

Evaluation of Annual Conference For the Building Academic Geriatric Nursing Capacity Initiative John A. Hartford Centers of Geriatric Nursing Excellence

A Report by The Measurement Group¹

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Background. The Annual Conference for the Building Academic Geriatric Nursing Capacity Initiative, funded by the John A. Hartford Foundation, was held on Thursday, June 27th and Friday, June 28th, 2002 at the School of Nursing at the University of Pennsylvania in Philadelphia.

The goals of the Conference were:

- To provide opportunities for collaboration among HCGNE Directors, Faculty, and Staff;
- To assist HCGNE’s in achieving synergistic objectives and programs; and
- To strengthen each HCGNE through information sharing, and joint planning and programming.

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The Conference agenda was designed by Claire M. Fagin, PhD, RN, FAAN; Meridean Maas, PhD, RN, FAAN; and Neville E. Strumpf, PhD, RN, FAAN, in consultation with the Directors of the Hartford Centers of Geriatric Nursing Excellence (HCGNEs).

Target Audience and Invited Conference Attendees. The Conference attendees included:

- Directors and Staff (Administrators) from each of the five HCGNEs (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). This group was the target audience of the Conference. One project did not have a Staff Administrator at the time of the conference.
- Directors and Staff from the Coordinating Center for the Building Academic Geriatric Nursing Excellence housed at the American Academy of Nursing.
- Presenters at the Conference.
- Director and Staff from the independent evaluator, The Measurement Group.
- Project Officers from the John A. Hartford Foundation.

Evaluation Instrument and Available Data. Twenty-seven evaluation forms were distributed. Twenty-one of the 27 evaluation forms were returned.² The remaining six evaluation forms were attributed to University of Pennsylvania affiliates who attended the Conference but were not associated with HCGNEs. Representatives of the John A. Hartford Foundation and The Measurement Group did not receive evaluation forms.

Respondents. The general characteristics of the respondents were as follows:

- The group of 21 respondents and attendees consisted of 5 HCGNE Directors, 12 HCGNE Faculty, and four HCGNE Staff (Administrators).
- All respondents were female.
- The mean age was 51.76 years (n=17; sd=6.66 years).
- Ninety-five percent were white (n=20).

Quantitative Findings from the Evaluation. Several themes emerged from the quantitative results of the Conference evaluation form. Table 1 summarizes the overall ratings of session quality.

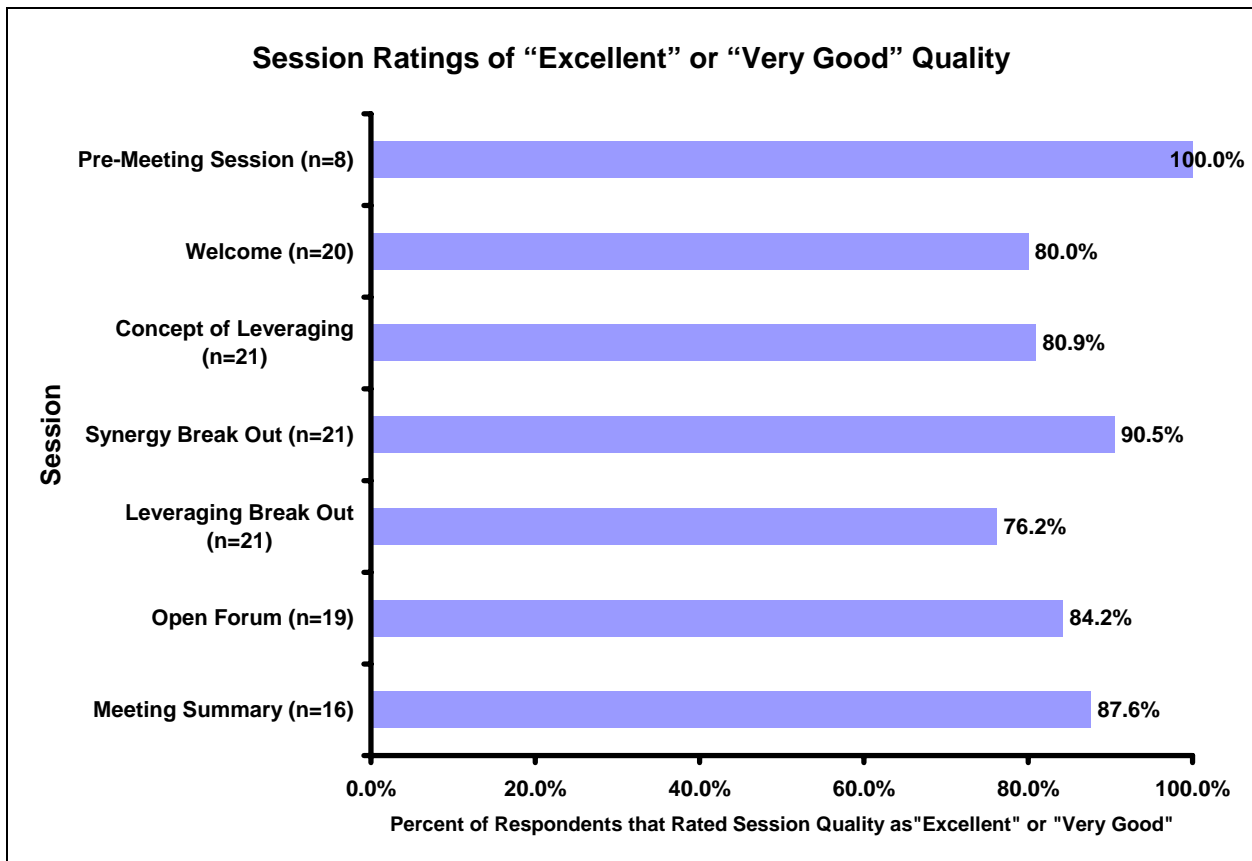
- All sessions were generally well rated.
- Respondents preferred the more interactive and collaborative sessions that addressed specific concerns of the HCGNEs.
- As a result, the “Pre-Meeting Session” was most highly-rated by all respondents. This session focused on creating synergy and allowed the Conference attendees to discuss issues relevant to the HCGNE with other HCGNE Directors or Administrators. In interpreting this finding, however, it should also be recognized that the Pre-Meeting Sessions excluded

² In several cases there were missing item responses and therefore the sample size on different items varies slightly.

HCGNE Faculty. In the future, a special Pre-Meeting Session for this group might be of value.

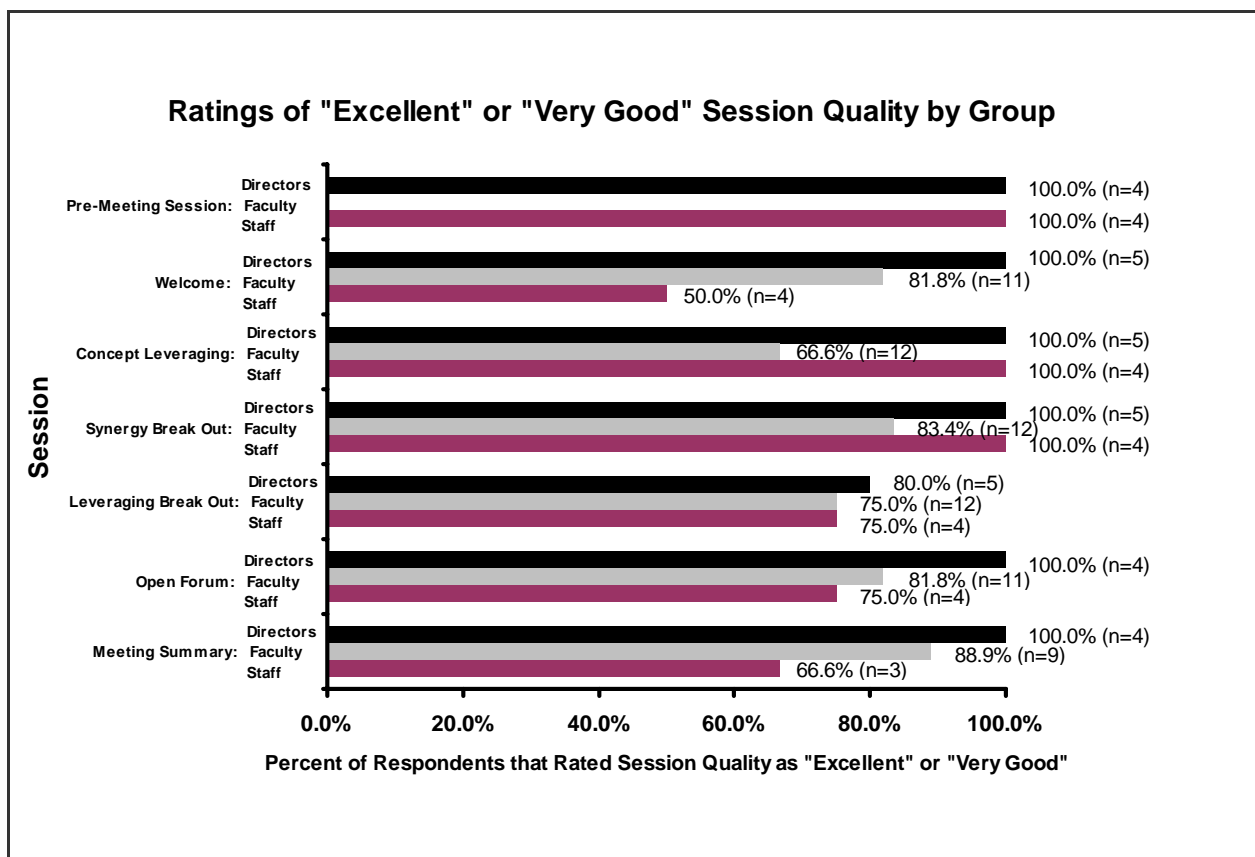
- The “Leveraging Break Out” received the lowest ratings of the sessions, although not by a large or significant degree.
- In addition to the “Leveraging Break Out,” the “Concept of Leveraging” and the “Open Forum” sessions were slightly less well-rated than the other sessions. Respondents noted that the lecture format of these sessions did not promote discussion and that the lecture topics were neither specific to nor helpful for HCGNEs.
- The general content of the Conference sessions was thought to be relevant, but could be improved by being more narrowly focused.
- Overall, the quality of the different sessions was highly rated, as shown in Figure 1.
 - The Pre-Meeting Session was rated highly. All respondents felt that this session was “Excellent” or “Very Good”
 - The Leveraging Break-Out Session had the lowest quality rating. Nonetheless, about three-fourths of the respondents felt that this session was “Excellent” or “Very Good.”

Figure 1: Overall Ratings of “Excellent” or “Very Good” Quality for Each Session



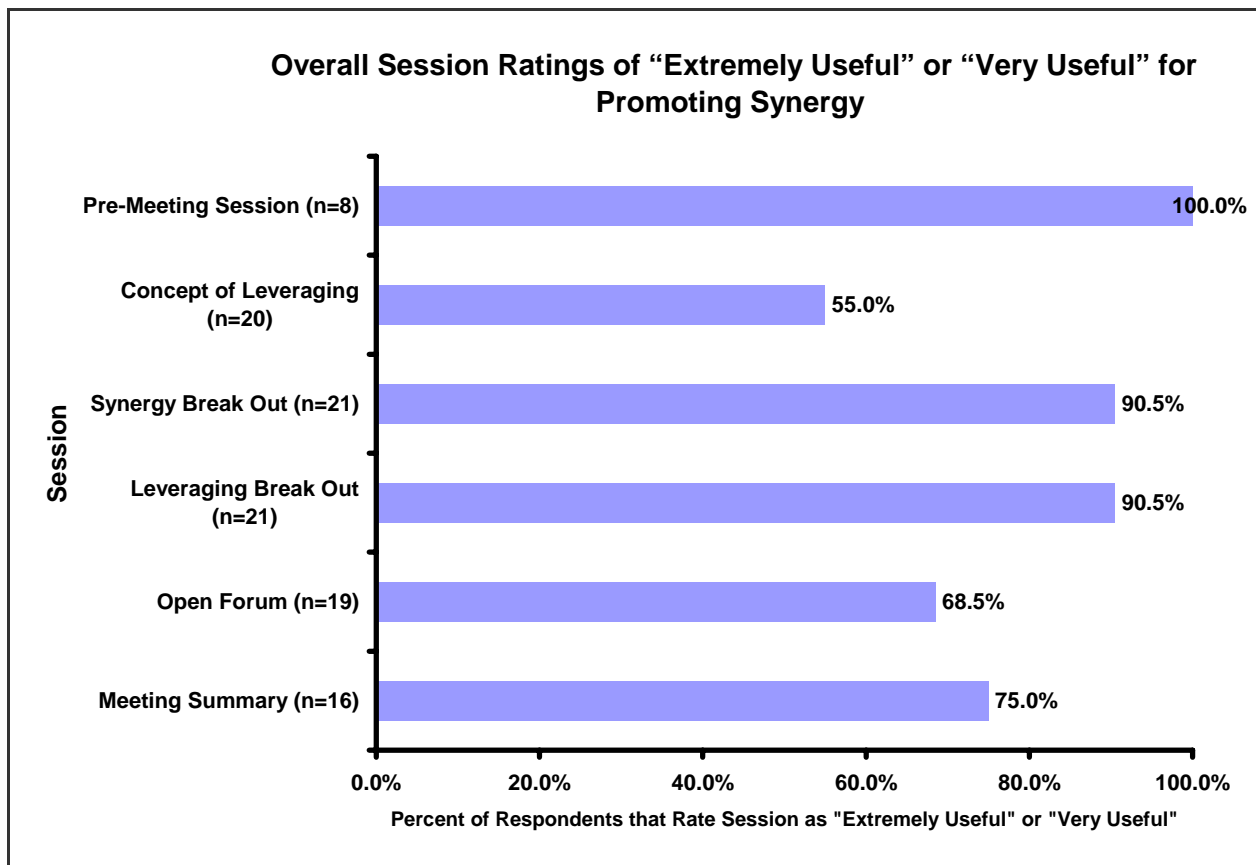
- When analyzed by attendee type, distinct group tendencies to rate the sessions in different ways emerged, as shown in Figure 1A. In a more detailed way, Tables A-I, A-II, and A-III summarize the response ratings of all sessions for each individual group: Directors, Faculty, and Staff respectively.
 - Directors' ratings of session quality were consistently higher than both Faculty and Staff.
 - Faculty ratings of session quality were higher than Staff ratings, with the exception of the "Concept of Leveraging" session, the "Leveraging Break Out" session, and the "Synergy Break Out" session.
 - It is important to note that these conclusions are based on relatively small subgroups of Directors and Staff as compared to Faculty.

Figure 1a: Ratings of "Excellent" or "Very Good" for All Sessions by Attendee Type



- While most sessions were deemed very useful for promoting synergy among HCGNEs, some were deemed not as useful for this purpose. This finding is illustrated in Figure 2.
 - The percent of respondents who felt that the individual sessions were useful in promoting synergy ranged from extremely high (100.0%) to not as high (55.0%). In general, the Break Out Sessions were rated highest for promoting synergy.
 - The Pre-Meeting Session and the two Break Out Sessions were very useful for promoting synergy with over 90% of the attendees indicating that the sessions were “extremely useful” or “very useful.”
 - The Concept of Leveraging Session received the lowest ratings by attendees for its usefulness for promoting synergy. It should be noted that this session was in a non-participatory lecture format.

Figure 2: Overall Ratings of “Extremely Useful” or “Very Useful” for Promoting Synergy among HCGNEs for Each Session



- The overall ratings of whether or not the sessions were useful for promoting synergy are illustrated in Figure 2. These ratings were lower than or equal to the overall ratings of session quality illustrated in Figure 1, with the exception of the Leveraging Break Out Session. This general trend can be attributed to the fact that the usefulness rating is focused specifically on value of the session for the purpose of promoting synergy. This discrepancy shows that sessions were generally good, but not as focused on practical issues of promoting synergy.

- Group tendencies emerged once again when ratings were analyzed by attendee type, as shown in Figure 2a.
 - Directors were extraordinarily optimistic about sessions' usefulness in promoting synergy among HCGNEs. All of the Directors felt that all the sessions were extremely useful or very useful in promoting synergy.
 - Staff ratings of sessions' usefulness for promoting synergy were generally higher than that of Faculty, with the exception of the Open Forum and Meeting summary.
 - Tables A-I, A-II, and A-III summarize the response ratings of all sessions for each individual group; Directors, Faculty, and Staff, respectively.
- A few sessions had some very notable ratings.
 - Both Break Out Sessions received the highest ratings among all groups in terms of their usefulness for promoting synergy.
 - The Concept of Leveraging Session received markedly low ratings (36.4%) among Faculty, while the Open Forum Session received low ratings (50%) from Staff.

Figure 2a: Session Ratings of “Extremely Useful” or “Useful” for Promoting Synergy among HCGNEs by Attendee Type.

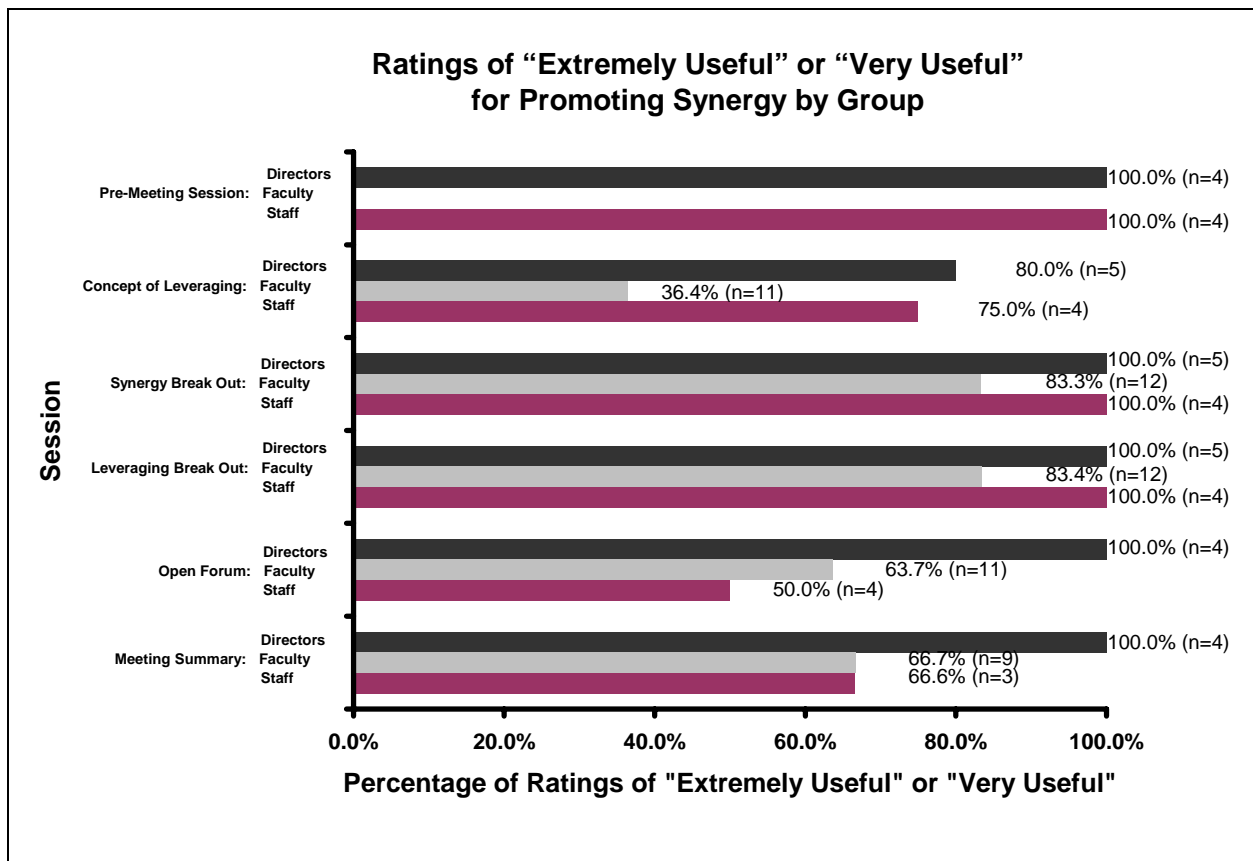


Table 1: Evaluation Response Ratings for All Conference Sessions from all Respondents

Variable	Indicator	Percent of Respondents
Pre-Meeting Session		
How relevant was the session for your HCGNE and its work? (n=8)	Extremely Relevant	75.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=8)	Excellent	75.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=8)	Definitely	100.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=8)	Extremely Valuable	62.5%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=8)	Extremely Useful	62.5%
	Extremely Useful or Very Useful	100.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=8)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=8)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening your HCGNE? (n=8)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated this session? (n=8)	Session Length about Right	50.0%
	Session Too Short	12.5%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=8)	Definitely	87.5%
	Definitely or Probably	100.0%
Welcome (Strumpf, Meleis, and Maas)		
How well did this session frame the purpose of the meeting? (n=20)	Excellent	45.0%
	Excellent or Very Good	90.0%
How much did the purpose (as described in this session) match your expectations about the meeting? (n=20)	Very Much	75.0%
	Very Much or Somewhat	100.0%
How would you rate the session quality? (n=20)	Excellent	30.0%
	Excellent or Very Good	80.0%
“The Concept of Leveraging: Individual vs. Collective Agendas and Cultures” (Chater)		
How relevant was the session for your HCGNE and its work? (n=21)	Extremely Relevant	38.1%
	Extremely Relevant or Very Relevant	81.0%
How would you rate the session quality? (n=21)	Excellent	47.6%
	Excellent or Very Good	80.9%
Would you recommend a similar session to another HCGNE faculty or staff? (n=21)	Definitely	52.4%
	Definitely or Probably	90.5%
How valuable was the content of this session for	Extremely Valuable	28.6%

Variable	Indicator	Percent of Respondents
helping you meet the goals and objectives of your HCGNE? (n=21)	Extremely Valuable or Very Valuable	71.5%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=21)	Extremely Useful	19.0%
	Extremely Useful or Very Useful	52.3%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=20)	Extremely Useful	30.0%
	Extremely Useful or Very Useful	60.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=20)	Extremely Useful	20.0%
	Extremely Useful or Very Useful	55.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=20)	Extremely Useful	20.0%
	Extremely Useful or Very Useful	45.0%
Was the correct amount of time allocated to this session? (n=21)	Session Length about Right	76.2%
	Session Too Short	4.8%
	Session Too Long	14.3%
Should this type of session be repeated at future HCGNE annual meetings? (n=20)	Definitely	40.0%
	Definitely or Probably	75.0%
Synergy Break Out Groups: Charge to Group, Break Out Groups, and Group Reports HCGNE Directors, Claire Fagin; Administrators/Coordinators, Sarajane Brittis; Faculty Members, Ellen Rudy		
How relevant was the session for your HCGNE and its work? (n=21)	Extremely Relevant	47.6%
	Extremely Relevant or Very Relevant	90.5%
How would you rate the session quality? (n=21)	Excellent	38.1%
	Excellent or Very Good	90.5%
Would you recommend a similar session to another HCGNE faculty or staff? (n=21)	Definitely	61.9%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=21)	Extremely Valuable	23.8%
	Extremely Valuable or Very Valuable	90.5%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=21)	Extremely Useful	23.8%
	Extremely Useful or Very Useful	71.4%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=21)	Extremely Useful	52.4%
	Extremely Useful or Very Useful	90.5%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=21)	Extremely Useful	47.6%
	Extremely Useful or Very Useful	90.5%
How useful was this session for strengthening <u>your</u> HCGNE? (n=21)	Extremely Useful	19.0%
	Extremely Useful or Very Useful	66.6%
Was the correct amount of time allocated to this session? (n=21)	Session Length about Right	81.0%
	Session Too Short	19.0%
	Session Too Long	0.0%
Should this type of session be repeated at future	Definitely	52.4%

Variable	Indicator	Percent of Respondents
HCGNE annual meetings? (n=21)	Definitely or Probably	90.5%
Leveraging Break Out Groups: Opening Remarks, Break Out Groups, and Group Reports (Group 1: Claire Fagin; Group 2: Sarajane Brittis; Group 3: Ellen Rudy)		
How relevant was the session for your HCGNE and its work? (n=21)	Extremely Relevant	47.6%
	Extremely Relevant or Very Relevant	90.5%
How would you rate the session quality? (n=21)	Excellent	38.1%
	Excellent or Very Good	76.2%
Would you recommend a similar session to another HCGNE faculty or staff? (n=21)	Definitely	47.6%
	Definitely or Probably	85.7%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=21)	Extremely Valuable	38.1%
	Extremely Valuable or Very Valuable	71.4%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=21)	Extremely Useful	33.3%
	Extremely Useful or Very Useful	71.4%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=21)	Extremely Useful	47.6%
	Extremely Useful or Very Useful	90.5%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=21)	Extremely Useful	47.6%
	Extremely Useful or Very Useful	90.5%
How useful was this session for strengthening <u>your</u> HCGNE? (n=21)	Extremely Useful	38.1%
	Extremely Useful or Very Useful	71.4%
Was the correct amount of time allocated to this session? (n=21)	Session Length about Right	85.7%
	Session Too Short	9.5%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=20)	Definitely	65.0%
	Definitely or Probably	85.0%
Open Forum: A Year In Review: Observations and Accomplishments (Fagin and Huba)		
How relevant was the session for your HCGNE and its work? (n=19)	Extremely Relevant	57.9%
	Extremely Relevant or Very Relevant	84.2%
How would you rate the session quality? (n=19)	Excellent	52.6%
	Excellent or Very Good	84.2%
Would you recommend a similar session to another HCGNE faculty or staff? (n=19)	Definitely	68.4%
	Definitely or Probably	94.7%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=19)	Extremely Valuable	31.6%
	Extremely Valuable or Very Valuable	79.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=19)	Extremely Useful	31.6%
	Extremely Useful or Very Useful	57.9%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=19)	Extremely Useful	31.6%
	Extremely Useful or Very Useful	73.7%

Variable	Indicator	Percent of Respondents
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=19)	Extremely Useful	21.1%
	Extremely Useful or Very Useful	68.5%
How useful was this session for strengthening <u>your</u> HCGNE? (n=19)	Extremely Useful	26.3%
	Extremely Useful or Very Useful	52.6%
Was the correct amount of time allocated this session? (n=19)	Session Length about Right	73.7%
	Session Too Short	15.8%
	Session Too Long	10.5%
Should this type of session be repeated at future HCGNE annual meetings? (n=17)	Definitely	47.1%
	Definitely or Probably	100.0%
Meeting Summary: “Is There a Brand and a Strategy to Leverage the Future: Where Do We Go from Here?” (Fagin and Brittis)		
How relevant was the session for your HCGNE and its work? (n=16)	Extremely Relevant	37.5%
	Extremely Relevant or Very Relevant	75.0%
How would you rate the session quality? (n=16)	Excellent	31.3%
	Excellent or Very Good	87.6%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=16)	Extremely Useful	18.8%
	Extremely Useful or Very Useful	75.1%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=16)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	75.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=16)	Extremely Useful	12.5%
	Extremely Useful or Very Useful	56.3%
Was the correct amount of time allocated this session? (n=16)	Session Length about Right	81.3%
	Session Too Short	18.8%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=16)	Definitely	56.3%
	Definitely or Probably	93.8%
Overall Meeting Evaluation		
How relevant was the session for your HCGNE and its work? (n=20)	Extremely Relevant	45.0%
	Extremely Relevant or Very Relevant	80.0%
How much did the annual meeting match your expectations? (n=18)	Totally	16.7%
	Totally or Very Much	77.8%
What is your view of the focus of the meeting? (n=19)	About Right	84.2%
	Too Broad	15.8%
	Too Narrow	0.0%
Next year, should the meeting be broader (more topics) or narrower (less topics)? (n=18)	About the Same	38.9%
	Broader	5.6%
	Narrower	55.6%
What is your view of the total length of the meeting and the Pre-Meeting Sessions? (n=19)	About right (current 2- day meeting)	89.5%
	Too long by ½ day	0.0%
	Too short by ½ day	5.3%
How long should the meeting be next year? (n=20)	2 days	40.0%

Qualitative Findings from the Evaluation. Several themes emerged from the comments given on the evaluation forms. Table 2 summarizes the qualitative findings from the evaluation for all respondents.

- The Conference was generally well received, although all sessions received both positive and negative comments. It should be noted that comments were received from a small percentage of the respondents.
- Respondents felt that the focus of the Conference should be narrower. Specifically, those who chose to comment remarked that the Conference should have placed a greater emphasis on the individual HCGNEs.
- Many respondents remarked that they wanted more information about the goals and activities of each HCGNE. Such information would provide context for the Conference, orient the participants, and facilitate interaction between the HCGNEs during sessions. What was not clear was whether this information could have been provided before the Conference in a series of meeting briefing materials.
- The Conference was very successful in inspiring stimulating discussion among participants. Ideas and experiences were exchanged and plans for collaboration were formulated as a result of these discussions.
- Information received at the Conference will be applied to the HCGNEs in the following manner:
 - To form linkages between HCGNEs;
 - To boost networking opportunities within HCGNEs;
 - To improve media and public relations efforts; and
 - To enhance information dissemination.
- Some respondents noted that future Conferences should include more discussion groups, and incorporate working sessions where they can formulate collaborative research ideas or begin writing proposals.
- On the whole, the attendees' comments reveal that the Conference was successful and promoted synergy among the five HCGNEs.
- In total, Directors contributed seven comments (6.7%); Faculty contributed 84 comments (80.0%); and Staff contributed 14 comments (13.3%). Several themes emerged when the comments from each of the three groups of attendees were analyzed. The three groups of attendees had disparate views about the Conference.
 - All of the Directors' comments were positive. Most comments indicate that the Conference motivated the Directors to focus on pursuing potential partnership and promoting synergy between HCGNEs.
 - Faculty generally expressed that they felt unprepared for the meeting. Many Faculty said that they did not know about goals, functions, and activities of the individual HCGNEs. Some individuals also mentioned that they did not know what to expect from the Conference. As a result, many respondents indicated that they would have appreciated more context for the Conference and expressed a desire to collaborate in future research projects and geriatric initiatives.
 - Staff felt that the Conference provided a helpful review of the roles of the HCGNEs. The Conference impressed upon the staff the need to share resources and experiences between HCGNEs, as well as the desire to improve media efforts.

Table 2: Comments for each Session from all Respondents

Welcome (Strumpf, Meleis, and Maas)
<ul style="list-style-type: none"> • Video of Dean Meleis (Penn) provided a “special” touch to the welcome. <i>(Staff)</i>
<ul style="list-style-type: none"> • There was a major planning "phasing" issue that affected the whole two days. Center presentations needed to be FIRST -- we had to keep catching up with becoming knowledgeable about people's work. All of Day 1 needs to be submersion in the work. Day 2 – morning session: themes and patterns. Day 2 -- afternoon session: in-depth strategy, Return on Investment mockups, tactics, Acct. party. Draft one of strategic work plan as product to review and feedback within seven days! Provide formats for same. <i>(Faculty)</i>
<ul style="list-style-type: none"> • It would have been helpful to start with introduction to each of the HCGNEs. We kept wondering where each other HCGNE was focused on. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I didn't have many expectations -- I didn't know what to expect! <i>(Faculty)</i>
“The Concept of Leveraging: Individual vs. Collective Agendas and Cultures” (Chater)
<ul style="list-style-type: none"> • Certainly, a related topic, building on this content. <i>(Director)</i>
<ul style="list-style-type: none"> • Examples of brand-advertising very helpful. <i>(Staff)</i>
<ul style="list-style-type: none"> • Might have been helpful to have had summary of each center first. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Provide experiential methods, role-playing exercises, etc. My evaluation is based on twenty-five years exposure to this content, NOT a reflection of her skill. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I was expecting a more polished and insightful presentation, but was disappointed that it didn't really include much new/innovative or compelling information. <i>(Faculty)</i>
<ul style="list-style-type: none"> • She planted the seed for discussions to follow. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I felt it raised some important discussion points which made it valuable. Focus on "sound bites" and “branding” interesting in highlighting importance of a concise, clear message. Discussion suggested that individuals felt maybe more information was needed by speaker about uniqueness of centers and what was being done. <i>(Faculty)</i>
<ul style="list-style-type: none"> • It was very provocative but it seems that many centers felt misunderstood. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I missed a portion of this session which may influence my responses. <i>(Faculty)</i>
Synergy Break Out Groups: Charge to Group, Break Out Groups, and Group Reports (HCGNE Directors, Claire Fagin; Administrators/Coordinators, Sarajane Brittis; Faculty Members, Ellen Rudy)
<ul style="list-style-type: none"> • Helped us get to know each other. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Good beginning dialogue -- perhaps earlier sharing or “ice-breaker” would have helped move forward more, but not likely. <i>(Faculty)</i>
<ul style="list-style-type: none"> • This allowed us to gain a far better idea of what everyone was doing. How useful will depend on next steps. <i>(Faculty)</i>
<ul style="list-style-type: none"> • See comments, page 1 [There was a major planning "phasing" issue that affected the whole two days. Center presentations needed to be FIRST -- we had to keep catching up with becoming knowledgeable about people's work. All of Day 1 needs to be submersion in the work. Day 2 – morning session: themes and patterns. Day 2 -- afternoon session: in-depth strategy, Return on Investment mockups, tactics, Acct. party. Draft one of strategic work plan as product to review and feedback within seven days! Provide formats for same]. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I think that the Faculty group was handicapped by a lack of knowledge of what the other HCGNEs are doing (especially at a more detailed level). So it was very difficult to talk synergy without knowing what the others are doing. <i>(Faculty)</i>
Leveraging Break Out Groups: Opening Remarks, Break Out Groups, and Group Reports (Group 1: Claire Fagin; Group 2: Sarajane Brittis; Group 3: Ellen Rudy)
<ul style="list-style-type: none"> • Very helpful to review each HCGNE focus. <i>(Staff)</i>
<ul style="list-style-type: none"> • Mix of types of participants was great -- we also really got the chance to see what other centers are doing. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I came to this meeting expecting that I would learn more about what the other HCGNEs were doing. And that has happened through the opportunities between the organized sessions. But I was very unclear about the expectation of the break out sessions. I kept feeling like I walked into the middle of a conversation. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Very stimulating discussions but didn't have enough time to respond to questions and formulate strategies. <i>(Faculty)</i>

<ul style="list-style-type: none"> • Again I would suggest a group relations experiential and structure format to move from ideas -- actions detail and assignments to "work up" each major effort. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Whether these sessions are repeated depends on what changes because that will influence relevance of the topic. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Will definitely need plan for follow-up. <i>(Faculty)</i>
Open Forum: A Year In Review: Observations and Accomplishments (Fagin and Huba)
<ul style="list-style-type: none"> • Forum discussion was very helpful to hopefully carry agenda forward. <i>(Staff)</i>
<ul style="list-style-type: none"> • Helpful in knowing that each center struggled with similar issues. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Raised problems that need to be addressed and issues that have to be addressed in the future. Further discussions probably needed related to interpretation of work with the center and accomplish research and practice goals of one's position. <i>(Faculty)</i>
<ul style="list-style-type: none"> • PowerPoint presentations of one or two particular successes would be useful at future meetings, rather than PowerPoint of overall goals. <i>(Staff)</i>
<ul style="list-style-type: none"> • The year in review would have been more meaningful if it had come in the context of us doing our own evaluation data. <i>(Faculty)</i>
<ul style="list-style-type: none"> • The first part was not very helpful. Not enough detail to know how/what. Cluster groups excellent idea. <i>(Faculty)</i>
<ul style="list-style-type: none"> • We need to continue to learn about one another. <i>(Faculty)</i>
Meeting Summary: "Is There a Brand and a Strategy to Leverage the Future: Where Do We Go from Here?" (Fagin and Brittis)
<ul style="list-style-type: none"> • Maybe it was too soon to synthesize findings but this did bring back into focus the key elements that would go into next steps. Identifying point people of major importance. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I would definitely like more opportunities for dialogue among whole group. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Would have been better to have the long day Thursday, Friday short day. Great ending! <i>(Faculty)</i>
Overall Meeting Evaluation
Please provide up to three (3) concrete or specific examples of how you think you will use the information from the meeting to increase your HCGNE's effectiveness.
<i>Synergy and linkages between HCGNEs</i>
<ul style="list-style-type: none"> • Focus more on leveraging and synergy. <i>(Director)</i>
<ul style="list-style-type: none"> • Potential partnerships with other HCGNEs need to be identified/strengthened. <i>(Director)</i>
<ul style="list-style-type: none"> • Participate in collective (HCGNE) efforts to move knowledge to practice and policy. <i>(Director)</i>
<ul style="list-style-type: none"> • Develop advisory board with university, public, community partners. <i>(Director)</i>
<ul style="list-style-type: none"> • Contact those in other HCGNEs for information, resources. <i>(Staff)</i>
<ul style="list-style-type: none"> • Collaborate with Oregon about studying case management. <i>(Staff)</i>
<ul style="list-style-type: none"> • Information from other sites/centers will be useful in discussing use of resources and need for supports in areas of overlap between total school/university and the center. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Linkage with at least one other HCGNEs having similar initiatives to avoid duplication and extend initiative. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Share organization effective tools we have been using. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Participation/leadership for one of the collaborative research initiatives. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Collaboration between administrators will streamline processes within all centers. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Oversee national study on HomeSafe. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Use idea from Oregon about how to better establish partnerships as mechanism for implementing best practices. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Continue to focus on regular monthly meetings. <i>(Faculty)</i>
<i>Collaboration among members of HCGNEs</i>
<ul style="list-style-type: none"> • It would be great to have structured opportunities to talk with other Faculty about specific program issues (e.g., a session on recruitment, one on best practices). <i>(Faculty)</i>
<ul style="list-style-type: none"> • Improve communication among HCGNE and geriatric/gerontological faculty regarding activities ongoing and opportunities for involvement in Hartford activities. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Network with colleagues met at meeting that have similar research focus. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Networking with other center faculty. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I will exchange information with colleagues -- have made commitments. <i>(Faculty)</i>
<ul style="list-style-type: none"> • I have made commitments to network with colleagues at other schools. <i>(Faculty)</i>

Networking within HCGNEs
• Utilize information on available mentoring opportunities to enhance scholar program. <i>(Staff)</i>
• Provide inspiration to young nurses to advance education. <i>(Faculty)</i>
• Will try to formalize get-togethers for students at faculty's homes into a seminar à la UCSF. <i>(Faculty)</i>
• Update HCGNEs -- faculty meeting. <i>(Faculty)</i>
Improve communication and leveraging efforts
• Communication -- especially popular press -- will identify a few salient points about strengths of the program. <i>(Director)</i>
• Better communication at home and among other HCGNEs. <i>(Director)</i>
• More public relations efforts need to be mentioned. <i>(Director)</i>
• Renewed attention to media and publicity. <i>(Staff)</i>
• More effective media approach. <i>(Staff)</i>
• We will go home and look at our publicity plan and use specific ideas for our HCGNEs. <i>(Faculty)</i>
• Increasing communication within the center and getting word out more to lay public and other health leaders. <i>(Faculty)</i>
• Clarify focus/message. <i>(Faculty)</i>
• Rework public relations plan for center. <i>(Faculty)</i>
• Strategies to increase visibility. <i>(Faculty)</i>
• Post flyers about HCGNEs. <i>(Faculty)</i>
• Photo of HCGNEs in College of Nursing. <i>(Faculty)</i>
Dissemination
• Effort directed toward continued branding and identification of exemplars for replication and policy change. <i>(Director)</i>
• More thoughtful reporting of lessons learned. <i>(Staff)</i>
• Expand public relations to include and refer to as dissemination. <i>(Faculty)</i>
• I will talk with my director about a plan for best practices dissemination. <i>(Faculty)</i>
• Strategy for uploading newsletter on web and e-mail distribution. <i>(Faculty)</i>
• Have materials to review in preparation. <i>(Faculty)</i>
• Communication plan: complete explicit strategies and products per quarter of year. This already has been worked on. Schedule subject and process-related conference calls on (1) interactive model choice and funding; (2) best practice model design; and (3) completion mature research annotated summary and library of "ready for primetime" tools. <i>(Faculty)</i>
What types of sessions that were not included at the meeting would have been helpful? What would be helpful in future meetings to build on material provided at this year's annual meeting?
• Need to plan specific mechanisms for selecting and implementing one or two strategies. <i>(Director)</i>
• Sharing of center foci first may have been helpful. <i>(Faculty)</i>
• Work sessions on collaborative areas. More information on each of the five centers and faculty strengths/signatures, etc. <i>(Faculty)</i>
• Additional small and large group discussion of center-specific activities. <i>(Faculty)</i>
• Cluster meeting. <i>(Faculty)</i>
• More specific-focused groups. <i>(Faculty)</i>
• I'd like us to learn more about influencing policy and develop specific strategies for doing this. <i>(Faculty)</i>
• (1) Group relations experiential design with targeted outcomes and design foci; (2) Library of "total, mature, and almost mature" research, bibliography, and library of tools for all players (systematized); (3) Bring "Grant-Makers" together for process work in four-hour segments; and (4) Provide integrated practice tools. <i>(Faculty)</i>
• Not ready this year. But next year could have working sessions -- start writing research proposals. <i>(Faculty)</i>
• Will need to have summary of this meeting (as well as evaluation), to plan and build upon for next year. <i>(Faculty)</i>
How conducive was the physical setting and set-up of the meeting rooms for each of the sessions?
• Excellent! Great planning! Wonderful job! <i>(Staff)</i>
• Very conducive. <i>(Faculty)</i>
• Excellent. <i>(Faculty)</i>
• Great. <i>(Faculty)</i>
• Fine. (two respondents -- <i>Staff and Faculty</i>)
• Good. <i>(Staff)</i>
• Okay. (two respondents -- <i>Director and Faculty</i>)
• Good arrangement. <i>(Faculty)</i>

<ul style="list-style-type: none"> • Would have liked to spend more time at School of Nursing. I did like the main room setup. More water would have been nice. <i>(Faculty)</i>
<ul style="list-style-type: none"> • It was fine, adequate. Breakfast and air-conditioning okay. <i>(Faculty)</i>
<ul style="list-style-type: none"> • First day too hot, second day just right. The social/host accommodations (e.g. meals, transport) were very thoughtful. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Room and table fine, chairs not comfortable. <i>(Faculty)</i>
Additional Comments (not solicited)
<ul style="list-style-type: none"> • Thanks! "Humanizing the systems of care": (1) That systems of care are more important than others; enrollment/registration process; screening threshold, methods, safety prevention for the elderly; structure of the system-wide BAF/brief assessment and CAF/complete assessment; criteria for case management (four domains), definition of frailty and frailty score; and focused list of <u>select outcomes</u> of interest; (2) Choose ten top standards of care for solid evaluation -- five years; (3) Choose ten top financing priorities and method of attack; (4) Priority research agenda -- no more than five; (5) Primary coalitions; and (6) Top lobby <u>targets</u> related to Centers for Medicare and Medicaid Services financing rules -- no more than five: e.g. (a) Chronic illness behavior assessment and interview ICD-9, CPT-4 programmatic cluster; and (b) Self-care competency gained. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Some of the questions are premature -- utility will be seen in next steps and what can occur as a result of the meeting. Too soon to judge really. <i>(Faculty)</i>
<ul style="list-style-type: none"> • Where is evaluation for "news"/"press"? <i>(Faculty)</i>

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

- Individual HCGNE summaries need to be circulated before the meeting in order to provide attendees with a basis for synergic discussion about specific issues. While HCGNE Directors, and to a lesser extent, HCGNE Staff Administrators, knew about the activities of other HCGNEs, HCGNE Faculty expressed that they did not have as much access to this information and felt that they did not know as much as they would have preferred to start the leveraging/synergy process. While it is not clear to the evaluation staff that such information in fact would promote greater synergy, the Faculty participants said they needed to know in detail what the other HCGNEs were doing in order to be able to meet the objectives of the meeting.
- Working sessions that allow attendees to draft and develop plans for the future of the HCGNEs might enhance opportunities for both synergy and leveraging. It is possible that somewhat more structured exercises would help promote such a process. Similarly, Break Out sessions with more narrow and focused questions might be desirable, as are more tightly focused interactive sessions for the whole group. One example would be to go around the room in a meeting of the entire group, asking each participant to say one specific thing she could do without additional resources to promote the success of the entire group and formally limiting responses to 30 seconds or about 20 words each. Quick answer sessions – and subsequent group discussions – could be used for other topics.
- It is possible that the group would benefit from a large conference call prior to future Conferences that explained the goals of the Conference and previewed some of the specific exercises that would be used. Based on feedback that some participants did not fully understand the nature of the meeting and the goals of individual exercises, additional pre-meeting distribution of such information might be desirable. While detailed written materials could be produced and circulated, an interactive session on the telephone where individual Staff and Faculty could be verbally briefed by the HCGNE Directors about the goals and structure of the meeting and have the opportunity to ask questions might also be an efficient way of disseminating such information and setting expectations for the meeting. Such a large group conference call could also serve to be a warm-up exercise for the Conference and help energize participants to begin thinking about certain concepts and come to the meeting with ideas to share and collaborative-synergistic-leveraging strategies to promote.
- In the absence of formal exercises designed to get the participants to think in new ways (through a “paradigm shift”) about synergy and leveraging, some of the participants (most notably the Faculty) seemed to want to use traditional academic collaborative models including writing papers and grant proposals together or otherwise being involved in complex methods of working together that require large amounts of resources and staff support. It is possible that formal synergy and leveraging exercises – along with examples or case studies of how groups of professionals “did more with less” through synergy and leveraging – might be useful for this group. An observation of the evaluator is that the HCGNE Directors and HCGNE Staff (Administrators) have had more opportunities to evolve creative methods of working together than the HCGNE Faculty have had within this Initiative, and hence some structured exercises in working together using new models might be desirable, especially if the Faculty group were involved as an integral part of the Conference. The Faculty groups needs to be brought up to the level of synergistic working together that the Directors have evolved.

- It is suggested that some thought might be given to considering whether the meeting should be retained in its present form of including HCGNE Directors, Administrators, and Faculty, or whether it should be kept smaller by only including HCGNE Directors and Administrators. Alternately, perhaps the Directors and Administrators might meet in a smaller meeting every other year, with the alternate years including HCGNE Faculty. We are not recommending one model or the other, but we do feel that a discussion of this alternative might serve to achieve greater consensus among the HCGNEs about the specific goals for the meeting and the respective roles of HCGNE Directors, HCGNE Staff (Administrators), and (if included) HCGNE Faculty.
- The question has been raised prior to the meeting by some individuals about whether this meeting should be held annually or only every other year. It is recommended that an annual meeting be held, although it is also recommended (see prior point) that a discussion be held about whether each annual meeting should be as large in scope and attended by as many individuals as the June 2002 meeting.

Conclusions. Overall the Annual Conference for the Hartford Centers of Geriatric Nursing Excellence was rated highly by the participants. It is clear that the vast majority of the respondents found the Conference valuable, feel that they will use the information gathered at the conference to further their own projects, and believe that conference goals of fostering synergy and leveraging were well-met. Overall, the participants felt that the Conference was well-run and organized. In the future participants seem to prefer somewhat more interactive sessions, but it must be recognized that any initial conference in a series will typically require more sessions that are not interactive simply to convey information and mission to the participants, and hence future conferences are projected to be more interactive. Whatever minor criticisms were expressed appear to be localized within one group of participants who felt that they would have benefited by knowing more about the purpose, goals, and sessions of the meeting before arriving. It is likely that whatever criticism there were could be easily addressed for future meetings by having a briefing packet listing the agenda, abstracts of sessions, and brief descriptions of the current activities of the five HCGNEs and the AAN Coordinating Center. Overall, this was a highly successful meeting that appears to have energized participants, fostered collaboration and synergy, demonstrated opportunities for leveraging, and built interest in finding ways that the five HCGNE can collaborate in the future.

Appendix I: Response Ratings of all Sessions by Attendee Type: Directors, Faculty, and Staff

Table A-I: Evaluation Response Ratings for all Sessions from Directors (N=5)

Variable	Indicator	Percent of Respondents
Pre-Meeting Session		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	50.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	50.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	100.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	50.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated this session? (n=4)	Session Length about Right	75.0%
	Session Too Short	0.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	75.0%
	Definitely or Probably	100.0%
Welcome (Strumpf, Meleis, and Maas)		
How well did this session frame the purpose of the meeting? (n=5)	Excellent	80.0%
	Excellent or Very Good	100.0%
How much did the purpose (as described in this session) match your expectations about the meeting? (n=5)	Very Much	100.0%
	Very Much or Somewhat	100.0%
How would you rate the session quality? (n=5)	Excellent	40.0%
	Excellent or Very Good	100.0%

Variable	Indicator	Percent of Respondents
“The Concept of Leveraging: Individual vs. Collective Agendas and Cultures” (Chater)		
How relevant was the session for your HCGNE and its work? (n=5)	Extremely Relevant	80.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=5)	Excellent	100.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=5)	Definitely	100.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=5)	Extremely Valuable	60.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=5)	Extremely Useful	60.0%
	Extremely Useful or Very Useful	80.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=5)	Extremely Useful	60.0%
	Extremely Useful or Very Useful	80.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated to this session? (n=5)	Session Length about Right	80.0%
	Session Too Short	20.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	75.0%
	Definitely or Probably	100.0%
Synergy Break Out Groups: Charge to Group, Break Out Groups, and Group Reports HCGNE Directors, Claire Fagin		
How relevant was the session for your HCGNE and its work? (n=5)	Extremely Relevant	60.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=5)	Excellent	20.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=5)	Definitely	80.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=5)	Extremely Valuable	20.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	80.0%

Variable	Indicator	Percent of Respondents
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=5)	Extremely Useful	60.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=5)	Extremely Useful	20.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated to this session? (n=5)	Session Length about Right	80.0%
	Session Too Short	20.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=5)	Definitely	60.0%
	Definitely or Probably	100.0%
Leveraging Break Out Groups: Opening Remarks, Break Out Groups, and Group Reports (Group 1: Claire Fagin; Group 2: Sarajane Brittis; Group 3: Ellen Rudy)		
How relevant was the session for your HCGNE and its work? (n=5)	Extremely Relevant	20.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=5)	Excellent	20.0%
	Excellent or Very Good	80.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=5)	Definitely	60.0%
	Definitely or Probably	80.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=5)	Extremely Valuable	40.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	80.0%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=5)	Extremely Useful	20.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=5)	Extremely Useful	40.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated to this session? (n=5)	Session Length about Right	80.0%
	Session Too Short	20.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=5)	Definitely	60.0%
	Definitely or Probably	80.0%

Variable	Indicator	Percent of Respondents
Open Forum: A Year In Review: Observations and Accomplishments (Fagin and Huba)		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	50.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	50.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	100.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	50.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	75.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated this session? (n=4)	Session Length about Right	50.0%
	Session Too Short	50.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=3)	Definitely	66.7%
	Definitely or Probably	100.0%
Meeting Summary: “Is There a Brand and a Strategy to Leverage the Future: Where Do We Go from Here?” (Fagin and Brittis)		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	75.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	75.0%
	Excellent or Very Good	100.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated this session? (n=4)	Session Length about Right	75.0%
	Session Too Short	25.0%
	Session Too Long	0.0%
Should this type of session be repeated at future	Definitely	75.0%

Variable	Indicator	Percent of Respondents
HCGNE annual meetings? (n=4)	Definitely or Probably	100.0%
Overall Meeting Evaluation		
How relevant was the session for your HCGNE and its work? (n=5)	Extremely Relevant	80.0%
	Extremely Relevant or Very Relevant	100.0%
How much did the annual meeting match your expectations? (n=5)	Totally	0.0%
	Totally or Very Much	100.0%
What is your view of the focus of the meeting? (n=5)	About Right	100.0%
	Too Broad	0.0%
	Too Narrow	0.0%
Next year, should the meeting be broader (more topics) or narrower (less topics)? (n=5)	About the Same	40.0%
	Broader	0.0%
	Narrower	60.0%
What is your view of the total length of the meeting and the Pre-Meeting Sessions? (n=5)	About right (current 2- day meeting)	100.0%
	Too long by ½ day	0.0%
	Too short by ½ day	0.0%
How long should the meeting be next year? (n=5)	2 days	60.0%

Table A-II: Evaluation Response Ratings for all Sessions from Faculty (N=12)

Variable	Indicator	Percent of Respondents
Welcome (Strumpf, Meleis, and Maas)		
How well did this session frame the purpose of the meeting? (n=11)	Excellent	27.3%
	Excellent or Very Good	90.9%
How much did the purpose (as described in this session) match your expectations about the meeting? (n=11)	Very Much	63.6%
	Very Much or Somewhat	100.0%
How would you rate the session quality? (n=11)	Excellent	18.2%
	Excellent or Very Good	81.8%
“The Concept of Leveraging: Individual vs. Collective Agendas and Cultures” (Chater)		
How relevant was the session for your HCGNE and its work? (n=12)	Extremely Relevant	16.7%
	Extremely Relevant or Very Relevant	66.7%
How would you rate the session quality? (n=12)	Excellent	33.3%
	Excellent or Very Good	66.6%
Would you recommend a similar session to another HCGNE faculty or staff? (n=12)	Definitely	25.0%
	Definitely or Probably	91.7%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=12)	Extremely Valuable	16.7%
	Extremely Valuable or Very Valuable	66.7%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=12)	Extremely Useful	16.7%
	Extremely Useful or Very Useful	41.7%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=11)	Extremely Useful	18.2%
	Extremely Useful or Very Useful	45.5%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=11)	Extremely Useful	9.1%
	Extremely Useful or Very Useful	36.4%
How useful was this session for strengthening <u>your</u> HCGNE? (n=11)	Extremely Useful	9.1%
	Extremely Useful or Very Useful	27.3%
Was the correct amount of time allocated to this session? (n=12)	Session Length about Right	75.0%
	Session Too Short	8.3%
	Session Too Long	16.7%
Should this type of session be repeated at future HCGNE annual meetings? (n=12)	Definitely	25.0%
	Definitely or Probably	66.7%

Variable	Indicator	Percent of Respondents
Synergy Break Out Groups: Charge to Group, Break Out Groups, and Group Reports Faculty Members, Ellen Rudy		
How relevant was the session for your HCGNE and its work? (n=12)	Extremely Relevant	41.7%
	Extremely Relevant or Very Relevant	83.4%
How would you rate the session quality? (n=12)	Excellent	41.7%
	Excellent or Very Good	83.4%
Would you recommend a similar session to another HCGNE faculty or staff? (n=12)	Definitely	50.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=12)	Extremely Valuable	25.0%
	Extremely Valuable or Very Valuable	83.3%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=12)	Extremely Useful	16.7%
	Extremely Useful or Very Useful	66.7%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=12)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	83.3%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=12)	Extremely Useful	33.3%
	Extremely Useful or Very Useful	83.3%
How useful was this session for strengthening <u>your</u> HCGNE? (n=12)	Extremely Useful	8.3%
	Extremely Useful or Very Useful	50.0%
Was the correct amount of time allocated to this session? (n=12)	Session Length about Right	83.3%
	Session Too Short	16.7%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=12)	Definitely	50.0%
	Definitely or Probably	83.3%
Leveraging Break Out Groups: Opening Remarks, Break Out Groups, and Group Reports (Group 1: Claire Fagin; Group 2: Sarajane Brittis; Group 3: Ellen Rudy)		
How relevant was the session for your HCGNE and its work? (n=12)	Extremely Relevant	58.3%
	Extremely Relevant or Very Relevant	83.3%
How would you rate the session quality? (n=12)	Excellent	50.0%
	Excellent or Very Good	75.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=12)	Definitely	41.7%
	Definitely or Probably	83.4%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=12)	Extremely Valuable	33.3%
	Extremely Valuable or Very Valuable	66.6%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=12)	Extremely Useful	41.7%
	Extremely Useful or Very Useful	75.0%

Variable	Indicator	Percent of Respondents
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=12)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	83.3%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=12)	Extremely Useful	41.7%
	Extremely Useful or Very Useful	83.4%
How useful was this session for strengthening <u>your</u> HCGNE? (n=12)	Extremely Useful	41.7%
	Extremely Useful or Very Useful	66.7%
Was the correct amount of time allocated to this session? (n=12)	Session Length about Right	83.3%
	Session Too Short	8.3%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=11)	Definitely	63.6%
	Definitely or Probably	81.8%
Open Forum: A Year In Review: Observations and Accomplishments (Fagin and Huba)		
How relevant was the session for your HCGNE and its work? (n=11)	Extremely Relevant	72.7%
	Extremely Relevant or Very Relevant	81.8%
How would you rate the session quality? (n=11)	Excellent	54.5%
	Excellent or Very Good	81.8%
Would you recommend a similar session to another HCGNE faculty or staff? (n=11)	Definitely	72.7%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=11)	Extremely Valuable	36.4%
	Extremely Valuable or Very Valuable	72.8%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=11)	Extremely Useful	36.4%
	Extremely Useful or Very Useful	45.5%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=11)	Extremely Useful	27.3%
	Extremely Useful or Very Useful	81.8%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=11)	Extremely Useful	18.2%
	Extremely Useful or Very Useful	63.7%
How useful was this session for strengthening <u>your</u> HCGNE? (n=11)	Extremely Useful	36.4%
	Extremely Useful or Very Useful	45.5%
Was the correct amount of time allocated this session? (n=11)	Session Length about Right	72.7%
	Session Too Short	9.1%
	Session Too Long	18.2%
Should this type of session be repeated at future HCGNE annual meetings? (n=11)	Definitely	54.5%
	Definitely or Probably	100.0%

Variable	Indicator	Percent of Respondents
Meeting Summary: “Is There a Brand and a Strategy to Leverage the Future: Where Do We Go from Here?” (Fagin and Brittis)		
How relevant was the session for your HCGNE and its work? (n=9)	Excellent	22.2%
	Excellent or Very Good	66.6%
How would you rate the session quality? (n=9)	Extremely Relevant	11.1%
	Extremely Relevant or Very Relevant	88.9%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=9)	Extremely Useful	0%
	Extremely Useful or Very Useful	66.7%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=9)	Extremely Useful	11.1%
	Extremely Useful or Very Useful	66.7%
How useful was this session for strengthening <u>your</u> HCGNE? (n=9)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	33.3%
Was the correct amount of time allocated this session? (n=9)	Session Length about Right	77.8%
	Session Too Short	22.2%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=9)	Definitely	55.6%
	Definitely or Probably	88.9%
Overall Meeting Evaluation		
How relevant was the session for your HCGNE and its work? (n=12)	Extremely Relevant	33.3%
	Extremely Relevant or Very Relevant	66.6%
How much did the annual meeting match your expectations? (n=10)	Totally	20.0%
	Totally or Very Much	60.0%
What is your view of the focus of the meeting? (n=11)	About Right	81.8%
	Too Broad	18.2%
	Too Narrow	0.0%
Next year, should the meeting be broader (more topics) or narrower (less topics)? (n=10)	About the Same	40.0%
	Broader	10.0%
	Narrower	50.0%
What is your view of the total length of the meeting and the Pre-Meeting Sessions? (n=11)	About right (current 2- day meeting)	90.9%
	Too long by ½ day	0.0%
	Too short by ½ day	0.0%
How long should the meeting be next year? (n=12)	2 days	33.3%

Table A-III: Evaluation Response Ratings for all Sessions from Staff (N=4)

Variable	Indicator	Percent of Respondents
Pre-Meeting Session		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	100.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	100.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	100.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	75.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	100.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=4)	Extremely Useful	100.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	100.0%
Was the correct amount of time allocated this session? (n=4)	Session Length about Right	25.0%
	Session Too Short	25.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	100.0%
	Definitely or Probably	100.0%
Welcome (Strumpf, Meleis, and Maas)		
How well did this session frame the purpose of the meeting? (n=4)	Excellent	50.0%
	Excellent or Very Good	75.0%
How much did the purpose (as described in this session) match your expectations about the meeting? (n=4)	Very Much	75.0%
	Very Much or Somewhat	100.0%
How would you rate the session quality? (n=4)	Excellent	50.0%
	Excellent or Very Good	50.0%
“The Concept of Leveraging: Individual vs. Collective Agendas and Cultures” (Chater)		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	50.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	25.0%
	Excellent or Very Good	100.0%

Variable	Indicator	Percent of Respondents
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	75.0%
	Definitely or Probably	75.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	25.0%
	Extremely Valuable or Very Valuable	50.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	25.0%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	75.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=4)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	75.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	25.0%
Was the correct amount of time allocated to this session? (n=4)	Session Length about Right	75.0%
	Session Too Short	0.0%
	Session Too Long	25.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	50.0%
	Definitely or Probably	75.0%
Synergy Break Out Groups: Charge to Group, Break Out Groups, and Group Reports HCGNE Directors, Claire Fagin; Administrators/Coordinators, Sarajane Brittis; Faculty Members, Ellen Rudy		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	50.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	50.0%
	Excellent or Very Good	100.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	75.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	25.0%
	Extremely Valuable or Very Valuable	100.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	75.0%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=4)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%

Variable	Indicator	Percent of Respondents
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	75.0%
Was the correct amount of time allocated to this session? (n=4)	Session Length about Right	75.0%
	Session Too Short	25.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	50.0%
	Definitely or Probably	100.0%
Leveraging Break Out Groups: Opening Remarks, Break Out Groups, and Group Reports (Group 1: Claire Fagin; Group 2: Sarajane Brittis; Group 3: Ellen Rudy)		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	50.0%
	Extremely Relevant or Very Relevant	100.0%
How would you rate the session quality? (n=4)	Excellent	25.0%
	Excellent or Very Good	75.0%
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	50.0%
	Definitely or Probably	100.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	50.0%
	Extremely Valuable or Very Valuable	50.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	50.0%
How useful was this session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for promoting/providing synergy (in objectives, programs, outcomes) among the HCGNEs? (n=4)	Extremely Useful	75.0%
	Extremely Useful or Very Useful	100.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	50.0%
Was the correct amount of time allocated to this session? (n=4)	Session Length about Right	100.0%
	Session Too Short	0.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=4)	Definitely	75.0%
	Definitely or Probably	100.0%
Open Forum: A Year In Review: Observations and Accomplishments (Fagin and Huba)		
How relevant was the session for your HCGNE and its work? (n=4)	Extremely Relevant	25.0%
	Extremely Relevant or Very Relevant	75.0%
How would you rate the session quality? (n=4)	Excellent	50.0%
	Excellent or Very Good	75.0%

Variable	Indicator	Percent of Respondents
Would you recommend a similar session to another HCGNE faculty or staff? (n=4)	Definitely	25.0%
	Definitely or Probably	75.0%
How valuable was the content of this session for helping you meet the goals and objectives of your HCGNE? (n=4)	Extremely Valuable	0.0%
	Extremely Valuable or Very Valuable	75.0%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=4)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	50.0%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=4)	Extremely Useful	50.0%
	Extremely Useful or Very Useful	50.0%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=4)	Extremely Useful	25.0%
	Extremely Useful or Very Useful	50.0%
How useful was this session for strengthening <u>your</u> HCGNE? (n=4)	Extremely Useful	0.0%
	Extremely Useful or Very Useful	25.0%
Was the correct amount of time allocated this session? (n=4)	Session Length about Right	100.0%
	Session Too Short	0.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=3)	Definitely	0.0%
	Definitely or Probably	100.0%
Meeting Summary: “Is There a Brand and a Strategy to Leverage the Future: Where Do We Go from Here?” (Fagin and Brittis)		
How relevant was the session for your HCGNE and its work? (n=3)	Extremely Relevant	33.3%
	Extremely Relevant or Very Relevant	66.6%
How would you rate the session quality? (n=3)	Excellent	33.3%
	Excellent or Very Good	66.6%
How useful was the session for promoting/providing collaboration among HCGNE Directors, Faculty, and Staff? (n=3)	Extremely Useful	33.3%
	Extremely Useful or Very Useful	66.6%
How useful was this session for promoting/providing synergy (in objective, programs, outcomes)? (n=3)	Extremely Useful	33.3%
	Extremely Useful or Very Useful	66.6%
How useful was this session for strengthening <u>your</u> HCGNE? (n=3)	Extremely Useful	33.3%
	Extremely Useful or Very Useful	66.6%
Was the correct amount of time allocated this session? (n=3)	Session Length about Right	100.0%
	Session Too Short	0.0%
	Session Too Long	0.0%
Should this type of session be repeated at future HCGNE annual meetings? (n=3)	Definitely	33.3%
	Definitely or Probably	100.0%
Overall Meeting Evaluation		
How relevant was the session for your HCGNE and its work? (n=3)	Extremely Relevant	33.3%
	Extremely Relevant or Very Relevant	100.0%
How much did the annual meeting match your expectations? (n=3)	Totally	33.3%
	Totally or Very Much	100.0%

Variable	Indicator	Percent of Respondents
What is your view of the focus of the meeting? (n=3)	About Right	66.7%
	Too Broad	33.3%
	Too Narrow	0.0%
Next year, should the meeting be broader (more topics) or narrower (less topics)? (n=3)	About the Same	33.3%
	Broader	0.0%
	Narrower	66.7%
How useful was the session content for helping you personally in activities to meet your HCGNE goals? (n=3)	About right (current 2- day meeting)	66.7%
	Too long by ½ day	0.0%
	Too short by ½ day	33.3%
How long should the meeting be next year? (n=3)	2 days	33.3%

Appendix 2: List of Presenters at the Conference

Presenters at the Conference were:

- Sarajane Brittis, PhD, The John A. Hartford Foundation
- Shirley S. Chater, RN, PhD, FAAN, University of California San Francisco, School of Nursing
- Eleanor Foa Dienstag, Eleanor Foa Associates
- Claire M. Fagin, PhD, RN, FAAN, The John A. Hartford Foundation
- George J. Huba, PhD, The Measurement Group
- Meridean Maas, PhD, RN, FAAN, University of Iowa College of Nursing
- Afaf I. Meleis, PhD, DrPS (hon), FAAN, RN, University of Pennsylvania School of Nursing
- Ellen B. Rudy, RN, PhD, FAAN, National Institute of Nursing
- Neville E. Strumpf, PhD, RN, FAAN, University of Pennsylvania School of Nursing