What can Schools of Nursing do to support successful PhD student grantsmanship?

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Roles of PhD Graduates

- Develop the science
- Stewart the discipline
- Educate the next generation

American Association of Colleges of Nursing (AACN), 2010

Develop the Science

- Conduct original research
- Utilize professional and research ethics and judgment in the conduct of research
- Assume leadership in the conduct of culturally competent scholarship to improve nursing practice
- Communicate research findings to lay, and professional audiences and identify implications for policy, nursing practice and the profession

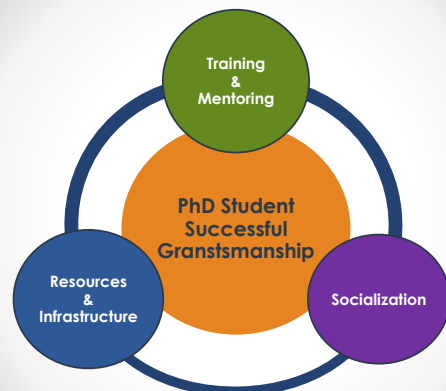*(AACN, 2010)*

Steward the Discipline

- Integrate the components of scholarship: research, teaching, mentoring and service
- Communicate scholarship including peer-refereed publications and presentations for professional interdisciplinary audiences
- Understand the evolving roles and responsibilities of a nurse scholar
- Lead in advancing the profession

(AACN, 2010)

Educate the Next Generation

- Conduct team science and participate and lead interdisciplinary research teams
- Provide professional and research mentorship to others
- Contribute to a global community of scholars
- Contribute to the formal and informal education of future nurses through discovery, application, and integration

(AACN, 2010)

Training and Experience

- Scientific methods, statistical analysis, theory development
- Comprehensive knowledge in area of science
- Responsible conduct of research
- Grant development, dissemination
- Intra-/Interdisciplinary research team development and leadership

Avenues of Training

- Relevant coursework
  - Programmatic, cognates
- Workshops, colloquia, journal clubs, "brown bags"
- Laboratory experiences
- Independent studies
- Apprenticeships/research residencies

Mentorship

"The greatest good you can do for others is not just share your riches but to reveal to him his own."

Benjamin Disraeli

Mentorship

- Faculty
  - Serve as role models of interdisciplinary collegiality, professionalism, ethical behavior, work/life balance, negotiation
  - Actively engaged in scholarly activity themselves
  - Encourage participation in scholarly work

Qualities of Good Mentors

- Set clear expectations
- Be available and approachable
- Maintain confidentiallity
- Provide "constructive criticism"
- Set milestones and acknowledges achievements
- Broaden the scope of student's skills and ideas
- Provide support in discouragement and success
- Share experiences
- Promote networking
- Involve student in all aspects of grant development, research implementation and dissemination

Mentorship

During grant development:
- Length of time it takes
- Appreciating and learning from feedback
- Understanding the review process
- Handling resubmissions

Dissemination

Good Mentoring Programs

- Institutional commitment
- Flexibility in mentorship
- Annual review of achievement
- Plans for mentoring junior faculty

Infrastructure and Resources
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Resources - People

- Collaborators
- Study design, statistical analysis, data management
- Grants management
- Responsible conduct of research
- Scientific editor
- Grant mechanisms

Resources – Space and Services

- Computing services, systems development (laboratories, software, troubleshooting)
- Laboratories (bench, animal, genetics)
- Interview rooms
- Conference rooms
- Libraries with comprehensive, relevant literature

Infrastructure

Internal grant review mechanisms (new grants, resubmissions)
- Scientific, RCR
- Mock reviews,
- Relevant scientists external to the research team

Dissemination

Resources - Financial

Tuition and stipend support
- Graduate Assistant/Graduate Student Researcher
- Teaching Assistant

Socialization

"process through which an individual learns to adopt the values, skills, attitudes, norms, and knowledge needed for membership in a given society, group, or organization"

(Weidman et al., 2001)

Avenues of Socialization for Students

- Interaction with structure in the educational environment
- Interaction with faculty
- Interaction among students

Faculty Role in Socialization

- Serve as role models of interdisciplinary collegiality, professionalism, ethical behavior, work/life balance
- Actively encourage involvement in activities that will enhance socialization

Welcome Dinner

Thank you!