

Johnson & Johnson Campaign for Nursing's Future - American Association of Colleges of Nursing Minority Nurse Faculty Scholars Program 2013-2014 Academic Year

Call for Applications

The American Association of Colleges of Nursing (AACN), with support from the Johnson & Johnson Campaign for Nursing's Future, is currently offering a seventh round of scholarship funding to underrepresented minority (URM) nursing students who plan to work as nursing faculty after graduation. Applicants must be enrolled full-time in a doctoral nursing program or a clinically-focused master's degree program. Additionally, applicants must commit to becoming full-time faculty in an accredited registered nursing program after graduation. Mentorship and leadership development are important features of this program.

This scholarship program is designed to address the growing shortage of nurse educators while diversifying the nurse faculty population in the United States. In addition to seeking out individuals committed to careers in nursing education, this program also will expand the number of culturally-competent nurse educators available to teach an increasingly diverse student body.

Eligibility Requirements

Each applicant must meet the following conditions:

- Be a member of an Underrepresented Minority Group, meaning those racial and ethnic populations that are underrepresented in the nursing profession relative to their numbers in the general population. In Nursing, this is typically defined as individuals from the following backgrounds: American Indian, Alaskan Native, Asian American, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander. Caucasian/non-Hispanic applicants are not eligible candidates; gender does not apply to minority status for the purposes of this scholarship.
- Be a U.S. citizen, permanent resident, refugee or qualified immigrant. Qualified immigrants are defined under federal law: the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Pub. L. No. 104-193, and the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, Pub. L. No. 104-208.
- Be a full-time student that is enrolled or already accepted into an accredited doctoral nursing program (i.e. PhD, DNP) or clinically-focused nursing master's program (i.e. MSN, MS).
- Sign a letter of commitment in which he/she pledges to provide, for each year of scholarship support awarded, a one-year payback as full-time nursing faculty in an accredited registered nursing program in the United States. If payback requirement is not fulfilled, recipient will be expected to reimburse program in full. If student is receiving other forms of assistance that require a post-graduation service requirement, she/he cannot satisfy these obligations concurrently; instead they must be cumulative.
- Agree to provide 6-month progress updates to AACN until teaching commitment has been fulfilled.
- Agree to work with a mentor throughout the life of the scholarship grant.
- Attend AACN's February 2014 Faculty Development Conference to gain useful skills to increase effectiveness as a nursing faculty member and foster leadership development.

Scholarship Support

Five \$18,000 scholarships will be awarded in Fall 2013; \$1,500 of each award will be held in escrow to support travel/per diem/lodging costs for the awardee's participation in AACN's February 2014 Faculty Development Conference. Scholarship recipients in good standing may be eligible for a second year of funding if funding is available.

Although the applicant's school of nursing is not required to provide matching funds, applicants who do have matching funds from the school of nursing will be given preference in the competitive selection process. Any dollars remaining after tuition is paid will be available for the student to use for fees, living expenses, and other costs related to their nursing education.

Monitoring & Evaluation

Awardees are required to submit progress reports to AACN every six months, until teaching commitment is fulfilled; a final report is also required within three months of graduation. Reports must include a review of eligibility, goal updates, financial statement and mentor review. These progress reports assure goals are met and may function as the basis for continued funding. Johnson & Johnson and AACN reserve the right to terminate or adjust scholarship award if the student is not demonstrating appropriate progress toward implementing his/her goals.

Scholar Selection Criteria

Application must demonstrate applicant's:

- ability to contribute to nursing education field.
- commitment to a career in nursing education in the United States and to mentoring, recruiting, and retaining other underrepresented minority nurses.
- ability to work with a mentor/advisor throughout the award period.
- potential as leader
- development of goals that clearly reflect education, research, and professional involvement.
- proposed research and/or practice project(s) that are significant and show commitment to improving nursing education and clinical nursing practice in the United States.
- proposed research and/or clinical education professional development plan that exhibits quality, feasibility, and innovativeness.
- school has made commitment to his/her academic career and professional development.

*Although preference is given to doctoral students, master's students are encouraged to apply.

Applications must be received on or before Wednesday May 1, 2013. Applications received after that date will not be accepted. Incomplete applications will not be considered. Applications should be sent "certified mail" to:

**American Association of Colleges of Nursing
Attention: Anna-Kathryn Pierce
One Dupont Circle, NW, Suite 530
Washington, DC 20036-1120**

Applicants will be advised of funding decisions by Friday August 2, 2013.

Questions? Please contact Marta Wall at mwall@aacn.nche.edu.

2013 Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program Application

The following items must be included in each application

- Application Data Sheet*
- Three (3) signed references in sealed envelopes with the references' signatures across the seals*
- One-page letter (no more than 500 words) from applicant describing personal and professional interest in nursing education. Include in this letter:
 - what you hope to accomplish in nursing education
 - what competencies you already have related to nursing education
 - what challenges you envision while obtaining your education
 - cite leadership capabilities (list example(s) of leadership opportunities)
 - cite opportunities, if any, that you have had to teach within the past 2 years
 - cite opportunities that you personally have had with underrepresented minority faculty and students
 - confirm your commitment to increasing mentoring, recruitment, and retention of underrepresented minority nursing students in the United States
- Budget Outline with signature of a financial official at your school of nursing*
- Dean's Commitment Statement*
- Letter of Acceptance to School of Nursing (for graduate program)
- Original College Transcript (from undergraduate and any transcripts from graduate education)
- Outline Program of Study*
- Curriculum Vitae (CV)
- Goal Identification Form*
- Applicant's Signature Form*

**Indicates forms that are attached to the application.*

Applications must be received on or before May 1, 2013.

It is the applicant's responsibility to assure that the application is complete. **Incomplete and late applications will not be considered.** Neither Johnson & Johnson nor AACN are responsible for late applications. Therefore, you are advised to send this application via overnight or certified mail to ensure on-time delivery.

APPLICANT DATA SHEET

Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

Applicant Name: _____ Credentials: _____

Current Work Title: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Telephone Numbers (at least one required): (H) _____

(W) _____ (C) _____

E-mail: _____

Fax: _____ Alternate E-mail: _____

Date of Birth (optional): _____

Race/Ethnicity - Check all that apply

- Alaskan Native
- American Indian
- Asian
- Black or African American
- Hawaiian or Pacific Islander
- Hispanic
- Other _____

Citizenship: _____ Proof of Permanent U.S. Residency: _____

Provide number and copy of residency card.

Reminder: You must be a U.S. citizen, permanent resident, refugee or qualified immigrant to apply for this scholarship.

How long have you been a U.S. citizen, permanent resident, refugee or qualified immigrant?

School of Nursing (SON) you are currently enrolled in or have been accepted to:

Business Address at SON: _____

City: _____ State: _____ Zip: _____

Date of acceptance to the above named school: _____

Have you already begun your studies? Yes No

If Yes, when did you begin your studies? _____

If No, when will you begin your studies? _____

How many credits do you currently have? _____

How many credits are you enrolled in for next semester? _____

How did you find out about this scholarship program? _____

In which program are you enrolled? Master's Program Doctoral Program

What specific degree are you seeking? _____

What is your focused area of study? _____

What is your projected graduation date? _____

Where do you plan to teach after you earn your degree? _____

CONFIDENTIAL REFERENCE REPORT

Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

TO BE COMPLETED BY THE APPLICANT:

Make three copies of this reference report to give to three different references:

1. a nursing faculty member from your undergraduate school of nursing;
2. an administrator in your clinical setting (university setting if you are currently teaching); and
3. a faculty member where you are currently enrolled in the graduate program. If you have been accepted to a graduate program, have not yet begun your graduate studies, and are unable to have a faculty member from the graduate program write a reference for you, then a second letter of support may come from a faculty member in your baccalaureate school of nursing or from a second administrator in your workplace.

This section is to be typed and signed by the applicant **before** giving it to the reference for completion. References are to return completed reference reports to the applicant in a sealed envelope, with the referee's signature across the seal. Signed references in the sealed envelopes must accompany the applications.

Applicant Full Name: _____

Phone: _____ Email: _____

I hereby waive my right to examine this reference material.

Signature of Applicant: _____ Date: _____

TO THE REFERENCE: The above-named applicant has listed you as a reference for the Johnson & Johnson-AACN Minority Nurse Faculty Scholarship. This scholarship is designed to increase the number of underrepresented minority nursing faculty in the United States. Please provide the following items in a sealed envelope with your signature across the seal:

- A completed, signed, confidential reference score sheet (next page)
- A brief statement (no more than 200 words) which includes how long and in what capacity you know the applicant as well as his/her abilities and characteristics. Please address his/her commitment to nursing education, scholarliness, intellectual curiosity, interpersonal skills, and ability to maintain relationships over time—relationships with peers in nursing education and other fields. Please cite specific examples.

Please return these two items to the applicant in a sealed envelope with your signature across the seal, **no later than April 24, 2013** to ensure that the applicant has time to submit all materials by the May 1 deadline. (**AACN must receive all application materials by May 1, 2013 regardless of post-mark date.**)

REFERENCE SCORE SHEET

Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

Address the following items in the table below on a 1-5 scale.

1 = not competent

2 = below average

3 = average

4 = above average

5 = exceptional

n/a = do not have the knowledge to answer this question

Abilities/Characteristics	Score (0-5)
Ability to maintain safe clinical practice	
Commitment to updated, ongoing nursing education	
Intellectual curiosity	
Interpersonal skills	
Relationships with peers in nursing education and practice	
Relationships with other members of the interdisciplinary team	
Commitment to nursing education in the United States	
Ability as a role-model and mentor to future underrepresented minority nursing students	

Additional Comments: (up to 200 words—you may use a separate sheet of paper)

Reminder: Please return these two items to the applicant in a sealed envelope with your signature across the seal, **no later than April 24, 2013** to ensure that the applicant has time to submit all materials by the May 2 deadline. (AACN must receive all materials by May 1, 2013 regardless of post-mark date.)

Reference Name: _____ Title: _____

Institution: _____ E-mail _____

BUDGET OUTLINE***Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program**

An amount equal to \$1,500 of the scholarship award will be used to support costs for travel/per diem/lodging for the awardees attendance at AACN's February 2014 Faculty Development Conference. Provide a detailed budget on how you will use the remaining \$16,500 this year, including any matching funds from the School of Nursing. (You may use a separate sheet if necessary.)

Expense Description	Cost
Tuition	\$
School Fees	\$
Books	\$
Living Expenses	\$
	\$
	\$
TOTAL EXPENSES	\$

Income Description	Amount
Johnson & Johnson-AACN Scholarship	\$16,500
Matching Funds from School of Nursing (preferred but not required)	\$
TOTAL INCOME ASSOCIATED WITH SCHOLARSHIP	\$

NOTES:

Assuming you will receive funding next year, how would you budget the \$16,500?

**Please provide official statement from your institution detailing tuition and fees for your program. Applicants must include any anticipated sources of match funding from institution. Budgets must be reviewed and approved by an appropriate official (signature below) at the proposed institution of study prior to application submission. No in-direct costs, scholarships, or loans are permitted to substitute the matching funds from the School of Nursing.*

I have reviewed this budget and agree that it is appropriate for 2013-2014. I also understand that if I am receiving other forms of financial assistance that include teaching/service requirements, these obligations are cumulative and cannot be satisfied concurrently.

Signature of Applicant

Date

Print name of official who reviewed budget

Title of Official

Signature of official who reviewed budget

Date

DEAN'S COMMITMENT STATEMENT
Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

Dean/Director's Name: _____

School of Nursing: _____

Name of Scholarship Applicant: _____

How long have you known this applicant? _____

Please initial the following:

____ I am aware that this student has applied for the Johnson & Johnson-AACN Minority Nurse Faculty Scholarship.

____ I understand that the applicant, who is an underrepresented minority student, has made a commitment to teach full-time in a school of nursing in the United States upon completion of his/her graduate studies.

____ I understand that this student will have a mentor/advisor assigned to them.

____ I wholeheartedly support this student in his/her commitment to nursing education.

____ I will permit this student some flexibility in scheduling so he/she may participate AACN's Faculty Development Conference (February 2014).

____ I understand that, although the school of nursing is not required to provide matching funds, applicants who do have matching funds available from the school of nursing will be given preference in the competitive selection process. Therefore, this institution will provide _____% match.

Signature: _____ Date _____

Title: _____

OUTLINE PROGRAM OF STUDY

Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

If you are currently enrolled in a BSN to doctoral program, what nursing courses have you already taken? (You may use a separate sheet of paper.)

Course Number of Credits

What courses do you still need to complete?

Course Number of Credits

To the best of your ability, how many semesters/quarters will you need to complete your undergraduate courses? _____

How would this be translated in years? _____

If you are currently enrolled in a graduate program, what graduate courses have you already completed? (You may use a separate sheet of paper.)

Course Number of Credits

What graduate courses do you still need to complete?

Course Number of Credits

To the best of your ability, how many semesters/quarters will you need to complete your graduate studies? _____

How would this be translated in years? _____

GOAL IDENTIFICATION FORM
Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

List at least 3, no more than 5 measurable goals that you will have for the next 12 months.

1.

2.

3.

4.

5.

Applicant's Signature: _____ Date: _____

SIGNATURE FORM

Johnson & Johnson-AACN Minority Nurse Faculty Scholars Program

Applicant must initial the following and sign below:

____ I understand that in order to qualify for this scholarship, I must be enrolled as a full-time student in a doctoral nursing program or clinically-focused master’s program in nursing.

____ I understand that if I cannot complete my degree, I will be responsible for paying back whatever monies have been given to me at the time of my withdrawal.

____ I agree, if chosen as a recipient for this scholarship, that I will work with my mentor/advisor as assigned.

____ I agree, if chosen, to provide, for each year of scholarship support awarded, a one-year payback as full-time nursing faculty in an accredited registered nursing program in the United States.

____ I understand that I must participate in AACN’s February 2014 Faculty Development Conference.

____ I will provide 6-month and 12-month updates to AACN. These updates will include giving progress reports on completion of my stated goals and if needed, a description of the barriers in not being able to accomplish these goals. If I fail to provide these updates, I understand that my scholarship will be withdrawn immediately, and I will be responsible for paying back monies that Johnson & Johnson has provided for my education.

____ I understand that if I am receiving other forms of financial assistance that include a teaching/service requirement, that these obligations will be cumulative and cannot be satisfied concurrently.

Print Name: _____

Signature: _____ Date: _____