

**Evaluation of 2006 BAGNC Leadership Conference  
A John A. Hartford Foundation Funded Project  
for the Building Academic Geriatric Nursing Capacity Initiative and the Building  
Careers in Advanced Practice Nursing Initiative**

**A Report by The Measurement Group<sup>1</sup>**

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**Summary:** The Sixth Annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative, funded by the John A. Hartford Foundation, was held November 14-16, 2006 in Dallas, Texas. The goal of the Conference was to facilitate leadership development among the Scholars and Fellows supported by the Hartford Foundation—the American Academy of Nursing (AAN) Hartford Scholars and Fellows, 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 a major success. Of particular importance, the program maximized the experience each of its major scholar constituent groups: those working on doctoral degrees in nursing, those conducting research after receiving their doctorate, and those working on master's level advanced practice degrees.

As seen in previous years, the Conference was a resounding success that resulted in a extremely positive experience for Scholars and Fellows. Empowered and stimulated by a combination of distinguished speakers, expert panels, break-out sessions, and network opportunities, Scholars and Fellows felt that they were provided with constructive advice for developing skills and opportunities in the geriatric/gerontological field.

In general, Scholars and Fellows indicated that they would utilize what they gained from the Conference to guide their long-term academic objectives and career paths. The networking opportunities at the Conference also enabled Scholars and Fellows to strengthen collaborations in future endeavors. In addition, the Conference was effective in increasing leadership skills within the field of geriatric/gerontological nursing and empowering Scholars and Fellows to take a more proactive role in policy activities and grant funding.

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Scholars who attended last year's Leadership Conference reported that the 2006 Conference was notably better in terms of quality, increasing their leadership skills and its relevance to their work.

**Background:** The Sixth Annual Leadership Conference for the Building Academic Geriatric Nursing Capacity (BAGNC) Initiative, funded by the John A. Hartford Foundation, was held November 14-16, 2006 in Dallas, Texas. The Leadership Conference agenda was designed by Angela McBride, Ph.D., and Patricia Archbold, DNSc, RN, FAAN, 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, and staff from the American Association of Colleges of Nursing (AACN). 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 six cohorts of Scholars and Fellows – two cohorts that are currently funded and three cohorts that have completed their tenure as Scholars and Fellows. The 2005 AAN Hartford cohort include 13 Pre-Doctoral Scholars and 11 Post-Doctoral Fellows, with most beginning their 2-year funding period July 1, 2005. The 2006 AAN Hartford cohort include 18 Pre-Doctoral Scholars and 7 Post-Doctoral Fellows, with most beginning their 2-year funding period July 1, 2006. The invited AAN Hartford Alumni included selected Pre-Doctoral Scholars, Post-Doctoral Fellows and MBA Scholars from the 2001, 2002, 2003, and 2004 cohorts. Invited AACN Advanced Practice Nursing Scholars included the current cohort of Scholars. Recent NYU Hartford Scholars were also asked to attend. 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 one Hartford Geriatric Nursing Investment Program schools (University of Washington).
- Principal Investigators from three Creating Careers in Geriatric Advanced Practice Nursing schools (Radford University, University of Massachusetts, Worcester, and University of Minnesota).
- 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 Co-Director 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 the Creating Careers in Geriatric Advanced Practice Nursing Program.
- 18 2006 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.<sup>2</sup>
- 7 2006 Post-Doctoral AAN Hartford Fellows. These Fellows were a primary target audience for the Conference.<sup>2</sup>
- 13 2005 Pre-Doctoral AAN Hartford Scholars. These Scholars were a primary target audience for the Conference.<sup>3</sup>
- 11 2005 Post-Doctoral AAN Hartford Fellows. These Fellows were a primary target audience for the Conference.<sup>2</sup>
- 39 AACN Advanced Practice Nursing Scholars. These Scholars were a primary target audience for the Conference.<sup>2</sup>
- 3 NYU Hartford Institute Scholars. These Scholars were a primary target audience for the Conference.
- 3 2004 Pre-Doctoral AAN Hartford Scholars. These Scholars were a secondary target audience for the Conference.<sup>2</sup>

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<sup>2</sup> Names and Universities of all Scholars are listed in Appendix I.

<sup>3</sup> Names and Universities of all Scholars are listed in Appendix I.

- 2 2001 Pre-Doctoral AAN Hartford Alumni Scholar. This Scholar was a secondary target audience for the Conference.<sup>2</sup>
- Faculty Mentors for AAN Hartford 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.
- Staff from the John A. Hartford Foundation.
- Invited Speakers and other guests.

**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 121 forms were returned at the end of the Conference or by mail or e-mail within two weeks (after e-mailed reminders). The Evaluation Form is shown as Appendix II to this report.

**Quantitative Findings from the Evaluation.** Table 1 summarizes the quantitative findings from the evaluation for all Scholars who completed an evaluation form. This includes: 9 2005 Pre-Doctoral Scholars, 11 2005 Post-Doctoral Fellows, 17 2006 Pre-Doctoral Scholars, 6 2006 Post-Doctoral Fellows, and 28 AACN Advanced Practice Nursing Scholars. There were a number of sessions that were targeted to specific groups. In these cases, the cells for the groups of respondents who did not attend the session are shaded.

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

- 2005 Pre-Doctoral AAN Scholars
- 2005 Post-Doctoral AAN Fellows
- 2006 Pre-Doctoral AAN Scholars
- 2006 Post-Doctoral AAN Fellows
- AACN APN Scholars
- Prior Cohorts of AAN Scholars
- Mentors of Hartford Scholars
- Hartford Program Directors/Faculty/Staff
- Speakers

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 groups of Scholars and Fellows.

A few key quantitative results are listed below.

- The approval ratings of sessions (the percentage of Scholars who rated sessions as having very good or excellent quality), ranging between 70 to 100%, indicate that most Scholars and Fellows were very satisfied about the quality of sessions offered at the 2006 Leadership Conference. Echoing last year's findings, sessions that tended to get the highest ratings were those that were focused on a fairly circumscribed, but important, leadership, topic. Such sessions included the mentoring for the Pre-doctoral Scholars and Post-doctoral Fellows and overviews of the Clinical Nurse Leader and Doctorate of Nursing Practice initiatives of AACN for the Advanced Practice Nursing Scholars. On the other hand, the two sessions that received the lowest ratings were "Panel II: Juggling Responsibilities" and "Panel III: Time Management".
- "Panel IV: Presenting Yourself As A Nurse Leader" received the highest ratings out of all the sessions in which the largest number of people attended. As indicated before, this is in line with the finding that sessions that were focused on leadership tended to get higher ratings.
- Almost all AACN Scholars rated the quality of "AACN Creating Careers Concurrent Session" (96.2%) and "AACN Creating Careers Welcome Session" (96.3%) in the highest two categories of "Excellent" or "Very Good."
- In general, Scholars and Fellows felt that most sessions should be repeated in future years. However, there was less interest in a repeat session of "Panel III: Time Management" (73.8%) and the "Mary Starke Harper Distinguished Lectureship" (75.0%).
- All Scholars and Fellows reported that the Conference matched their expectations. Of those, almost all (92.9%) would recommend a similar conference to a peer. Approximately nine out of ten Scholar and Fellows rated the quality of conference as "Excellent" or Very Good." Furthermore, almost all Scholar and Fellows (97.1%) reported that it is highly likely that they would use the information obtained from the Conference.
- A majority of Scholars and Fellows who attended last year's Conference indicated that this year's Conference was better than or about the same as last year's. Most of them (88.2%) also indicated that this year's Conference helped increase their leadership skills within the field of gerontological-geriatric nursing.
- Three-quarter (75.0%) of Scholars and Fellows found that the number of networking opportunities was appropriate. 85.7% indicated that the setting of the Conference was conducive for networking. To support this almost all Scholars and Fellows (94.4%) who attended a previous Conference thought that the networking opportunities were better this year. Three-quarter (75.0%) of Scholars and Fellows also indicated that the networking opportunities provided by the 2005 Leadership Conference resulted in synergistic relationships and/or collaborations during the year.

**Table 1: Quantitative Results from All Scholars and Fellows**

**Respondent Evaluations of Conference Sessions**

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
<b>1. Welcome Breakfast for 2006 Scholars and Mentor's (Archbold, Franklin, Huba, &amp; Watman)-Tuesday 8:30 am – 10:15 am</b>							
How does this session rate as an appropriate opening for this conference?	Excellent or Very Well	87.9% (n=33)	80.0% (n=5)	100.0% (n=2)	<b>93.8% (n=16)</b>	<b>60.0% (n=5)</b>	100.0% (n=5)
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	100.0% (n=32)	100.0% (n=4)	100.0% (n=2)	<b>100.0% (n=16)</b>	<b>100.0% (n=5)</b>	100.0% (n=5)
How would you rate the session quality?	Excellent or Very Good	84.4% (n=32)	75.0% (n=4)	100.0% (n=2)	<b>87.5% (n=16)</b>	<b>60.0% (n=5)</b>	100.0% (n=5)
<b>2. The Mentor-Mentee Relationship (McBride)* -Tuesday 10:30 am – noon</b>							
How does this session rate as an appropriate opening for this conference?	Excellent or Very Well	92.0% (n=25)		100.0% (n=1)	<b>94.1% (n=17)</b>	<b>80.0% (n=5)</b>	100.0% (n=2)
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	100.0% (n=25)		100.0% (n=1)	<b>100.0% (n=17)</b>	<b>100.0% (n=5)</b>	100.0% (n=2)
How would you rate the session quality?	Excellent or Very Good	83.3% (n=24)		100.0% (n=1)	<b>81.3% (n=16)</b>	<b>80.0% (n=5)</b>	100.0% (n=2)
<b>3. Welcome Luncheon (Archbold, Watman, Spellman, Bolton, &amp; Cappezuti -Tuesday 12:00 pm – 1:30 pm</b>							
How does this session rate as an appropriate opening for this conference?	Excellent or Very Well	92.9% (n=42)	87.5% (n=8)	90.9% (n=11)	100.0% (n=17)	83.3% (n=6)	
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	100.0% (n=40)	100.0% (n=7)	100.0% (n=11)	100.0% (n=17)	100.0% (n=5)	
How would you rate the session quality?	Excellent or Very Good	87.2% (n=39)	85.7% (n=7)	81.8% (n=11)	87.5% (n=16)	100.0% (n=5)	

\* Calculations for all scholars and fellows use data from all scholars. This was specifically designed for a selected group; the target group is shown in boldface.

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
<b>4. AACN Welcome Luncheon for Creating Careers Scholars -Tuesday 12:30 pm – 1:30 pm</b>							
How does this session rate as an appropriate opening for this conference?	Excellent or Very Well	92.6% (n=27)					92.6% (n=27)
How closely did the purpose (as described in this session) match your expectations about this conference?	Very Closely or Somewhat	100.0% (n=27)					100.0% (n=27)
How would you rate the session quality?	Excellent or Very Good	85.2% (n=27)					85.2% (n=27)
<b>5. Orchestrating a Research Career (McBride, et al.)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	95.0% (n=20)			93.8% (n=16)	100.0% (n=4)	
How would you rate the session quality?	Excellent or Very Good	89.5% (n=19)			86.7% (n=15)	100.0% (n=4)	
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	75.0% (n=20)			75.0% (n=16)	75.0% (n=4)	
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=20)			100.0% (n=16)	100.0% (n=4)	
Would attending another session similar to this one another time be useful for you?	Yes	85.0% (n=20)			81.3% (n=16)	100.0% (n=4)	
<b>5. Poster Set-up and Communication Consultation (Beilenson)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	100.0% (n=19)	100.0% (n=8)	100.0% (n=11)			
How would you rate the session quality?	Excellent or Very Good	94.7% (n=19)	87.5% (n=8)	100.0% (n=11)			
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	89.5% (n=19)	87.5% (n=8)	90.9% (n=11)			
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=19)	100.0% (n=8)	100.0% (n=11)			

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
Would attending another session similar to this one another time be useful for you?	Yes	72.2% (n=18)	71.4% (n=7)	72.7% (n=11)			
<b>5. AACN Creating Careers Welcome Session (Sullivan-Marx, Latimer, et al.)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	92.6% (n=27)					92.6% (n=27)
How would you rate the session quality?	Excellent or Very Good	96.3% (n=27)					96.3% (n=27)
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	78.3% (n=23)					78.3% (n=23)
Should this type of session be repeated in future years?	Definitely or Probably	96.2% (n=26)					96.2% (n=26)
Would attending another session similar to this one another time be useful for you?	Yes	96.0% (n=25)					96.0% (n=25)
<b>6. Panel I: Balancing Career, Family, and Personal Well-Being (McBride, Bolton, Pesut, Reinhard, &amp; Rake) -Tuesday 3:30 pm – 5:00 pm</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	77.9% (n=68)	62.5% (n=8)	90.9% (n=11)	81.3% (n=16)	80.0% (n=5)	75.0% (n=28)
How would you rate the session quality?	Excellent or Very Good	89.7% (n=68)	100.0% (n=8)	72.7% (n=11)	87.5% (n=16)	80.0% (n=5)	96.4% (n=28)
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	77.9% (n=68)	75.0% (n=8)	63.6% (n=11)	87.5% (n=16)	80.0% (n=5)	78.6% (n=28)
Should this type of session be repeated in future years?	Definitely or Probably	95.6% (n=68)	87.5% (n=8)	90.9% (n=11)	93.8% (n=16)	100.0% (n=5)	100.0% (n=28)
Would attending another session similar to this one another time be useful for you?	Yes	86.8% (n=68)	75.0% (n=8)	90.9% (n=11)	93.8% (n=16)	80.0% (n=5)	85.7% (n=28)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
<b>7. Poster Presentations by Class of 2005 and Reception for All (Archbold, Beleinson) -Tuesday 5:00 pm – 7:00 pm</b>							
I presented a poster at this session.	Yes	100.0% (n=20)	100.0% (n=9)	100.0% (n=11)			
How relevant was the session for your work?	Extremely Relevant or Very Relevant	87.0% (n=69)	88.9% (n=9)	100.0% (n=11)	94.1% (n=17)	83.3% (n=6)	76.9% (n=26)
How would you rate the session quality?	Excellent or Very Good	89.7% (n=68)	88.9% (n=9)	90.9% (n=11)	100.0% (n=16)	100.0% (n=8)	80.8% (n=26)
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	76.8% (n=69)	88.9% (n=9)	100.0% (n=11)	70.6% (n=17)	83.3% (n=6)	65.4% (n=26)
Should this type of session be repeated in future years?	Definitely or Probably	97.1% (n=69)	100.0% (n=9)	100.0% (n=11)	100.0% (n=17)	100.0% (n=6)	92.3% (n=26)
Would attending another session similar to this one another time be useful for you?	Yes	98.6% (n=71)	100.0% (n=9)	100.0% (n=11)	100.0% (n=17)	100.0% (n=6)	96.4% (n=28)
<b>8. Panel II: Juggling Responsibilities: Teaching, Research, Service, and Administration (Beck, Bergstrom, Capezuti, Sullivan-Marx, &amp; Kelley) -Wednesday 9:00 am – 10:30 am</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	68.6% (n=70)	77.8% (n=9)	81.8% (n=11)	82.4% (n=17)	66.7% (n=6)	51.9% (n=27)
How would you rate the session quality?	Excellent or Very Good	72.9% (n=70)	88.9% (n=9)	63.6% (n=11)	76.5% (n=17)	66.7% (n=6)	70.4% (n=27)
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)	66.7% (n=9)	63.6% (n=11)	82.4% (n=17)	66.7% (n=6)	63.0% (n=27)
Should this type of session be repeated in future years?	Definitely or Probably	84.3% (n=70)	88.9% (n=9)	90.9% (n=11)	82.4% (n=17)	83.3% (n=6)	81.5% (n=27)
Would attending another session similar to this one another time be useful for you?	Yes	82.4% (n=68)	75.0% (n=8)	100.0% (n=10)	88.2% (n=17)	66.7% (n=6)	77.8% (n=27)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
<b>9. Panel III: Time Management or "We All Get the Same 24 Hours" (Wykle, McDougal, Valadez, Yoder-Wise, &amp; Hansen) -Wednesday 11:00 am – 12:30 pm</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	67.2% (n=64)	66.7% (n=9)	77.8% (n=9)	68.8% (n=16)	60.0% (n=5)	64.0% (n=25)
How would you rate the session quality?	Excellent or Very Good	63.1% (n=65)	55.6% (n=9)	66.7% (n=9)	62.5% (n=16)	33.3% (n=6)	72.0% (n=25)
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	58.5% (n=65)	55.6% (n=9)	66.7% (n=9)	56.3% (n=16)	33.3% (n=6)	64.0% (n=25)
Should this type of session be repeated in future years?	Definitely or Probably	73.8% (n=65)	55.6% (n=9)	77.8% (n=9)	68.8% (n=16)	50.0% (n=6)	88.0% (n=25)
Would attending another session similar to this one another time be useful for you?	Yes	69.8% (n=63)	55.6% (n=9)	77.8% (n=9)	73.3% (n=15)	50.0% (n=6)	75.0% (n=24)
<b>10. Network Luncheon -Wednesday 12:45 pm – 2:15 pm</b>							
How relevant was the networking luncheon for your work?	Extremely Relevant or Very Relevant	82.4% (n=68)	66.7% (n=9)	90.0% (n=10)	88.2% (n=17)	100.0% (n=6)	76.9% (n=26)
How would you rate the overall quality of the networking luncheon?	Excellent or Very Good	85.3% (n=68)	88.9% (n=9)	90.0% (n=10)	88.2% (n=17)	66.7% (n=6)	84.6% (n=26)
How useful was the networking luncheon in helping you <u>increase</u> your leadership skills within the field of gerontological-geriatric nursing?	Extremely Useful or Very Useful	77.9% (n=68)	66.7% (n=9)	90.0% (n=10)	82.4% (n=17)	66.7% (n=6)	76.9% (n=26)
Should this type of luncheon be repeated in future years?	Definitely or Probably	98.5% (n=68)	100.0% (n=9)	90.0% (n=10)	100.0% (n=17)	100.0% (n=6)	100.0% (n=26)
Would attending another session similar to this one another time be useful for you?	Yes	98.5% (n=67)	88.9% (n=9)	100.0% (n=10)	100.0% (n=17)	100.0% (n=6)	100.0% (n=25)
<b>11. Life After Hartford (Archbold)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	93.3% (n=15)	75.0% (n=4)	100.0% (n=7)	100.0% (n=3)	100.0% (n=1)	

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
How would you rate the session quality?	Excellent or Very Good	93.3% (n=15)	75.0% (n=4)	100.0% (n=7)	100.0% (n=3)	100.0% (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	86.7% (n=15)	75.0% (n=4)	85.7% (n=7)	100.0% (n=3)	100.0% (n=1)	
Should this type of session be repeated in future years?	Definitely or Probably	93.3% (n=15)	75.0% (n=4)	100.0% (n=7)	100.0% (n=3)	100.0% (n=1)	
Would attending another session similar to this one another time be useful for you?	Yes	92.9% (n=14)	75.0% (n=4)	100.0% (n=6)	100.0% (n=3)	100.0% (n=1)	
<b>11. IOM Scholar/Fellow Opportunity (McBride)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	66.7% (n=3)	0.0% (n=0)	100.0% (n=1)	0.0% (n=1)	100.0% (n=1)	
How would you rate the session quality?	Excellent or Very Good	100.0% (n=3)	0.0% (n=0)	100.0% (n=1)	100.0% (n=1)	100.0% (n=1)	
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	100.0% (n=3)	0.0% (n=0)	100.0% (n=1)	100.0% (n=1)	100.0% (n=1)	
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=3)	0.0% (n=0)	100.0% (n=1)	100.0% (n=1)	100.0% (n=1)	
Would attending another session similar to this one another time be useful for you?	Yes	33.3% (n=3)	0.0% (n=0)	100.0% (n=1)	0.0% (n=1)	0.0% (n=1)	
<b>11. Nursing Home Initiative (Beck, Strumpf)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	94.1% (n=17)	100.0% (n=4)	100.0% (n=1)	90.9% (n=11)	0.0% (n=0)	100.0% (n=1)
How would you rate the session quality?	Excellent or Very Good	100.0% (n=17)	100.0% (n=4)	100.0% (n=1)	100.0% (n=11)	0.0% (n=0)	100.0% (n=1)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN 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	93.8% (n=16)	100.0% (n=3)	100.0% (n=1)	90.9% (n=11)	0.0% (n=0)	100.0% (n=1)
Should this type of session be repeated in future years?	Definitely or Probably	94.1% (n=17)	100.0% (n=4)	100.0% (n=1)	90.9% (n=11)	0.0% (n=0)	100.0% (n=1)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=17)	100.0% (n=4)	100.0% (n=1)	100.0% (n=11)	0.0% (n=0)	100.0% (n=1)
<b>11. AACN Creating Careers Concurrent Session (Barba, Beverly, Fleming, &amp; Miller)</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	96.2% (n=26)					96.2% (n=26)
How would you rate the session quality?	Excellent or Very Good	96.2% (n=26)					96.2% (n=26)
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	96.2% (n=26)					96.2% (n=26)
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=26)					100.0% (n=26)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=26)					100.0% (n=26)
<b>12. The Mary Starke Harper Distinguished Lectureship: Loretta Ford, RN, EdD, FAANP -Wednesday 5:00 pm – 6:00 pm</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	72.1% (n=68)	55.6% (n=9)	63.6% (n=11)	75.0% (n=16)	33.3% (n=6)	88.5% (n=26)
How would you rate the session quality?	Excellent or Very Good	83.8% (n=68)	55.6% (n=9)	72.7% (n=11)	93.8% (n=16)	66.7% (n=6)	96.2% (n=26)
How valuable was the content of this session for helping you meet the goals and objectives of your John A. Hartford Foundation Grant?	Extremely Valuable or Very Valuable	73.5% (n=68)	44.4% (n=9)	72.7% (n=11)	81.3% (n=16)	33.3% (n=6)	88.5% (n=26)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN 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	64.7% (n=68)	33.3% (n=9)	54.5% (n=11)	75.0% (n=16)	33.3% (n=6)	80.8% (n=26)
Should this type of session be repeated in future years?	Definitely or Probably	94.1% (n=68)	77.8% (n=9)	100.0% (n=11)	93.8% (n=16)	100.0% (n=6)	96.2% (n=26)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=68)	100.0% (n=8)	100.0% (n=11)	100.0% (n=17)	100.0% (n=6)	100.0% (n=26)
<b>13. Panel IV: Presenting Yourself As A Nurse Leader (Strumpf, Brown, Gordon, Mason, &amp; Dellefied) -Thursday 9:00 am – 10:30 am</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	95.5% (n=66)	87.5% (n=8)	90.9% (n=11)	100.0% (n=17)	100.0% (n=5)	96.0% (n=25)
How would you rate the session quality?	Excellent or Very Good	98.5% (n=66)	100.0% (n=8)	100.0% (n=11)	100.0% (n=17)	100.0% (n=5)	96.0% (n=25)
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	95.5% (n=66)	100.0% (n=8)	100.0% (n=11)	100.0% (n=17)	80.0% (n=5)	92.0% (n=25)
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=66)	100.0% (n=8)	100.0% (n=11)	100.0% (n=17)	100.0% (n=5)	100.0% (n=25)
Would attending another session similar to this one another time be useful for you?	Yes	92.2% (n=64)	85.7% (n=7)	81.8% (n=11)	88.2% (n=17)	100.0% (n=5)	100.0% (n=24)
<b>14. Endnote: Reflections on Leadership (Dumas) -Thursday 10:30 am – 11:00 am</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	85.4% (n=41)	75.0% (n=8)	88.9% (n=9)	92.9% (n=14)	75.0% (n=4)	83.3% (n=6)
How would you rate the session quality?	Excellent or Very Good	85.4% (n=41)	75.0% (n=8)	77.8% (n=9)	92.9% (n=14)	75.0% (n=4)	100.0% (n=6)
How useful was this session for helping you <u>increase</u> your leadership skills within the field of gerontological-geriatric nursing?	Extremely Useful or Very Useful	82.9% (n=41)	75.0% (n=8)	77.8% (n=9)	100.0% (n=14)	50.0% (n=4)	83.3% (n=6)
Should this type of session be repeated in future years?	Definitely or Probably	95.1% (n=41)	87.5% (n=8)	88.9% (n=9)	100.0% (n=14)	100.0% (n=4)	100.0% (n=6)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
Would attending another session similar to this one another time be useful for you?	Yes	92.5% (n=40)	100.0% (n=7)	77.8% (n=9)	100.0% (n=14)	100.0% (n=4)	83.3% (n=6)
<b>15. AACN Creating Careers Closing Session -Thursday 10:45 am – 12:15 pm</b>							
How relevant was the session for your work?	Extremely Relevant or Very Relevant	94.4% (n=18)	0.0% (n=0)	0.0% (n=0)	0.0% (n=0)	100.0% (n=2)	93.8% (n=16)
How would you rate the session quality?	Excellent or Very Good	100.0% (n=18)	0.0% (n=0)	0.0% (n=0)	0.0% (n=0)	100.0% (n=2)	100.0% (n=16)
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	100.0% (n=18)	0.0% (n=0)	0.0% (n=0)	0.0% (n=0)	100.0% (n=2)	100.0% (n=16)
Should this type of session be repeated in future years?	Definitely or Probably	100.0% (n=18)	0.0% (n=0)	0.0% (n=0)	0.0% (n=0)	100.0% (n=2)	100.0% (n=16)
Would attending another session similar to this one another time be useful for you?	Yes	100.0% (n=17)	0.0% (n=0)	0.0% (n=0)	0.0% (n=0)	100.0% (n=1)	100.0% (n=16)
<b>B. Please Give Us Feedback About the Conference as a Whole</b>							
How relevant was this leadership conference for you work?	Extremely Relevant or Very Relevant	90.0% (n=70)	77.8% (n=9)	100.0% (n=11)	87.5% (n=16)	66.7% (n=6)	96.4% (n=28)
How well did the conference match your expectations?	Very Closely Match or Somewhat	100.0% (n=70)	100.0% (n=9)	100.0% (n=11)	100.0% (n=16)	100.0% (n=6)	100.0% (n=28)
Would you recommend a similar conference to a peer?	Definitely or Probably	92.9% (n=70)	88.9% (n=9)	100.0% (n=11)	93.8% (n=16)	66.7% (n=6)	96.4% (n=28)
How would you rate the conference quality?	Excellent or Very Good	91.4% (n=70)	88.9% (n=9)	90.9% (n=11)	87.5% (n=16)	66.7% (n=6)	100.0% (n=28)
How likely are you to use the information from the conference?	Very Likely or Somewhat Likely	97.1% (n=70)	100.0% (n=9)	90.9% (n=11)	100.0% (n=16)	83.3% (n=6)	100.0% (n=28)
How valuable was the overall conference for helping you meet the goals and objectives of your JAHF grant/scholarship?	Extremely Valuable or Very Valuable	88.6% (n=70)	77.8% (n=9)	100.0% (n=11)	81.3% (n=16)	66.7% (n=6)	96.4% (n=28)

Variable	Indicator	All Scholars and Fellows	2005 Pre-Doctoral Scholars	2005 Post-Doctoral Fellows	2006 Pre-Doctoral Scholars	2006 Post-Doctoral Fellows	AACN APN Scholars
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	84.3% (n=70)	77.8% (n=9)	90.9% (n=11)	75.0% (n=16)	50.0% (n=6)	96.4% (n=28)
How appropriate was the number of networking opportunities provided at this conference?	Just Right	75.0% (n=68)	88.9% (n=9)	81.8% (n=11)	43.8% (n=16)	83.3% (n=6)	84.6% (n=26)
How conducive was the setting of this conference to networking?	Extremely or Very	85.7% (n=70)	55.6% (n=9)	72.7% (n=11)	87.5% (n=16)	83.3% (n=6)	100.0% (n=28)
How appropriate was the combination of panels, concurrent sessions, networking receptions, and other sessions at this conference?	Just Right	81.8% (n=66)	66.7% (n=9)	70.0% (n=10)	80.0% (n=15)	80.0% (n=5)	92.6% (n=27)
<b>C. Please Think Back to Last Year's Conference</b>							
The overall quality of this year's conference was:	Better than last year or About the same	85.0% (n=20)	88.9% (n=9)	81.8% (n=11)			
The overall relevance of this year's conference to my work was:	More relevant than last year or About the same	95.0% (n=20)	88.9% (n=9)	100.0% (n=11)			
The opportunities for networking and interacting with peers in this year's conference were:	Better than last year or About the same	94.4% (n=18)	100.0% (n=8)	90.0% (n=10)			
This year's conference increased my leadership skills within the field of gerontological-geriatric nursing	More than last year or About the same	88.2% (n=17)	87.5% (n=8)	88.9% (n=9)			
Did you use any information from last year's Leadership Conference over the course of the year?	Yes	82.4% (n=17)	85.7% (n=7)	80.0% (n=10)			
Did the networking opportunities provided by the 2005 Leadership Conference result in any synergistic relationships or collaborations during the year?	Yes	75.0% (n=16)	62.5% (n=8)	87.5% (n=8)			

## Comparison of the Ratings of Types of Respondents.

**Scholars vs. Non-Scholars.** The responses of the five groups of Scholars and Fellows—2005 Pre-Doctoral Scholars, 2005 Post-Doctoral Fellows, 2006 Pre-Doctoral Scholars, 2006 Post-Doctoral Fellows, and AACN APN Scholars—were compared to responses of non-Scholars—Mentors of Hartford Scholars, Hartford program directors, faculty, or staff, speakers, prior cohorts of AAN Scholars 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 110 comparisons, only 6 were found to be different at the  $p < .05$  level of significance. The number of significant results is about what would be expected by chance. The following differences were observed:

- More current Scholars and Fellows than non-Scholars thought that attending another session similar to the “Panel I: Balancing Career, Family, and Personal Well-Being” would be useful ( $p = 0.007$ ).
- Scholars and Fellows tended to agree more than non-Scholars that the panel “Poster Presentation by Class of 2005” was useful in increasing leadership skills within the field of gerontological-geriatric nursing ( $p = 0.007$ ).
- More current Scholars and Fellows than non-Scholars thought that attending another session similar to the “Networking Luncheon” would be useful ( $p = 0.045$ ).
- Scholars and Fellows rated the quality of the Thursday Concurrent session “Nursing Home Initiative” higher than did non-Scholars ( $p = 0.006$ ).
- Scholars and Fellows tended to concur more than non-Scholars that the Thursday Concurrent session “Nursing Home Initiative” was useful in increasing leadership skills within the field of gerontological-geriatric nursing ( $p = 0.015$ ).
- More Scholars and Fellows than non-Scholars believed that this year’s Conference increased their leadership skills within the field of gerontological-geriatric nursing ( $p = 0.034$ ).

**Pre-Doctoral Scholars vs. Post-Doctoral Fellows vs. AACN APN Scholars.** Additionally, the responses of the five groups of Scholars and Fellows - 2005 Pre-Doctoral Scholars, 2005 Post-Doctoral Fellows, 2006 Pre-Doctoral Scholars, 2006 Post-Doctoral Fellows, and AACN APN 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 110 comparisons, only 7 were found to be different at the  $p < .05$  level of significance. The following differences were observed:

- Compared to Pre-Doctoral Scholars and Post-Doctoral Fellows, relatively fewer AACN APN Scholars felt that the session “Poster Presentations by Class of 2005” should be repeated in future years ( $p < 0.001$ ).
- More Pre-Doctoral Scholars and Post-Doctoral Fellows than AACN APN Scholars believed that “Panel II: Juggling Responsibilities” was more relevant to their work ( $p = 0.002$ ).
- Pre-Doctoral Scholars and Post-Doctoral Fellows rated the session “Panel II: Juggling Responsibilities” more highly than AACN APN Scholars ( $p = 0.030$ ).
- AACN APN Scholars were most likely to report that “The Mary Starke Harper Distinguished Leadership” session was relevant to their work ( $p = 0.013$ ).
- AACN APN Scholars rated “The Mary Starke Harper Distinguished Leadership” session more highly than did Pre-Doctoral Scholars and Post-Doctoral Fellows ( $p = 0.003$ ).

- AACN APN Scholars found “The Mary Starke Harper Distinguished Leadership” session more valuable than did Pre-Doctoral Scholars and Post-Doctoral Fellows ( $p = 0.047$ ).
- AACN APN Scholars were most likely to find the setting of the Conference to be more conducive to networking ( $p = 0.035$ ).

**Qualitative Findings from the Evaluation.** Table 2 summarizes the qualitative findings from the evaluation for all Scholars and Fellows who completed the Evaluation Form. The comments made by all other respondents are presented in Appendix IV.

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

- Most Scholars and Fellows felt that the Conference was excellent in terms of acquiring information and feedback in increasing their leadership skills in the field of geriatric/gerontological nursing. They were impressed by constructive ideas conveyed by the speakers in how to develop strategies to advance career goals. The spirited atmosphere of the Conference re-energized Scholars and Fellows.
- Several Scholars and Fellows indicated that some sessions could have been broken up in smaller group discussions by area of specialty. This could have facilitated discussions better by grouping Scholars and Fellows in similar level of expertise and experience.
- In general, Scholars and Fellows appreciated speakers who would utilize concrete examples from their field to demonstrate abstract ideas. The interactive nature of presentations between the speakers and the audience was also one of the successes pointed by Scholars and Fellows. One Scholar indicated that “15 Tips in 15 Minutes” was helpful and to the point. However, some Scholars and Fellows wished that they were given handouts of the presentations beforehand and for future reference.
- A common issue raised by a few Scholars and Fellows was that some presenters were repetitive and overlapping information presented in earlier sessions. Some Scholars and Fellows also indicated that speakers should get some basic training in PowerPoint so that there would be fewer incidences of technical malfunctions.
- The Conference was very inspirational for Scholars and Fellows, giving them abundant networking opportunities, meaningful discussions, and a solid perspective in what to do when they get back to work or school.

## Table 2: Qualitative Comments by Scholars and Fellows on the John A. Hartford Building Academic Geriatric 2006 Nursing Leadership Conference

### 1. Welcome Breakfast for 2006 Scholars and Mentors (Archbold, Franklin, Huba, & Watman)- Tuesday 8:30 am – 10:15 am

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2006	<ul style="list-style-type: none"> <li>I appreciated the introductions of all the key players, and Dr. Huba's overview of the data.</li> <li>Would have been nice if all the scholars and fellows sat together to facilitate learning about each other.</li> <li>Name badges early on would help. Hard to watch PowerPoints with round tables.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>It would be helpful to have name tags and relationships, i.e. scholar (BAGNC or Evercare) or mentor, speaker to assist with the networking process.</li> <li>It was an interesting experience to hear the results, particularly of the evaluation interviews (Huba). This provided an excellent "mirror" for self-reflection in many ways. This experience has given me cause to wonder how participants in our research have experienced hearing results of interviews.</li> </ul>
2006	<ul style="list-style-type: none"> <li>Very important to have this introductory session with the newest cohort of scholars.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>This duplicated a lot of what was already covered in conference calls – realize why it is necessary to have some extent, but lengthy and duplicating content. Would be helpful to have scholars/fellows briefly state area of interest and connections.</li> <li>Overall positive welcome and introduction to HGNI.</li> <li>Nice way to get to know a few people right from the start.</li> </ul>

### 2. The Mentor-Mentee Relationship (McBride) - Tuesday 10:30 am – noon

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2006	<ul style="list-style-type: none"> <li>Could have been more structured and allowed for time to meet with mentor (10-15 minutes).</li> <li>A fantastic way to get mentors and mentees to hear the same information.</li> <li>I would like PowerPoint slides presented on the website.</li> <li>The room was too cold.</li> <li>As discussion was a critical element of this session, I think it would have been better to set up the room in a U shape or horseshoe pattern.</li> <li>The content was a repetition of PhD orientation/doctoral retreats at home institution.</li> <li>Panel with questions and answers would be useful.</li> </ul>

### 3 . Welcome Luncheon (Archbold, Watman, Spellman, Bolton, & Cappezuti - Tuesday 12:00 pm – 1:30 pm

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>Appreciated the overview of the Hartford programs.</li> <li>Very difficult to hear.</li> </ul>
2006	<ul style="list-style-type: none"> <li>I was wishing that the scholars could meet each other in groups, especially after Dr. Huba's comments about the benefits of our cohort knowing and supporting each other.</li> <li>Why were the HCGNE directors not individually introduced?</li> <li>PowerPoint presentations would be nice to have access to on the website.</li> <li>Again, hard to listen with round tables and a long, deep room.</li> </ul>
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>It's a minor detail, but it would be helpful to know when it is okay to start eating. Consider giving us permission to eat while people are talking.</li> <li>Excellent. The introductions were short and sweet.</li> <li>Excellent. Short, sweet, and to the point. Great food!</li> <li>Lovely lunch. I enjoyed networking.</li> </ul>
AACN Hartford APN Scholars	
	<ul style="list-style-type: none"> <li>Very nice to network with students from other schools.</li> <li>This was a slow opening. I would have expected better introductions/discussions of other scholars.</li> </ul>

### 4. AACN Welcome Luncheon for Creating Careers Scholars -Tuesday 12:30 pm – 1:30 pm

Attendee Type	Comments
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>I enjoyed hearing from the opening panel members.</li> </ul>
2006	<ul style="list-style-type: none"> <li>I think it may have been helpful if it could be broken up to MS/Pre-doc and Post-doc or smaller group discussions because the salient issues for each point in career are different, and also now that some Fagin fellows can be faculty members, so issues are very different.</li> </ul>
AACN Hartford APN Scholars	
	<ul style="list-style-type: none"> <li>Great food and conversations. A suggestion for following years would be to split up groups and scholars who already know each other.</li> <li>This was an ideal icebreaker for first time attendees.</li> <li>Good, small sized group to network and interact. Positive attitudes.</li> <li>A great way to meet and network with others.</li> <li>Excellent lunch. Would have liked more formal introductions, as this was the first session as AACN GNP scholars.</li> </ul>

## 5. Orchestrating a Research Career (McBride, et al.)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2006	<ul style="list-style-type: none"><li>• It would have been helpful to have a copy of the slide handout to be able to make notations as the speakers presented (notes and presentation stay together).</li><li>• Very important perspective.</li><li>• This presentation helped put/give me words for some of the things I've felt. I'd like some more time spent on how this looks in a non-traditional setting – small teaching universities/other organization.</li><li>• Not so much leadership as personal/survival/real daily life.</li></ul>
AAN Hartford Post-Doctoral Fellows 2006	<ul style="list-style-type: none"><li>• I would like to hear from more presenters who are working at teaching-intensive versus research-intensive institutions.</li><li>• Needs more details re: increasing research programs from one stage to another.</li></ul>

## 5. Poster Set-up and Communication Consultation (Beilenson)

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"><li>• A more formal presentation by John would be nice, so that he could show us good/bad examples. A handout would be great to have.</li><li>• The personal feedback was excellent and much needed. An extremely important session!</li><li>• John Beilenson provided very constructive tips. This session also was an opportunity for networking with scholars and fellows.</li><li>• Lost time because poster boards not set-up. Use a timer/stopwatch to keep on track. Too many posters to keep open-ended (timewise).</li><li>• Being able to send posters or slides to John would be helpful. Walking around to the posters and hearing critiques by John Beilenson was exceptionally helpful. Thank you for the opportunity.</li></ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"><li>• The interaction/feedback aspect of the session is really great. A similar interaction session on negotiation (e.g. how to negotiate that first position) with role playing and concrete information on "how to" would be great!</li><li>• John B. did a wonderful job considering the technical challenges. Unfortunately, we could not critique everyone's posters. Better facilities next time.</li><li>• Awesome poster session, although poster boards were not available. I was impressed that Mr. Beilenson kept it going.</li><li>• Comments on our posters were extremely helpful.</li><li>• Fabulous opportunity for learning about poster preparation. Thank you to John for providing early feedback on my poster!</li><li>• A time limit for each poster presentation so there is time for everyone to receive consultation within the allocated time slot – time elapsed before we finished all the posters.</li><li>• It was nice to have pre-conference help.</li></ul>

**6. Panel I: Balancing Career, Family, and Personal Well-Being (McBride, Bolton, Pesut, Reinhard, & Raket) -Tuesday 3:30 pm – 5:00 pm**

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• It is important to hear that the “greats” in nursing find balancing your life to be important. As a young leader it is important for us to understand that it is okay, even encouraged, to have a balanced life.</li> <li>• Excellent session.</li> <li>• Having handouts accessible via scholars’ website would be nice to print out handouts of speakers you like after the conference.</li> <li>• Always necessary! Bares repeating.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I appreciated the importance of play in maintaining balance. It tends to be the first thing that is eliminated when I have time restraints.</li> <li>• It was useful to hear people’s tips for “managing it all”, but by the end I was starting to question the wisdom of juggling so much. These lives seem hectic and almost frantic. Even though I can and have juggled, I question the wisdom of continuing and increasing my effort in this direction.</li> <li>• This session was all geared to a homogeneous, heterosexual, white picket, 2.3 child family. What about younger students in their twenties or students without conventional families?</li> <li>• This talk was similar to the time management one, but this was better. Both may not be needed. Also, there was a lack of address to spirituality.</li> <li>• My wife and I are both PhD students in nursing. I will bring this information back home to her as well.</li> <li>• Wonderful presentation.</li> <li>• I am not sure that this content was relevant to pre-doctoral students. This would be very helpful after receiving my doctorate.</li> <li>• As someone without children or a life partner, I still feel like I have a lot to balance in my life. I would love to have a participant who looks a little more like me – someone without children or who is single.</li> <li>• Thank you for the variety of panels.</li> <li>• Great job!</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• These sessions that offer concrete, specific “how to” information are really helpful and engaging. In the future it would be great and appreciated if you could acknowledge that those of us that are single or in non-traditional relationships still have the same challenges of balancing.</li> <li>• I think the speakers spoke about traditional configurations of family life, which doesn’t always apply to younger generations. I would have liked to see an expert who may not be married or was younger when they started their position and had to negotiate finding the right person and making decisions about having children, etc.</li> <li>• This was an awesome topic. Damn funny and very pertinent.</li> <li>• It is hard to tell a broad audience (from very junior to senior) about how to balance all aspects of life. This large session maybe follows a break out session so audience can pick which small/breakout to attend.</li> <li>• Dr. Pesut mentioned many leadership self-assessment tools. Those would be very fun to take (complete) on BAGNC scholars. I really found this session informative, motivating, and fun!</li> <li>• It would have been helpful to have someone with a different life perspective, e.g. a single mom who needs childcare to exercise.</li> <li>• This session was excellent. However life events often occur over the course of completing a doctoral degree and post-doc, such as illness and death of parents, divorces, and separations. These events can affect your work and the response may be to “cover” and not seek help. It would be helpful to discuss how to handle these “bumps” as well as the “exemplar” lives/relationships that were shared.</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
2006	<ul style="list-style-type: none"> <li>• This topic is very popular right now for obvious reasons at many conferences, so I have gotten content four times earlier this year.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• I have been in a leadership position for many years, attended similar seminars, and have been prioritizing and balancing successfully with the help of previous, similar presentations.</li> <li>• I don't believe as much time should be spent on this issue.</li> <li>• Personally, it was extremely helpful.</li> <li>• I would really like to have a handout of each presenter's PowerPoint slides for future reference! They were all excellent!</li> <li>• This helped place my career, professional life, and school in perspective.</li> <li>• Most of this did not apply to me, as I do not have a husband or children yet. As a student, my priorities and responsibilities are different. However, I enjoyed the presentations.</li> <li>• Good use of humor throughout the presentation. It was interesting to see that use of time can be managed and you can be successful and not go crazy.</li> <li>• Please provide handouts for the presentations.</li> <li>• Dr. McBride was delightful!</li> <li>• The speakers during this session were very interesting, particularly Angela McBride. Very funny!</li> </ul>

## **7. Poster Presentations by Class of 2005 and Reception for All (Archbold, Beleinson) - Tuesday 5:00 pm – 7:00 pm**

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• The room set-up was nice.</li> <li>• This was an incredible session!! This was my first poster, and what a wonderful, supportive way to be introduced into this important aspect of research information dissemination.</li> <li>• Posters were too close to one another.</li> <li>• Leave posters up throughout the conference in a common area. My poster was in a very out-of-the-way, dark corner spot, so it was difficult to see/attract visitors. A more open set-up may help next year.</li> <li>• It was useful to have poster at reception because it facilitated networking.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• It was stimulating to see others' work and engage in discussions about their thoughts and future work. A future sessions focusing on poster development would be helpful.</li> <li>• It was very helpful to see the posters and hear from the presenters about the tips from John Beilenson.</li> <li>• This was a very useful session. It allowed us to see the research being done by BAGNC and also allowed networking.</li> <li>• It was amazing how many presenters had one little piece relevant to what I was doing, which facilitated conversation.</li> <li>• I really enjoyed learning more about the other scholars' research interests. I also gained some useful information on how to do more effective posters. As a 2006 scholar, I would have loved more information on the expectations for me next year as well as some general tips for good poster presentations.</li> <li>• Some posters appeared to be put together VERY last minute.</li> <li>• The room was too small. There was no seating for networking.</li> </ul>
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>• I really enjoy the opportunities for networking and interacting with the AACN and pre-doc scholars, as well as mentors and administrators.</li> <li>• I got good feedback from audience about my own work. I also made a good connection with a scholar who has similar research interests and talked with her a lot about our</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
	<p>research experiences and findings. We may cooperate on writing a manuscript to compare our research findings.</p> <ul style="list-style-type: none"> <li>• Very inspiring presentations. The speakers provided great information for self-evaluating and reflection in my life and work.</li> <li>• Great networking and opportunity to share cutting edge science.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• We need more time to see the posters.</li> </ul>
<hr/>	
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• I was most impressed with the presenters and the example they set for me as an upcoming advanced practice nurse and hopeful PhD candidate. I was most impressed with their characteristics, grace, and enthusiasm.</li> <li>• It was nice to see the expectations for doctoral programs/Hartford Scholars.</li> <li>• It was interesting to see what research is out there in geriatrics. It was wonderful to see a research project on spirituality and early Alzheimer's. It is great that spirituality topics are becoming more well known.</li> <li>• It was interesting to see what I, as an MS, need to strive for.</li> <li>• It was a great way to network and connect with others interested in similar area of research.</li> <li>• This was a great way to meet scholars and review projects. Great work!</li> <li>• This session was not very structured. I would have liked a brief, formal introduction of each paper/poster being presented.</li> <li>• Very educational, useful, and inspirational.</li> <li>• The poster presentation was one of the best parts of the conference. I had not given much consideration to pursuing a DNP until this session. It was wonderful.</li> </ul>

**8. Panel II: Juggling Responsibilities: Teaching, Research, Service, and Administration (Beck, Bergstrom, Capezuti, Sullivan-Marx, & Kelley) -Wednesday 9:00 am – 10:30 am**

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• I would like a copy of Dr. Bergstrom's slides on academic progress and research/publication trajectory. I really enjoyed Dr. Sullivan-Marx's talk.</li> <li>• It is good to get ideas on how others are dealing with all the different expectations, so we can come to roles in academia and be prepared!</li> <li>• Some of the presenters need basic PowerPoint skills.</li> <li>• Why give three lectures on the same subject? This was not a good use of our time.</li> <li>• Small groups for part of the session might be helpful.</li> <li>• A bit repetitive with Panel 1.</li> <li>• It was nice to see the information on what is typically expected from faculty at different levels and ideas on trade-offs.</li> <li>• Make slides available via Hartford Scholars portal afterward.</li> <li>• Especially helpful: Know when to give it your best and when it is good enough.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• This session was much more useful to me than the more personal/family focus of the panel.</li> <li>• No one mentioned volunteer work outside of career, not was this mentioned in the talk on career, family, and personal well being.</li> <li>• This was an excellent session.</li> <li>• Excellent!</li> <li>• The Juggling session during the first day is more than enough given the dynamic, fun, sincere panelists.</li> <li>• This was a repeat of the previous day. Speakers need specifics to key the session differently than what was done before.</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>The content area was great, but the speakers at times did not stay on topic.</li> </ul>
2006	<ul style="list-style-type: none"> <li>I was intrigued by the question about spirituality. I would like to hear more about this in future programs.</li> <li>The first speaker's comments were not at all relevant to R01 university role – need caveat that perspective provided is from teaching intensive? Or teaching mission? At an R01 (even those state sponsored) the primary role and tenure decisions vary by % effort, e.g. mine will be based 50/50 research/teaching. Service is an expectation, but not a real factor.</li> <li>There was too much repetition on the same topic of balancing.</li> </ul>
AACN Hartford APN Scholars	
	<ul style="list-style-type: none"> <li>It was very helpful for nursing managers just starting their career.</li> <li>The panels were engaging, but perhaps a little redundant in the content topics.</li> <li>I would like a handout copy of each presenter's PowerPoint slides.</li> <li>The information was useful, but very similar to previous panels.</li> <li>I would like handouts for presentations.</li> <li>Copies of the slides would be very helpful. Most of the discussion is not directly related to where I am in my career/schooling. Needs more discussion on role transition from RN to GNP/ACNP.</li> <li>The session was geared to doctoral students, not GNP. It wasn't relevant.</li> <li>As a masters student, this session did not apply to me at this time in my education.</li> </ul>

### **9. Panel III: Time Management or “We All Get the Same 24 Hours” (Wykle, McDougal, Valadez, Yoder-Wise, & Hansen) -Wednesday 11:00 am – 12:30 pm**

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>It was repetitive of content presented earlier in the AM and yesterday. I thought Dr. McDougall did a nice job.</li> <li>There was one speaker that had me a little lost as to how her speech matched this session, but all the other speakers gave me pearls to take home – much appreciated.</li> <li>It was very repetitive given panel 1 and 2.</li> <li>I am very pragmatic, so “15 tips in 15 minutes” was helpful.</li> <li>One speaker talked more about what she had done (programs developed) than presented what she had learned about time management. However, it was interesting to hear about challenges of online teaching. Also, good discussion.</li> </ul>
2006	<ul style="list-style-type: none"> <li>It did not seem that all presentation stuck to the topics.</li> <li>The content overlapped a lot of the content in previous talks.</li> <li>I was glad to hear the emphasis on life outside of work.</li> <li>There seemed to be a lot of overlap between this session and the first panel.</li> <li>There was some good information, but it was very similar to the other presentation.</li> <li>This was too repetitive from what has previously occurred. Need to make sure the presenters have an understanding of what has already occurred so as to prevent a repeat.</li> </ul>
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>I really looked forward to this session. Unfortunately, it did not meet expectations. Even the presentation on the paper publications could have been better organized.</li> <li>The content was great. Dr. Wykle and Dr. Yoder-Wise's comments gave some helpful, concrete ideas that we can take away and apply.</li> <li>There was a great deal of overlap with the previous session. Wynkle was great. I think</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
	<p>there should be better coordination of what people are going to talk about. Hansen did a great job.</p> <ul style="list-style-type: none"> <li>• I loved the unique contributions that each of the speakers brought to their presentations. Great variety and excellent specific tips.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• May Wykle was great.. I would like to hear more about the challenges of online teaching.</li> <li>• Dr. Wykle's comments as always were very useful. It was not clear how the publication and writing and subsequent session actually related to the topic of time management. Program development was not on topic.</li> <li>• Too much repetition. All balancing sessions could have been condensed into one session.</li> </ul>
<hr/>	
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• It was very helpful for new nurse managers.</li> <li>• Pat was wonderful. She really hit the nail on the head.</li> <li>• As mentioned earlier, it is great to hear from the greats on how to manage time, but this session was a little over-done.</li> <li>• Handouts please!</li> <li>• I especially enjoyed Dr. Pat Yoder-Wise's presentation.</li> <li>• Very valuable insight.</li> <li>• Pat Yoder-Wise was great! The general advice and "ending thoughts" were most applicable to me. As a student (GNP), I don't have the responsibilities of the panelists (yet!), so the specifics don't apply to me.</li> <li>• I particularly liked Yoder-Wise.</li> <li>• This was very similar to other panels. I loved having different perspectives, but sometimes enough is too much. This was one of those times.</li> <li>• As a first year GNP student, I feel all this discussion is not as useful to me at this point. I would prefer more insight into becoming an advanced practice RN.</li> <li>• Was not relevant to GNP students.</li> <li>• Some speakers got off topic. Again, this seemed more geared toward the doctoral students.</li> </ul>

## 10. Network Luncheon -Wednesday 12:45 pm – 2:15 pm

<b>Attendee Type</b>	<b>Comments</b>
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AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• I would have liked to be grouped by area of specialty rather than by year.</li> <li>• It is so important to have time to network.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I like the assigned seating.</li> <li>• This was the first time I actually got to speak to my cohort of scholars for more than 5 minutes. I would have liked more opportunity to do this.</li> <li>• Should be slightly more structured.</li> <li>• A little disappointed that scholars and fellows could not network outside of their cohort table – maybe should build in networking opportunities.</li> <li>• I was able to meet other BAGNC scholars.</li> <li>• I really liked the assigned seating. It really forced me out of my comfort zone.</li> <li>• Meeting/talking to other mentors helpful.</li> </ul>
<hr/>	
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>• Is it possible to arrange a class of 2005 pre-doc and post-doc dinner next year? We as a group agreed that this would be great.</li> <li>• It would be great to seat people according to research interest.</li> <li>• Provided additional time to discuss my research with my colleagues.</li> <li>• It would be helpful if HGNI/BAGNC would host/arrange a "reunion" or follow-up meeting for 2005-2007 cohort (and future and past cohorts) to meet at GSA.</li> <li>• This luncheon helped me to connect with other BAGNC scholars and fellows. I feel like I</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
	will continue to dialogue with the people I met through this luncheon.
2006	<ul style="list-style-type: none"> <li>• I would like to have a table designated for new pre-docs, new post-docs, etc.</li> <li>• Helpful to meet cohort. Perhaps have a pre-doc/post-doc table as well?</li> </ul>
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AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• Good networking opportunity.</li> <li>• Buffet may be better than sit down.</li> <li>• Nice to discuss impressions of the conference with the other first year GNP students. Projects are also discussed in this forum.</li> </ul>

## 11. Life After Hartford (Archbold)

<b>Attendee Type</b>	<b>Comments</b>
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AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• I loved that it was a discussion. We all talked about what was on our minds. This session was extremely important to me!! Extremely helpful!</li> <li>• Life After Hartford should be available/required for everyone – topics: negotiation, searching for positions, different trajectories (tenure, non-tenure), incorporating research and practice, atypical/novel post-doc opportunities; but the breakout as a group of 25 was invaluable; multiple sessions to allow for smaller “conversations”.</li> <li>• Wonderful. Very responsive to exactly the interests we identified.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• This was the most valuable session of the conference for me. A small group circle with meaningful introductions and solicitation of concerns and collaborative discussions were very, very useful.</li> <li>• It would be helpful to have this information and examples of wage/salary compensation packages available on the web.</li> </ul>
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AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>• I really appreciated Dr. Archbold’s ability to effectively address a variety of concerns and challenges raised by scholars. Future sessions like this that include didactic and interactive (e.g. role playing) on how to negotiate a position, what to say, when to start, etc. would be welcomed.</li> <li>• I think this session was essential, and I thought it was the most informative session of the conference. I think it would be good to expand on this further and have a longer (or multiple sessions) with deans, search committees chairs, APT chairs to help scholars/fellows learn the nuts and bolts of finding jobs, writing letters, searching for positions, identifying what you want. Since we are such a circumscribed group (geronursing), this conference could have a very helpful career planning component that applies specifically to being leaders in geronursing.</li> <li>• Great discussions! How about a more formal session for the entire group?</li> <li>• I’m searching for a faculty position and attending this was very helpful to me.</li> <li>• I thought it would be more useful/effective if the group was divided by stages of professional development. (e.g. post-docs vs. pre-docs)</li> </ul>

## 11. Nursing Home Initiative (Beck, Strumpf)

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Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"><li>• I enjoyed the brainstorming session. It was very informative.</li><li>• Wonderful brainstorming.</li><li>• I was SO glad to hear about this project and brainstorm in a room of such scholars.</li></ul>

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## 11. AACN Creating Careers Concurrent Session (Barba, Beverly, Fleming, & Miller)

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Attendee Type	Comments
AACN Hartford APN Scholars	<ul style="list-style-type: none"><li>• Breaking into smaller groups was great.</li><li>• The most valuable of all sessions for this GAPN scholar.</li><li>• Excellent session. I wish most of the sessions were like this since it applied to me the most. The breakout groups were the most interesting, except there wasn't enough time for each! You should expand this session into a full day.</li><li>• Learning about policy, practice, and research and how to apply these concepts once we graduate and out in practice was very helpful to me. Especially Mrs. Miller's talk about reimbursement and how to present ourselves to future employers to allow them to understand why NPs are so valuable, cost effective, and increases patient satisfaction.</li><li>• This was the best part of the trip. Most worthwhile experience. Gave great insight – all powerful speakers and motivators.</li><li>• I enjoyed breaking into smaller groups for discussion. It allows for a more interactive session.</li><li>• This was the most relevant session for me as a first year GNP student. It would be nice to have two tracks; first year scholars and second year scholars. Hearing from previous scholars is extremely helpful. Considering having the first year scholars who attend the conference share their experience next year with first year scholars. The majority of the session seemed more geared towards second years and faculty.</li><li>• Excellent session!</li><li>• Very useful session for practice.</li><li>• Very informative. You may want to offer more choices to GNP students as related to subjects discussed at this meeting.</li><li>• I loved the small groups and opportunity to ask more questions.</li></ul>

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**12. The Mary Starke Harper Distinguished Lectureship: Loretta Ford, RN, EdD, FAANP -  
Wednesday 5:00 pm – 6:00 pm**

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• It is important to hear how others (“the greats” in nursing) have achieved their goals; how they became great leaders. It gives us all hope!</li> <li>• Interesting, entertaining, but not pivotal.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I enjoyed the interview format. L. Ford is a nursing model and leader.</li> <li>• It was very valuable to hear about Dr. Ford’s and Mary Starke Harper’s career, but I found the interview somewhat boring. I think it might have worked better for her to give a “fireside chat” format.</li> <li>• I liked the presentation format.</li> <li>• I found the interview to be interesting and informative.</li> <li>• This session could have been very relevant had the content focused more on NP movement. However, Dr. Ford is a very engaging speaker and very witty. I enjoyed her.</li> <li>• Excellent!</li> <li>• Acoustics were a bit poor, and it was difficult to hear at times.</li> <li>• Entertaining. Inspiring.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• Should have left time for questions and answers.</li> <li>• In this room it was difficult to see from the back; otherwise great session.</li> <li>• This was the highlight of the program! Please continue this fabulous session. Video tape each year and allow alums to view it online at the HGNI website, please.</li> <li>• Dr. Ford is a “national treasure”. Thank you for the opportunity to hear about her life and career.</li> <li>• It was a little difficult to hear from the back.</li> <li>• A lovely, warm opportunity for a candid discussion of a personal, or lived, perspective on leadership.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• Has Billye Brown been invited to speak in this capacity? If no, please consider.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• Inspirational.</li> <li>• WOW!</li> <li>• Dr. Ford is an inspiration and a true leader.</li> <li>• Enjoyable and gave us a glimpse into the meaning of legacy.</li> <li>• It was an honor to have Dr. Ford speak about her experiences. Great session.</li> <li>• Wonderful to hear the inspiring words of the lady who paved the way for NPs, Dr. Loretta Ford. Just hearing about her story was an inspiration in itself. To do all that she did during those times was amazing, so I can only imagine the possibilities that are available for me now.</li> <li>• It was difficult to hear at times.</li> <li>• What a great opportunity. I enjoyed meeting and speaking with Loretta Ford.</li> <li>• Having the chance to meet Dr. Ford was a tremendous honor!</li> </ul>

**13. Panel IV: Presenting Yourself As A Nurse Leader (Strumpf, Brown, Gordon, Mason, & Dellefied) -Thursday 9:00 am – 10:30 am**

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• As with all the sessions, I appreciate the personal stories shared by the presenters.</li> <li>• Again, for us neophytes, it is important to hear other's stories. It helps us to realize our potential!</li> <li>• It was a very real presentation of what leadership is about.</li> <li>• Neville was just wonderful, and I thank her for involving the audience!</li> <li>• Diana Mason was great.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• The panelists were all very honest, real and thoughtful about recognizing and addressing our fears and thinking about alternative visions of leadership.</li> <li>• I liked the casual nature of this session.</li> <li>• This was the best session of the whole conference.</li> <li>• Very good! I enjoyed the sharing by the leaders.</li> <li>• The room choice was awkward. I sat in the back and found it difficult to see and hear the speakers.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• It was very helpful about how to improve my leadership.</li> <li>• I found the variety and personal tone of the session very refreshing. Excellent suggestions were made. The room (Remington) was a bit cumbersome.</li> <li>• Breakout groups with leaders (small groups) would have enhanced the session.</li> <li>• Excellent session. I loved that they did not rely on slides and were very able to be spontaneous.</li> <li>• I was glad to have the opportunity to hear what it means to be a nurse leader and to learn how to present myself as a nurse leader.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• It's so wonderful to hear from the pioneers and see how vital and powerful these leaders still are. It is empowering and probably the best part of the entire conference for me.</li> <li>• Great session.</li> <li>• It's my hope that I become a leader once I become a GNP. Listening to lectures from the leaders here today has given me confidence that I can do it. I have the vision and the commitment, and in some ways I like to think of myself as being halfway there.</li> <li>• Neville is hilarious. It is very important to remind the audience that leadership takes time. Billye Brown is a motivational, powerful speaker. (In my opinion, more so than Dr. Ford!)</li> <li>• It is great to hear stories and experiences from expert leaders.</li> <li>• Hearing about what the group perceives as leaders is a good way to see how even the leaders have some fears/concerns.</li> <li>• There were excellent speakers during this session!</li> </ul>

#### 14. Endnote: Reflections on Leadership (Dumas) - Thursday 10:30 am – 11:00 am

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• She is a very inspirational person.</li> <li>• She is an incredible woman. What an absolutely wonderful choice.</li> <li>• For me, this was the best and most inspiring of all the sessions. It was a wonderfully overview of leadership in the evolving "world view". I really liked "leadership as plural".</li> <li>• A closing session is a closing session!</li> <li>• When Dr. Dumas spoke directly to us she was especially effective.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• What a lovely, dynamic, thoughtful, powerful presence.</li> <li>• Excellent speaker.</li> </ul>
AAN Hartford Post-Doctoral Fellows	
2005	<ul style="list-style-type: none"> <li>• Dr. Dumas was excellent, and she was great in the "Life After Harford" session.</li> <li>• Awesome lady.</li> <li>• Very experienced geriatric nurse leader. For closing session it probably would have been better to have a more brief session. I was a bit tired of sitting! PowerPoint slides might have kept my interest more. I loved her opening songs!</li> <li>• Excellent leader and speaker – what a treat! The room was not conducive to this session. Need round or more interactive environment. I could not see her.</li> <li>• The room setting was not good. We couldn't see the speaker from the back.</li> <li>• Lovely, very wise, and affirming.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I have difficulty staying engaged when a speaker is reading to me.</li> <li>• Dr. Dumas was excellent! The best presentation of the conference!</li> </ul>

#### 15. AACN Creating Careers Closing Session -Thursday 10:45 am – 12:15 pm

Attendee Type	Comments
AACN Hartford APN Scholars	
	<ul style="list-style-type: none"> <li>• Very valuable to network, dialogue, and reflect with other masters scholars.</li> <li>• DNP discussion was very useful. I recommend giving out handouts about this information. I wish the breakout groups would have been used as an introduction session. I heard about similar interests of the other students, and I wish I knew about them earlier so I knew who to connect with from the beginning. Discussion was excellent.</li> <li>• This was wonderful. I wish a session where we break into groups was done early in the conference. During this session I realized that many felt the same way that I did throughout the conference (even coming here).</li> <li>• I definitely made connections.</li> <li>• This was the best session of all. It was able to bring together everything gained from the conference. It was wonderful to hear different perspectives of what to do with everything/knowledge when we get back to work/school.</li> <li>• This was the best part of the conference. More small groups would be great.</li> </ul>

## 26. How Conference Information Will be Used to Increase Leadership Skills

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• The session “Life After Hartford” has given me the food for thought to help with what to do next.</li> <li>• Hearing other leadership stories has given me faith in myself.</li> <li>• Acknowledging my fears will help me develop strategy on how to overcome them.</li> <li>• It will teach me to be humble.</li> <li>• I will conduct a leadership self-evaluation recommended by Dr. Pesut.</li> <li>• I will write a detailed fifteen year career plan with my advisor.</li> <li>• I will make more of an effort to speak with the media.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I will use the contract information throughout the next year.</li> <li>• I hope to influence others through geriatric leadership.</li> <li>• I will continue to reflect on what I’ve learned when participating in teaching, research, and service as an effort to improve geriatric nursing.</li> <li>• I will concentrate on balance in life to ensure ability to remain energized.</li> <li>• I will develop mentoring skills through the information gained at this conference.</li> <li>• I will be especially kind and tolerant of other nurses, even when I disagree with their position.</li> <li>• I will think of my career and the choices I make in a more long-term way.</li> <li>• I will develop a network professionally to guide me and provide feedback.</li> <li>• I will value my personal time for self renewal which will influence my professional productivity.</li> <li>• I will build a stronger mentor-mentee relationship.</li> <li>• I am going to reevaluate my commitments in relation to my professional development plan and think about clearing out extraneous items.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• I will upsize my network and take better care of myself.</li> <li>• I will use my notes from the “Life After Hartford” session as I pursue the job application process.</li> <li>• The “Life After Hartford” session provided me with great information for my job search.</li> <li>• I will start to establish an international, interdisciplinary research team.</li> <li>• I will present much better posters in the future based upon observations and consultation with John Beilenson.</li> <li>• I will start a gerontology interest group on campus (interdisciplinary).</li> <li>• I will seek assistant of difficult work earlier to improve time management.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I will network with kind or like researchers in my research field.</li> <li>• I will utilize media in a more proactive way.</li> <li>• I learned that there are some things you take on and some things you pass on.</li> <li>• I developed relationships with other scholars/fellows who have similar interests.</li> <li>• I identified resources and opportunities for future development.</li> <li>• I will use contacts developed here to advance future work.</li> <li>• I will seek more opportunities to present my work.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• I learned time management tips.</li> <li>• I will balance family and work.</li> <li>• I learned to distinguish what is good enough; everything does not have to be perfect.</li> <li>• I learned how to say no.</li> <li>• I will start assisting researchers at my university.</li> <li>• I will speak to my colleagues about my experience at the conference and share opportunities to friends.</li> <li>• I will become a part of student government.</li> <li>• I will share the information I obtained here with other CNSs in gerontology.</li> <li>• I will definitely utilize those whom I have met as nationwide resources and supports.</li> </ul>

<b>Attendee Type</b>	<b>Comments</b>
	<ul style="list-style-type: none"> <li>• I will definitely look up, read, and put into practice a lot of the references that were given out.</li> <li>• I learned that I need to balance my life and career.</li> <li>• I will remember to take care of myself.</li> <li>• The mentoring offered from panel leaders will certainly be used for career guidance.</li> <li>• Nps need to use their voice to influence policy regarding Medicare reimbursement.</li> <li>• My communication skills have been greatly enhanced.</li> <li>• This conference has really lifted my expectations of myself.</li> </ul>

## 27. Helpful Sessions that Were Not Included

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Pre-Doctoral Scholars	
2005	<ul style="list-style-type: none"> <li>• A session concerning tips on making presentations that up effectiveness.</li> <li>• How to network and better skills for networking.</li> <li>• Hartford should consider bringing back 2005 Alumni for a wrap-up poster session.</li> <li>• I would like a session on communication skills and speaking skills.</li> <li>• A specific session about how to negotiate salary and protected time.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I would have enjoyed a meeting with similar participants (i.e. pre-doc or post-doc specific meeting).</li> <li>• A discussion for new scholars about completion of the financial and progress reports.</li> <li>• Sessions about career planning and negotiating skills.</li> <li>• How about a session where the media is invited.</li> <li>• Small group sessions where each cohort of scholars get to know each other and how to support each other in getting what they need want to accomplish their goals.</li> <li>• One on one meeting time for each scholar with one of the key players of Hartford or BAGNC, where a scholar describes their goals and the player offers specific critique and/or support.</li> <li>• I think a session on self reflection, self evaluation, individual goal setting, and spirituality would be helpful because many of us are assuming new identities as doctorally prepared nurses.</li> <li>• Statistical analysis – a simple guide to increasing knowledge and filling goals.</li> <li>• Sessions on exploring post-doc positions; working with health care colleagues; and coping with disappointment and/or perseverance of goals.</li> <li>• As a younger scholar, I would have appreciated a session that more specifically handled the challenges that younger professionals face.</li> <li>• More sessions related to policy and transitional research topics.</li> <li>• Sessions about frustration/ anger management, public speaking skills, and interview/meeting handling.</li> <li>• Sessions about dealing with donors and publications.</li> <li>• I would like help creating a vitae to get the job I want.</li> </ul>

### AAN Hartford Post-Doctoral Fellows

2005	<ul style="list-style-type: none"> <li>• A session about how to establish a multidisciplinary research team in your own research area.</li> <li>• We had great information from the “grand” leaders. It would be helpful to also have panels of “new” BAGNC alumni talk about their recent leadership growth since graduating.</li> <li>• A session on the dissection of a manuscript, where conference faculty brings editor’s comments on manuscripts, etc.</li> <li>• I wish there was more opportunity to interact with mentors. It seemed there were many mentors in the conference; however, it is hard to identify who’s who.</li> <li>• I would like to see a “think tank” session on policy issues related to healthcare that could eventually take the form of position papers.</li> </ul>
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<b>Attendee Type</b>	<b>Comments</b>
2006	<ul style="list-style-type: none"> <li>• I would like sessions on strategies for long distance and collaboration; strategies for pursuing funding other than NIH; successful team leading and meeting management; attending to spirituality for scholars and patients; and leadership exemplars from those who are not in research intensive settings.</li> <li>• A session about swimming in political waters and dealing with the media.</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• A session on team building.</li> <li>• A session related to interviewing and marketing yourself for future jobs.</li> <li>• I would have liked to hear more about a day in the life of NP/researcher. What do they actually do?</li> <li>• I would like a course on how to start and maintain a community CNS practice.</li> <li>• I would like more opportunity to speak with alums about their experiences and the transitions from school to profession.</li> <li>• I would like a session about cultural diversity in nursing practice.</li> <li>• How do you transition from a novice to expert?</li> <li>• More small group sessions where AACN scholars can discuss what it means to be a John A. Hartford scholar.</li> <li>• Where is the role of GNP heading?</li> <li>• How to manage conflicts would be a very important addition to the leadership conferences.</li> </ul>

### 30. Information Used from the 2005 Leadership Conference

<b>Attendee Type</b>	<b>Comments</b>
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• I was inspired by some of the nurse leaders and their messages.</li> <li>• I followed up with some leaders in the field of research in which I am interested.</li> <li>• I developed a working relationship with my mentor.</li> <li>• The conference energized me to create my mission statement.</li> <li>• I felt connected back to nursing since my practice is in medicine surrounded by MDs.</li> <li>• I increased my involvement in nursing organizations.</li> <li>• I have become better able to balance my personal and professional life.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• I upsized my network and volunteered for a professional organization.</li> <li>• Networking from last year led to asking for assistance in grant writing/references from a fellow scholar.</li> <li>• I was the lead PI on a local grant and partnership with long-term care facility.</li> <li>• I stayed in contact with select scholars/fellows to collaborate on ideas and projects.</li> <li>• I have used my notes at times when I have felt alone or down to put things back in perspective.</li> <li>• Over the past year I have had contact with other scholars/fellows, and this has been helpful in practical ways, as well as moral development.</li> </ul>

### 31: Synergistic Relationships Resulting from the 2005 Leadership Conference

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• I developed a friendship with a post-doc fellow communicating by email. This person has been a good psychological support.</li> <li>• I was able to assist potential BAGNC scholars with applications.</li> <li>• I assisted in organizing BAGNC scholars at WIN.</li> <li>• It increased collaboration between OHSU SON scholars.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• I ended up with a new friend and colleague that came to work with my mentor in a research residency.</li> <li>• I collaborated with Hartford pre-doc on journal paper.</li> <li>• I have worked with several scholars on projects</li> <li>• I collaborated with a 2003 scholar on research methods.</li> <li>• I organized a symposium for a regional conference.</li> </ul>

### 39. Ideas for Other Living Legends

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• Meridean Maas</li> <li>• Claire Fagin</li> <li>• Ada Sue Hinshaw</li> <li>• How about a male living legend?</li> <li>• Rhetaugh Dumas</li> </ul>
2006	<ul style="list-style-type: none"> <li>• Florence Wald</li> <li>• Mathy Mezey</li> <li>• Dr. Faye Gary from Case Western</li> <li>• Patricia Ebersole</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• Neville Strumpf</li> <li>• Barbara Resnik</li> <li>• Meridean Maas</li> <li>• Vicki Conn</li> <li>• Jeanne Kayser-Jones</li> <li>• Charlene Harrington</li> <li>• Mathy Mezey</li> <li>• Nola Pender</li> <li>• Angela McBride</li> <li>• Joan Lynaugh</li> <li>• Cornelia Beck</li> </ul>
2006	<ul style="list-style-type: none"> <li>• Karlene Kerfoot</li> <li>• Joanne Disch</li> <li>• Neville Strumpf</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• Sarah Kagen</li> <li>• Lola Green</li> <li>• Elizabeth Tracey</li> </ul>

#### 40. Other Speakers and/or Topics Recommended

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• It would be nice to hear more about negotiating positions (post-doc/tenure).</li> <li>• More practice/practical hands on for leadership skill development.</li> <li>• Developing a research program, i.e. a panel of accomplished researchers and how they got there.</li> <li>• Creating, sustaining, and reforming a vision for leadership.</li> <li>• Next year, I would like to see a reunion for ex-scholars/fellows to share experiences, research, and network.</li> <li>• Sandy Sumnus from Hopkins</li> </ul>
2006	<ul style="list-style-type: none"> <li>• I would like to hear (possibly from politicians) about how to become more involved in the political process related to geriatrics.</li> <li>• I would like to hear about cultivating leadership skills.</li> <li>• Pros and cons of going into post-doc versus accepting a faculty position.</li> <li>• How to negotiate your contract and navigate the first few years taught by a mix of BAGNC alums who are assistant professors, associate professors, and deans.</li> <li>• Emerging issues in gerontological nursing and increasing competency in care of diverse gerontology populations.</li> <li>• I would like to have some evaluation results from George Huba and possibly discuss the findings with second year BAGNC scholars.</li> <li>• Suzanne Gordon, as I was disappointed she could not make it this year.</li> <li>• Speakers that are from other fields – business, marketing, etc. I think we can learn from other fields as well.</li> <li>• “Overcoming the Imposter Syndrome”</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• Thoughts and advice from JAHF alumni who are now junior faculty and their thoughts on transitioning to the post-JAHF role/life.</li> <li>• What to ask during an interview when applying for tenure track position at a school of nursing.</li> <li>• Barbara Resnik, Kathy Richards, and Kitty Buckwalter</li> <li>• Technology in aging.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• How to negotiate political environments effectively.</li> <li>• How to deal with the media.</li> <li>• Dan Pesut</li> </ul>
AACN Hartford APN Scholars	<ul style="list-style-type: none"> <li>• I would appreciate hearing from a practicing (full-time) clinician in addition to the researchers/PhDs/professors.</li> <li>• “Leadership for Beginners”: How to be a mentor.</li> <li>• GNPS that have ventured outside of standardized settings, i.e. clinics, MD office, hospitals, and those who started their own businesses or practices.</li> <li>• Adult settings care and adult day hospitals are interesting topics.</li> <li>• The image of nursing.</li> <li>• How to integrate GNP’s into ICU settings as a norm and not as consult only.</li> <li>• More sessions for AACN GAPN students.</li> <li>• More information on conducting research and how to conduct a feasible research study would be helpful, as we have seen research is important for generating knowledge for the field of nursing.</li> <li>• How to develop research projects and skills.</li> </ul>

## 41. Additional Feedback

Attendee Type	Comments
AAN Hartford Pre-Doctoral Scholars 2005	<ul style="list-style-type: none"> <li>• I love the HGNI bag, thank you! Great syllabus – the bios were comprehensive and saved time in sessions by omitting introductions.</li> <li>• This year was absolutely wonderful!</li> <li>• Have the recent exiting scholars return one time to share results.</li> <li>• The overall conference was excellent. A map of the hotel in packet would have been helpful, particularly when we met in so many rooms. Food was excellent and plentiful. Receptions offered excellent network opportunities.</li> <li>• The three panels were very repetitious and overlapping.</li> <li>• Big improvements from last year, thanks!</li> <li>• It would be great to have a less fatty protein choice for breakfast (oatmeal, cereal). I think it is stressful to have so many fatty meals in a row.</li> </ul>
2006	<ul style="list-style-type: none"> <li>• Excellent conference! Very worthwhile for my future career.</li> <li>• Have smaller breakout sessions according to career development “phase”.</li> <li>• An incredible forum and opportunity. Thank you, thank you, thank you!</li> <li>• Why were four out of five HCGNE directors not included in the conference where as others spoke three or four times?</li> <li>• Give us a session without mentors/faculty present for us to get to know each other.</li> <li>• More breaks/free time to digest information please!</li> <li>• Overall, I am honored to be a part of this conference. It was excellent.</li> <li>• Please consider having handouts or having the e-file available on the web.</li> <li>• Leadership on the national level is important to foster. It is also important to recognize those leaders who are breaking ground in areas where there is no prior research.</li> <li>• The receptions were excellent for networking, although there should be more seating for those individuals who may not tolerate standing for long periods of time.</li> <li>• I would like more networking opportunities.</li> <li>• Tuesday was a very long day with only one break. A couple more breaks would have been helpful. I felt like there was a lot of overlap from panels 1, 2, and 3. Maybe a little less overlap.</li> <li>• It would have been nice to have title and institution on name badges.</li> <li>• Sessions don’t need to be so repetitious. Conference could be compressed into a day and a half before GSA starts. To be gone for eight days places a tremendous strain on work, school, and family. I don’t feel like my time from Monday to Thursday was used/managed in the most effective way. I sincerely hope that the 2007 conference is not a duplicate of 2006.</li> <li>• It would be nice to have emails of all participants. It would also be nice to have the PowerPoint slides.</li> <li>• You have so many incredible people. I really wanted more time to speak with them and get their advice and input.</li> <li>• We need to end a little earlier in the day to allow time for exercise and relaxation – renewal for the next day’s sessions.</li> </ul>
AAN Hartford Post-Doctoral Fellows 2005	<ul style="list-style-type: none"> <li>• There were too many “life stories”. I didn’t like having BAGNC alumna on panel. It seemed simply to summarize what was already said and then too many questions were asked leaving less time for the panel to answer audience questions.</li> <li>• Awesome.</li> <li>• Thank you for your responsiveness to our evaluations from last year! Consider having first year BAGNC scholars take some leadership assessments, and then follow with suggestions and improvements based upon their results.</li> <li>• The individual evaluation tests that Dr. Pesut presented would be terrific to have an opportunity to do those at a meeting.</li> <li>• I really appreciate that speakers were “heroes” to many of us; people we sometimes only get to read about, but because of Hartford we actually got to meet them. What a gift!</li> <li>• I would like to see a more formal scholars/fellows/alumni meeting session during GSA.</li> <li>• The hotel was awful. There were long walks, it was not clean, poor AV equipment, and</li> </ul>

Attendee Type	Comments
2006	<p data-bbox="518 226 1081 249">not poster boards available for poster review session.</p> <ul data-bbox="492 281 1435 359" style="list-style-type: none"> <li data-bbox="492 281 1240 304">• I really appreciate the open time for R and R on Thursday afternoon.</li> <li data-bbox="492 310 1435 359">• A lot of people say “learn to say no”, but this is very difficult to do. How does one triage decisions?</li> </ul>
AACN Hartford APN Scholars	<ul data-bbox="492 424 1455 1041" style="list-style-type: none"> <li data-bbox="492 424 1117 447">• I would like more opportunities for increased attendance.</li> <li data-bbox="492 453 1365 476">• Ageism is alive and well, but you have given me a lot of platforms to speak from.</li> <li data-bbox="492 483 748 506">• Excellent! Thank you!</li> <li data-bbox="492 512 906 535">• I enjoyed the use of humor the most.</li> <li data-bbox="492 541 1386 590">• I will get professional memberships and subscribe to journals. I will also take more personal time.</li> <li data-bbox="492 596 1455 716">• This conference opened my eyes as far as realizing that leaders are made and not born. It was very interesting listening to how presenters faced many challenges, and how they sought mentors and role models. These personal experiences will help me look more closely at relationships I have and look for leadership opportunities within them and myself.</li> <li data-bbox="492 722 1279 745">• More handouts provided from each lecturer would have been beneficial.</li> <li data-bbox="492 751 1419 800">• Very educational and interactive conference. I networked with expert nurse leaders in geriatrics. More AACN groups/sessions to allow fir interactive learning.</li> <li data-bbox="492 806 1455 854">• I would like to be allowed to attend the conference next year to see how well I have used the skills learned this week.</li> <li data-bbox="492 861 1386 909">• I think by next year I can utilize more of the content presented about research and teaching.</li> <li data-bbox="492 915 1279 938">• The networking among AACN scholars was very useful and meaningful.</li> <li data-bbox="492 945 1062 968">• Very useful. It was great to network with everybody.</li> <li data-bbox="492 974 1089 997">• A+ to this conference. Thank you AACN and Hartford.</li> <li data-bbox="492 1003 1455 1052">• I would love to come back next year to host a panel for first year attendees to help them on what to expect.</li> </ul>

**Conclusions and Recommendations.** The following conclusions and 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 as well as from the earlier 2001, 2002, 2003, 2004, and 2005 Leadership Conferences.

- As in five prior iterations, this year's Conference was enormously successful generally, meeting the needs of the attendees who noted that the Conference matched their expectations. Scholars and Fellows were sufficiently impressed that they would recommend a similar conference to a peer. In addition, they indicated that information obtained through the Conference would be utilized in producing effective presentations and communicating ideas more clearly. It is very clear that the feedback and lessons learned from prior Conferences were implemented this year as Scholars and Fellows were in consensus about its excellence. Most scholars thought the information that was gained from the Conference could be implemented into practical use in their career.
- Scholars and Fellows indicated that the Conference's focus on building programs in geriatric/gerontology was imperative in developing strategies and/or visions statements to advance professional growth, and to set leadership goals.
- This year virtually all of the Scholars left the Conference with a sense of being "anointed as a Leader" with all of the responsibility that such a status entails. All types of current Scholars (whether working at the Masters, Doctoral, or Post-doctoral level) seemed aware that they had been identified as future leaders in this field with both a very broad set of opportunities available to them and responsibilities to the field. This 2006 Leadership Conference was much more successful than the 2002 through 2004 Leadership Conferences in integrating the Advanced Practice Scholars into the overall conference, and was somewhat more successful in this regard than the 2005 Conference.
- The design of the 2006 Leadership Conference very effectively addressed the issues that were raised in the past and created a conference that appears to have been equally effective for participants at many different levels and stages in their careers. This is an incredibly complex conference because of the differences in career stage among the participants; the organizers did an exceptionally effective job of developing effective tracks through the conference that maximized the experiences of all participants.
- Scholars found the networking opportunities to be one of the most important activities of the Conference. They immensely valued the time given to interact with peers who shared similar experiences and with leaders in the field who provided guidance and motivation. Every year, the significance of networking opportunities and the desire to have more of these opportunities are recurring themes for the Conferences. Future sessions should provide more opportunities that facilitate networking for Scholars especially within their own cohorts. On the other hand, it should be recognized that some individuals need to have more structured networking opportunities than others for a variety of reasons ranging from prior contacts in the field, personality factors, and having a mentor present and willing to make introductions to other individuals. A number of Scholars and Fellows indicated that they would like to have increased networking opportunities with members of their own cohort with scheduled sessions, meals, and social activities. This is a repeated request and to date has not been fully addressed.
- The presence of successful role models, such as Dr. Claire Fagin, Dr. Angela McBride, Dr. Patricia Archbold, Dr. Geraldine Bednash, Dr. Joan Stanley and Dr. Mary Wykle made a huge impact on the Scholars. These leaders' ability to inspire, excite, and validate is an important element of the Conference that should be replicated and expanded in future conferences. At each of the six Leadership Conferences, the presence of so many senior leaders in all of the sessions created an air of electricity for many of the Scholars. This sense of excitement and wonder continued at this Conference and was enhanced by what was seen by the attendees as a very interesting and relevant program.

- A minor “issue or problem” with three of the previous Leadership Conferences (those in 2002, 2003, and 2004) was that a large number of Advanced Practice Nursing (Master’s) students were added to a Conference that was originally conceived for, and focused upon, the Pre-doctoral and Post-doctoral Scholars of the BAGNC Program. Between 2002 and 2004, the program was adjusted in several ways to accommodate to the educational and clinical practice career issues of this large group of attendees, but the Conference continued to be viewed somewhat less positively by this group for a number of reasons. These reasons included the primarily academic content of the bulk of the sessions, the types of speakers at the conference, and the lack of a clear track through the conference that would address major career and practice concerns of the Advanced Practice Nursing students. Over the years, different models were tried to fully integrate this group and in each of the prior conferences certain issues were addressed, always making the conference more relevant for this group. In 2005, because of the exceptional planning skills of the conference organizers (Dr. Angela McBride and Dr. Patricia Archbold) as well as the Director (Dr. Geraldine Bednash) and staff of the American Association of Colleges of Nursing, that year’s conference was perceived as being as relevant and targeted to the Advanced Practice Nursing students as to other participants. In 2006, the Advanced Practice Nursing students rated the conference as being of exceptional quality and great relevance to their program of studies and future careers. Of all parts of the conference, those that targeted the AACN Advanced Practice Nursing students were viewed the most favorable. The Advanced Practice Nursing students did suggest that the program could be slightly enhanced by adding speakers who were advanced (doctoral level) clinicians.
- The one significant negative comment given by a number of Scholars and Fellows was that some of the older presenters lacked technical sophistication in their PowerPoint presentations. If the conference continues to rely heavily on PowerPoint presentations, the speakers should address the need to improve their visual presentation skills, noting that many of the Scholars and Fellows are very proficient in these skills and expect electronic presentation sophistication.
- Overall the 2006 Conference was evaluated very positively by Scholars and Fellows for its relevance, topics related to practical career skills, and focus on pragmatic solutions to problems.