

**Evaluation of 2004 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 Fourth Annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative, funded by the John A. Hartford Foundation, was held November 17-19, 2004 in Washington D.C. 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, the American Association of Colleges of Nursing (AACN) Advanced Practice Nursing Scholars, and the Hartford Institute for Geriatric Nursing at New York University (NYU) 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 stimulated by the combination of distinguished speakers, expert panels, break-out sessions, and networking opportunities. Scholars noted that the conference sparked new ideas and identified other areas of involvement such as grant writing, policy making, or dissemination. The Conference also provided scholars with concrete advice for skills and opportunities for development.

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 inform their academic and career paths. Scholars noted that this conference stimulated an interest in assuming leadership positions, increasing participation in associations and policy activities, and pursuing grant funding. Scholars also indicated that they would use the contacts made at this conference in their future pursuits.

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, as was the

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case in the third Conference, this 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 2003 Leadership Conference reported that the 2004 Leadership Conference was equal or better in terms of increasing their leadership skills, the quality of the Conference, and its relevance to their work.

Background: The Fourth Annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative funded by the John A. Hartford Foundation was held November 17-19, 2004 in Washington, D.C. 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 for Geriatric Nursing at New York University, all of who appeared in the program in various capacities. The BAGNC Initiative is part of a larger Geriatric 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, the American Association of Colleges of Nursing (AACN) Advanced Practice Nursing Scholars, and the Hartford Institute for Geriatric Nursing at New York University (NYU) Scholars. The AAN Hartford Scholars are comprised of four cohorts of Scholars – two cohorts that are currently funded and two cohorts that have completed their tenure as Scholars. The 2003 AAN Hartford Scholars include 11 Pre-Doctoral, 8 Post-Doctoral, and 2 MBA Scholars most of whom began their 2-year funding period July 1, 2003. The 2004 AAN Hartford Scholars include 13 Pre-Doctoral Scholars and 8 Post-Doctoral Scholars most of whom began their 2-year funding period July 1, 2004. The invited AAN Hartford Alumni include 1 2001 Post-Doctoral Scholar, 3 2002 Pre-Doctoral Scholars, and 3 2002 Post-Doctoral Scholars. The AACN Advanced Practice Nursing Scholars include 56 Scholars who began their funding in the Fall of 2002, 2003, and 2004. There were also 4 NYU Hartford Scholars. In addition to the Scholars in attendance at the meeting, there were representatives of different agencies and institutions funded as part of the Hartford Geriatric 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 the seven 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.
- The Director 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.
- 11 2003 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.²
- 8 2002 Post-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.²
- 13 2004 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.²
- 8 2004 Post-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.²

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

- 2 2003 MBA John A. Hartford Scholar. This Scholars was a primary target audience for the Conference.²
- 1 2001 Post-Doctoral AAN Hartford Alumni Scholars. These Scholars were a secondary target audience for the Conference.²
- 3 2002 Pre-Doctoral Scholars AAN Hartford Alumni Scholars. These Scholars were a secondary target audience for the Conference.²
- 3 2002 Post-Doctoral Scholars AAN Hartford Alumni Scholars. These Scholars were a secondary target audience for the Conference.²
- 56 AACN Advanced Practice Nursing Scholars. These Scholars were a secondary target audience for the Conference.²
- 4 NYU Hartford 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 the primary responsibility for the contents of the Conference in collaboration with the AAN Center.
- 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 108 forms were returned at the end of the Conference or by 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: 6 (of the 11) Pre-Doctoral, 6 (of the 8) Post-Doctoral, and 0 (of the 2) MBA 2003 AAN Hartford Scholars; 10 (of the 13) Pre-Doctoral and 7 (of the 8) Post-Doctoral 2004 AAN Hartford Scholars; 5 (of the 7) AAN Hartford Scholar Alumni; 3 2002 AACN Advanced Practice Nursing Scholars; 21 2003 AACN Advanced Practice Nursing Scholars; 14 2004 AACN Advanced Practice Nursing Scholars; and 3 (of the 4) NYU Hartford 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 shaded.

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

- 2003 Pre-Doctoral AAN Scholars
- 2003 Post-Doctoral AAN Scholars
- 2004 Pre-Doctoral AAN Scholars
- 2004 Post-Doctoral AAN Scholars
- AAN Hartford Scholar Alumni
- 2002 AACN APN Scholars
- 2003 AACN APN Scholars
- 2004 AACN APN Scholars
- NYU Hartford Scholars
- Mentor of Hartford Scholars
- Program Director, Faculty and Staff (which includes HCGNE Director/Faculty/Staff, AACN/AAN/NYU Director/Staff and AACN Graduate Curriculum Director/Staff)

The supplemental findings present the full frequency distributions on each of the quantitative response variables along with frequency distributions on various backgrounds, 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 nine groups of Scholars.

The quantitative results can be summarized in the following ways:

- Overall, the vast majority of the sessions were received well by all groups of Scholars.
- The Panel "Helpful Hints for the Rest of Your Life" received considerably higher ratings from Pre- and Post-Doctoral AAN Hartford Scholars than from all AACN APN Scholars. AACN APN Scholars indicated that the content of the panel was less applicable to Master's students and was more tailored to the career needs and issues of research and doctoral Scholars.
- The Mary Starke Harper Distinguished Lectureship session was not as highly rated as other sessions by Scholars (43.5% rated it "Excellent" or "Very Good"). Scholars indicated that the sound quality in the room hindered the ability to hear the presenters.
- In general, the concurrent sessions on "Mentoring," and "Getting the Most Out of Your Master's Program: The Mentee/Mentor Relationship" were not as highly rated by all Scholars than the other sessions. Scholars responded favorably to the sessions, but, indicated that they would be more beneficial if they more structured.
- Overall, Scholars indicated that there was an appropriate number of networking opportunities (75.3%) and that the conference was conducive to networking (75.6%). Additionally, 93.8% of Scholars attending the Conference a second time indicated that the networking opportunities were better than or about the same as last year's Conference.
- Overall, 81.8% of Scholars indicated that the Conference was either extremely useful or very useful in helping increase their leadership skills within the field of gerontological/geriatric nursing. Of the Scholars who attended the previous year's Conference, all indicated that this year's Conference increased their leadership skills more than or about the same as last year's Conference.
- Overall, Scholars indicated that there was an appropriate combination of panels, concurrent sessions, networking, receptions and other sessions at this year's Conference (87.3%).

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

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
A1. Welcome Lunch (Bednash, Fagin, Mezey, Rieder, Shaver)											
How well did this session frame the purpose of this Conference?	Excellent or Very Good	89.9% (n=69)	100.0% (n=6)	100.0% (n=6)	100.0% (n=10)	100.0% (n=6)	100.0% (n=3)	50.0% (n=2)	81.3% (n=16)	78.6% (n=14)	100.0% (n=3)
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	98.5% (n=68)	100.0% (n=6)	100.0% (n=6)	100.0% (n=10)	100.0% (n=6)	100.0% (n=3)	100.0% (n=2)	100.0% (n=16)	92.3% (n=13)	100.0% (n=3)
How would you rate the session quality?	Excellent or Very Good	91.3% (n=69)	100.0% (n=6)	100.0% (n=6)	100.0% (n=10)	100.0% (n=6)	100.0% (n=3)	100.0% (n=2)	81.3% (n=16)	78.6% (n=14)	100.0% (n=3)
A2. Orchestrating a Research Career (McBride)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	95.7% (n=23)			100.0% (n=9)	100.0% (n=7)	100.0% (n=1)		50.0% (n=2)		100.0% (n=2)
How would you rate the session quality?	Excellent or Very Good	100.0% (n=23)			100.0% (n=9)	100.0% (n=7)	100.0% (n=1)		100.0% (n=2)		100.0% (n=2)
How useful was the session content for helping you increase your leadership skills within the field of gerontological-geriatric nursing?	Extremely Useful or Very Useful	100.0% (n=23)			100.0% (n=9)	100.0% (n=7)	100.0% (n=1)		100.0% (n=2)		100.0% (n=2)

³ The All Scholars column includes 3 additional AAN Scholars and 1 additional AACN APN Scholar whose cohort could not be identified.

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=23)			100.0% (n=9)	100.0% (n=7)	100.0% (n=1)		100.0% (n=2)		100.0% (n=2)
Would attending another session similar to this one another time be useful for you?	Yes	87.0% (n=23)			88.9% (n=9)	85.7% (n=7)	100.0% (n=1)		100.0% (n=2)		100.0% (n=2)
A2. Poster Set-Up and Communications Consultation (Beilenson)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	81.8% (n=11)	100.0% (n=5)	100.0% (n=3)			50.0% (n=2)				
How would you rate the session quality?	Excellent or Very Good	81.8% (n=11)	100.0% (n=5)	100.0% (n=3)			0.0% (n=2)				
How useful was the session content for helping you increase your leadership skills within the field of gerontological-geriatric nursing?	Extremely Useful or Very Useful	63.6% (n=11)	100.0% (n=5)	66.7% (n=3)			0.0% (n=2)				
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=11)	100.0% (n=5)	100.0% (n=3)			100.0% (n=2)				
Would attending another session similar to this one another time be useful for you?	Yes	63.6% (n=11)	80.0% (n=5)	66.7% (n=3)			50.0% (n=2)				
A3. How to Get the Most Out of the Leadership Conference (Foreman, Sullivan-Marx)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	77.1% (n=35)			100.0% (n=1)		100.0% (n=1)	100.0% (n=2)	77.8% (n=18)	69.2% (n=13)	

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
How would you rate the session quality?	Excellent or Very Good	77.1% (n=35)			100.0% (n=1)		100.0% (n=1)	100.0% (n=2)	66.7% (n=18)	84.6% (n=13)	
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	57.1% (n=35)			100.0% (n=1)		0.0% (n=1)	100.0% (n=2)	50.0% (n=18)	61.5% (n=13)	
Should this type of session be repeated in future years?	Definitely or Probably	88.6% (n=35)			100.0% (n=1)		100.0% (n=1)	100.0% (n=2)	88.9% (n=18)	84.6% (n=13)	
Would attending another session similar to this one another time be useful for you?	Yes	54.5% (n=33)			0.0% (n=1)		100.0% (n=1)	50.0% (n=2)	58.8% (n=17)	50.0% (n=12)	
A3. Panel I: "Helpful Hints for the Rest of Your Life" (Grady, Harden, Hudgings, Kelty)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	69.6% (n=69)	100.0% (n=4)	100.0% (n=4)	90.0% (n=10)	83.3% (n=6)	100.0% (n=4)	50.0% (n=2)	47.4% (n=19)	46.2% (n=13)	66.7% (n=3)
How would you rate the session quality?	Excellent or Very Good	76.8% (n=69)	75.0% (n=4)	100.0% (n=4)	90.0% (n=10)	100.0% (n=6)	100.0% (n=4)	50.0% (n=2)	52.6% (n=19)	69.2% (n=13)	100.0% (n=3)
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	68.6% (n=70)	75.0% (n=4)	60.0% (n=5)	90.0% (n=10)	100.0% (n=6)	100.0% (n=4)	50.0% (n=2)	42.1% (n=19)	69.2% (n=13)	33.3% (n=3)
Should this type of session be repeated in future years?	Definitely or Probably	84.3% (n=70)	75.0% (n=4)	80.0% (n=5)	100.0% (n=10)	100.0% (n=6)	100.0% (n=4)	100.0% (n=2)	78.9% (n=19)	76.9% (n=13)	33.3% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
Would attending another session similar to this one another time be useful for you?	Yes	73.1% (n=67)	75.0% (n=4)	60.0% (n=5)	90.0% (n=10)	83.3% (n=6)	75.0% (n=4)	100.0% (n=1)	63.2% (n=19)	54.5% (n=11)	100.0% (n=3)
A4. Poster Presentations and Reception (Class of 2003)											
I presented a poster at this session.	Yes	22.7% (n=66)	100.0% (n=6)	100.0% (n=5)	10.0% (n=10)	0.0% (n=6)	25.0% (n=4)	0.0% (n=3)	0.0% (n=13)	0.0% (n=12)	33.3% (n=3)
How relevant was the session for your work?	Extremely Relevant or Very Relevant	71.6% (n=67)	100.0% (n=5)	80.0% (n=5)	70.0% (n=10)	50.0% (n=6)	75.0% (n=4)	66.7% (n=3)	80.0% (n=15)	66.7% (n=12)	33.3% (n=3)
How would you rate the session quality?	Excellent or Very Good	70.1% (n=67)	100.0% (n=5)	40.0% (n=5)	70.0% (n=10)	83.3% (n=6)	75.0% (n=4)	66.7% (n=3)	73.3% (n=15)	66.7% (n=12)	33.3% (n=3)
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	60.6% (n=66)	100.0% (n=4)	80.0% (n=5)	50.0% (n=10)	50.0% (n=6)	50.0% (n=4)	66.7% (n=3)	60.0% (n=15)	58.3% (n=12)	33.3% (n=3)
Should this type of session be repeated in future years?	Definitely or Probably	94.0% (n=67)	100.0% (n=5)	100.0% (n=5)	90.0% (n=10)	100.0% (n=6)	75.0% (n=4)	66.7% (n=3)	100.0% (n=15)	100.0% (n=12)	66.7% (n=1)
Would attending another session similar to this one another time be useful for you?	Yes	84.4% (n=64)	100.0% (n=5)	60.0% (n=5)	100.0% (n=9)	83.3% (n=6)	50.0% (n=4)	66.7% (n=3)	86.7% (n=15)	90.9% (n=11)	100.0% (n=1)
A5. Panel II: "Policy-Making Leadership: IOM's Quality Initiative" (Harrington, Hinshaw, McBride, Shaver, Stoiber)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	82.4% (n=74)	66.7% (n=6)	75.0% (n=4)	90.0% (n=10)	57.1% (n=7)	80.0% (n=5)	100.0% (n=3)	84.2% (n=19)	84.6% (n=13)	100.0% (n=3)
How would you rate the session quality?	Excellent or Very Good	78.1% (n=73)	50.0% (n=6)	50.0% (n=4)	100.0% (n=10)	42.9% (n=7)	80.0% (n=5)	66.7% (n=3)	78.9% (n=19)	91.7% (n=12)	100.0% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
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	75.3% (n=73)	50.0% (n=6)	50.0% (n=4)	80.0% (n=10)	42.9% (n=7)	80.0% (n=5)	66.7% (n=3)	78.9% (n=19)	91.7% (n=12)	100.0% (n=3)
Should this type of session be repeated in future years?	Definitely or Probably	86.5% (n=74)	83.3% (n=6)	75.0% (n=4)	100.0% (n=10)	57.1% (n=7)	80.0% (n=5)	100.0% (n=3)	84.2% (n=19)	92.3% (n=13)	100.0% (n=3)
Would attending another session similar to this one another time be useful for you?	Yes	82.6% (n=69)	83.3% (n=6)	50.0% (n=4)	88.9% (n=9)	66.7% (n=6)	60.0% (n=5)	66.7% (n=3)	88.2% (n=17)	92.3% (n=13)	100.0% (n=2)
A6. Panel III: "Utilizing Informatics: A Core Competency Most Nurses Will Need But Don't Have?" (Bakken, Ball, Darkins, Romano, Simpson)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	83.6% (n=73)	60.0% (n=5)	60.0% (n=5)	90.0% (n=10)	71.4% (n=7)	100.0% (n=3)	66.7% (n=3)	85.0% (n=20)	92.9% (n=14)	100.0% (n=2)
How would you rate the session quality?	Excellent or Very Good	87.7% (n=73)	60.0% (n=5)	80.0% (n=5)	90.0% (n=10)	71.4% (n=7)	100.0% (n=3)	100.0% (n=3)	90.0% (n=20)	92.9% (n=14)	100.0% (n=2)
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	72.6% (n=73)	40.0% (n=5)	20.0% (n=5)	80.0% (n=10)	57.1% (n=7)	66.7% (n=3)	66.7% (n=3)	80.0% (n=20)	85.7% (n=14)	100.0% (n=2)
Should this type of session be repeated in future years?	Definitely or Probably	89.0% (n=73)	60.0% (n=5)	60.0% (n=5)	90.0% (n=10)	71.4% (n=7)	66.7% (n=3)	100.0% (n=3)	100.0% (n=20)	100.0% (n=14)	100.0% (n=2)
Would attending another session similar to this one another time be useful for you?	Yes	77.9% (n=68)	75.0% (n=4)	25.0% (n=4)	80.0% (n=10)	66.7% (n=6)	66.7% (n=3)	100.0% (n=3)	78.9% (n=19)	92.9% (n=14)	100.0% (n=1)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
A7. Concurrent Sessions: Maximizing Hartford Opportunities (Franklin, McBride, Watman)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	83.3% (n=18)			88.9% (n=9)	85.7% (n=7)					0.0% (n=1)
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	76.5% (n=17)			77.8% (n=9)	83.3% (n=6)					0.0% (n=1)
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	52.9% (n=17)			55.6% (n=9)	50.0% (n=6)					0.0% (n=1)
Should this type of session be repeated in future years?	Definitely or Probably	88.9% (n=18)			88.9% (n=9)	100.0% (n=7)					0.0% (n=1)
Would attending another session similar to this one another time be useful for you?	Yes	77.8% (n=18)			77.8% (n=9)	85.7% (n=7)					0.0% (n=1)
A7. Concurrent Sessions: Moving on to Next Career Steps (Fagin)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	77.8% (n=18)	83.3% (n=6)	60.0% (n=5)			100.0% (n=3)		50.0% (n=2)		100.0% (n=1)
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	77.8% (n=18)	83.3% (n=6)	60.0% (n=5)			100.0% (n=3)		50.0% (n=2)		100.0% (n=1)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
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	66.7% (n=18)	66.7% (n=6)	40.0% (n=5)			66.7% (n=3)		100.0% (n=2)		100.0% (n=1)
Should this type of session be repeated in future years?	Definitely or Probably	83.3% (n=18)	83.3% (n=6)	60.0% (n=5)			100.0% (n=3)		100.0% (n=2)		100.0% (n=1)
Would attending another session similar to this one another time be useful for you?	Yes	77.8% (n=18)	83.3% (n=6)	60.0% (n=5)			66.7% (n=3)		100.0% (n=2)		100.0% (n=1)
A7. Concurrent Sessions: Mentoring (Archbold, Beverly, Kaiser-Jones, Maas, Strumpf)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	57.1% (n=7)					100.0% (n=1)		66.7% (n=3)	100.0% (n=1)	0.0% (n=1)
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	42.9% (n=7)					100.0% (n=1)		33.3% (n=3)	100.0% (n=1)	0.0% (n=1)
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	28.6% (n=7)					0.0% (n=1)		33.3% (n=3)	100.0% (n=1)	0.0% (n=1)
Should this type of session be repeated in future years?	Definitely or Probably	57.1% (n=7)					100.0% (n=1)		66.7% (n=3)	100.0% (n=1)	0.0% (n=1)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
Would attending another session similar to this one another time be useful for you?	Yes	57.1% (n=7)					0.0% (n=1)		66.7% (n=3)	100.0% (n=1)	100.0% (n=1)
A7. Concurrent Sessions: Getting the Most Out of Your Master's Program: The Mentee/Mentor Relationship (Cotter)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	66.7% (n=30)						66.7% (n=3)	61.5% (n=13)	76.9% (n=13)	
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	60.0% (n=30)						66.7% (n=3)	46.2% (n=13)	76.9% (n=13)	
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	60.0% (n=30)						66.7% (n=3)	53.8% (n=13)	69.2% (n=13)	
Should this type of session be repeated in future years?	Definitely or Probably	76.7% (n=30)						100.0% (n=3)	76.9% (n=13)	76.9% (n=13)	
Would attending another session similar to this one another time be useful for you?	Yes	51.9% (n=27)						33.3% (n=3)	50.0% (n=12)	63.6% (n=11)	
A8. The Mary Starke Harper Distinguished Lectureship (Luther Christman, PhD, RN, FAAN)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	45.7% (n=46)	25.0% (n=4)	66.7% (n=3)	71.4% (n=7)	25.0% (n=4)	50.0% (n=4)		40.0% (n=10)	33.3% (n=9)	33.3% (n=3)
How would you rate the session quality?	Excellent or Very Good	43.5% (n=46)	25.0% (n=4)	33.3% (n=3)	71.4% (n=7)	25.0% (n=4)	25.0% (n=4)		40.0% (n=10)	44.4% (n=9)	33.3% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
How valuable was this session for helping you meet the goals and objectives of your JAHF grant?	Extremely Valuable or Very Valuable	40.9% (n=44)	25.0% (n=4)	50.0% (n=2)	57.1% (n=7)	25.0% (n=4)	66.7% (n=3)		20.0% (n=10)	44.4% (n=9)	33.3% (n=3)
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	42.2% (n=45)	25.0% (n=4)	50.0% (n=2)	57.1% (n=7)	25.0% (n=4)	75.0% (n=4)		30.0% (n=10)	33.3% (n=9)	33.3% (n=3)
Should this type of session be repeated in future years?	Definitely or Probably	71.1% (n=45)	100.0% (n=4)	50.0% (n=2)	71.4% (n=7)	50.0% (n=4)	100.0% (n=4)		50.0% (n=10)	77.8% (n=9)	66.7% (n=3)
Would attending another session similar to this one another time be useful for you?	Yes	72.2% (n=36)	100.0% (n=3)	50.0% (n=2)	40.0% (n=5)	50.0% (n=2)	100.0% (n=4)		66.7% (n=9)	87.5% (n=8)	50.0% (n=2)
A9. Panel IV: "Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader" (Beverly, Delgado, Michnich, Phillips)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	87.3% (n=71)	100.0% (n=3)	60.0% (n=5)	100.0% (n=9)	71.4% (n=7)	80.0% (n=5)	100.0% (n=2)	94.7% (n=19)	78.6% (n=14)	100.0% (n=3)
How would you rate the session quality?	Excellent or Very Good	95.8% (n=71)	100.0% (n=3)	100.0% (n=5)	100.0% (n=9)	85.7% (n=7)	100.0% (n=5)	100.0% (n=2)	100.0% (n=19)	85.7% (n=14)	100.0% (n=3)
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	87.3% (n=71)	100.0% (n=3)	60.0% (n=5)	100.0% (n=9)	71.4% (n=7)	60.0% (n=5)	100.0% (n=2)	100.0% (n=19)	85.7% (n=14)	66.7% (n=3)
Should this type of session be repeated in future years?	Definitely or Probably	94.4% (n=71)	100.0% (n=3)	100.0% (n=5)	100.0% (n=9)	85.7% (n=7)	80.0% (n=5)	50.0% (n=2)	100.0% (n=19)	92.9% (n=14)	100.0% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
Would attending another session similar to this one another time be useful for you?	Yes	94.1% (n=68)	100.0% (n=3)	80.0% (n=5)	100.0% (n=9)	85.7% (n=7)	60.0% (n=5)	100.0% (n=2)	100.0% (n=19)	100.0% (n=13)	100.0% (n=2)
A10. Endnotes: Reflection on Leadership (Ferguson)											
How relevant was the session for your work?	Extremely Relevant or Very Relevant	96.5% (n=57)	100.0% (n=2)	100.0% (n=2)	100.0% (n=6)	100.0% (n=7)	100.0% (n=4)	100.0% (n=2)	94.1% (n=17)	90.9% (n=11)	100.0% (n=2)
How would you rate the session quality?	Excellent or Very Good	100.0% (n=57)	100.0% (n=2)	100.0% (n=2)	100.0% (n=6)	100.0% (n=7)	100.0% (n=4)	100.0% (n=2)	100.0% (n=17)	100.0% (n=11)	100.0% (n=2)
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	98.2% (n=57)	100.0% (n=2)	100.0% (n=2)	100.0% (n=6)	100.0% (n=7)	100.0% (n=4)	100.0% (n=2)	94.1% (n=17)	100.0% (n=11)	100.0% (n=2)
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=57)	100.0% (n=2)	100.0% (n=2)	100.0% (n=6)	100.0% (n=7)	100.0% (n=4)	100.0% (n=2)	100.0% (n=17)	100.0% (n=11)	100.0% (n=2)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=55)	100.0% (n=2)	100.0% (n=2)	100.0% (n=6)	100.0% (n=6)	100.0% (n=4)	100.0% (n=2)	100.0% (n=17)	100.0% (n=11)	100.0% (n=1)
B. Please Give Us Feedback About the Conference as a Whole											
How relevant was this leadership conference for you work?	Extremely Relevant or Very Relevant	78.2% (n=78)	83.3% (n=6)	60.0% (n=5)	100.0% (n=10)	85.7% (n=7)	100.0% (n=5)	33.3% (n=3)	61.9% (n=21)	85.7% (n=14)	66.7% (n=3)
How well did the conference match your expectations?	Very Closely Match or Somewhat	97.4% (n=77)	83.3% (n=6)	100.0% (n=5)	100.0% (n=10)	100.0% (n=6)	80.0% (n=5)	100.0% (n=3)	100.0% (n=21)	100.0% (n=14)	100.0% (n=3)
Would you recommend a similar conference to a peer?	Definitely or Probably	93.6% (n=78)	83.3% (n=6)	80.0% (n=5)	100.0% (n=10)	100.0% (n=7)	100.0% (n=5)	66.7% (n=3)	95.2% (n=21)	92.9% (n=14)	100.0% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
How would you rate the conference quality?	Excellent or Very Good	91.0% (n=78)	83.3% (n=6)	80.0% (n=4)	100.0% (n=10)	85.7% (n=7)	100.0% (n=5)	66.7% (n=3)	90.5% (n=21)	92.9% (n=14)	100.0% (n=3)
How likely are you to use the information from the conference?	Very Likely or Somewhat Likely	89.7% (n=78)	83.3% (n=6)	80.0% (n=5)	100.0% (n=10)	85.7% (n=7)	80.0% (n=5)	33.3% (n=3)	95.2% (n=21)	92.9% (n=14)	100.0% (n=3)
How valuable was the overall conference for helping you meet the goals and objectives of your JAHF grant/scholarship?	Extremely Valuable or Very Valuable	82.9% (n=76)	66.7% (n=6)	60.0% (n=5)	100.0% (n=10)	71.4% (n=7)	100.0% (n=4)	66.7% (n=3)	71.4% (n=21)	100.0% (n=13)	100.0% (n=3)
How useful was the overall conference in helping you increase your leadership skills within the field of gerontological-geriatric nursing?	Extremely Useful or Very Useful	81.8% (n=77)	83.3% (n=6)	60.0% (n=5)	100.0% (n=10)	71.4% (n=7)	80.0% (n=5)	33.3% (n=3)	76.2% (n=21)	92.3% (n=13)	100.0% (n=3)
How appropriate was the number of networking opportunities provided at this conference?	Just Right	75.3% (n=77)	66.7% (n=6)	60.0% (n=5)	80.0% (n=10)	57.1% (n=7)	60.0% (n=5)	100.0% (n=3)	76.2% (n=21)	92.3% (n=13)	100.0% (n=3)
How conducive was the setting of this conference to networking?	Extremely or Very	75.6% (n=78)	50.0% (n=6)	40.0% (n=5)	100.0% (n=10)	71.4% (n=7)	40.0% (n=5)	66.7% (n=3)	71.4% (n=21)	100.0% (n=14)	100.0% (n=3)
How appropriate was the combination of panels, concurrent sessions, networking receptions, and other sessions at this conference?	Just Right	87.3% (n=71)	60.0% (n=5)	100.0% (n=5)	75.0% (n=8)	66.7% (n=6)	60.0% (n=5)	100.0% (n=3)	95.0% (n=20)	100.0% (n=13)	100.0% (n=3)

Variable	Indicator	All Scholars ³	2003 Pre-Doctoral Scholars	2003 Post-Doctoral Scholars	2004 Pre-Doctoral Scholars	2004 Post-Doctoral Scholars	Hartford Scholar Alumni	2002 AACN APN Scholars	2003 AACN APN Scholars	2004 AACN APN Scholars	NYU Hartford Scholars
C. Please Think Back to Last Year's Conference											
The overall quality of this year's conference was:	Better than last year or About the same	100.0% (n=16)	100.0% (n=6)	100.0% (n=4)			100.0% (n=5)				
The overall relevance of this year's conference to my work was:	More relevant than last year or About the same	87.5% (n=16)	83.3% (n=6)	75.0% (n=4)			100.0% (n=5)				
The opportunities for networking and interacting with peers in this year's conference were:	Better than last year or About the same	93.8% (n=16)	100.0% (n=6)	75.0% (n=4)			100.0% (n=5)				
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=16)	100.0% (n=6)	100.0% (n=4)			100.0% (n=5)				
Did you use any information from last year's Leadership Conference over the course of the year?	Yes	75.0% (n=16)	83.3% (n=6)	83.3% (n=6)			50.0% (n=4)				
Did the networking opportunities provided by the 2002 Leadership Conference result in any synergistic relationships or collaborations during the year?	Yes	70.6% (n=17)	83.3% (n=6)	66.7% (n=6)			60.0% (n=5)				

Comparison of the Ratings of Types of Respondents.

Scholars vs. Non-Scholars. The responses of the nine groups of Scholars—2003 Pre-Doctoral Scholars, 2003 Post-Doctoral Scholars, 2004 Pre-Doctoral Scholars, 2004 Post-Doctoral Scholars, AAN Hartford Scholar Alumni, 2002 AACN APN Scholars, 2003 AACN APN Scholars, 2004 AACN APN Scholars, and NYU Hartford Scholars—were compared to responses of non-Scholars—Mentors of Hartford Scholars, Program Director/Faculty/Staff (of HCGNEs, AACN Coordinating Centers, and NSGIPs), and unspecified respondents. The responses made by these groups about the individual sessions of the Conference were compared using an appropriate nonparametric statistical test (Mann-Whitney). Of 100 comparisons, 4 were found to be different using $p < .05$ as a level of significance. The number of significant results is about what would be expected by chance. The following differences were observed:

- More current Scholars than non-Scholars indicated that attending another session similar to the “Orchestrating a Research Career” session would be useful ($p = 0.034$).
- Scholars rated the relevance of the poster presentation session for their work as greater than did non-Scholars ($p = 0.013$).
- Scholars found that the poster presentation session was more useful in increasing their leadership skills within the field of gerontological/geriatric nursing than did non-Scholars ($p = 0.004$).
- Scholars indicated that the Mary Starke Harper Distinguished Lectureship was more useful in increasing their leadership skills within the field of gerontological/geriatric nursing than did non-Scholars ($p = 0.019$).

Pre-Doctoral Scholars vs. Post-Doctoral Scholars vs. AACN APN Scholars. Additionally, the responses of the nine groups of Scholars—2003 Pre-Doctoral Scholars, 2003 Post-Doctoral Scholars, 2004 Pre-Doctoral Scholars, 2004 Post-Doctoral Scholars, AAN Hartford Scholar Alumni, 2002 AACN APN Scholars, 2003 AACN APN Scholars, 2004 AACN APN Scholars, and NYU Hartford Scholars—were grouped into three Scholar groups—Pre-Doctoral Scholars, Post-Doctoral Scholars, and AACN APN Scholars. The responses made by these three groups about the individual sessions of the Conference were then compared using an appropriate nonparametric statistical test (Kruskal-Wallis). Of 72 comparisons, 14 were found to be different using $p < .05$ as a level of significance. The following differences were observed:

- Compared to Pre- and Post-Doctoral Scholars, relatively fewer AACN APN Scholars felt that the “Orchestrating a Research Career” session was relevant to their work ($p = 0.050$).
- Compared to Pre- and Post-Doctoral Scholars, relatively fewer AACN APN Scholars felt that Panel I: “Helpful Hints for the Rest of Your Life” was relevant to their work ($p < 0.001$).
- AACN APN Scholars rated Panel I: “Helpful Hints for the Rest of Your Life” as lower quality than did other type of scholar participants ($p = 0.015$).
- AACN APN Scholars felt that Panel I: “Helpful Hints for the Rest of Your Life” was less useful for increasing their leadership skills within the field of gerontological/geriatric nursing than did Pre- and Post-Doctoral Scholars ($p = 0.001$).
- AACN APN Scholars were less likely to feel that a session similar to Panel I: “Helpful Hints for the Rest of Your Life” should be repeated in future years than were Pre- and Post-Doctoral Scholars ($p = 0.006$).

- Post-Doctoral Scholars were less likely to report that attending another session similar to Panel II: “Policy-Making Leadership: IOM’s Quality Initiative” in future years would be useful than were Pre-Doctoral and AACN APN Scholars ($p = 0.024$).
- AACN APN and Pre-Doctoral Scholars rated Panel I: Panel III: “Utilizing Informatics: A Core Competency Most Nurses Will Need But Don’t Have” as higher quality than did Post-Doctoral Scholars ($p = 0.041$).
- Post-Doctoral Scholars were less likely to indicate that Panel III: “Utilizing Informatics: A Core Competency Most Nurses Will Need But Don’t Have” was useful for increasing their leadership skills within the field of gerontological/geriatric nursing than were Pre-Doctoral and AACN APN Scholars ($p = 0.013$).
- Post-Doctoral Scholars were less likely to express that a session similar to Panel III: “Utilizing Informatics: A Core Competency Most Nurses Will Need But Don’t Have” should be repeated in future years than were Pre-Doctoral and AACN APN Scholars ($p < 0.001$).
- Pre-Doctoral Scholars indicated that Panel IV: “Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader” was more useful for increasing their leadership skills within the field of gerontological/geriatric nursing than did Post-Doctoral and AACN APN Scholars ($p = 0.027$).
- Post-Doctoral Scholars were less likely to express that Panel IV: “Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader” should be repeated in future years than were Pre-Doctoral and AACN APN Scholars ($p = 0.010$).
- Pre-Doctoral and AACN APN Scholars felt that attending another session similar to Panel IV: “Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader” in future years would be more useful than did Post-Doctoral ($p = 0.008$).
- Compared to Pre- and Post-Doctoral Scholars, AACN APN Scholars rated the the Leadership Conference as less relevant for their work ($p = 0.020$).
- Pre-Doctoral Scholars were more likely to indicate that the Conference matched their expectations than were Post-Doctoral and AACN APN Scholars ($p = 0.022$).

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 of Hartford Scholars, Program Director/Faculty/Staff (of HCGNEs, AACN Coordinating Centers, and NSGIPs), and unspecified respondents — are presented in Appendix IV.

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

- In general, the participants were positive about the Leadership Conference. Scholars indicated that the Conference was well organized, informative, motivational, inspirational and overall, an exceptional experience. As with the quantitative ratings, these comments point out that the Conference was a success.
- In general, Scholars indicated they would use the information from the Conference to develop and organize abstracts and/or research grants, utilize networking opportunities in a more effective manner, increase their involvement in the public policy arena, particularly at the local and state level, and develop their leadership roles within the nursing profession. The Conference provided ample opportunities to think about and examine the leadership role of nurses outside of the framework of academia.

- 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 concepts with concrete situations/examples. Scholars were very receptive to messages conveyed in this manner. This finding is identical to one from the 2003 Conference.
- Overall, Pre- and Post-Doctoral Scholars valued the presentations and panels that focused on the development of a research agenda more than the AACN APN Scholars. In general, AACN APN Scholars felt that these sessions were too tailored to the needs of researchers and did not touch upon the issues of clinicians. Future Conferences may benefit from offering parallel tracks focusing on research and clinical and professional issues.
- In general, the less structured Concurrent Sessions were less valued by Scholars than in previous Conferences. Scholars indicated that the less structured nature of these sessions led to discussions that were off topic and did not closely match the initial intent of the session.
- Scholars were less pleased this year with the overall physical lay-out of the Conference than in previous years. Specifically, Scholars commented on how the lay-out of the Poster Presentations did not provide the optimal environment to actively engage with the presenters in large groups. Additionally, some Scholars felt that the entire Conference should be comprised of shorter days, with more activities occurring in the first half of the day. Future Conferences may benefit from having shorter sessions with longer interim breaks that could be used as additional networking opportunities.

Table 2: Scholars' Qualitative Comments on the John A. Hartford Building Academic Geriatric 2004 Nursing Leadership Conference

A1. Welcome Luncheon (Bednash, Fagin, Mezey, Rieder, Shaver)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Good opportunity for networking. • Good overview of all programs. Too short of an introduction to other people involved, such as center directors.
2004	<ul style="list-style-type: none"> • My first and best [conference]! • Please consider making this a structured networking opportunity. As a Scholar, it would be nice to quickly meet other Scholars at the beginning of the conference.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • Good introduction. Well coordinated. • Excellent.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Very nice opening to the Leadership Conference.

A2. Orchestrating a Research Career (McBride)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2004	<ul style="list-style-type: none"> • Dr. McBride was a delight. • Dr. McBride's talk was a wonderful, realistic look at starting a research career. • Excellent speakers, knowledgeable and practical. • I would suggest a less formal structure for more audience engagement. Otherwise, Dr. McBride was an excellent speaker. Great insights.
AAN Hartford Post-Doctoral Scholar 2004	<ul style="list-style-type: none"> • Dr. McBride was honest and real. She provided valuable guidelines that were entertaining and informative. I appreciated the outline for a career trajectory, particularly, grant mechanisms for pilots, etc. • Excellent. • Excellent blending of humor, meaning, and practical information. Loved the poem at the end.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • Interactions rather than the lecture of other sessions added. A copy of McBride's readings with citations would be helpful. • [This session] would only be useful in my role as a Mentor to AACN/Creating Careers Scholars.
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none"> • This was absolutely outstanding!!! Would be interesting to talk about the fact that so many of us are already middle aged and how this gets factored into our career planning. • This was the first session of its kind for me. Excellent and Angela was very effective, not to mention very funny at times!
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> • Not relevant to my education, as I am not in research, but concepts and ideas were easily transferable to all areas of my career. Dr. McBride is an excellent speaker.

A2 (continued). Orchestrating a Research Career (McBride)

Attendee Type	Comments
NYU Hartford Scholar	<ul style="list-style-type: none">• Exceptional, dynamic speaker. Useful information for all levels of Scholars.• Excellent presentation. Many points can be easily relayed. Thank you for an inspiring session!

A2. Poster Presentation Development Session (Beilenson)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none">• John was excellent. He was able to provide very concrete feedback with ideas to improve posters within a very short time frame.• The feedback from Mr. Beilenson was very helpful, but the room was way too small. We were unable to see the posters during the discussion.• Room size was way too small.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none">• John B. is superb at what he does. He helps us think "out of the box" in creative and respectful ways.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none">• Guidance on poster construction may be more useful by approaching this skill differently. Perhaps, with one-on-one direct feedback from Mr. Beilenson on poster set-up, prior to the Conference and clear identification of this project early on (i.e. through a separate and specific e-mail). I would have benefited by Dr. Beilenson's input before doing my final poster (at \$400).• I attended, not as a presenter, but just to look at the posters. The poster room was small and space was cramped.
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none">• Maybe have a consultant preview work before we spend money on a poster. Bring a draft - then refine poster for future use so this becomes more of a learning experience instead of anticipating coming with final project.

A2. How to Get the Most Out of the Leadership Conference (Foreman, Sullivan-Marx)

Attendee Type	Comments
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none">• I think that providing Scholars with career resources (official ones), especially in the clinical arena, should be an objective for the AACN. There is a shortage of career resources (i.e., in the state of MI), although there is a huge, often unidentified need for APN care of the elderly.• They did not even discuss how to get the most out of the conference. They could have been more direct.
2004	<ul style="list-style-type: none">• Very helpful in understanding the purpose and process of the Conference as well as GSA.• Session gave us newcomers information on what to expect and how to get the most out of the conference.• Stimulated lots of questions and sharing of ideas.• The question and answer time gave added knowledge.• The session could benefit from exploring different careers that exist within nursing and how to bring the practice to the bedside for nurses with Master's degrees.

A3. Panel 1: “Helpful Hints for the Rest of Your Life.” (Grady, Harden, Hudgings, Kelty)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar	
2003	<ul style="list-style-type: none"> • Taylor Harden's presentation was exceptional. Very enjoyable and applicable to real life. Fresh information and format. • Dr. Harden gave an organized and very informative session. Excellent speaker. • Session on "arguments" particularly useful. • The practical advice for grants was helpful, but it was too focused on RO1, faculty-type grants instead of research training (NRSA) that would apply to more of us. • The topic was well intended, but the delivery crashed. The content was what I learned in the first year of my program and had no connection to leadership. I attend sessions like this hoping to be challenged in my thinking regarding leadership and inspired to achieve new heights. This session felt like a demotion to grade school.
2004	<ul style="list-style-type: none"> • This was an extremely valuable, practical discussion necessary for beginning investigators. • We could always use additional information on writing for resources and/or publication.
AAN Hartford Post-Doctoral Scholar	
2003	<ul style="list-style-type: none"> • This topic is extremely relevant to me as a Post-Doctoral Scholar. However, most of the information was very familiar and available through my mentor. The speakers were all excellent. I'm also concerned that it may not be relevant to many people in the audience (clinical Master's students) or those not on a traditional research track. Perhaps another format would be better.
2004	<ul style="list-style-type: none"> • Excellent feedback, practical. • It is essential to provide perspective on how to self-monitor the granting process.
AAN Hartford Scholar Alumni	
	<ul style="list-style-type: none"> • Great. • Excellent session. Everyone was so attentive you could hear a pin drop. This was a directly applicable growth session. PowerPoints and website handouts will be an exceptional resource for me. • [I would recommend another session] depending on whether alumni are more included in the Conference. Individuals at different stages of growth in their careers. For alumni, one question could be "What's next?" Or "What are you doing?" Issues and problems of moving from Post-Doctoral status to position.
AAN Hartford Scholar Cohort Not Reported	
	<ul style="list-style-type: none"> • Excellent.
AACN Hartford APN Scholar	
2002	<ul style="list-style-type: none"> • This should be broken off into separate sessions for Doctoral students and Master's students. The speakers were very good; however the topics were not related to Master's students.
2003	<ul style="list-style-type: none"> • Dr. Harden's lecture was very organized and could be applied to all types of scholarly writing. • As an AACN Scholar (graduating in May with my Master's as a GCNS) I felt that this information was irrelevant to me at this point in my career. I feel that there should have been a concurrent seminar geared for people like myself. • Session was interesting and informative, but not as useful for GNP students, unless they plan to go on for Doctorates. I would like to see more discussion of professional/clinical issues. • Much of the information provided seemed directed toward Doctoral/Pre-Doctoral students or those with a clear focus on research.

A3 (continued). Panel I: "Helpful Hints for the Rest of Your Life." (Grady, Harden, Hudgings, Kelty)

Attendee Type	Comments
AACN Hartford APN Scholar (continued) 2003	<ul style="list-style-type: none"> • Try to include younger Scholars in the future and try to motivate them, etc. This was geared more towards nursing research and doctoral students. I am currently a Master's student (ANP, GNP) and this information was useful but not relevant at this time in my career. It may be in the future, but not now. I do appreciate its importance, though, for those that are currently conducting research and writing grant proposals. • The in-depth research topic by Dr. Hardin was interesting, but not being in research, it was not pertinent and was boring to me. Need to separate research students from others for these topics. Offer an optional breakout session for clinical practitioners.
2004	<ul style="list-style-type: none"> • The lecture on arguments was excellent. • Great "life tips" for me as a student on paper writing. • I'm not presently a Ph.D. or writing grants, but it was very useful information for writing papers and awareness of processes and expectations involved. Well presented. • First portion of presentation on preparation of proposal was very helpful and relevant, but the final portion of the presentation on juggling more than one study was not relevant to where we are as graduate students at this time. • The importance of keeping to the time allotment should be stressed. • The session focused on grant and grant proposal. As a GNP student, grants are the farthest thing in my mind. However, it may be good session for Ph.D. students. • My focus is in the clinical area. Please don't forget those of us who will not be going on to a Ph.D. Include some talks focusing on how to lead in the clinical area. So far, everything has been very research focused, but much of it does not translate to the clinical setting.
Cohort Not Reported	<ul style="list-style-type: none"> • The lecture inspired me to try to publish a second article as a first author. It gave me more confidence in my ability to do so.
NYU Scholar	<ul style="list-style-type: none"> • Thank you for the opportunity to ask questions and thank you for sharing your "stories." • Harden provided insightful and specific recommendations that were very useful. The other representatives were somewhat general and vague or otherwise, obvious in their message.

A4. Poster Presentations and Reception (Class of 2003)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Presenting a poster (my first) in this environment was a great start. Good, encouraging feedback from participants. • Layout of posters poorly designed (some posters were in the corners with little space). • The setup of the posters in the room was not at all conducive to viewing and discussing them. Nonetheless, I was able to have a few in-depth conversations with Master's students and one Ph.D. student that were wonderful networking opportunities. I had never been a part of a poster presentation before. I thoroughly enjoyed it and have a new appreciation for the medium as an opportunity for education and networking. It's a lot more fun than giving a paper! • The space was not good. I was not able to appreciate/observe the comments/feedback that were/was given to other participants.

A4 (continued). Poster Presentations and Reception (Class of 2003)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar (continued)	
2003	<ul style="list-style-type: none">• As a presenter, there was little opportunity to read other posters or interact with other presenters regarding their research interests. We need more time to review and discuss each other's work. John only comments on "visual" factors, there was no time or content review.• Needed a larger room. Posters were crammed in and it was difficult to have access to the entire poster.
2004	<ul style="list-style-type: none">• Very informative!• Nice setup/display.• I didn't want to make a decision for one presentation over another and miss out on critical materials.• Poster displays were extremely difficult to view due to placement with respect to the room. I feel this was primarily responsible for the low effectiveness of the session.• Set up for posters could have been better. Some were on the back side of others, some against the wall - almost hidden.
AAN Hartford Post-Doctoral Scholar	
2003	<ul style="list-style-type: none">• I've found this content and support to be extremely helpful. John Beilenson is excellent and offers many specific suggestions as well as encouraging support. Terrific!• I plan on attending more presentations like this in my research career. This experience made me more open to submitting posters (I usually only submit for papers because I don't/didn't like standing with my poster in the past).• This session was wonderful. The room was too small and very hot.• I had a poster at this session - the space was too small and inhibited many from viewing all the posters.• The setup of posters was not good. My poster was on the very corner, which was often blocked by the presenter of the poster next to me.
2004	<ul style="list-style-type: none">• Most posters were developed to be viewed from a distance. The physical set up of the exhibit made it difficult to view them appropriately.• The physical set-up of the room made it a little difficult to see the posters, you had to wedge yourself in between them. I know this cannot always be avoided. Possibly, if there was room, lining them up around the periphery, versus the corners would have afforded better viewing for more people.
AAN Hartford Scholar Alumni	
	<ul style="list-style-type: none">• Perhaps a small-group writing session with key leaders interspersed as group leaders would be useful and fun.• I enjoy seeing what the Scholars are doing. This year's poster presentation was well laid out.• Interesting to interact with Post-Doctoral and Pre-Doctoral Scholars and discuss their work.
AAN Hartford Scholar Cohort Not Reported	
	<ul style="list-style-type: none">• I was sort of stuck in a corner, so there was poor traffic flow. There are many other conferences for posters (highlight them) opportunities - maybe include first years more so they are more prepared on year two.• The noise level was very high in the room and it was difficult to hear Claire and John.

A4 (continued). Poster Presentations and Reception (Class of 2003)

Attendee Type	Comments
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none"> • It was a great networking experience for me - meeting and networking with peers. • Not enough room to view posters and speak to presenters. Posters and topics were very interesting. • Poor room setup for poster presentations. It was difficult for more than one to two nurses to view poster at a time.
2003	<ul style="list-style-type: none"> • It was good to see the kinds of research people are doing. • The presenters that I spoke with were very knowledgeable about this area of research. They sparked my interest in new areas of the patient-care continuum. Also, research was personalized in a way that journal articles, by virtue of their medium, are not. • The posters were not displayed well. They were difficult to see. Only one person at a time was able to squeeze in between the posters to see them. • The posters were difficult to read, due to the position of the blackboards. I think the room set-up needs to be re-worked. • Would be helpful to have more posters. Also arranging the room where posters are closer together and mingling areas are to the side would help. I had difficulty getting to several of the posters. • The set-up in the room had the posters and presenters too close together or against the wall. It made it difficult to read and discuss them. • More time should be allocated, so that each poster can be presented by its representative.
2004	<ul style="list-style-type: none"> • Excellent opportunity to see what is being done. Enjoyed speaking with presenters. • Very difficult to hear the speakers. Maybe a timed session so that everyone is quiet and is listening at the beginning and then open viewing discussion. Also, consider organizing the posters more individually so that investigators can speak with viewers. • Poster set-up could have been better. Some were too close together. • The set up of the room was not optimal for seeing the posters well. They were too crowded and close, making it difficult to see them, and discouraging me from stopping at some because there was not much room to get in and see them.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Excellent posters! • The way in which the poster frames were positioned made it difficult to squeeze in to look at the posters.

A5. Panel II: "Policy-Making Leadership: IOM's Quality Initiative" (Harrington, Hinshaw, McBride, Shaver, Stoiber)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Appreciated content of the IOM. • Very good quality and good balance among speakers. It was a little disappointing to hear that nursing research was "insufficient" to make heeded recommendations regarding staffing levels. But if that's our reality, it needs to be more broadly discussed. • An important topic, though some was repetitive and the first three key speakers were too long, 15-20 minutes each, would have been adequate. • Too focused on the history of the IOM and its changes. Would have benefited more from hearing about finding important future research. • The overview of the IOM was helpful, but again I found that the Leadership Conference 's relevance to my work was lacking.

A5 (continued). Panel II: “Policy-Making Leadership: IOM’s Quality Initiative” (Harrington, Hinshaw, McBride, Shaver, Stoiber)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar (continued) 2004	<ul style="list-style-type: none"> • Compelling issues - great presentations. • There was one PowerPoint that was done in red lettering that I was unable to read. Handouts would have been helpful. The patient safety results were given, but I was disappointed that this Leadership Conference did not make a decision towards policy makers to assist the issues of patient safety/nurse staffing. • While it was very interesting to learn more about the IOM and the quality reports and initiatives, there was quite a bit of overlap between the speakers. The panel did not always hold my attention.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Appreciate learning about the various power groups in nursing/health where geriatric nursing needs to be and is involved. • Slides difficult to read, especially red letters on a blue background. • Most of the content was not new (had read IOM reports).
2004	<ul style="list-style-type: none"> • Valuable insight offered. • Some of the presentations could have been combined; leaving more time for discussion. • Too long. Minimally applicable to the level that most program participants are at today.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • This was very relevant to my work. • It would be helpful to access successful types of models developed and utilized. • It was more a review of the literature than illustrative of the nuts and bolts of leadership. • [I would recommend this session] if reframed to stress leadership and my role in it as a JAHF BASNC scholar.
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none"> • Good variety, yet goal oriented about using IOM thrust in research.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> • Extremely valuable information. • This really spoke to me! • Enjoyed and appreciated information on staffing and the reinforcement that it does affect quality. • Dr. Hinshaw's lecture was extremely interesting, well articulated, and easy to listen to. • Good exposure to an area that I had not had much exposure to. • Dr. Hinshaw and Dr. Harrington agree with Dr. Harper's comments (staff education). We spend a majority of our time mentoring and educating staff in the ANF to provide job satisfaction, security, and confidence in their interactions with patients • Very interesting to see the kinds of quality indicators going on at Iowa. More information about how to become involved in advocacy would be helpful. • I think there should be more time for questions. I wanted to hear more about how APN's can improve the conditions in nursing homes. • A legislator on the panel could also add to the program. Learning how to effectively communicate with a politician about health policy would be helpful. • Looking at policy outside of the economics isn't very helpful.
2004	<ul style="list-style-type: none"> • The Harrington and Shaver presentations were most helpful to my focus. • Absolutely excellent. One small note: It is difficult to read red on the overheads.
Cohort Not Reported	<ul style="list-style-type: none"> • This topic is extremely important, especially in long-term care.

A5 (continued). Panel II: “Policy-Making Leadership: IOM’s Quality Initiative” (Harrington, Hinshaw, McBride, Shaver, Stoiber)

Attendee Type	Comments
NYU Hartford Scholar	<ul style="list-style-type: none"> • What about the AACN's recommendations for the clinical nurse leader and the Doctorate in Nurse Practice? Wouldn't these topics be relevant somehow as solutions to the IOM's quality initiatives?

A6. Panel III: “Utilizing Informatics: A Core Competency Most Nurses Will Need But Don’t Have?” (Bakken, Ball, Darkins, Romano, Simpson)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Dr. Darkins was excellent!!! The panel was great! • All speakers were great and had unique perspectives. Darkins was particularly good as an illustration of what can be done with IT in a single-payer system. Great panel. Maybe next year add rural health system versus only large ODS's. • More information about direct strategies to encourage nurses to be more technology-friendly would have been useful.
2004	<ul style="list-style-type: none"> • New and important information. Quicker pace than other presentations. It held my interest and attention. Different settings and applications were helpful to understand current and future use of informatics. • Dynamic. • This session was informative but could have been shorter in duration. • Need some short breaks between speakers. Handouts would be nice to refer to for questions.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> • I like the idea of addressing core competencies and rotating topics during various years. • Most of the content was not new.
2004	<ul style="list-style-type: none"> • Good information and all the speakers were excellent. It was a little long. • Good time management. It allowed more time for questions. • It would be more helpful if further details were added in the symposium instead of general principles and guidelines. • Too long! Relevance of a discussion of this topic in this depth was unclear.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • Dr. Darkins was the best presenter of the conference thus far.
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none"> • All were excellent! Dr. Ball's presentation was excellent in developing vision and building confidence to move forward. Like the IP focus and sociological focus.
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none"> • Good information. Speakers were very interesting. • Another session with an increased focus on obtaining funds to implement IT in the LTC would be very beneficial.
2003	<ul style="list-style-type: none"> • Informative and energizing. • Excellent session. • I especially enjoyed Dr. Darkin's presentation, as it seemed most relevant to my future practice.

A6 (continued). Panel III: “Utilizing Informatics: A Core Competency Most Nurses Will Need But Don’t Have?” (Bakken, Ball, Darkins, Romano, Simpson)

Attendee Type	Comments
AACN Hartford APN Scholar (continued) 2003	<ul style="list-style-type: none"> • Roy Simpson's presentation was excellent. • For me, this was an eye opener. • We are currently working on finding a system for our practice. I am currently using my own computer to save time.
2004	<ul style="list-style-type: none"> • A list of pertinent data bases to take home. • VA presentation very relevant. Evidence based practice implementation is difficult in practice - excellent presentation. • Great session. • We need all the information we can get to help increasingly utilize this valuable new research! • The presentation by Marion J. Ball was excellent! • Great session. • Good mix in the panel.
2004	<ul style="list-style-type: none"> • We need all the information we can get to help increasingly utilize this valuable new research! • The presentation by Marion J. Ball was excellent! • Great session. • Good mix in the panel.
NYU Hartford Scholar	<ul style="list-style-type: none"> • While this topic may not feel acutely useful because most institutions do not have cutting edge IT, the presentations effectively communicated the need for such IT.

A7. Concurrent Sessions: Maximizing Hartford Opportunities (Franklin, McBride, Watman)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2004	<ul style="list-style-type: none"> • It seemed that most of the information provided at the beginning of the session was directed at the Pre-Doctoral Scholars. I enjoyed hearing from Patty Franklin and the Hartford Representative. It also provided a great opportunity to meet our cohort. • This session would lend itself nicely to an e-mail or onsite consultation for those who have questions about meeting the reporting requirements. • This session was not necessary, as it was well covered. Patty Franklin is adept at interfacing and answering questions (prior to this meeting). • Introduction to other Scholars should occur earlier in the program. • It would be more beneficial for grantees to have this session early in their Post-Doctoral and Pre-Doctoral career (like as a voice conference or newsletters). • For future reference, a room that is more conducive to group interaction would be beneficial. Increased group discussion to develop the network of Scholars would also help.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Focus was exclusively on Pre-Doctoral students. We would like to know the range of opportunities. It would be helpful to know who is connected to Hartford from the MD and SW groups (i.e. letters of support for a grant, consultant on grants, etc). It's very difficult to get this information, which is essential for multi-or inter-disciplinary research.

A7. Concurrent Sessions: Moving on to Next Career Steps (Fagin)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> The panel of Dr. Fagin, Dr. Archbold, and Dr. Kayser-Jones were positive, approachable, and very open to share their experience and expertise/insights towards future options. The intent of the session wasn't met in my opinion. Dr. Christman's, and to a lesser extent, Dr. Harper's comments; [they] were a distraction [for] an important process. It's unfortunate that so few Scholars spoke at all because of "interpretations" and ego stories. Although it was wonderful hearing from the living legends, the conversation was frequently turned from the topic. Maybe an additional or separate question and answer session with the living legends would be helpful.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> It may be more beneficial to me if the program separated Pre-Doctoral and Post-Doctoral Scholars, and separated persons with research careers from those with non-research careers.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> There should be more opportunities like this. The participants would benefit from these career-type discussions because not everyone has the opportunity to receive Doctoral or Post-Doctoral training at HCGNE (where these discussions are routine) Great opportunity to have a small group discussion with others in similar situations.
AAN Hartford Cohort Not Reported	<ul style="list-style-type: none"> One of the most useful sessions I attended (this and Angela McBride's) were the best for me personally.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> It was a privilege to be present in this session.
NYU Hartford Scholar	<ul style="list-style-type: none"> This was an excellent opportunity to have a conversation with Dr. Fagin and colleagues. Thank you for this "once in a lifetime" opportunity!

A7. Concurrent Sessions: Mentoring: (Archbold, Beverly, Kayser-Jones, Maas, Strumpf)

Attendee Type	Comments
AAN Hartford Scholar Alumni 2003	<ul style="list-style-type: none"> Would be helpful to discuss in safe, open forums.
AAN Hartford Scholar Cohort Not Reported 2003	<ul style="list-style-type: none"> Too long, too unstructured, too passé - especially Luther. After hearing his comments I will not be attending his award tonight.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> It was helpful to share with other GNP students and discuss professional issues. I left the session a little early, but I enjoyed the presentation. However, in this breakout I would have appreciated more information regarding support and tools we can use as we graduate and begin our new careers as APN's. I've had enough of mentoring. I could have used my time more productively. It was nicely done but not as valuable as others. I would have preferred to go to "Maximizing Hartford Opportunities" instead.

A7. Concurrent Sessions: Getting the Most Out of Your Master's Program: The Mentee / Mentor Relationship (Cotter)

Attendee Type	Comments
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none"> • Very good session. Need more like this for Master's students who are looking for direction or support. • I graduated (MSN) in 2003. I checked to before attending to be certain this was the appropriate session to attend, however most of the lecture/discussion was for the student. I did try to be a participative audience member, but felt a little frustrated as it was not really a learning experience for me personally. Regardless, it did reinforce my knowledge base.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> • I really enjoyed Valerie Cotter's presentation. • Valerie Cotter outlined an excellent program, combining a didactic portion with a children's book reading (<i>The Giving Tree</i>) and a panel of her UPenn students. • Excellent facilitation by Dr. Sullivan-Marx and Valerie Cotter. We had a stimulating discussion and I really valued their insight and wisdom. • It was nice to meet as a small group (with people on the same level as myself). • This was the most relevant session for me. • I truly wasn't aware of a mentoring relationship at my school (with faculty members). They appear too busy for more than a quick sit-down for advising or brief advice on a paper.
2004	<ul style="list-style-type: none"> • Extremely informative. Great exchange of ideas, I also found panel of mentees informative. Encouraging. • Excellent - especially the dialogue portion of the session. • Valerie Cotter was absolutely fabulous! I would be interested to learn more about how the Pennsylvania State Nursing Department implemented their philosophy of mentorship, and how they manage their students as advisors and mentors. • The most useful lesson in education was Eileen Sullivan Marx's redirection and input of and to discussion. It is especially relevant for first years. I think second year input is valuable, but by the second year the student is preparing to enter practice as an APN and needs different information. • Some good ideas about the mentor/mentee relationship. • Very helpful conversations between Scholars. • Considerable debate was initiated at end of this lecture.
Cohort Not Reported	<ul style="list-style-type: none"> • I'm at the end of my program, so this lecture was not useful for me. I didn't get anything beneficial from this lecture. If I had heard this 18 months ago, it would have been great. It would have been nice if I had another session to choose from.

A8. The Mary Starke Harper Distinguished Lectureship – Luther Christman, Ph.D., R.N., F.A.A.N.

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • His views were fascinating, and Dr. Fagin did a great job interviewing. • Having the lecture off site made for an extremely long, exhausting day. The best part about this event was the reception and the networking opportunities it afforded. • I found Dr. Christman very disappointing. Dr. Fagin did a good job of interviewing a difficult subject. He was repetitive, arrogant, opinionated, and unable to even gather thoughts to recommend a "step" toward leadership for the audience at the end. Such a different experience from last year!

A8 (continued). The Mary Starke Harper Distinguished Lectureship – Luther Christman, Ph.D., R.N., F.A.A.N.

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2004	<ul style="list-style-type: none"> • Wonderful learning experience from others! • The networking opportunity was valuable. • Dr. Fagin's and Dr. Harper's interview questions were right on target, but Dr. Christman didn't address most of them. He followed his own train of thought and lecture notes
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • I like hearing the life narratives of these older persons. • He talked too much, but that was ok, it was a small, great lecture. • I am very respectful of Luther Christman. However, this session might have been formatted in a style other than "interview." Perhaps if two to three key individuals who knew Dr. Christman spoke of their experiences, followed by a presentation of the award, the flow would have held my interest.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> • Dr. Christman is a perfect example of a living legend and leader in aging. • Historical perspective very informative. • Dr. Fagin was irritable during her interview with Dr. Christman - not well done.
2004	<ul style="list-style-type: none"> • Beneficial to hear about a living legend firsthand. • Very important to recognize nurse leaders formally! Even with eccentricities. • It was enjoyable to listen to Dr. Christman, but the presentation didn't seem very focused. • Microphone quality was poor. This session could have been more structured. • The microphone background noise and the clicking from the ceiling on the right side of the room was extremely distracting. This made it very difficult to focus on the speakers. • Nice catering.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Having this lecture earlier in the day might be helpful.

A9. Panel IV: “Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader” (Beverly, Delgado, Michnich, Phillips)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • All speakers were just wonderful. I really appreciate the specificity of content and use of humor. Dr. Delgado was especially motivating and inspirational. • Dr. Delgado was dynamic and fantastic. • The question and answer section was great. Dr. Delgado was very dynamic and useful. Great advice and excellent programs - but it would have been nice to have a research tie into policy.
2004	<ul style="list-style-type: none"> • Excellent. I was encouraged about opportunities for the availability of programs of learning within health policy. • This was the best session of them all. Seemed to address "where the rubber meets the road" - how to take all our wonderful research and effectively communicate it to policy members. • Fabulous speakers. Motivating, informative, practical, and enormously relevant to leadership!

A9. Panel IV (continued): “Policy Shaping and Making: What Every Health Professional Needs to Know to Be a Leader” (Beverly, Delgado, Michnich, Phillips)

Attendee Type	Comments
AAN Hartford Post-Doctoral Scholar	
2003	<ul style="list-style-type: none"> This was the best presentation.
2004	<ul style="list-style-type: none"> Excellent insight! Jane [Delgado] is fabulous. Invaluable information - I can't thank you enough. Jane Delgado speaks her mind and explains herself clearly. Thank you, Marie Michnich for providing guidance in value differences. Sally Phillips Ph.D., R.N., thanks for discussing how to buy a train ticket to affect policy. Excellent presenters and the material was relevant. This session should be repeated as the advice provided by the presenters was most helpful to aspiring leaders!
AAN Hartford Scholar Alumni	
	<ul style="list-style-type: none"> This was the best session of any leadership conference I've attended. This is exactly what I've been waiting to hear since 2001!! Very useful new material. Many of us will go on to academic careers and we need to know how differently "The Hill" functions. Excellent.
AAN Hartford Scholar Cohort	Not Reported
2002	<ul style="list-style-type: none"> Outstanding. Outstanding speaker - good variety and respectful disagreements.
AACN Hartford APN Scholar	
2002	<ul style="list-style-type: none"> Jane Delgado gave the most "real-life" presentation. Speakers were very good and interesting.
2003	<ul style="list-style-type: none"> The speakers were very good and offered wonderful information. Very knowledgeable panel. Excellent information about how to become involved in legislation/promoting health agendas. This was the most excellent session. Practical tips to get our message out. Excellent presenters, very pertinent information. The best panel overall. I had never thought about health policy and the impact we can have. I definitely (after graduation) plan to get involved at the state level to make changes to improve the geriatric community. This was my favorite session! Excellent speakers and presentation. Definitely have them back! They were the most motivating. Motivated me to go back home and be more active in policy making.
2004	<ul style="list-style-type: none"> Very important session!! Very informative speakers!! Very inspirational. The speakers were excellent and had many good insights we could take with us. I'm not sure about attendance at a similar session, although the importance of being part of policy making or a political scene is a relevant message.
Cohort	Not Reported
	<ul style="list-style-type: none"> There was very useful information given at this lecture. The speakers were very interesting.
NYU Hartford Scholar	
	<ul style="list-style-type: none"> One of the best panels! This was an excellent session that will rally push me forward in policy development and involvement. These speakers were very effective speakers and were able to get their message across in authentic and fresh ways.

A10. Endnotes: Reflections on Leadership (Ferguson)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • She was a dynamic, entertaining speaker with great insights/experience with leadership.
2004	<ul style="list-style-type: none"> • Bravo! What a wonderful ending to a great conference!
AAN Hartford Post-Doctoral Scholar 2004	<ul style="list-style-type: none"> • Bring her back - Vernice Ferguson is a goldmine of leadership talent. • Excellent presentation; wrapped up conference on a high note!
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • What a treasure! • Great speaker - passionate. • How inspiring! • Excellent examples and presentations. What a proficient, polite, and wonderful exemplar. • I had breakfast with Vernice Ferguson. It was quite memorable! Yet, I was unable to stay for her presentation because of a scheduling conflict. I am delighted that icons like Angela McBride and Vernice Ferguson circulate and mingle with us "newbies."
AAN Hartford Cohort Not Reported	<ul style="list-style-type: none"> • Great! • Lovely! • Outstanding.
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none"> • Inspirational!
2003	<ul style="list-style-type: none"> • What a delightful ending! A positive attitude and no references about the obvious challenges she must have faced. • Motivating speaker. • Excellent endnote speaker!!! She summed it all up very well, and I'm sure most of us agree in the role we have in improving end of life care. • Excellent wrap-up. She is a remarkable speaker and leader in nursing! • How inspiring! I wish I had a tape recorder. She made me want to go out and change the world. • She has inspired me to continue and to return to work in a leadership role. • Wow!!! • I could have listened to her all day! • Lively real world discussion.
2004	<ul style="list-style-type: none"> • Excellent. • Vernice Ferguson was wonderful. • Finally, someone addresses end of life care. • Good motivational speaker.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Dr. Ferguson is a national treasure!

B21. How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Expansion of thought regarding opportunity and to think outside of the traditional academic track. Conference provided me with tangible guidance regarding beginning involvement in policy and responsibility.

B21 (continued). How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar (continued) 2003	<ul style="list-style-type: none"> • I will use information provided by panelists (e.g., IOM reports) to prepare up-coming papers for coursework and for publication reference. I plan to check websites and opportunities regarding policy fellowships and/or other sources of information. I plan to become actively involved with the legislative committee of my state nurses' association. • I received advice on what to do after graduation. Specifically, steps to find a Post-Doctoral position. • I don't think I will use any of the information from any of the sessions. I really didn't hear anything new. I found my conversations with attendees much more helpful than any other aspect of the conference.
2004	<ul style="list-style-type: none"> • I will develop geriatric programs/courses for the undergraduate curriculum. I will follow suggestions given by the panelists regarding grant writing to make it a successful submission. I will implement leadership skills in people's daily lives, because more active participating in geriatric health care policy is needed • I will share the information and connections with the faculty I work with. I will network with my current contacts and future contacts in assisting with my program and research. I will utilize the new skills in leadership into action and utilize my memberships in my professional groups. • Met others in positions similar/dissimilar to mine that I (or they) may want to contact for future projects. They also know researchers to help me contact in order to increase my productivity as a researcher. Dr. McBride offered guidance for building a career that was very inspiring for those that have not yet made it. • The art of argument to (how to build a case), although a review, was very helpful to my dissertation writing. • I will use the advice given by panel one when I prepare my first NRSA grant. I will think about Dr. McBride's advice from "Orchestrating a Research Career" when thinking about my career steps and goals. I will take a new look at my state and local government and how I might be able to get involved in health issues important to me, as a result of panel four. • Dr. Beverly's presentation on career paths in public policy will help me map out where I am and where I want to go. • Follow up with field experts that I met, including potential opportunities for involvement in coalition activities. Follow up with peer Scholars that I met, including collaborative efforts between similar areas of interest. Use some examples from "exemplar" PowerPoint presentations (i.e., styles and effective use of slides to engage the audience). • Increase my political activity at the state level. Make use of "people" sources. Make more of an effort to network. • Because of this conference I am now interested in getting more involved in policy/government.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> • I have made two contacts regarding future employment. "Be present" – Ferguson. • Identified resources for work - IOM, speakers for conferences/work. Networked with colleagues to develop collaborative projects. I gained the chance to inform others of some of my work.
2004	<ul style="list-style-type: none"> • Incorporating learning content in research activities. Development of new research initiatives. Networking with contacts established as a result of this program. • Writing grants. Working with my research assistants/students to mentor them.

B21 (continued). How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AAN Hartford Post-Doctoral Scholar (continued) 2004	<ul style="list-style-type: none">• I will definitely use Hardin's suggestions on how to present an abstract/grant. Although I have three grants funded already, it is always useful to be reminded of how these documents are perceived at the other end. I will use the websites to explore new funding opportunities from NIA/NINR. I will use the excellent points from the "Policy Shaping and Making" panel in my approach to changes at the local level to implement gerontological issues.• The grant ladder for academia. The difference between academia and Capitol Hill. How to orchestrate a research career.• Follow-up on networking contacts as I build a research team.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none">• In my role as a consultant to the NJ DHSS (DOH) I will definitely use knowledge gained to directly influence my work and interventions. I will contact speakers as needed for advice in Health Policy. I am thinking about the Health Policy Fellowship through RJW!• I will explore opportunities for research in the VA system. I will have a better idea of how to provide advice to my students about the conference.• Grant information: I will make it a point to view selective websites (the list was given to us) regularly. I will examine ways to train myself in concise, brief and pointed verbal and written expression.• Networked with colleagues about a job. [I will use] Dr. Fagin's session on the future and our concerns. I'd love to get involved more in policy at the local level.
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none">• I was able to build on some nursing contacts I made last year. Excellent. I feel like I am staying part of the Hartford Foundation networking by attending the conference and interacting with others.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none">• How to be a good mentor/mentoree and how it is a give/take relationship.• Staffing issues in long term care and ideas on how to involve the CNA's into the system. Network on a local level. Move from mentoree to mentor. Continue to use the IOM.• The panel on "Policy Shaping and Making" gave me concrete ideas as to how to get involved in (particularly) state and local policy-making bodies. The importance of being pragmatic versus idealistic in trying to effect change. Concrete ways to network and get it touch with people who can be helpful in your career.• Using network skills to build relationships with other geriatric healthcare professionals. Seeking out a mentor who can help me move forward in my new role. Getting to know at least one of the elected officials in my region.• The mentor breakout session clarified the role of a mentor, and the importance of the mentor/mentoree relationship• Continue to be an advocate to long-term care residents by helping to reducing staff turnover and increasing staffing in efforts to improve the quality of care. Speak with colleagues about the importance of geriatric nursing and how it can improve quality in hopes of increasing enrollment in geriatric nursing programs.• I've learned what it takes to drive change. The characteristics of a great leader. How important data is in order to make change and bring it to the attention of the important people that can help implement the change.• How to write grants. How to get involved with mentorships. How to get involved in state nursing boards and state legislatures.• I will take this inspiring information to increase my visibility at the local level and make a niche into the local organization. It made me think about my own leadership abilities and weaknesses and how I can continue to improve. How I can increase my colleagues knowledge about the need to implement protocols and informatics to improve healthcare in gerontology.

B21 (continued). How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AACN Hartford APN Scholar (continued) 2003	<ul style="list-style-type: none">• I would go to the IOM for background information to support my practice. I will incorporate informatics into my practice, and push for it based on the information I learned from the panel. I will "never give up" trying to improve the practice of caring for older adults.• Be politically savvy. Follow a health policy career path. Be diplomatic and educated.• I will join the local nurse's association and help in making health policy for the state nursing homes. CNA retention. Volunteer to work with the Geriatric Association and looking at safety issues in nursing homes.• It directed me to continue my education. Become more politically active. Listen and learn from nursing leaders and leaders outside of nursing.• Nothing - This conference should not be mandatory for all scholarship recipients; or lessen the research focus on the first afternoon. Informatics will be most useful in my future practice.
2004	<ul style="list-style-type: none">• In the future, I hope to influence public policy and have a more specific direction, beginning at the state level. I will continue to network with individuals I met, especially those with similar drive for long term nursing home care and dementia care influence/improvement. The knowledge that I need to know more was reinforced.• Utilize networking skills in a more effective manner. The conference increased my ability and desire to demonstrate leadership qualities in my daily life and nursing career. Self-behavior, sharing information (facts of course), maintaining a positive encouraging attitude, keeping informed of policy/legislative issues, and always continue education whether formal or informal. I now feel more comfortable approaching people I thought were unapproachable.• I will be able to approach my leaders with more confidence because of the skills I have acquired at this conference. I will be able to assume a stronger leadership role at my work place. I will be able to attend my local legislature and know that I have a voice and will begin to develop the skills to be a leader. The positive and supportive atmosphere has been extremely motivational and empowering. Thank you.• I plan to become involved in the state nurse's association, which I am currently not a part of. I have a much greater and broad new appreciation of how far one can go within nursing leadership. I am totally amazed by this conference and plan to be a mentor for others because I feel so grateful to be supported in this capacity and know how much being here has been an encouragement for me.• I will seek out mentors to help me to form my career. Don't lose site of your vision. I hope to keep my vision. I hope to become a mentor to others!• First portion of the "Helpful Hints for the Rest of Your Life" presentation that discussed preparing grant proposals was also relevant for organizing research papers. VA presentations model of home-centered self management for chronic care patients was a very relevant, transferable model.• I plan to use information from the leadership development session for developing a leadership role in a professional organization. I plan to extend my circle of influence by applying knowledge gleaned from the policy making session to take an active role in expanding the scope of practice for APN in my state. I plan to use information gleaned from all sessions in concert to embark on a publishing career in nursing.• When I have different opinions than others, the right way to solve the problem is not by walking away. Instead, I should continue to work with others and let my voice be heard. Being a mentee, I should be open to critiques and let my mentor know what my needs are.• Look into helping with research in home care outcomes to develop a model of care to keep elders in their homes.• Join the GSA. Become more aware of geriatric political issues.

B21 (continued). How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AACN Hartford APN Scholar (continued) 2004	<ul style="list-style-type: none"> I will use the websites of ANA, NIH, NICHE, NIA and other government sites (to be determined) to keep up with current topics and legislation. I will seek out a mentor for myself and be available at work to be a mentor, if asked. I will navigate my department's information system. I have avoided using new systems, but now I will embrace the system and increase my skills.
Cohort Not Reported	<ul style="list-style-type: none"> It encouraged me to seek publication. It encouraged me to submit proposals for research. It helped me decide to pursue a Ph.D.
NYU Hartford Scholar	<ul style="list-style-type: none"> Develop rapport with a local leader in the community to volunteer for an initiative he or she believes is important that relates to the health of older adults. Plan to attend the political action meetings of SNA at least two times a year to voice my opinions about aging issues and nursing. Develop some "lobbying" skills to be able to articulate gerontological nursing issues to a politician. Identify leadership and policy development in Post-Doctoral training grant applications. Add leadership in gerontological nursing to core undergraduate and graduate courses that I teach. Actively seek a board position with an agency involved in aging and health promotion. Consultation with one of the conference organizers was very helpful for me in making decisions about future research grants. Networking provided me with a very good contact for collaboration on a future research grant. The final session was very helpful in getting me to think about developing leadership skills.

B22. Helpful Sessions that Were Not Included

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> A session bridging research and policy. More on grants - successful applications etc. Media training. I want to be challenged to think in new and creative ways about what leadership is and means for me as a Hartford Scholar about to embark on a career.
2004	<ul style="list-style-type: none"> What are the hot issues in health care? Introductions with NIH faculty members. A half day teaching seminar for doing NIH grant processes. Maybe a hands-on approach to a grant writing session. For instance, making up a topic and with the help of the Pre-Doctoral students (less knowledgeable) write some of part of a grant. Tips on methods, recruitment strategies, etc. It would be helpful in networking if there was some way to identify the field or specialty in geriatrics people are in. If in the attendee list at the back of the program you identified who was gero-psychology, dementia, acute care, oncology, home health, etc. Speaker training for talking to the media. Negotiating career development for the short term - as we finish up Scholar program, complete our dissertation, and enter the job market.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> I think we should have had time to go to "The Hill" and knock on our legislators' doors. We should be in the same hotel as the GSA.

B22 (continued). Helpful Sessions that Were Not Included

Attendee Type	Comments
AAN Hartford Post-Doctoral Scholar (continued) 2003	<ul style="list-style-type: none"> • How about a panel on one of the major research initiatives from NIH (i.e., LSOA or ADRC studies, or MacArthur Foundation studies, something like that). Show progress on a longer basis. • Session separately designed for the junior researcher. Separate Pre-Doctoral and Post-Doctoral students. Separate Scholars by career goal (research and not research). By doing this, the conference would provide more helpful and concrete way to solve our issues.
2004	<ul style="list-style-type: none"> • I particularly appreciated the high level, experienced leaders the conference planners brought in to speak. • More examples of grants with ratings assigned by reviewers (i.e., grant application). Session to interact with previous and new Scholars (together). A formal session with networking opportunities. Discussion of activities that promote development. • Career trajectory of Post-Doctoral grantees. Maybe invite one or two of them to speak at maximizing JAHF opportunity - how did their two years go? What did they accomplish? What kinds of positions and funding they have after Post-Doc? Or any tips. • Team building (research team). The mentoring process (from the perspective of the individual being mentored).
AAN Hartford Scholar Alumni	<ul style="list-style-type: none"> • Future conference ideas include videotaping selective sessions, sell "products" with HGNI logo (good for exposure since we can bring these back to our schools/clinical agencies). • A session on increasing diversity in gerontological nursing. • Would be very helpful to include alumni - past Doctoral Scholars and what is happening now. Also, loved the charge of \$100 to cover the cost of food - pay for own hotel. Would attract more. GSA charge \$1,225 so \$350 expenses, for weekly graduated Post-Docs. • Being in Washington, the conference would have been the perfect opportunity to invite members of congress who are advocates for older Americans to speak or network with a huge group of gerontological nurse leaders from around the country.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none"> • Different leadership styles. Career opportunities for new APN's. I feel more should be offered for new APN's (the conference very is good to Pre- and Post-Docs). • More information for the GNP's. More specific attention paid to encouraging nurse practitioners to join local, state, national organizations. • Smaller group sessions for specific interests (e.g., GNP speakers vs. Post-Docs) to discuss professional interests. • Discussion with ANCC NP groups for GNP students. • Give more information to those just beginning in the program and not in improving the care of geriatric clients. Suggestions include graduates from previous year and what their doing, their role and how they went about finding their position or role. • Current health care policy issues regarding the elderly. What bills are on the table, etc. End-of-life care issues also. • In future conferences, particularly for the AACN Scholars, career resources/opportunities should be shared. We need to have a sense of how to approach finding a clinical job. • I thought all the sessions were excellent. Truly, the only information I would add is contact information for the panelists. Some are included in the attendee list but not all. • Student-to-student information sharing. • Further career guidance without doctorate education and avenues for growth. • Several of the group sessions were geared towards the Ph.D./research students. It would be more beneficial to have more breakout sessions specific to the career of the Scholars. • Transitioning from clinical APN to research, the Ph.D. career path. • More applications of clinical gerontological nursing.

B22 (continued). Helpful Sessions that Were Not Included

Attendee Type	Comments
AACN Hartford APN Scholar 2004	<ul style="list-style-type: none"> • We need to be energized regarding nursing/home dementia care. I know that most are in the business to profit, but so are hospitals and clinics. In America, everything is capitalistic! And some individuals and caregivers do not have the luxury to remain in their own homes or in assisted living or other community arrangements. • I have completed one year of my GNP program and have one more year of study. I plan on practicing for some time and eventually continuing my education in Pre-Doctoral work. A workshop on obtaining a Ph.D., and the process involved, would have been helpful. • The assigned mentors were fantastic (especially Meg Bourbonniere). One small informal session could include specific areas (such as a group of NP leaders, CNS leaders, etc.) and focus on development at that level. Excellent conference overall. The support and focus was amazing. I am honored to become a part of such a dynamic community that encourages such growth. • Maybe a small participative seminar/panel on how to market ourselves when job hunting; NP's are increasingly being recognized and accepted, but many facilities are not fluent in how to utilize those of us that are CNS's. • Small group development workshops.
Cohort Not Reported	<ul style="list-style-type: none"> • I wish I could have participated in the conference that spoke about how to make the most of your Hartford Scholarship. I wish there was a session for Hartford Scholars which gave advice on pursuing your Ph.D. or M.B.A.
NYU Hartford Scholar	<ul style="list-style-type: none"> • Have members of various committees on aging and/or health (national) attend and tell us what they want from nurse Scholars. Also, a speech on how to lobby. • Individual consultation time with leading faculty and/or center faculty (i.e., specific dates/times that we could sign up for). • As noted previously, I don't understand why the AACN did not address the issues of the clinical nurse leader and the Doctorate of Nursing Practice. It would have been helpful for me to see how these issues can be addressed by nurse educators.

C25. Information Used from the 2003 Leadership Conference

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> • As a first year Pre-Doctoral Scholar, I took a more active role in recognizing/interfaces with policy issues and what I can be involved in. I would not have done this without courage and direction from last year's conference. • I accepted an invitation to be a consultant on a state-funded project that allowed me to interact with a state agency. I accepted a role on a national physician-dominated professional committee. • Higher participation in multi-disciplinary conferences - asking questions at the microphone. Increase in policy contacts (senators/federal) and state legislation. • Increased participation at conferences.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none"> • Network skills. How to speak up in a meeting! Thank you Dr. Fagin. • Energized to continue work. Resources for assistance with work. Planned to unite article with a colleague. • I'm sure I used some of the information but no specific connections that I can think of right now. It was a great opportunity to meet people, learn more about the JAHF and their various programs. • Strategies to develop my career.

C25(continued). Information Used from the 2003 Leadership Conference

Attendee Type	Comments
AAN Hartford Scholar Alumni	<ul style="list-style-type: none">Names and addresses of colleagues and leaders. I did more communicating with these new colleagues during this conference than the previous year.Dr. Fagin said last year "stick your neck out" and be a risk taker and I think I have thought about that a lot during the past year and it has paid off in many cases.

C26: Synergistic Relationships Resulting from the 2003 Leadership Conference

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none">Contacts with 2003 Scholars in between meetings.Last year as a fledgling student, I briefly met key people. This year, after I read their work, I spoke more in depth with them.Collaborating relationship with a peer from the University of Iowa with similar interests in dementia care and AL. She will spend part of her research residency at my program. Contacts with mentors at University of Arkansas - planned a visit to learn more about exercise in dementia.E-mail with gero-nurse leaders regarding dissertation proposal and future ideas. Obtained potential mentor for my Post-Doctoral opportunity.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none">Communication with the other Scholars.
Hartford Scholar Alumni	<ul style="list-style-type: none">Interaction with Pat Archbold.Jan Mentes, Alison Kris: informed dialogues regarding common work-related issues and research issues, sharing of resources and stat background/expertise.I needed to contact a Scholar once this past year about her research because another colleague needed to talk to her. Deanna Gray-Miceli was a content expert for my dissertation.

C34. Ideas for Other Living Legends

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none">Myrtle K. Aydelotte "Kitch" - not gerontology specific, but a great leader. Grace Sills - not gerontology, but wonderful storyteller.Neville Strumpf.
2004	<ul style="list-style-type: none">Ann Whall.Archbarem Chapuliski.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none">Priscilla Ebersole.Meridean Maas, Jeanie Kayser Jones.
2004	<ul style="list-style-type: none">Claire Fagin.

C34 (continued). Ideas for Other Living Legends

Attendee Type	Comments
Hartford Scholar Alumni	<ul style="list-style-type: none">• Claire Fagin.• Florence Downs.• Joyce Rasin, Mathy Mezey, Vernice Ferguson.
AACN Hartford APN Scholar 2003	<ul style="list-style-type: none">• Vernice Ferguson.• Pat Kappas-Lassen NP (V.P. Evercare - United Healthgroup - Corporate HQ - Minnetonka, MN). She was also instrumental in initiating a computerized data collection system for the NP's. A program that uses NP to keep folks out of the hospital. Linnea Pucher.
NYU Hartford Scholar	<ul style="list-style-type: none">• Patricia Ebersole.• I can't name a specific individual, but what about a speaker from ANA and the issue of the AFL-CIO affiliation/unionization? ANA is supposed to be a key leader for nurses yet the organization made some decisions without member input.

C35. Other Speakers and/or Topics Recommended

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none">• Loved the informatics - do it again. The last panel was great – need more like it.• Using research to influence policy.
2004	<ul style="list-style-type: none">• Current trends related to job opportunities after finishing PhD studies.• How to effectively recruit and retain minority subjects in research.• Grant mechanisms, funding priorities, hot topics, tips for grant writing. Future problems and how to address the increasing age of the population and how our stance should be to be proactive. How can we prepare as advocates and leaders for aged?• You identified a group of "hot emerging topics" - it would be great to hear from nurse researchers in a sample of these areas; what they're doing, why their work is innovative, how they came to study their topic, and where they think the new areas are.• More information/speakers on how to write fundable proposals.
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none">• Any experienced researcher.
2004	<ul style="list-style-type: none">• Mary Wakefield.• Other programs that address chronic illnesses such as cancer. Symptom management (i.e., pain). Specific research efforts/program development.• Someone involved in politics. A journal editor. Tips on getting published.• I don't have a particular person in mind, but someone whose research and leadership are well blended together so that he/she can present his/her career involvement from the Pre-Doctoral status to the current status.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none">• I'd like to see a conference on diversity (cultural).• George Lakoff should speak about shaping our message (he's a linguist who advised politicians).• Time management, prioritizing, using project management computer programs, using technology to maximize efficiency and multitasking, useful computer systems.

C35 (continued). Other Speakers and/or Topics Recommended

Attendee Type	Comments
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none"> Stimulating the culture change required to increase the belief and value in APN in long term care. Promoting the desire for increased education in the long term care nurse.
2003	<ul style="list-style-type: none"> Career opportunities for APN's. Leadership styles (more information geared towards new APN's). Hilary Clinton on the issues of access to health care/reforming our health care system. More about long term care and the changes that need to be made. A little less on research and writing grants. I would be interested to hear from a lobbyist. Older gay, lesbian, and cross-gender issues and aging. Who does the leadership want to have in the trenches actually working with patients? The push seems to be to involve everyone in research, policy making, and academia. Mentoring. Becoming a leader in the clinical arena.
2004	<ul style="list-style-type: none"> Nursing home/long care term care & dementia care. I think first year Graduate Scholars may have very different needs than other audience members to get the most out of their programs. Involving nurse theorist(s) in a panel or workshop. Sister Callista Roy - Adaptation model as applied to the aging process. Unsure - inadequate knowledge base. The Hospice concept.
NYU Hartford Scholar	<ul style="list-style-type: none"> A nurse lobbyist The "hot topics" at the HCGNE's and emerging topics. Tips or a "how to" session for potential Post-Doctoral BAGNC applicants. I was here only the second day, but I didn't see any discussion planned for the leadership potential of the new proposals for the Clinical Nurse Leader on the proposed Doctorate in Nursing Practice - would have been helpful!

C36. Additional Feedback

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholar 2003	<ul style="list-style-type: none"> Since we're in Washington, it would have been exciting to hear from congress members, lobbyists or somebody about their specific experience with governmental participation. The conference seems long since it is connected with GSA. Either shorter sessions with longer networking/break times or shorter days (not going until 8pm) may help. The room arrangement was inaccurate. We need better local arrangements and travel assistance. It would be better if all activities in one location, preferably in a GSA hotel. Need to better communicate expectations regarding posters in advance - giving us sufficient time to prepare. John's comments were helpful but spending \$\$ to develop a "lesser quality" poster seems wasteful. Could feedback be provided prior to finalizing the poster? Also, guidance on "non-data" (e.g., qualitative, literature review) is badly needed.
2004	<ul style="list-style-type: none"> This is my first leadership conference. I look forward to attending the 2005 event. Should introduce new BAGNC Scholars on the first day of conference to each other so that networking starts earlier. More policy and principle discussion of how to start a research career. We need a how to on filling out expense voucher.

C36 (continued). Additional Feedback

Attendee Type	Comments
AAN Hartford Post-Doctoral Scholar 2003	<ul style="list-style-type: none">• Thank you for another exceptional experience!• The hotel was very noisy. There was some noise from 10:30pm-12:30am yesterday night. Sounds like someone was washing something. I called the front desk but they could not do anything about it.
2004	<ul style="list-style-type: none">• These sessions raised the bar and therefore the view of our future role as leaders. It helped us to see beyond the research path. The days are extremely informative. I am honored to be here. It would be helpful to front load activities and ease off towards the end of the day.• Excellent opportunity to increase knowledge, sound and practical information related to research leadership.• [The Conference] exceeded my expectations.
AAN Hartford Scholar Alumni	<ul style="list-style-type: none">• You (the planning committee) took our suggestions from last year seriously! Truly, this was an excellent substantive conference; it was well organized and "flowed" nicely.• Please have our university affiliation on our name tags.• Please have future conferences at hotels that provide free internet access. Or, provide a mechanism for attendees to have some access. \$9.95/day is too much to pay (especially in view of room rates)!
AAN Hartford Scholar Cohort Not Reported	<ul style="list-style-type: none">• Noisy bedroom. Rooms were small, hot, and crowded.
AACN Hartford APN Scholar 2002	<ul style="list-style-type: none">• I live in a community that I am not leaving. I would like to see topics on not just how to function in Washington, but also on the local level. Some speakers touched on this.
2003	<ul style="list-style-type: none">• Words cannot describe how wonderful this program. Excellent!!!!!!• Excellent speakers and guests. Well organized! The last panel was the most relevant to the "Leadership Conference."• It is important for speakers to know that not all of us are researchers (we are all at different career points).• More sessions related to the GNP student.• A great experience, but would have been helpful to have less emphasis on research and more on professional issues.• Name tags for mentors a different color.• Luncheon rooms were noisy - hard to hear people.
2004	<ul style="list-style-type: none">• The conference exceeded my expectations.• Very stimulating. It has been a pleasure having the opportunity to be taught and inspired by the leaders of our field. Thank you.• This was a wonderful supportive and informative session. Everyone was so knowledgeable and giving of themselves - Awesome!!• Very inspiring - great opportunities for networking and sharing experiences with other Advance Practice students.
NYU Hartford Scholar	<ul style="list-style-type: none">• Excellent conference! Thank you for the invitation to participate!

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 concept of the Leadership Conference was extremely well-received and does not need to be changed in drastic ways. In general, this Conference very successfully addressed and met the needs of those who attended it.
- From the standpoint of the attendees, the leadership focus of this Conference was somewhat less evident than in the first two years. (This issue also occurred in the third Conference). In general, this Conference was more substantive in terms of content and less direct in conveying the message that each Scholar has the ability and responsibility to lead the field of nursing. This may be because panel sessions were highly focused on practical issues of how to move forward in specific areas of leadership such as policy, research, or mentoring but did not spend sufficient time tying these issues into the overarching theme of leadership. We infer that this year the Scholars did not leave the Conference with quite the same sense of being “anointed as a Leader” with all of the responsibility that it entails as they had in prior years.
- The Conference introduced Scholars to a number of innovative ideas and concepts, especially around the areas of policy, research, career development, and informatics. Though these concepts were perceived as very helpful to most Scholars, the content of the sessions were often not applicable to a portion of audience because the audience was so varied in terms of their academic and professional standing and trajectory. Scholars varied from more advanced researchers at the post doctoral level to new doctoral students to clinically focused advanced practice nursing students. As a result, there were differences in expectations for the Conference and perceived usefulness and relevance of session topic and content. The task of developing a conference tailored to such a broad audience is very difficult and should be closely examined.
- The best received component of the Conference was the networking opportunities. All groups of Scholars noted that they appreciated the chance to interact with peers who shared similar experiences and leaders in the field who provided guidance and inspiration. The value of networking opportunities and the desire to have more of these opportunities are recurring themes for the Conferences. Future sessions should work to provide more opportunities that facilitate networking for Scholars.
- The presence of supportive and successful role models, such as Dr. Mary Starke Harper, Dr. Claire Fagin, and Dr. Angela McBride, made 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 speaker for this year’s Mary Starke Harper Distinguished Lectureship was less well received than in previous years. However, the Scholars were able to differentiate this session from other sessions at the Conference. Future conferences should continue to work to highlight nursing leaders and increase inspirational opportunities for Scholars.
- One group of Scholars – those from the AACN-administered APN Scholarship Program – viewed the Conference somewhat less favorably than did the Scholars from the AAN-administered Pre-Doctoral and Post-Doctoral programs. There was an excellent attempt made to orient APN Scholars with conference attendance in general and the Leadership Conference in particular. Nonetheless, many APN students still did not see the relevance of some Conference session because of its slant towards the nurse researcher pursuing a doctoral level career. This issue also occurred during the 2002 and 2003 Conferences where APN Scholars also attended. A possible solution may be to have APN Scholars attend the Leadership Conference biennially. Conference content may alternate between a focus on nurse research careers with clinical issues taking a secondary role in years without APN

Scholars and a focus on clinical nursing issues with a slighter emphasis on nursing research in years with APN Scholars.

- While at the same time there is increasing pressure to expand the size of the Conference – for instance, by including alumni and their mentors – the Fourth Conference definitely “felt” larger and less personal than the first three Conferences and was more like a traditional scientific conference than the 2001, 2002, and 2003 Leadership Conferences. As the Leadership Conference expands in size (or even stays as large as it was in 2003 and 2004), it might be necessary to develop somewhat better ways of having “tracks” through the conference with more concurrent sessions where Scholars could select topics of special interest and be in smaller sessions with more interaction. Much of the value of the Leadership Conference to Scholars lies in the opportunity to meet leaders, be inspired by them, and ask how a leader knows how to make a decision or pursue an opportunity. Because of the size of the conference, the format in 2004 provided less of this type of interaction than was present at earlier Conferences.
- As a final point, it should be noted one more time that the Conference was extremely successful.