commitment exhibited by speakers and; (2) some new (to me) ideas/concepts about direction for the field, ideas for success.
- Being a Master's prepared social worker as well as a Graduate NP student, the discussion gave me courage/empowerment to be proud of my expertise and clinical skills and meshing the two fields.
- It's unfortunate when speakers with so much knowledge have to condense so much on such broad topics. It's hard to absorb when there is such a wealth of good info that suddenly has to be spoken swiftly, with slides speeding by! Too fast to even read!
- Slide handouts would help so much to have taken back to my classes/colleagues.
- It was inspirational and gave food for thought but not much concrete to hold on to.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

G. Concurrent Sessions (for All Scholars)

2001 Pre-Doctoral Scholars (Getting the Most Out of the Predoc)

- Great opportunity for sharing/networking and discussion of issues and TYR'S for Scholars.
 - I gained some good ideas from this session.
 - It was very helpful for the 2002 Scholars to ask us questions, etc.
 - I believe that this session was most helpful for the up and coming Pre-Docs. (2)
 - The discussion was interesting but I found that there was a lot of nuts and bolts discussion from the first years that may be more useful in a session with Patty.
 - There was little opportunity to share our experiences. (2)
 - I would have appreciated a focus on the future - what do we do next??
 - Perhaps we could have met with the Post Docs!
 - I would have appreciated an approach where the facilitators posed questions and ideas and guided discussion rather than a list of things to do or not to do. (2)
 - One of the faculty/mentors spent a great deal of time presenting a list of characteristics of what she called "the good mentee." This was not the goal of the session at least not for me. (2)
 - I thought the format was a little awkward. We sat in a circle and it can be a little intimidating.
 - The session seemed very long.
-

2001 Post-Doctoral Scholars (Getting the Most Out of the Postdoc)

- This is probably most helpful at the beginning of the Post-Doc. For example, Dr. Archbold had some very concrete examples of expectations of Post-Docs in other programs that included some things I had never thought about.
 - I am second year Scholar and this session would have been helpful as a first year Scholar - goals are slightly different - but we had a great discussion of future goals.
 - Would have been helpful to have 2001 Scholars talk to give their experience of past 1.5 years-problems, tips, etc.
 - Programatic comments and helpful straight forward hints.
-

2002 Pre-Doctoral Scholars (Getting the Most Out of the Predoc)

- This session was great!
 - I enjoyed the open forum.
 - Introduction was helpful for networking.
 - I especially appreciated time to interact and get to know each other. (2)
 - The time to discuss "nuts and bolts" of the program such as budgets, progress reports, etc was important.
 - I liked Kathy's comments on how to be a good mentee.
 - This session did not meet my needs; it was very elementary.
 - I was not receptive to the "do's and don'ts" of the mentee since my mentor and I enjoy a mature special relationship---we know one another's strengths/weaknesses and respect boundaries. Perhaps opening up this session with open-ended questions about our positive and negative mentoring experiences would be more useful.
 - Talked mostly about how to be a good "mentee." Would have like to talk more about future - like how/where to do Post-Doc searches.
 - The premise of this session was good but the actual session was not very interactive.
 - The topic and idea are good. The formal speakers and droning were not at all useful.
 - A bit more structure would be helpful. Maybe a hand-out and a short presentation to start the discussion. I would put in the agenda that it is a discussion format.
 - Sometimes we digressed to things that could have been asked on another form.
 - Discussion on how to construct and revise a budget would be helpful.
-

2002 Post-Doctoral Scholars (Getting the Most Out of the Postdoc)

- Good to have combined session with both years of Scholars.
- Would help to have persons in Post Docs discuss issues/concerns rather than focusing on preparing for a Post Doc - we are already immersed in the experience.

Appendix IV: Supplemental Qualitative Evaluation Results for Non-Scholars

- Session did not address my situation. A few participants from 2001 group dominated session. I suggest one session for one class of Scholars, and one session for combined groups. More practical suggestions would be helpful. Chairs had prepared how to choose a mentor. We already did that.
- This session could be an orientation to NIH funding, publications (how to select journal, how to divide content from your work, selecting co-authors, etc.), looking for a job when research is important to you. This is not a criticism of what took place but rather a way to enrich the future.

AACN Advanced Practice Nursing Scholars (Getting the Most Out of Your Masters Program)

- It was wonderful to be able to hear from other AACN Scholars and from the Hartford Foundation itself.
- Eileen is an excellent/interesting Scholar.
- Eileen Sullivan-Marx was very approachable - forum was very comfortably addressed, promoted easy conversation. (2)
- Was very enlightening to hear from peers.
- I appreciate the sense of support from the leaders in the room and their desire to make our program and careers work. (2)
- It was a great opportunity to meet others who are doing the same things in other parts of the country...and we all experience the same challenges! (4)
- Helpful to get some new tips to manage all of my responsibility. Great group!
- I think this will help me focus on what I will need to do. I have been placing a greater priority on my job. Just as medical students put the most priority on their education, I will do the same.
- This session would have been more helpful had I been earlier/just beginning in my Masters Program.
- Helpful to offer a session focused in transitioning into the workforce/GNP role. This would be greatly received by all level students. (2)
- It became too focused on financial/loan issues for individual students.
- Thank you! (3)

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

H. A Conversation with a Geriatric Nurse Heroine: Dr. Mary Starke Harper (for All Scholars)

2001 Pre-Doctoral Scholars

- What an inspiration! Excellent! (2)
- Fabulous - reminded me again why I do geriatrics.
- Wonderful-I did not know of Mary Starke Harper prior to this event but feel very fortunate to have had the opportunity to hear her and learn more about this extraordinary geriatric nursing pioneer. Thanks!
- I was very humbled by the accomplishments of Dr. Harper.
- She was wonderful and so encouraging to a young scholar.

2001 Post-Doctoral Scholars

- Absolutely inspiring.
- Wow! She is a cool leader for all to aspire to!
- Dr. Harper was charming and entertaining, and it is nice to recognize people like her. Beyond her delightful presence, her insight into health and policy issues was phenomenal.
- Wonderful example of process teaching. How better to illustrate the depth of leadership and aging than to have a dynamic older nurse leader!

2002 Pre-Doctoral Scholars

- Excellent!
- Dr. Harper is a memorable woman. She was very willing to share her wisdom.
- Please bring her back next year.
- Let's bring her back as a tradition. Mary Starke Harper is a gem and beautiful person and I will learn from her for the rest of my life.
- Although Dr. Harper's presentation was fascinating, it would be wonderful if a future session was more interactive.

2002 Post-Doctoral Scholars

- Inspirational!!
- Very moving experience to listen to a Living Legend and her accomplishments. I am grateful to have the opportunity to chat with the terrific lady on a personal basis at the reception afterward. Thank you!

AACN Advanced Practice Nursing Scholars

- Dr. Harper is amazing and how she has exhibited leadership through serving and perseverance. What a privilege to listen to her speak and glean from her experience.
- Dr. Harper was amazing and really demonstrated effective leadership.
- Mary's (Dr. Harper) inspiration was, for me, centered on her demonstration of intelligence, compassion, clear goals, and tenacity.
- Her courage in facing opposition and tenacity in succeeding was very encouraging; energizing the soul.
- It's an inspirational opportunity to understand the tenacity it took for nursing leaders to get to where they are today. They didn't just land in this position, it took hard work, respect, teamwork, and passion! Thanks!
- Outstanding presentation of knowledge, experience, life value and experience - absolutely marvelous speaker and person. What a "goal" to hold in mind to work towards - what a model!
- Inspirational, she drew me in. I want to be like her. She had so much to say about policy and law making which I wanted to hear. She had her opinions and was not shy. A fine example.
- An honor! Absolutely fabulous!! So incredibly inspiring as a nurse, as a woman and as a senior citizen.
- Absolutely fabulous-inspiring! Any and every conference should have the privilege to hear Dr. Harper speak, even if it's not a geriatric focus. She is an inspiration to all nurses everywhere. She is what every nurse should aspire to be. Thank you for having her here to speak to us! I'm very grateful!!
- Enriching session, allowed all to see the diversity that exists in nursing leadership.
- This session was totally inspirational. Listening to all of her active role in health care legislation totally inspired me to move forward in my nursing career.
- I find it not only inspiring but practically useful to hear the wisdom and experience of wonderfully accomplished and dedicated nurses. Dr. Mary Starke Harper was a joy to behold!
- Inspirational - would be nice to have time to find out how to get started, i.e. how do you get started working on policies.
- I had an opportunity to speak with her after the session about health care legislation and how she became involved. She shared the right direction to take to get involved in health care legislation.
- Useful info re: leadership, public policy and research; dynamic speaker! Pharmacodynamics and pharmacokinetics helpful statistics and cultural issues
- Lecture was very entertaining. Dr. Harper was an interesting and energetic speaker!

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

I. Panel on Inspiring and Leading Change (for All Scholars)

2001 Pre-Doctoral Scholars

- Another powerful presentation. Very helpful and stimulating.
- Interdisciplinary perspective is absolutely invaluable.
- Wow!

2001 Post-Doctoral Scholars

- I really enjoy this type of thoughtful and insightful discussion. All the speakers provided wonderfully complex and deep ideas that I will continue to ponder over the next few months and integrate the most useful ones into my leadership style.

2002 Pre-Doctoral Scholars

- Claire Fagin gave an especially powerful message and is a good speaker.
- Dr. Clifford a bit dry.
- Great to have Dr. Mor on the panel.
- Perhaps in the future an interdisciplinary panel talk would be nice.
- The speakers need to prepare. This session is the cornerstone of our Leadership Conference and it should be a stellar presentation. Perhaps Claire's idea of Mary presenting and then analyzing her leadership history as a case presentation is a good one.

2002 Post-Doctoral Scholars

- Inspired again! I am fortunate we are to listen to these words of wisdom.

AACN Advanced Practice Nursing Scholars

- Having an interdisciplinary panel was great.
- Each member on the panel had a lot to share on teamwork and leadership skills. They all helped to give you a direction in the leadership role and team building.
- Claire Fagin is very inspiring. (2)
- Great to see their passion and comfort level in sharing.
- Great to hear basics behind leadership qualities.
- I appreciated the chance to hear personal applications to concepts and ideas. (2)
- I never thought of myself as a leader, but I know that I want to initiate change. This session gave me the tools and inspiration to attempt leadership!
- This section was excellent for reinforcing strategies to excel as not only a leader but as a mentor. In addition, how we as leaders need to replicate ourselves and invest in others.
- This truly has been an inspiring Conference and look forward to making the most of the Scholarship I was fortunate to receive. I truly appreciate this opportunity.
- I liked the book references and will be following up on them.
- I enjoyed this session but would have appreciated a more focused presentation.
- I wish it would have been a more formal lecture. However, I did enjoy the anecdotes.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

J. Endnotes: Reflections on Leadership in Gerontology (for All Scholars)

2001 Pre-Doctoral Scholars

- Well done!
- Joanne Dische is an exemplar of leadership-thanks for including her in the program.

2001 Post-Doctoral Scholars

- Excellent.
- Very good integration of many themes from the Conference.
- Great to end the Conference with many positive ideas.
- Maybe it would be more inspiring for Claire Fagin to wrap it up.
- I felt this was anticlimactic-the previous panel was a difficult act to follow. Dr. Disch would be a good speaker but I think this topic was misplaced here at the end.

2002 Pre-Doctoral Scholars

- Very impressively done; "specific creativity" and humor
- Dynamic interesting presentation and presenter.
- Would love to hear more from Dr. Disch.
- Was informative

2002 Post-Doctoral Scholars

- Great presentation.
- Excellent wrap-up!

AACN Advanced Practice Nursing Scholars

- Very appropriate ending to a great Conference!
- Excellent examples!
- Joanne Disch gave a very informative speech on leadership, ambiguity, etc. She stimulated you to explore options.
- Concept of ambiguity relating to nursing and leadership was very helpful.
- I liked the creativity component emphasis. This is what drew me into an NP program.
- I was inspired with the focus on the elderly and the focus on how we are all heading down the same road (God willing!)
- It was reassuring to hear about the multifaceted demands and skills nurses can deal with - how broad the range of what we can do is, and how wonderful that is.
- I liked the use of Power Point. It's hard for me to have the passion to become a geriatric nursing leader when someone who is presenting has a critical care background. Critical care is perceived so differently and the challenges aren't the same.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

K1. How Conference Information Will be Used to Increase Leadership Skills (for All Scholars)

2001 Pre-Doctoral Scholars

- Increase my risk-taking capacity.
- Reflect more on my strengths-not as much on my weaknesses.
- I will use the information greatly re: staying on message, communicating well in preparing a proposal this Spring.
- Increase my creative skills and teach them to nurses.
- I plan to incorporate some of Mary Harper's ideas about public policy into my undergraduate courses.
- I will explain the LTC course at my University and incorporate some of the suggestions offered by Dr. Harper.
- John Beilenson's comments about my poster were concrete and helpful. Perhaps he could instruct on presentations also.
- I think the poster session was great to help me become comfortable with presenting in a public forum.
- Ms. Gordon's perspective was enlightening. We need to hear more about the appropriate way to present ourselves, and our issues to the public and policy makers and media. (2)
- Take steps to increase dissemination of info about geriatric nursing. (3)
- Write letters to politicians.
- Volunteer for political committees on aging.
- I will send Suzanne Gordon one chapter and an outline for a possible book we discussed based on my dissertation.
- Read references on leadership. (3)

2001 Post-Doctoral Scholars

- Knowledge base of qualities needed to pursue leadership role.
- Inspiring panel sessions led to renewed motivation and spirit that I will harness during the year.
- Will let passion (within limits) guide direction of program of research/career choices.
- Mary Starke Harper was inspiring and affirming of "old values" and helped to decrease complacency of difficult contexts and move forward in spite of barriers.
- Contacts with nursing leaders - I feel more comfortable with contact with them for mentorship/information outside of this Conference and post scholarship.
- Team building pointers - will use in own team of RA's; will keep in mind as an interdisciplinary team member.
- This has helped give me ideas for building a research team for my plan to write a RO-1.
- Feedback from poster display on how to improve poster presentations.
- I spoke to Suzanne Gordon about a way to write up some data I have on nurses' contributions to multi-disciplining discharge records.

Appendix IV: Supplemental Qualitative Evaluation Results for Non-Scholars

- I am developing a package of consultation and education services for an acute care hospital (at their request) and I have several contacts I will use along with a list of ideas!
- Recognize new Scholars.
- I intend to devote some time to reading more on leadership and doing more to formally develop a philosophy and approach.
- Refer back to notes on increasing skills in risk-taking behavior, communication skills, inspiring change.

2002 Pre-Doctoral Scholars

- I will have more faith in my own ability to lead and seek change.
- Examples of how other leaders have achieved change will help me shape my own strategies more effectively.
- I'll remember Mary Starke Harper when the road ahead gets tough.
- The communication points from Mr. Beilenson were great. I think I need to practice my communication skills more.
- Jeannie Kayser-Jones role modeled the best talk on interpersonal/communication effectiveness - I will use her "talk" example as a model for my future talks. "Integration of stories with facts."
- Orchestrating a career was helpful in specifics of trajectory planning.
- Establish specific goals and plan with mentor. Schedule regular meetings instead of just calling her when I feel I need her.
- Begin to establish networking relationships with other Scholars. (3)
- Establish relationships with Conference attendees via e-mail correspondence, etc.
- After practicing to network in a "safe" environment, I know I will not hesitate to extend this skill to "strangers" (less "comfortable" environment).
- Networking sessions provided several resources (literature) that I will investigate when I return home (some, I actually reviewed on-line while at the Conference!)
- Someone I met here is going to help me with some of my research.
- I will make it a point to mentor those who are learning, whether it's a new employee or colleague.
- Learn to say no.
- I am feeling more comfortable to speak up in a larger crowd.
- Be clear and concise when discussing nursing's role in gerontology; discuss specific examples of how nursing has impacted this field. Communicate more effectively.
- Continue to publish articles, books, and book chapter.
- Write public policy briefs and work with state and federal legislatures. I am taking it to heart that nurses (geriatric nurses) specifically need to be more press savvy-the next time I think to myself "I should write a letter to the editor about that"- I actually will write it.
- Get involved with increasing nurses' representation in media - i.e. write letters to the editor, learn who influential media members in my area.
- I think I will write an article on leadership in nursing.
- Plan to read several of the many authors/books recommended by the various speakers (leadership-type books). (3)
- Select coursework and internships to develop skill recommended by Mary Starke-Harper regarding public policy impact.
- After completion of my doctoral education attend a public policy institute to further enhance skills.
- I will take home a "personalized" program. I used the written program to make notes about my interactions with many people, such as where I met them (posters, pool, sessions), the topic, and anything else that will help me remember details.

2002 Post-Doctoral Scholars

- Would like to think and plan more systematically for my own leadership development in addition to my development as a scientist.
- Will use many of the ideas and resources to model and teach leadership and professional issues in my RN-BSN leadership course.
- Would like to practice and learn more about creativity and creative thinking.
- Accept ambiguity rather than feel guilty about not having well-developed idea or dropping that idea.
- Be focused and goal-directed - have a clear plan.
- McBride's model of stages of the career provides a model of generativity that I will use in planning my career trajectory.
- Network more.
- Recognize and cultivate relationships with the "in group," as these folks seem to control the money and honors.
- I will visit other centers and become familiar with the research of major leaders because of the contacts I have made.
- The communication approach suggested by Gordon will be incorporated into my approach to my interaction with others and in my teaching.
- Speak up in public as clearly as possible.

Appendix IV: Supplemental Qualitative Evaluation Results for Non-Scholars

- Suzanne Gordon's tips on interacting with media also relevant for development and funding agencies.
- Smile the same amount, but seem more important for others.
- Publish, publish, publish!

AACN Advanced Practice Nursing Scholars

- Work to become a nursing leader-devote my life and passion to teaching future nurses and nursing leaders.
- Using rational authority.
- I took core values from each speaker - it was great.
- It inspired me to stay on message.
- It helped support and validate my focus and passion for putting the patient first.
- I have been empowered to present myself as a professional, through the many facets of communication, to my patient population, my medical colleagues, and the public.
- I will reflect on where I've been and focus on where I need to go. I need to be more aggressive in my geriatric nursing.
- Seek a mentor that will guide yet push me beyond him/herself.
- Dr. Harper's session was extremely motivating and gave me encouragement for my own career.
- From Dr. Harper, I learned a lot! She was willing to work as a CNA even with a master's degree! Nurses must walk the walk. This is a true character of leadership.
- I will take the information from the speakers on leadership and what it is all about and continue to build on that aspect.
- Meeting with peers and leaders to begin networking was great!
- Seek out other leaders as mentor and advocates as well as colleagues (that's going to take awhile!)
- I've met some wonderful and inspiring people here and hope to network with others to guide me in the future.
- Keeping in mind respect, I hope to make an impact on the team around me.
- Greater knowledge of team building. (4)
- When you may not shine as bright or others may shine brighter, allow them to shine.
- Understanding organizational behavior- the organization that I work for is critical and will enhance my abilities as a leader.
- Interpersonal competence-this concept will stick in my mind as a central concept to becoming an effective leader. (2)
- I will use the information to provide leadership on the job and at school.
- Present this info to my fellow classmates and challenge them to follow my lead to better themselves and their patients.
- Hearing the struggles that students have motivates me to return to my school and support my fellow classmates and offer my assistance.
- As I develop skills in leadership, research, and knowledge it will be important to reproduce/invest me to become a mentor for others to follow.
- This Conference has inspired me to share many aspects of this Conference and its speakers to anyone who will listen not just people/nurses with an interest in geriatrics.
- It is planting seeds of new thoughts and ideas that will certainly grow in the environment of my education.
- I will use these skills to go on to pursue a Ph.D., but also will pursue additional opportunities and hopefully open a business.
- The session for the Master's program allowed me to see that I should not be doing everything and being involved in everything- I should focus on school.
- I will take every opportunity to promote a positive view of the important work nurses are doing in the field of gerontology.
- I would like to participate at some level, once my schedule improves, in speaking out for nurses/advocating for geriatric care/policies of health.
- I will look for creative opportunities to "sell" my knowledge to potential employers.
- I will consider research for its economic implications and consider small-business funding sources as well as academic sources of funding.
- I think it will be helpful when I get out working in my community to be an agent for positive change.
- It will be helpful in my thesis project in working with people in the community and with faculty/students.
- I want in some way, to make a difference to my patients - I'm earmarking the older patients with cancer, as one has been my background - and we need equal care for older patients.
- I will approach nursing research with renewed enthusiasm, looking further back in the literature to explore the evolution of nursing concepts and practice studies.
- Read additional resources provided. (2)

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

K2. Helpful Sessions that Were Not Included (for All Scholars)

2001 Pre-Doctoral Scholars

- More involvement of the Post Docs-beyond moderating-maybe they could speak during some of the sessions. They would provide accessible role modeling for Pre Docs and gain leadership skills themselves in preparing and delivering such a presentation.
 - Less "pep" talks, more one-on-one with the nurse leaders.
 - A session designed to assist the second year Scholars in the next step in their career trajectory. (3)
 - Please don't abandon the Scholars when we become alums. Could you please have some sort of way to keep us involved? I am willing to do whatever I can to contribute.
-

2001 Post-Doctoral Scholars

- Transitioning to a post-fellowship position (for Post-Docs).
 - Discussion of how a young professional navigates the system to put leadership skills in practice.
 - More emphasis on policy! (2)
 - How to, nuts and bolts stuff.
 - Ongoing selection of mentors.
 - More focus on educational role of faculty/balancing research - teaching practice/curriculum revision, etc.
 - More on mentoring students for junior faculty.
 - Maybe someone who is doing interdisciplinary research to provide an example of how they got their team together, barriers doing the research, working with teams.
 - Economic issues surrounding research - how to show cost effectiveness (Schwartz from Wharton).
 - Technological innovation - how to make reviews from innovative products. (maybe a panel of areas to cover in future).
 - I would have liked something more formal on how to build a web page for myself that would incorporate a personal approach/agenda to gerontological nursing.
-

2002 Pre-Doctoral Scholars

- How to be a leader in a culturally diverse society.
 - I would like to spend more informed time with my group. We need to get to know one another better.
 - An experience that forces new Pre Docs to talk to each other and learn about their interests. This could be done during the 'What to Expect Out of Pre Doc' session.
 - I think all of the new Scholars should have the opportunity to meet with Patty Franklin in a small group question/answers to answer questions about logistical things like progress report, reimbursement, etc. (3)
 - A session on budget construction and budget revision in relation to Hartford guidelines.
 - A talk on being an effective speaker.
 - There was little focus on qualitative research in posters; limited clinical focus this year.
 - Move to a little broader base of topics that relate to aging and leadership integration. Small group leadership exercises as communication exercises.
 - Relaxation-journal writing-creative thinking experiential session.
 - Exercise-yoga-bonding movement team building.
-

2002 Post-Doctoral Scholars

- More participatory - that is what made the didactic presentations relevant. Maybe some small group work sessions.
- Provide opportunity for mentors and mentees to interact and plan with guidance and feedback. More about being a mentor and about how to get the most out of a mentoring situation.
- Somewhere there needs to be a discussion about the practice/teaching/research paradigm we have in nursing education - how to think about dividing time and energy - at various points in the career.
- Specific focus on collaboration strategies within and across disciplines including political implications, negotiating responsibilities, etc. Policy making or influencing policy.

AACN Advanced Practice Nursing Scholars

- As an AACN Scholar recipient, this Conference has been tremendous, and was wonderful to meet the leaders in nursing and learn from their experience.
- Would have liked to attend this type of conference earlier in my career. A conference (leadership) of this type longer in duration (as the NSNA does) for Master's preparing nurses would be extremely valuable to all MS students.
- More research based sessions.
- I would enjoy and find useful a session that would more closely tie the research to the clinical setting.
- I would like a session of practice models for RN, NP, and research funding. What are innovative practice models and research/practice combinations which show creative funding?
- Some kind of participatory in-group sessions with a mentor present to facilitate and bring feedback back to AACN.
- Informal session -> Master's students and faculty building our own support group. I love that you included content information on all participants! Thank you!
- To have breakfast groups for people with "like" or similar areas of interest.
- I think building self confidence - providing skills and tools - may be useful especially to the Master's entry Scholars. Leadership is built on self confidence and being in a new role certainly is a blow to the self confidence we used to have. I believe this would help - at least for me! Thanks.
- Copies-handouts of slide shows.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

L1. Information Used from 2001 Leadership Conference (for 2001 AAN Scholars)

2001 Pre-Doctoral Scholars

- I referred to the handouts from John Beilenson in preparing presentations (oral and poster).
- I was impressed with the support and encouragement given to me throughout the conference. This compelled me to serve on committees in the school and never apologize for being "just a student."
- Increased involvement in meetings/activities.
- Used info from Dr. McBride's session on "orchestrating a career" to plan and begin implementing a research career.
- Networking. I was able to contact various gero experts when planning the National Conference of GNP's annual conference to speak at our conference. How receptive everyone was.
- The leadership messages have an impact and have changed us. We are confident, self-assured, and gaining "interpersonal competence." It is easy to approach anyone.
- Used the ideas presented to talk with my students about gerontologic nursing as a career option.
- I used concepts related to nursing as a career vs. a job in talking to my students in a senior nursing class.
- I spoke with Illinois' new Attorney General (a young woman) about our issues. I initiated a research collaboration with a Dementia project, etc.

2001 Post-Doctoral Scholars

- Provided information on Hartford initiatives for advanced practice nurses - we wrote an application and received funding for scholarships.
- Reviewed notes on improving communication and used them for a presentation I gave.
- I can't remember the specific contents of the Leadership Conference sessions.
- Reviewed Angela McBride's presentation to increase my motivation to get beyond barriers.
- Reminded myself of Kitty Buckwater's career trajectory - how she got where she got, barriers experienced, and words of wisdom. This helped to sustain my energy and focus.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

L2. Synergistic Relationships/Collaborations Resulting from 2001 Leadership Conference (for 2001 AAN Scholars)

2001 Pre-Doctoral Scholars

- Discussions among Scholars regarding the 2002 poster session.
 - Dr. Meridean Maas--allowed me to use her data and collaborate on two projects.
 - Networking with other Pre/Post Docs was important because I was able to work collaboratively on projects such as being able to present together for a conference.
 - Submitting proposal for presentation with other Scholars..
-

2001 Post-Doctoral Scholars

- The Post-Doctoral students organized a symposium for the 2002 Gerontological Society of America Meeting. (3)
 - The 2001 post-doc group has been a great source of support for me.
 - Networking of 2001 provided the basis for networking during 2002. These ties will potentially result in collaboration.
 - One of the Scholars became a reviewer of the NP journal that I edit and one wrote an article that was published in that journal.
 - Colloquial relationships.
 - Networking extremely important.
-

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

M1. Ideas for Other Living Legends (for All Scholars)

2001 Pre-Doctoral Scholars

- Luther Chirsman - not really a leader in geriatric nursing per se but a male, a leader and he has fabulous leadership ideas.
 - May Wykle
 - Repeat Dr.Mary Starke Harper.
-

2001 Post-Doctoral Scholars

- Irene Burnside
 - Rosalyn Carter
 - Howard Dean
 - Tipper Gore
 - Sarah Kagan
 - Ted Kennedy
 - May Wykle
-

2002 Pre-Doctoral Scholars

- Prisilla Ebersole
 - Even accomplished leaders in other fields - especially in advanced age: can be inspiring.
 - Please provide a list of Living Legends.
-

2002 Post-Doctoral Scholars

- Donna Algase
- Cornelia Beck
- Irene Burnside
- Neville Stumpf

AACN Advanced Practice Nursing Scholars

- Dr. John Coon from the University of Illinois at Chicago Peoria regional program
- Terry Fulmer
- Continue with Mary Starke Harper as long as you can!!!
- Honestly, I just graduated from Undergraduate and I am still learning who the "living legends" are.

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference.

M2. Feedback for 2002 Leadership Conference (for All Scholars)

2001 Pre-Doctoral Scholars

- Excellent-additional leaders in geriatric nursing and outside of geriatric nursing added greatly to Conference-concurrent seniors with cohorts of similar level of Scholars helpful for sharing and networking-would like to see increased recognition of mentors in program and introductions.
- I think the Conference could have be 1 day for 2001 Scholars and 1.5 for 2002 Scholars.
- I think that the pre-Conference is quite long especially for those of us who are attending the GSA must be in Boston for 7 days. For a Pre-Doc it is expensive and difficult to be out of class for that long. (2)

2001 Post-Doctoral Scholars

- This was better than last year's.
- It really energized my soul!
- I want to know if I can come back next year even though my Fellowship will be over.
- The food and "pampering" were great.
- Would be neat to pull together a book on this.

2002 Pre-Doctoral Scholars

- Excellent content.
- Networking was great. (2)
- This has been such a rich personal and professional experience for me! This is the start of a very renewed phase of my life – I have made numerous friends and colleagues and would not hesitate to email or call them in the future. Thank you.
- Thank you! Wonderful Conference and opportunity for networking - thank you, thank you, thank you!
- Other structural/unstructural networking sessions would be helpful too.
- One idea for next year would be to have a session on how Scholars can collaborate with one another (i.e.) joint abstract or presentations at GSA or another conference, joint publications, etc. And even have GSA submission forms to encourage these activities.
- Would have been nice to somehow organize times for people to get together and go to eat dinner.
- Small group session with John Beilenson would be nice.
- Small group with Patty Franklin to go over stuff.
- Mary Starke Harper mentioned 3 nurses who sit on the US House of Representatives-it would be great to hear from one of them (1) their story (2) their perspective on how to influence policy-the idea of seeing how committees work and how to go about working on one remains nebulous.
- The program book is beautiful-a keepsake really. To improve this a bit, please put the pictures and write-up for the Mentors and Center Directors. Thank you!
- Include presenter's Power Point slides in program booklet or in some other bound format.
- Provide "e-stations" it would be nice to have an area to check email during break. Or sometimes, during networking ideas are shared. One could go to a computer and do a "mini" search on that subject.
- I understand there is a discussion board for the Scholars. I don't know anything about it.
- The length of time required to attend Leadership Conference and GSA was very difficult to achieve. I was only able to attend 6 of the eight days. Maybe this could be shortened somehow.

2002 Post-Doctoral Scholars

- Wonderful experience! Thank you so much!
- I think it might be better to have experts on teaching leadership teach leadership rather than nurses who happened to be leaders reflect on leadership.
- Many speakers spoke about or included specific references and "great books" to read. I'm not sure I captured all of them in my notes. Any chance these could be compiled and distributed? Thanks!

AACN Advanced Practice Nursing Scholars

- I wish we would have had this at the beginning of our program. We are graduating in May 2003.
- Thank you for the privilege of attending this Conference, the Scholarship to succeed, and the opportunity to meet some of the pioneers in nursing. I am honored to be considered a new leader in nursing.
- I am so very grateful and proud to be a part of this incredible group.
- It humbled me and challenged me as I feel like I am the youngest, with the most to learn.
- This was my first Leadership Conference which I found to be very rewarding and informative. I will definitely attend future conferences and look forward to seeing all of you.
- While leadership is important - I think we need to learn ways to inspire everyone (worldwide - all ages) that the elderly matter. The elderly are wonderful people and being a nurse or even just involved in geriatrics is a gift - a privilege.
- Once societies view changes, leaders will emerge naturally - in the meantime, we leaders will continue the fight.
- I am eager to become a leader but am disillusioned by the challenges that are geriatrics (i.e. LTC staffing and quality).
- Can there be a session included in future conferences to provide information as to how GNP graduates can go about finding work.
- I would love to see ethics addressed at one of these meetings.
- Had a great time!
- Thank you! (3)

Note. From the Conference Evaluation of the 2002 BAGNC Leadership Conference. The numbers in the parentheses refer to the number of comments in each category made by the Scholars.

Recommendations. The following recommendations are based upon the interpretation of the Staff from the Independent Evaluator and represent global conclusions based on the quantitative and qualitative data presented in this report.

- In general, the Conference was perceived as an excellent one. While fine-tuning may make it "better," the basic Conference was extremely well-received and does not need to be changed in drastic ways. This Conference is a very successful one that addresses and meets the needs of those who attend it.
- Many Scholars would have appreciated a session that focused on more practical aspects of the Hartford Scholarship. For example, several Scholars suggested having a session with Patty Franklin to go over the "nuts and bolts" issues of the Hartford Scholarship such as how to prepare a budget or chose a mentor.
- The Concurrent Sessions were a good step towards having more targeted sessions. In the future, the concurrent sessions should also take into account the different experience levels within each group. The incoming cohort of Scholars tended to prefer more practical advice about how to maneuver through the Hartford Scholarship and graduate work; while the outgoing group of Scholars tended to prefer guidance on their future careers as nursing leaders and scholars.
- Because many of the 2001 Scholars have been or are developing into leaders in the field of geriatric/gerontological nursing, it may be desirable to find additional ways to include them in future Conferences. They may have much to contribute in terms of sharing their experiences as a Hartford Scholar or as examples of the successes of the Hartford Scholars program. Those Scholars who participated as moderators or paper presenters were very positive about the experience.
- The presence of supportive and successful role models, such as Dr. Mary Harper Starke, Dr. Claire Fagin, and Dr. Angela McBride, make a great impact on the Scholars. They have the ability to inspire, excite, and validate. This is an important element of the Conference that should be replicated and expanded in future conferences.
- The Conference may also want to consider providing sessions focused around areas of interest (rather than cohorts or designation.) This will allow individuals at all levels of their professional and academic careers to interact and discuss topics/areas of mutual interest.

- The graduating cohort of 2001 Scholars should be invited to attend, as alumni, in future years. This Conference is a key part of integrating the parts of the John A. Hartford Gerontological Nursing Initiative.
- As a final point, it should be noted one more time that the conference was extremely successful. Further attempts to tune it to the audience need not be large as the Conference works exceptionally well in its current format.