

Hartford Geriatric Nursing Initiative John A. Hartford Foundation

Independent Evaluation
by The Measurement Group



Data Briefing 17 Development of a Geriatric Nursing Leader Cadre through an Annual Leadership Conference

Building Academic Geriatric Nursing Capacity [BAGNC] Leadership Conference

- The primary goal of the Building Academic Geriatric Nursing Capacity [BAGNC] Leadership Conference, funded by the John A. Hartford Foundation, is to facilitate leadership development among the Geriatric Nursing Scholars supported by the Hartford Foundation
 - Building Academic Geriatric Nursing Capacity Predoctoral Scholars and Postdoctoral Fellows
 - Supported by the American Academy of Nursing [AAN]
 - Advanced Practice Nursing Scholars
 - Supported by the American Association of Colleges of Nursing [AACN]
 - Summer Institute Faculty Scholars
 - Supported by the Hartford Institute for Geriatric Nursing at New York University [NYU]
- Of particular importance, the program maximizes the experience each of its major scholar constituent groups
 - Those working on doctoral degrees in nursing
 - Those conducting research after receiving their doctorate
 - Those working on master's level advanced practice degrees
- The audience for the conference also includes very senior nurses who are invited speakers or the mentors of Hartford Scholars

Goals for the Leadership Conference

- Assist the BAGNC Scholars and Fellows to achieve full careers
- Facilitate the development of a leadership cadre capable of sustaining, expanding, and enhancing the field of geriatric nursing and the training of its next cohorts of practitioners
- Provide skills training necessary to build excellent leadership in geriatric nursing
- Encourage the development of a national network of geriatric nurse leaders and researchers
- Reinforce linkages between research, practice, and policy
- Provide opportunities and models for career development for nurses at all stages in their careers
- Develop a common agenda and overall framework for the field of geriatric nursing among current and future leadership cadres

History and Design of the Leadership Conference

- Held annually since 2001
- Initially designed for Building Academic Geriatric Nursing Excellence Predoctoral Scholars and Postdoctoral Fellows
 - BAGNC Scholars attend the conference twice, during both years of Hartford Foundation Funding, and also are required to have their Mentors attend the conference each year
- Expanded in 2002 to include Advanced Practice Nursing Fellows
 - APN Scholars attend once during their scholarship
- Expanded in 2002 to include Hartford Institute Summer Scholars
 - Hartford Institute Scholars attend once
- Meeting has traditionally covered approximately 21 hours of programming over three days
- Held immediately before the Gerontological Society of America [GSA] Meetings attended by Leadership Conference Invitees

Target Audiences and Invited Conference Attendees

- Director and Staff from the five Hartford Centers of Geriatric Nursing Excellence
- Principal Investigators from Creating Careers in Geriatric Advanced Practice Nursing Schools
- Director and Staff from the Coordinating Center for the Building Academic Geriatric Nursing Excellence housed at the American Academy of Nursing
- Director and Staff from the John A. Hartford Institute for Geriatric Nursing
- Director and Staff from the American Association of Colleges of Nursing charged with administering the Creating Careers in Geriatric Advanced Practice Nursing Program
- Current first-year and second-year Predoctoral BAGNC-AAN Hartford Scholars
- Current first-year and second-year Postdoctoral BAGNC-AAN Hartford Fellows
- AACN Advanced Practice Nursing Scholars
- NYU Hartford Institute Scholars
- BAGNC-AAN Hartford MBA Scholars
- Predoctoral and Postdoctoral BAGNC-AAN Hartford Alumni Scholars and Fellows
- Faculty Mentors for AAN Hartford Scholars and Fellows
- Invited Speakers and other guests

Percentage of All Scholars at the 2005 Leadership Conference Responding Extremely or Very Favorably [Positively]



Selected Comments from Second-year Predoctoral Scholars about How Conference Information will be Used to Increase Leadership Skill [2005 Conference]

- Networking opportunities
- Received personal advice on beginning career post-Hartford: interview, research, program leverage
- Produce poster presentations which communicate research more effectively
- Use the ideas to build a program with a geriatric focus
- Better communication skills and poster presentations
- Policy issues-leverage to become invited to the table where decisions are made
- Become integrally involved in curriculum revision which is rich in geriatrics
- Networked with acute care investigators
- Increase networking in gerontological nursing at my home university

Selected Comments from First-year Predoctoral Scholars about How Conference Information will be Used to Increase Leadership Skill [2005 Conference]

- Inspired me to set leadership goals
- The stages presented by McBride in "orchestrating a research career
- Networking! I was thrilled to find colleague with similar interests
- There really is no new info gleaned from the didactic sessions
- Will work with acute care folks to create an e-mail list and critical care focus [share drafts etc]
- To provide and extend networking with other leaders
- Developed strategies [vision statement] to advance regional GNP group in professional growth
- Will plan a poster for an upcoming conference
- Inspired me to lead "as if I was a star" [Thanks May Wykle]
- Contact with Barbara Resnick
- I will use the pragmatic info on how to build a career
- A shame that so much talent was present and not tapped Would like to here more about do's & don'ts people have learned along the way
- Will explore communication with Liz Capezutti regarding NICHE conference
- Use skills to increase cohesiveness and refine direction of professional organization geriatric task force

Selected Comments from Second-year Postdoctoral Fellows about How Conference Information will be Used to Increase Leadership Skill [2005 Conference]

- Networking
- Curricular development
- Structuring research
- Poster presentations' development
- Building geriatric nursing scholars at my university
- Communication skills
- Network with other Hartford scholars at other schools
- Think about multiple ways to advertise research products
- Provided support for investing in theoretical work to advance gerontological nursing

Selected Comments from First-year Postdoctoral Fellows about How Conference Information will be Used to Increase Leadership Skill [2005 Conference]

- Develop peer-review process with other regional scholars
- Networking will help me in my development
- Orchestrating a research career and "rules to live by" were very helpful to think and develop strategically my research career
- Orchestrating a research career is important for me to plan my career starting my post doc and even after my post doc
- I met 2 people with whom I'm working on a GSA symposium
- Networking with senior/junior faculty at various institutions
- Dr. McBride's presentation on career path will assist me to stay focused on activities that will help me get tenure
- I will follow up over email the connections I have made with faculty and prospective collaborators and employers
- Work with own school of nursing on stages of development
- The technology use in gerontology was thought provoking and information was also relevant to my current research
- Mentor and mentee session helped me know how other mentee interacts/works and their mentors and know what are mentors' expectations in general/ or specific
- I networked with another post doc scholar who is focusing on a similar area
- Build pre doc capacity at home institution
- The social contact of mentor and mentee section helped to clarify the expectations and responsibilities as mentee
- This will also help me to think about my future mentorship for next generation
- I met many geriatric nursing leaders and will now be comfortable in accessing them in the future

Selected Comments from Advanced Practice Nursing Scholars about How Conference will be Used to Increase Leadership Skill [2005 Conference]

- I now realize help is available and other professionals are eager to help
- I will use the info to direct my future education
- I will be more confident in myself as a leader
- To push for more geriatric nursing in-services at work
- To join a geriatric nursing professional organization
- To sit on local committees regarding seniors
- Discussing the future of geriatric nursing
- I am going to propose an APN geriatric-focused role be added to the hospital I work at so I can become a leader in this area and improve quality of care for elders at my hospital
- Think outside the box
- Focus on increasing diversity
- Review research articles mentioned to increase knowledge of research process
- Further teaching of new innovative technologies available
- Practice with continued cultural considerations
- Continue to be a leader with constructive feedback & an open mind
- I will join a committee at my hospital
- I will try to identify needs where I work and work for change
- Network more
- New research/EBP at various universities
- Networking, new contacts
- To identify a program for further studying at the doctoral level

Other Outcomes from the Leadership Conference

- Annually, all active Hartford Scholars are interviewed on the telephone by the lead evaluator [Dr. George Huba]
- In these interviews, the Scholar's experiences at the Leadership Conference are discussed
 - The responses are overwhelmingly positive
 - Scholars tend to identify four major types of experience at the conference, one or two of which were most important to them
 - The conference provided exceptional and unique networking opportunities with other Scholars and senior leaders
 - The conference “energized” them to pursue the chosen field of geriatric nursing with even greater efforts
 - The conference “anointed them a leader” and significantly helped build their self confidence
 - The conference provided some unique types of substantive sessions on knowledge all leaders should have
 - Virtually all Scholars were able to provide specific and concrete examples of how the information in the Conference was used

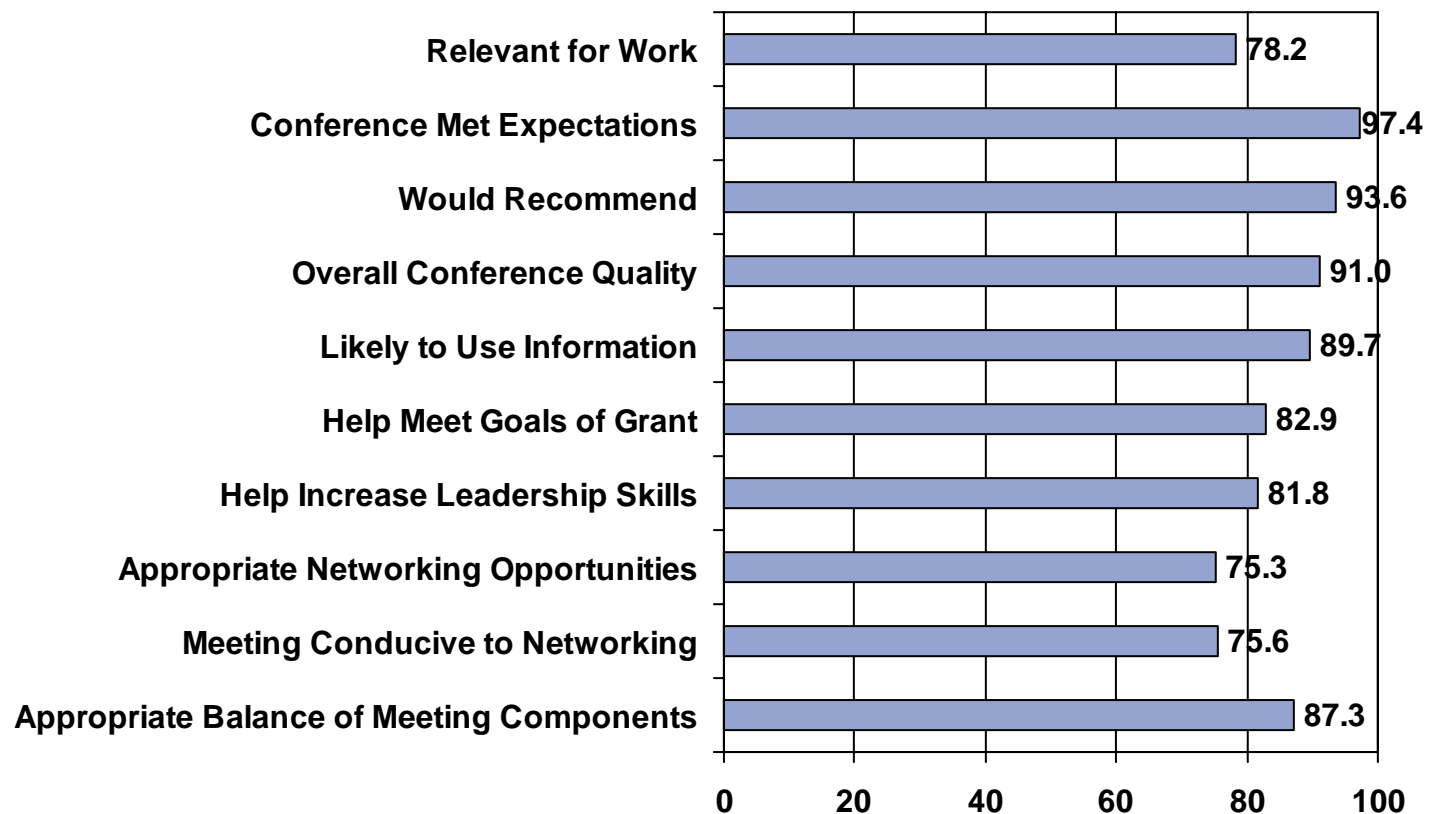
Independent Evaluator's Conclusion

- The Annual Hartford Geriatric Nursing Initiative Leadership Conference is high successful training for the future leaders of the specialty
 - Predoctoral and Advanced Practice Nursing Scholars as well as Postdoctoral Fellows find the conference relevant, valuable, and useful in many ways for career development
- In follow-up interviews, virtually all Scholars report that the information and skills that they learned at the Leadership Conference are used in their research programs, clinical practice, and professional networking efforts
- Scholars also report that the Leadership Conference helps them build the self confidence required for later leadership and management roles

Appendix

Background and Technical Information

Percentage of All Scholars at the 2004 Leadership Conference Responding Extremely or Very Favorably [Positively]



Percentage of All Scholars at the 2003 Leadership Conference Responding Extremely or Very Favorably [Positively]



Percentage of All Scholars at the 2002 Leadership Conference Responding Extremely or Very Favorably [Positively]



Percentage of All Scholars at the 2001 Leadership Conference Responding Extremely or Very Favorably [Positively]



Independent Evaluation of the Hartford Geriatric Nursing Initiative by The Measurement Group

- The Measurement Group is a program evaluation and applied research consulting firm with offices located in Los Angeles, California, and Chapel Hill, North Carolina, and a national practice
- The Measurement Group specializes in the evaluation of health and social services programs, especially those programs targeted toward vulnerable members of society and supported through public funds and charitable contributions
 - Areas of interest include medical and social services for the elderly, mental health services, substance abuse programs, prevention, HIV/AIDS services, eliminating disparities in access to services, and training for healthcare and social service professionals
- The Measurement Group has been retained by the John A. Hartford Foundation to evaluate the component programs of the Hartford Geriatric Nursing Initiative between January 2001 and December 2007
- For contact information, see www.TheMeasurementGroup.com or www.GeriatricNursing.info

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Caveat for this Data Briefing

- The scholar responses represented in this Data Briefing are from about 95 percent of the scholars in different categories who attended the various conferences summarized; a few scholars do not complete evaluation forms

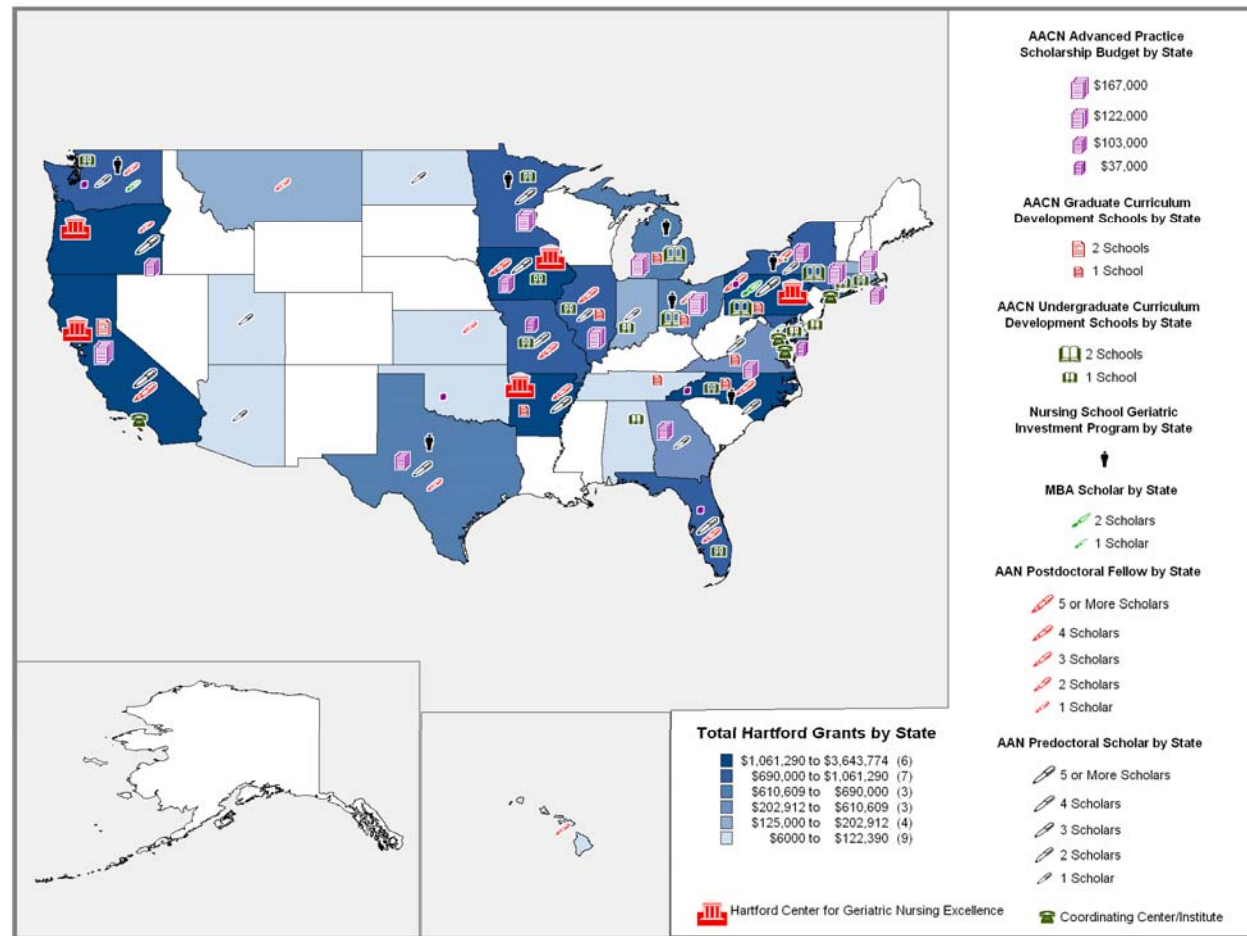
Scope of the Hartford Geriatric Nursing Initiative

- 1 Initiative [Geriatric Nursing Initiative]
- 31 States
- 66 Schools of Nursing/Universities
- 3 Coordinating/Dissemination/Policy Centers
 - American Academy of Nursing [AAN]
 - American Association of Colleges of Nursing [AACN]
 - Hartford Institute for Geriatric Nursing [HIGN]

Major Projects of the Hartford Geriatric Nursing Initiative

- AAN-Administered Hartford BAGNC Scholars and Fellows
 - Pre-Doctoral, Post-Doctoral, MBA
- Hartford Centers of Geriatric Nursing Excellence [HCGNE]
 - Oregon Health & Sciences University, University of Arkansas for Medical Science, University of California San Francisco, University of Iowa, and University of Pennsylvania
- Nursing School Geriatric Investment Program [NSGIP]
 - Case Western University, University of Michigan, University of Minnesota, University of North Carolina Chapel Hill, University of Texas, University of Rochester, and University of Washington
- AACN-Administered Enhancing Gerontological/Geriatric Nursing Education for Baccalaureate and Graduate Programs
 - 20 Schools of Nursing received funding through AACN for undergraduate programs
 - 10 Schools of Nursing received funding through AACN for graduate programs
- AACN-Administered Creating Careers in Geriatric Advanced Practice Nursing
 - 23 Schools of Nursing received funding through AACN in the first cohort
 - 18 Schools of Nursing receive funding through AACN in the second cohort
- Hartford Institute for Geriatric Nursing
 - Multi-faceted education, policy, and research center
 - HIGN/NYU Scholars
- Leadership Conference
- Coordinating Center at the American Academy of Nursing

Resources Allocated by State to the Hartford Geriatric Nursing Initiative



Professional Citation

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- Please also cite the date shown in the lower left corner of each slide

This evaluation is continuing
Please check for updated results
Data current through December 31, 2005

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