Developing Future Nurse Leaders

**Principal Investigator:** Marsha Baker, MS

**Research Team:** Susan Hendricks, EdD, MSN, RN (Indiana University)

**Dates of Support:** 09/01/2014– 08/31/2015

**Total Award Amount:** $50,000

**Funding Agency:** Robert Wood Johnson Foundation (71804)

**Abstract:**

IUSON was one of the awardees from round 6 and have not submitted an annual report to the Foundation as it is due August 2014. IUSON is leveraging the grant by providing free tutoring for the RWJF-NCIN Scholars. IUSON students pay $10-$15 per hour for tutoring, but this is a resource that is available to help Scholars while they are in nursing school. Additionally, the Office of Diversity and Enrichment will supplement additional funding for travel to National Nursing conferences.

One of the challenges initially thought the program might face is not being able to recruit enough applicants for the ASBN program to offer substantial scholarships to underrepresented, male, and socioeconomically disadvantaged students. However, we were able to award all five of the scholarships with many more applicants after advertising RWJF-NCIN scholarships, employing aggressive marketing and recruitment techniques to attract more underrepresented students to IUSON's ABSN program. After evaluating the fall semester a few changes will be implemented in the spring. In the spring, mandatory instead of optional tutoring will be required and one-on-one meetings with the Director of Diversity and Enrichment in addition to the group meetings will help address personal challenges students might be facing, but do not want to share with the group.

Three IUSON faculty members are editors of prestigious nursing journals: Nursing Outlook: The Official Journal of the American Academy of Nursing (Broome), Clinical Nurse Specialist: Journal for Advanced Nursing Practice (Fulton) and The Journal of Music Therapy (Robb). Our faculty includes 30 Fellows of the American Academy of Nursing, six Fellows of the NLN Academy of Nursing Education, and three Fellows of the American Academy of Nurse Practitioners. The RWJ scholarship fellows will have numerous opportunities to interact and be mentored by these faculty and leaders in the school throughout their time in the program.

IUSON's organizational capacity for meeting the goals and objectives of NCIN are demonstrated through its faculty, programs, student services, and diversity growth potential. By alleviating student financial burden and providing courses that can be applied as graduate coursework, this opportunity will provide scholarship recipients the opportunity of pursuing a masters or doctoral degree. Awarding IUSON with RWJF-NCIN scholarships will ensure that IUSON increase as well as develop the diversity of the next generation of nurse leaders, educators, and researchers.