Robert Wood Johnson Foundation
Nurse Faculty Scholars

2010 Call for Applications

Application Deadline
February 2, 2010
Program Overview
(Please refer to specific sections for complete detail.)

Purpose
The goal of the Robert Wood Johnson Foundation (RWJF) Nurse Faculty Scholars (NFS) program is to develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty. The program aims to strengthen the academic productivity and overall excellence of nursing schools by providing mentorship, leadership training and salary and research support to young faculty.

Eligibility Criteria (page 7)
Candidates must:

■ Be a registered nurse with a research doctorate in nursing or a related discipline.
■ Be a junior faculty member in an accredited school of nursing in an academic position that could lead to tenure. (Junior faculty members are defined as those who have been in a faculty position after completing their doctorate for at least two years and no more than five years at the start of the program and usually are at the instructor or assistant professor level.)
■ Identify at least one senior leader in the school of nursing to serve as an institutional mentor for academic career planning and to provide access to organizations, programs and colleagues helpful to the candidate’s work as a Scholar.
■ Identify at least one senior researcher in the university with similar or complementary research interests to serve as a research mentor. We encourage Scholars to select the research mentor from a discipline outside of nursing.

Candidates must be citizens or permanent residents of the United States or its territories at the time of application and must not be receiving support from other research fellowships/traineeships when they begin the program.

Selection Criteria (page 8)
■ Complete selection criteria can be found on page 8.

Total Awards
■ Up to 12 awards of up to $350,000 each over three years will be available in this round of funding.

Key Dates and Deadlines
■ December 10, 2009 (10 a.m. ET) and December 15, 2009 (2 p.m. ET) — Informational applicant Web conferences. Registration is required. Please see details on the program’s Web site.
■ February 2, 2010 (3 p.m. ET) — Deadline for receipt of applications.
■ April 7, 2010 — Notification of semifinalist status.
■ May 4–6, 2010 — Semifinalist interviews with the national advisory committee.
■ May 12, 2010 — Notification of finalists.
■ September 1, 2010 — Appointments begin.

How to Apply (page 10)
Complete information on how to apply can be found on page 10.

www.rwjfnursefacultyscholars.org
Nursing schools report that thousands of qualified applicants are turned away from baccalaureate and master’s programs because of an acute shortage of faculty and other resources such as clinical preceptors, training sites, space and funding constraints. Yet, in spite of the growing need for qualified faculty, few nurses choose to pursue academic teaching careers. Doctorally prepared nurses cite the lack of prestige of the faculty role, intense faculty workloads, meager salaries and the desire to retain patient contact and practice ties as reasons for seeking employment opportunities outside of academic settings. In addition, minority racial and ethnic groups, as well as men, are underrepresented among nursing faculty, which limits the capacity of nursing schools to address health disparities and provide culturally-appropriate health care education.

At most universities, the stature of the nursing school and the promotion of nursing faculty are dependent on the quality of the nursing faculty’s scholarly and/or research pursuits, reinforcing the link between institutional reputation and success in the faculty role. The Robert Wood Johnson Foundation Nurse Faculty Scholars program provides for the advancement of talented junior faculty by giving Scholars opportunities to: (1) develop a research program and other scholarly activities; (2) engage in institutional and national mentoring, leadership training and networking among Scholars and colleagues in nursing and other fields; and (3) have protected time to gain the critical skills needed for a successful career in academic nursing. During the three years of the program, we expect Nurse Faculty Scholars to take

About the Cover

RWJF Nurse Faculty Scholar Robert Atkins planting a tree with local youth. Dr. Atkins, who was named a Scholar in 2008, is conducting research to improve understanding of the health of adolescents living in high-poverty, urban areas by collecting data regarding their knowledge, behavior, attitudes, and experiences as health agents and consumers.
their expertise in research, leadership and teaching to a new proficiency level that will contribute to strengthening the reputation of academic nursing and the institutions they serve.

Scholars, in collaboration with their mentors, will design individual professional development plans that will help them master new competencies and increase their effectiveness as academic nursing leaders. At the program’s completion, Scholars will be prepared to use their research and leadership training to advance their academic careers, contribute to the knowledge and science of academic nursing and enhance the prestige of the faculty role.

The Program

The goal of the Nurse Faculty Scholars program is to develop the next generation of national leaders in academic nursing through career development awards for outstanding junior nursing faculty. The program aims to strengthen the academic productivity and overall excellence of nursing schools by providing mentorship, leadership training, salary and research support to young faculty. The Nurse Faculty Scholars program is part of the Robert Wood Johnson Foundation’s (RWJF) Human Capital Portfolio, which supports programs that involve a diverse group of promising Scholars in leadership development, training and research and help ensure that our nation has a sufficient, well-trained workforce.

We will select up to 12 Scholars each year. We will support Scholars for 60 percent protected time for each of the program’s three years through their sponsoring institutions. A school of nursing can nominate one candidate annually, but may have no more than two active Scholars in the program at the same time. Candidates must be junior faculty members with at least two and no more than five years of experience in the faculty role at the start of the program and usually are at the instructor or assistant professor level.
RWJF will make grants to sponsoring institutions to support the Scholar’s salary, release time and scholarly project. Sponsoring institutions must agree to protect 60 percent of the Scholar’s time for all three years of the program. Each sponsoring institution must identify two institutional mentors. The primary nursing mentor should be a senior leader in the school of nursing who will advise the Scholar on academic career development and participate in the Scholar’s national meeting each year. The co-mentor should be a senior researcher in the university with similar or complementary research interests. This mentor will guide the Scholar in developing research projects and obtaining appropriate research skills as well as facilitate the Scholar’s collaboration and research and membership on high-level academic committees and research collaboration. We encourage Scholars to work with a research mentor from a discipline outside of nursing.

Scholars will have a unique opportunity to interact with an outstanding group of national nursing and health leaders, including those in their cohort and members of the program’s national advisory committee (NAC). At the beginning of the program, we will assign each Scholar to a nationally recognized mentor from a different institution based on his or her career development needs and scholarship and research interests. Throughout the program, these mentors will provide expertise and national perspective on the Scholar’s research and career development.

Scholars will have an opportunity to interact during the annual meeting, as well as with Nurse Faculty Scholar alumni. We encourage program alumni to attend the national meeting after completing their training to provide ongoing support for career development and facilitate contact with current Scholars.
Under the program, Scholars will:

- have 60 percent protected time for each of the three years of the program to focus on *Nurse Faculty Scholar* program activities.

- receive financial support for career development activities in their research and scholarly focus area.

- work closely with institutional and national mentors to develop their careers as academic nurse leaders.

- receive training and mentoring in developing a research and academic career plan; securing research funding; integrating research and scholarship into teaching; exerting leadership through professional and university service; influencing health care policy through research; and developing skills to assume a senior leadership role in academic nursing.

- become part of a cohort of committed and talented *Nurse Faculty Scholars* across the United States.

We expect Scholars to commit 60 percent of their time to *Nurse Faculty Scholar* activities for each of the program’s three years. Other academic commitments (i.e., teaching and committee work) should be relevant to the Scholar’s academic development and scholarly work and must be sufficiently curtailed to avoid infringing on or conflicting with the Scholar’s programmatic work and commitment. At the same time, Scholars should maintain sufficient involvement with the educational and service missions of their nursing schools to maintain their status as active members of the nursing faculty.
Eligibility Criteria

The academic institution nominating the proposed Scholar must submit the application. We will give preference to those applicants that may be either public entities or nonprofit organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code.

To be eligible, candidates must meet the following criteria:

- Be a registered nurse with a research doctorate in nursing or a related discipline.

- Be a junior faculty member in an accredited school of nursing in an academic position that could lead to tenure. (Junior faculty are defined as those who have been in a faculty position after completing their doctorate for at least two and no more than five years at the start of the program and usually are at the instructor or assistant professor level.)

- Identify at least one senior leader in the school of nursing as a primary (nursing) mentor for academic career planning and to provide access to organizations, programs and colleagues helpful to the candidate’s work as a Nurse Faculty Scholar.

- Identify at least one senior researcher in their university with similar or complementary research interests to serve as a research mentor. We encourage Scholars to select the research mentor from a discipline outside of nursing.

Candidates must be citizens or permanent residents of the United States or its territories at the time of application and must not receive support from other research fellowships/traineeships at the time they begin the program.

We embrace racial, ethnic and gender diversity and encourage applications from candidates with diverse backgrounds.
Selection Criteria

The following factors are considered in the selection process:

- Evidence of the potential for and strong commitment to a full career as an academic nurse leader, with the capacity to achieve rank of full professor.
- Evidence that the nominating institution and its senior leadership are committed to supporting the candidate’s academic career and activities during the program.
- Evidence of the availability and commitment of qualified mentors and academic resources, including space as appropriate, at the candidate’s institution.
- Evidence of the potential to become a national leader in the candidate’s scholarly focus area.
- Evidence of the candidate’s commitment to teaching excellence.
- Evidence of the candidate’s commitment to racial, ethnic, gender and cultural diversity in nursing.
- General merit of the candidate’s research proposal.
- Potential of the proposed research and scholarship area to serve as a foundation for the candidate’s academic career and contribution to:
  - nursing science;
  - interdisciplinary knowledge in a focus area; and
  - improvement of health and health care in the United States.

In the first stage of the selection process, candidates will submit an application that summarizes their academic career objectives and personal goals for the program, describes their proposed research and scholarly development plan and explains how the plan will enhance their careers in academic nursing.
The NAC will review all applications and supporting letters of recommendation and will select semifinalists for interviews. These interviews will enable the committee to assess candidates’ leadership potential and academic commitment. They will also allow candidates to define their academic career interests and describe the resources available at their institution. The NAC will then make final recommendations to RWJF. Neither the NAC nor RWJF provides individual critiques of the applications submitted.

### Evaluation and Monitoring

Those selected as Nurse Faculty Scholars must participate in annual program meetings and provide annual progress reports. We will require the Scholars to complete RWJF’s requirements for program evaluation and annual and final reports.

### Use of Grant Funds

We will award up to 12 grants in 2010. Grant funds cover salary support (60% FTE), plus fringe benefits corresponding to the level of salary support. The remaining grant funds may be used to support research-related expenses, training workshops and travel to professional meetings. Owing to the nature of this support, RWJF requests that institutions waive indirect costs. We will require semifinalists to submit a budget and budget narrative.

Grants are made to sponsoring institutions and must follow RWJF funding guidelines. These sponsoring institutions must meet RWJF requirements for the submission of annual financial and narrative reports, as well as a final written report upon the program’s completion.
How to Apply

We will accept applications and supporting materials submitted only through the RWJF Grantmaking Online system at http://grantmaking.rwjf.org/nfs3.

All candidates should log onto the system and familiarize themselves with online submission requirements well before the final submission deadline. Program staff may not be able to assist all candidates in the final 24 hours before the submission deadline. In fairness to all candidates, RWJF will not accept late or incomplete proposals.

We will require all candidates to submit additional documentation. Accompanying letters of endorsement, including specific information on institutional support, should be provided by the school of nursing dean and the provost or chief executive officer of the university. We also require letters from the proposed institutional mentors. In addition, one letter of reference is required from a senior leader who is well acquainted with the candidate’s accomplishments, commitment, research, teaching skills and potential for academic leadership. See the program’s Frequently Asked Questions (at www.rwjfnursefacultyscholars.org) for more information.

Interested candidates may send questions about the program, selection criteria or application requirements to info@rwjfnursefacultyscholars.org. Please include your name and telephone number in the inquiry.

We encourage interested candidates to participate in one of the optional application Web conferences scheduled for December 10, 2009 at 10 a.m. ET and December 15, 2009 at 2 p.m. ET. You must register in advance by signing up on the program’s Web site at: www.rwjfnursefacultyscholars.org.
Program Direction

The Johns Hopkins University School of Nursing, which serves as the national program office, provides direction and technical assistance for this program. They are located at:

Johns Hopkins University School of Nursing
525 N. Wolfe St., Room 436
Baltimore, MD  21205-2110
Phone: (877) 738-0737
Fax: (410) 614-8285
E-mail: info@rwjfnursefacultyscholars.org
Web site: www.rwjfnursefacultyscholars.org

Responsible staff members at the NPO are:

- Jacquelyn C. Campbell, Ph.D., R.N., F.A.A.N., program director
- Amy Rial, R.N., B.S.N., M.P.H., deputy program director
- Mirla Martin, senior administrative coordinator

Responsible staff members at the Robert Wood Johnson Foundation are:

- Maryjoan D. Ladden, Ph.D., R.N., F.A.A.N., senior program officer
- Susan Hassmiller, Ph.D., R.N., F.A.A.N., senior adviser for nursing
- John Lumpkin, M.D., M.P.H., senior vice president and director, Health Care Group
- Linda Wright Moore, M.S., senior communications officer
- Andrea Daitz, M.A., program associate
- Steve Theisen, grants administrator
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<th>National Advisory Committee</th>
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<tr>
<td>Angola Barron McBride, Ph.D., R.N., F.A.A.N. (Chair)</td>
</tr>
<tr>
<td>Distinguished Professor Emerita (Former Dean)</td>
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<tr>
<td>Indiana University School of Nursing</td>
</tr>
<tr>
<td>Indianapolis, Ind.</td>
</tr>
<tr>
<td>Richard L. Bucciarelli, M.D., F.A.A.P.</td>
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<tr>
<td>Nemours Eminent Scholar and Chairman</td>
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<tr>
<td>Department of Pediatrics</td>
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<tr>
<td>University of Florida School of Medicine</td>
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<tr>
<td>Gainesville, Fla.</td>
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<tr>
<td>Jose F. Cordero, M.D., M.P.H., F.A.A.P.</td>
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<tr>
<td>Dean and Professor of Human Development</td>
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<tr>
<td>University of Puerto Rico Graduate School of Public Health</td>
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<tr>
<td>Professor of Pediatrics, School of Medicine</td>
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<tr>
<td>San Juan, P.R.</td>
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<tr>
<td>Kathleen Dracup, R.N., F.N.P., D.N.Sc., F.A.A.N.</td>
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<tr>
<td>Dean and Endowed Professor,</td>
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<tr>
<td>University of California</td>
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<td>San Francisco School of Nursing</td>
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<td>San Francisco, Calif.</td>
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<td>Patricia Grady, Ph.D., R.N., F.A.A.N.</td>
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<tr>
<td>Director, National Institute of Nursing Research</td>
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<tr>
<td>National Institutes of Health</td>
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<tr>
<td>Bethesda, Md.</td>
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<tr>
<td>Davina Grossman, Ph.D., R.N., A.R.N.P., F.A.A.N.</td>
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<td>Dean and Professor, College of Nursing and Health Sciences</td>
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<tr>
<td>Florida International University School of Nursing</td>
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<td>Miami, Fla.</td>
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<tr>
<td>Jane Henney, M.D.</td>
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<tr>
<td>Professor of Internal Medicine</td>
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<tr>
<td>University of Cincinnati Medical Center</td>
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<td>Cincinnati, Ohio</td>
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Courtney Lyder, N.D., R.N., G.N.P., F.A.A.N.
Dean and Professor
University of California at Los Angeles
School of Nursing
Los Angeles, Calif.

Beverly Malone, Ph.D., R.N., F.A.A.N.
Chief Executive Officer
National League for Nursing
New York, N.Y.

Spero Manson, Ph.D.
Professor and Department Head
American Indian and Alaskan Natives Program
University of Colorado Denver School of Medicine
Aurora, Colo.

Afaf Ibrahim Meleis, Ph.D., Dr.P.S. (hon.),
F.A.A.N., F.R.C.N.
Margaret Bond Simon Dean of Nursing and
Professor of Nursing and Sociology
University of Pennsylvania School of Nursing

Nancy Fugate Woods, Ph.D., R.N., F.A.A.N.
Professor, Family and Child Nursing (Former Dean)
University of Washington School of Nursing
Seattle, Wash.

May Wykle, Ph.D., R.N., F.A.A.N., F.G.S.A.
Dean and Florence Cellar Professor of
Gerontological Nursing
Case Western Reserve Francis Payne Bolton
School of Nursing
Cleveland, Ohio
**Timetable**

- **December 10, 2009 (10 a.m. ET) and December 15, 2009 (2 p.m. ET)**
  Informational applicant Web conferences.

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- **September 1, 2010**
  Appointments begin.
About the Robert Wood Johnson Foundation

The Robert Wood Johnson Foundation focuses on the pressing health and health care issues facing our country. As the nation’s largest philanthropy devoted exclusively to improving the health and health care of all Americans, we work with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change.

For more than 35 years we’ve brought experience, commitment and a rigorous, balanced approach to the problems that affect the health and health care of those we serve. When it comes to helping Americans lead healthier lives and get the care they need, we expect to make a difference in your lifetime.

For more information, visit www.rwjf.org.

Sign up to receive e-mail alerts on upcoming calls for proposals at www.rwjf.org/services.