

Utilizing the RWJF Scholar Curriculum to Inform On-Campus Residency Days for PhD Students

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Today's Objectives

- Describe facets of the RWJF NFS Program that are applicable to PhD education.
- Enhance knowledge of how to incorporate core concepts from the RWJF NFS into PhD Student residency days.
- Enhance knowledge of how structured residency days impacts student learning outcomes

The RWJF NFS Program (2008 – 2017)

- Goal was to develop a generation of national nurse leaders
- Help address the nursing shortage
- Enhance mentoring
- Administered through John Hopkins University School of Nursing
- First Cohort in 2008 and continued with annual cohorts through 2014.
- Three years of funding with faculty development activities
- Alumni demonstrated success with
 - Publishing
 - Funding (Over 96 million)
 - Securing leadership positions (>87% with tenure)
 - Building New Knowledge
 - Creating significant change in Healthcare

The Core Focus of the RWJF NFS Program

- Mentoring
- Self-Analysis and Individualized Development Planning
- Leadership Training
- Research Support
- Networking
- Formal Institutional Support

Outcomes of RWJF that Apply to PhD students

- NFS Alums were trained to be:
 - Academic leaders
 - Champions for nursing education
 - Leaders in nursing science and knowledge development
 - Serve as an example of excellence
 - Play a role in the Future of Nursing planning
 - Emphasis on Leading in PhD programs which was identified as a 'greatest need'

October 2017 - Need for Educational Evaluation Project

- Residency days lacked formal structure for learning.
- Residency days lacked focus for outcome evaluation.
- Students reported lack of mentorship.
- Students were low on productivity for publication.
- Few students were securing funding.
- Students struggling to transition to nurse scientist role after graduation.
- Students not securing post-doc funding or placements.

Spring 2018 Residency Day Objectives

- Meeting Objectives:
- -To enhance understanding of challenges of practicing, teaching, and conducting research in rural settings
- -To enhance knowledge of the integrated role of academic nurse leader
- -To enhance knowledge of mentorship and research career development

Spring 2018 Residency Day Schedule

Day 1: Time	Event	Speaker
8:30AM-9:30AM	Networking Breakfast Meet and Greet	
9:30-11:30 AM	Visiting Scholar	Dr. Baernholdt will discuss her program of research
12-1	Lunch with Peers	
1-1:50PM	Research Career Development	Dr. Jennifer Mallow (RWJF Alum)
2-2:50Pm	Mentorship	Dr. Laurie Theeke (RWJF Alum)
3-3:50PM	Developing Self as Leader	Dr. Roger Carpenter
4P-6PM	Dinner on your own	
6 – 7:30PM	Judy C. Kandzari Memorial Lecture, “Rural Nursing Practice: Challenges and Rewards” and STTI Induction Ceremony	Dr. Marianne Baernholdt

Day 2: Time	Event	Faculty	Students
8:30 – 9AM	Networking Event: Pastries and Coffee	All are Welcome	All Current PhD Students
9 – 10 AM	Challenges of teaching and doing research in rural WV: Tips from real life experience	Dr. Theeke Crystal Sheaves (Rural Faculty)	All Current PhD Students
10 – 12Noon	PhD Student Presentations (peer and faculty feedback)	See Detail Schedule Below	
12 – 1 PM	Lunch with Peers		
1 – 1:50 PM	Building a Program of Clinical Research	Dr. Aletha Rowlands (HRSA funded clinical researcher)	All PhD Students
2 – 2:50 PM	Thinking about a Tenure Track? Tips from an Assistant Professor	Dr. Suzy Walter	All PhD Students
3-3:50 PM	Scholarly Program Development and Student Funding	Dr. Ubolrat Piamjariyakul (Associate Dean for Research)	All current and prospective PhD Students

Fall Residency Day Objectives

- Fall Meeting Objectives:
- -To build knowledge on specific strategies for overcoming barriers to writing for publication
- -To enhance knowledge of recruitment and retention strategies for rural populations.
- -To enhance knowledge of issues related to effectiveness and outcomes research in clinical settings.
- -To build skill with writing abstracts for conference presentations
- -To learn the importance and benefits of service in regional and national organizations
- -To learn an evidenced-based strategy for teaching effectiveness

Fall 2018 Residency Day Schedule

TIME	EVENT	SPEAKER	ROOM
8:30AM - 9:00AM	Breakfast Meet and Greet	Dr. Laurie Theeke	John Jones B
9:00AM - 11:00 AM	Writing for publication: tips, tricks, trials, and tribulations	Dr. Ivo Abraham	John Jones B
11:00 – 12:00PM	Individual meetings with faculty mentors	Faculty	Faculty Offices
12-1	Blue Zone Project WVU Town Hall: Okey Patteson Auditorium: Bagged Lunch First Come First Serve		
1-2:50PM	Recruitment and Retention Strategies for Research	Dr. Laurie Theeke Dr. Roger Carpenter	6700H
3:00 - 4:00PM	Individual Advisement Meetings	Brandy Toothman Dr. Laurie Theeke	Student Services Office of Brandy Toothman
4P-6PM	Dinner on your own		
6 – 7:30PM	Kandzari Fund Sponsored Lecture: Conceptual and methodological issues in outcomes and effectiveness research	Dr. Ivo Abraham	1901

TIME	EVENT	SPEAKER	ROOM
8:30 – 9AM	Pastries and Coffee	All are Welcome	6500 Kitchen
9 – 12 AM	Abstract writing workshop 9-10 – Dr. Theeke presenting on abstract writing 10-11 – Dr. Smith Discussing Case conference 11-12 – Group writing session – BRING YOUR LAPTOPS!	Dr. Mary Jane Smith Dr. Laurie A. Theeke Dr. Roger Carpenter	6522
12-1	Lunch with Peers		
1-1:50PM	The Importance of Regional and National Service	Dean Tara Hulsey	6700H
2-2:50 PM	Evidence-based strategies for implementing active learning in the classroom	Dr. Tanya Rogers	6700H
3 – 3:50 PM	Publishing from an Editor's Perspective	Dr. Lisa Onega	6700H

PhD Residency Days: Mentoring

- New students have been connected with mentors with related research interests.
- Mentors now include several RWJF NFS alumni.
- Reserved time for mentor meetings while on campus
- Students are encouraged to seek mentors that are both in Nursing and outside of Nursing with formal mentoring agreements and plans.

PhD Residency Days: Self-Analysis

- Students are encouraged to engage in mindfulness training which is available at our Health Sciences Center.
- Students have asked for more talks on work life balance so these will be planned for upcoming residency days

PhD Residency: Individualized Development Planning

- Students are exposed to the published RWJF Individual development plan with expectations that a development plan be submitted annually to their advisor/chair/mentors.
- It is an expectation of our health sciences center that students now have a development plan.

PhD Residency Days: Leadership Training

- Planned events include presentations that focus on leadership skills for developing self
- Planned conversations with RWJF Nurse Executive Alum (Dean Hulse) about the importance of regional and national service.

PhD Residency Days: Research Support

- Presentations on opportunities for student funding
- The abstract writing workshop was key as it resulted in the submission of 11 abstracts in the subsequent week.
- The format of the writing workshop was suggested by yet another RWJF alum, Ron Hickman, who is a colleague and advisor to me.

PhD Residency Days: Networking

- Students and faculty commented positively on the importance of the networking breakfasts.
- These days are really all day networking events with faculty engaged with students and mentors throughout the day.

Residency Day Outcomes – Year 1

- Students evaluated days as useful, full of new knowledge, organized and with clear goals.
- Sessions on enhancing writing productivity were ranked very high.
- Sessions given by Deans and Associate Deans that were designed to inform leadership skills were rated very high by students
- Sessions aimed at increasing knowledge of teaching pedagogies were ranked very high.

PhD Program Outcomes in 1 Year

- All students engaged in mentorship with faculty or outside mentors.
- Increased student publications and publications from first year students.
- Students submitting regularly for presentations nationally and regionally
- 3 students secured as Jonas scholars
- Several Students engaged in funded research projects from either the SON or CTSI
- 1 student funded for \$30,000 for her dissertatiaon
- Additional students submitting to foundations for foundation funding
- Students proactivelyl engaging with clinical entities for SON funded research.

Conclusions

- The RWJF NFS continues to have an impact on WVU School of Nursing through our PhD students who are better served because of that program.
- The RWJF NFS curriculum provides a framework for enhanced development of scholarly programs and productivity for PhD students.

Future Plans

- Transitioning to a BSN as minimum entry to PhD program – Goal Fall 2020
- Need for full-time PhD students so they qualify for the T32 training grant funding at WVU
- Plan to enhance diversity
- Address student requests for more sessions on writing, reference managing, work-life balance, grant-writing

Questions or Suggestions??