

2014 Call for Applications—Round 7

Application Deadline: January 9, 2014



Robert Wood Johnson Foundation

ROBERT WOOD JOHNSON FOUNDATION NEW CAREERS IN NURSING

PURPOSE:

The *Robert Wood Johnson Foundation New Careers in Nursing* is a scholarship program to help alleviate the nursing shortage and increase the diversity of nursing professionals. Through grants to schools of nursing, the program provides scholarships to college graduates without nursing degrees who are enrolled in accelerated baccalaureate and master's nursing programs.

BACKGROUND:

The national spotlight on the nursing shortage has raised awareness of the pivotal role nurses play in caring for patients. In addition to providing patient care, nurses today conduct research, teach in universities, advise public policy-makers, lead health care organizations, serve on the boards of national organizations and establish independent practices. This dynamic profession is attracting a growing number of highly skilled individuals from other disciplines who are seeking new careers in nursing.

A particularly efficient and effective way to prepare new nurses at an advanced level is through accelerated baccalaureate and master's programs in nursing. These intense programs target students who have baccalaureate degrees in other disciplines and wish to transition into nursing. Students receive the same number of clinical hours as their counterparts in traditional nursing programs and accomplish academic objectives in a shorter time by building on previous learning experiences.

Expanding capacity in all types of baccalaureate nursing programs, including accelerated options, is crucial to addressing the nursing shortage. Research shows that nurses prepared in baccalaureate programs are four times more likely than other nurses to pursue graduate degrees in nursing, the required credentials to teach. Nursing schools nationwide want to admit all qualified applicants but a shortage of faculty constrains these efforts. By focusing on preparing more baccalaureate nurses on a fast track, the pool of potential future faculty will increase.

A growing body of research also shows a relationship between higher levels of nursing education and better quality of patient care. Graduates of baccalaureate nursing programs are particularly well-equipped to meet the demands placed on today's registered nurses and to satisfy the public's mandate for high-quality patient care. The baccalaureate-prepared nurse has the greatest opportunity for career advancement as well as the ability to move seamlessly into master's or doctoral degree programs.

The nation also requires a nursing workforce that reflects the country's population. Nurse leaders understand the relationship between a diverse nursing workforce and the ability to provide culturally

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competent patient care. Although nursing has made great strides in enhancing the diversity of graduates, more must be done.

THE PROGRAM:

The *Robert Wood Johnson Foundation (RWJF)* has joined with the American Association of Colleges of Nursing (AACN) to create *Robert Wood Johnson Foundation New Careers in Nursing*, a scholarship program to help alleviate the nursing shortage and increase the diversity of nursing professionals. Through grants to schools of nursing, the program provides scholarships to college graduates without nursing degrees who have been admitted into accelerated baccalaureate and master's nursing programs.

Through the *RWJF New Careers in Nursing (NCIN)* program, funds to support up to 400 scholarships of \$10,000 each will be awarded to selected schools of nursing for a one-year grant period. A school of nursing may apply for between five and 30 scholarships per year to be awarded to students from underrepresented groups in nursing or who are economically disadvantaged. Preference will be given to schools demonstrating that the availability of scholarship funds will expand enrollment in accelerated nursing programs. Schools will be selected through a competitive application process.

A distinguished national advisory committee (NAC) will assist RWJF with the institutional selection process. Members of the NAC and the national program office (NPO) will monitor the progress of each school in recruiting potential scholarship recipients from underrepresented groups in nursing or who are economically disadvantaged. Nursing schools that received funding for scholarships from the Foundation in 2008-2013 are eligible to apply for scholarship funds in this solicitation. To be selected, they must demonstrate that they are meeting the goals of the program as described in prior applications.

ELIGIBILITY CRITERIA:

To be eligible, applicant organizations must:

- offer an Accelerated Nursing Degree Program¹;
- be accredited by a nursing accrediting agency recognized by the U.S. Department of Education; and
- comply with all requirements of the application.
- be a public entity or tax-exempt organization under Sections 501(c)(3) of the Internal Revenue Code that is not classified as a private foundation on nonfunctionally integrated Type III supporting organization. Applicant organizations must be based in the United States or its territories.

¹ “Accelerated Nursing Degree Program” means a program of education in professional nursing offered by an accredited school of nursing in which an individual holding a bachelor’s degree in another discipline receives a BSN or MSN degree in an accelerated time frame as determined by the accredited school of nursing.

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Consistent with RWJF values, this program embraces diversity and inclusion across multiple dimensions, such as race, ethnicity, gender, age and disadvantaged socioeconomic status. We strongly encourage applications that will help us expand the perspectives and experiences we bring to our work. We believe that the more we include diverse perspectives and experiences in our work, the better we are able to help all Americans live healthier lives and get the care they need.

SELECTION CRITERIA:

This program has a two-fold purpose: to increase the numbers of nurses and to address diversity among nursing professionals. Given the need to increase the numbers of nurses, successful applicant organizations must demonstrate that additional resources will be used to leverage internal and external resources to expand or increase diversity in their professional nursing programs.

RWJF is committed to programs that embrace diversity across multiple dimensions including, but not limited to, race, ethnicity, age, gender, sexual orientation, physical ability, religion and socioeconomic status. Accordingly, applications should address the applicant organization's past achievements as well as future plans to recruit, retain and sustain a diverse student body, including how funds will be used to:

- assist in recruitment of scholarship candidates for the Accelerated Nursing Degree Program from groups underrepresented in nursing² or persons who are economically disadvantaged³; and
- implement mentorship and leadership development activities for scholarship recipients at the award site.

Schools receiving funding will be responsible for selecting students for scholarships who:

- are from groups underrepresented in nursing or who are economically disadvantaged as defined herein;
- are U.S. citizens, or U.S. residents;
- have been newly accepted into an Accelerated Nursing Degree Program;
- complete a letter of commitment to the NCIN program; and

² As defined by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS), "underrepresented minorities" are racial and ethnic populations that are underrepresented in the registered nurse population relative to the percentage of that racial or ethnic group in the total population. This would include Black or African American, Hispanic or Latino, American Indian or Alaska Native, and any Asian or Pacific Islander group other than Chinese, Filipino, Japanese, Korean, Asian Indian, or Thai. According to the National Sample Survey of registered nurses, males also are underrepresented in the registered nurse population relative to their numbers in the total population.

³ As defined by HRSA, an "economically disadvantaged" person comes from a "low income family," meaning a family with an annual income that does not exceed 200 percent of HHS's poverty guidelines; a family is a group of two or more individuals related by birth, marriage or adoption who live together, or an individual who is not living with any relatives.

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- are committed to pursuing professional nursing licensure through the National Council Licensure Examination for Registered Nurses (NCLEX-RN®).

EVALUATION AND MONITORING:

As a condition of accepting Foundation funds, grantees and scholarship recipients will be expected to meet RWJF requirements for the submission of annual and final narrative and financial reports, as well as periodic information needed for overall project performance monitoring and management. In addition, all schools must report on the progress of scholarship recipients during the academic year. An assessment of the program may be conducted at its completion.

USE OF GRANT FUNDS:

Schools of nursing are to use all grant funds for scholarships for selected students. Students may use the scholarship funds at their discretion to pay tuition, academic fees and living expenses. In keeping with RWJF policy, grant funds may *not* be used to subsidize individuals for the costs of their health care, for support of clinical trials of unapproved drugs or devices, for construction or renovation of facilities, for lobbying, for political activities, or as a substitute for funds currently being used to support similar activities.

HOW TO APPLY:

Proposals for this solicitation must be submitted via the RWJF online system. Visit www.rwjf.org/cfp/ncin7 and use the Apply Online link. If you have not already done so, you will be required to register at <http://my.rwjf.org> before you begin the application process.

The deadline for receipt of the online application, including supporting materials, is January 9, 2014 at 3 p.m. ET.

Complete information on the program and application process can be found on the program's website at www.newcareersinnursing.org/apply. Please direct all inquiries about the program, application process and selection criteria to:

Vernell DeWitty, PhD, RN, *deputy director*

Phone: (202) 463-6930

Email: vdewitty@aacn.nche.edu

All applicants should log in to the system and familiarize themselves with online submission requirements well before the final submission deadline. Staff may not be able to assist all applicants in the final 24 hours before the submission deadline. In fairness to all applicants, the program will not accept late submissions.

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RWJF does not provide individual critiques of applications submitted. The program's national advisory committee makes recommendations about grants to the Foundation staff. RWJF makes all final grant decisions.

PROGRAM DIRECTION:

Direction and technical assistance for this program are provided by the American Association of Colleges of Nursing which serves as the national program office located at:

One Dupont Circle, N.W., Suite 530

Washington, DC 20036

Website: www.newcareersinnursing.org/apply

Responsible staff members at the NPO are:

- Geraldine (Polly) Bednash, PhD, RN, FAAN, *national program director*
- Vernell DeWitty, PhD, RN, *program deputy director*

Responsible staff members at the Robert Wood Johnson Foundation are:

- David Krol, MD, MPH, FAAP, *senior program officer*
- Linda Wright Moore, MS, *senior communications officer*
- Lois Shevlin, *senior program financial analyst*

National Advisory Committee

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Comprehensive Health Operations Director
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El Paso, TX

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Brenda K. Zierler, PhD, RN, RVT, FAAN
Associate Professor
Department of Biobehavioral Nursing and Health Systems
University of Washington
Seattle, WA

KEY DATES AND DEADLINES

- *November 6, 2013 (2 p.m. ET) and December 5, 2013 (11 a.m. ET)*
Optional applicant Web conference calls. Registration is required. Please visit the [program's website](#) for complete details and to register.
- *January 9, 2014 (3 p.m. ET)*
Deadline for receipt of applications and supporting documents.
- *June 2014*
Announcement of grants.

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 health and health care, the Foundation works with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, measurable, and timely change.

For more than 40 years the Foundation has brought experience, commitment, and a rigorous, balanced approach to the problems that affect the health and health care of those it serves. When it comes to helping Americans lead healthier lives and get the care they need, the Foundation expects to make a difference in your lifetime.

For more information, visit www.rwjf.org. Follow the Foundation on Twitter at www.rwjf.org/twitter or on Facebook at www.rwjf.org/facebook.

Sign up to receive email alerts on upcoming calls for proposals at <http://my.rwjf.org>.

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