

FUTURE OF NURSING™

Campaign for Action

AT THE CENTER TO CHAMPION NURSING IN AMERICA



A Program for Action Coalitions: Jonas Scholars: A Valuable Resource

Webinar Summary - Sept. 23, 2014

Presenters:

Susan Hassmiller, PhD, RN, FAAN RWJF Senior Advisor for Nursing & Director, Future of Nursing Campaign for Action

Pat Polansky, RN, MS, Director Program Development & Implementation at Center to Champion Nursing in America (CCNA)

Eileene Shake, DNP, RN, NEA-BC CCNA Scholar Engagement Consultant

Background

AARP, the Robert Wood Johnson Foundation, and the *Campaign for Action* are committed to nursing leadership. Many Action Coalitions are developing strategies and tactics centered on nursing leadership positions. As **Pat Polansky** of CCNA said in introducing the webinar, every Action Coalition should incorporate leadership activities that are specific, measurable, achievable, realistic, and timely.

The Jonas Scholars leadership program provides Action Coalitions with access to a valuable resource of current and future nurse leaders who can help Action Coalitions leaders achieve specific, measurable, and timely goals centered on leadership.

Webinar Goals

- Provide an overview of the RWJF/CCNA/ Jonas Center collaborative interest to implement the IOM Future of Nursing Recommendations and how the Jonas Scholar projects fit into the Action Coalition work.
- Share examples of projects Jonas Scholars have completed working with Action Coalition leaders

Across the country, there is a movement to advance the field of nursing so that all Americans have access to high quality, patient-centered care in a health care system where nurses contribute as essential partners in achieving success. This national level [Future of Nursing: Campaign for Action](#) is a result of the Institute of Medicine's landmark 2010 report on the [Future of Nursing: Leading Change, Advancing Health](#).

The *Campaign for Action's* field-based teams, the [Action Coalitions](#) (ACs), are leading this movement and are equipping themselves with knowledge gained from technical assistance provided by the Center to Champion Nursing in America (CCNA), a joint initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation. Such technical assistance comes in the form of webinars, face to face interactions, and other facilitated engagements with public policy leaders, content experts, consultants, and Action Coalition peers across the country.

- List tips on how to engage Jonas Scholars in Action Coalition work
- Provide information on how to connect with the Jonas Center and the guidelines for the Jonas Scholar Leadership Projects.

This webinar is being recorded and will be posted along with a print webinar summary at www.campaignforaction.org/webinars.

Webinar Overview

This webinar focuses on the Jonas Scholars and the valuable resources they can provide to Action Coalition work. The Jonas Center for Nursing and Veterans Healthcare and the RWJF have been working collaboratively to support the AC's work by providing a natural environment for leadership to be nurtured and flourish, said **Sue Hassmiller** of RWJF. RWJF created the Campaign for Action to implement the recommendations in the IOM report and created state Action Coalitions to move implementing the IOM recommendations across the country.

The Jonas Center wanted to support the Action Coalition's work state by state and be a model for student involvement through the Jonas leadership project. In just four short months, 200 PhD and DNP Jonas Scholars in all 50 States were supporting the implementation of the IOM Future of Nursing recommendations through a leadership project as part of the Jonas Scholars Program.

Eileene Shake, a CCNA Scholar Engagement Consultant, provided the history and background of the Jonas Scholar program, examples of projects and recommendations on how to engage the Scholars in Action Coalition work.

Jonas Scholars are proving to be a valuable resource to Action Coalitions across the country. The incoming class of 2014 Jonas Scholars is beginning to explore leadership project topics. If you engage Jonas Scholars in the work of your Action Coalitions, you will find them to be valuable assets in moving your work forward.

Access the [guidelines for the Jonas Scholars](#) and learn more about some examples of final projects submitted by Scholars from the previous cohort.

The IOM Future of Nursing report provided us with a blueprint and a natural environment for leadership to be nurtured and flourish. The Jonas Center wished to support the Action Coalition's work state by state and be a model for student involvement through the Jonas leadership project

One of the main goals of the 2012-2014 Jonas Scholar cohort expansion was to build national nursing faculty and clinical leadership capacity for the future.

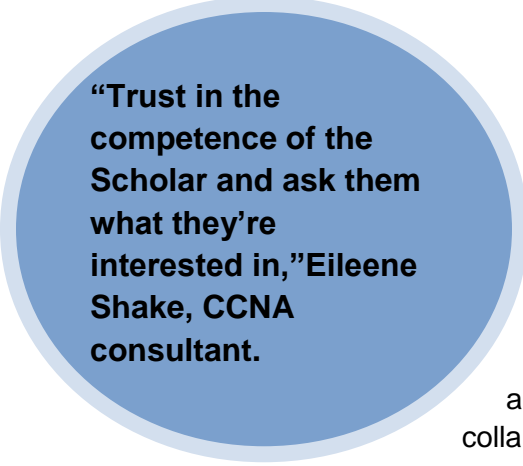
The Cohort of Jonas Scholars for 2012 -2014 was selected in 2012. Each scholar worked with their respective state's Action Coalition based on the IOM Recommendation that aligns best with their interest and future career endeavors.

Scholars presented their engagement and updates at the Jonas Scholar Conference in October 2013 in Washington, DC.

Today, 2014-2016, the collaborative relationship continues with a more structured and organized process for Action Coalition Leaders to connect and work with the Jonas Scholars, **Shake** said.

RWJF/CCNA/Jonas Center is working with a Scholar Engagement Consultant to facilitate engagement activities between the Scholars and Action Coalition Leaders.

And there are 300 new scholars in the program. Scholars can now choose from a range of different leadership projects and they have the option of working with different organizations. They are no longer required to work only with Action Coalitions.



“Trust in the competence of the Scholar and ask them what they’re interested in,” Eileene Shake, CCNA consultant.

Upcoming Events through 2016.

A timeline of engagement activities for the Action Coalition Leaders and Scholars has been developed and will run from September 23, 2014 to September 2016.

The engagement activities will include information for both the Scholars and Action Coalition leaders and a survey will be distributed to the Action Coalition Leaders and Scholars to identify successes, challenges, and areas where CCNA and the Jonas Center can help facilitate collaboration and engagement activities.

There will also be a national conference where the Scholars and Action Coalition Leaders can present their collaborative work. The final engagement event will be a CCNA webinar for the Action Coalition Leaders to showcase the impact that the Scholars projects had on the Action Coalition work.

Who are the Jonas Scholars?

- ✓ The Scholars are registered nurses and doctoral students with an interest in health care leadership and addressing the needs of future health care delivery. They are a treasure and bring with them intelligent minds that can contribute to Action Coalition work in the areas of research, leadership, education, diversity.
- ✓ They are interested in completing leadership projects that impact the implementation of the IOM Future of Nursing Recommendations.

- ✓ They have different types of practice and educational experiences.
- ✓ The Jonas Scholars make valuable contributions to the Action Coalition work

What are Some Examples of the Contributions Jonas Scholars Have Made?

- ✓ Assisted with developing Action Coalition surveys to gather data centered around Action Coalition work
- ✓ Developed statewide hospital demand survey
- ✓ Developed evidence table on data scenario development for Action Coalition Director
- ✓ Created fact sheets with supply and demand data that could be used to inform leaders regarding the health care workforce

More Examples

- ✓ Assumed leadership roles for Action Coalition work groups and taskforces
- ✓ Provided expert perspectives as a nurse faculty on development of nurse residency programs
- ✓ Developed state maps showing distribution of health care workforce in specific areas of the state
- ✓ Developed and enhanced Action Coalition websites including developing an e-mentoring site for leaders
- ✓ They wrote articles for publication on Action Coalition work, developed an Action Coalition communication plan, developed proposals and objectives for Action Coalition State Health Summit, and developed evaluation forms for Action Coalition planned events.
- ✓ A Jonas Scholar assumed a leadership position in the Action Coalition to lay the foundation for integrating Acute Care Nurse Practitioners into an Adult ICU Care Model in local hospitals
- ✓ A Scholar establish a diversity workgroup
- ✓ A Scholar Coordinated the SIP grant proposal and lead the SIP grant planning committee
- ✓ A Scholar assumed the leadership role in the Action Coalition to identify targeted boards for nurses to apply to for appointments

Why is it Important to Engage Jonas Scholars in AC Work?

This is an opportunity for leadership development and to spread implementing the campaign recommendations beyond the Action Coalitions.

Also, Scholars provide volunteer hours of work that the Action Coalition does not have to pay for and can go more in depth on a topic for the Action Coalition.

Scholars have a choice of different organizations they can choose to complete their leadership projects and one of those organizations is the state Action Coalition. Action Coalition Leaders will need to help the Scholar see the value in completing their project with the Action Coalition.

How Can Action Coalitions Engage Jonas Scholars?

Take time to establish rapport with the Scholar that results in a sense of understanding. Trust in the competence of the Scholar and ask them what they are interested in. Be positive and take time to see, hear, and feel the Scholar's interest and passion. Provide an atmosphere that helps the Scholar feel welcome and reduces the fear of approaching busy nurse leaders

Shake says to look for alignment with Action Coalition work in SIP goals, projects and IOM recommendations. Focus on what your Action Coalition is measuring when you communicate with the Scholar and remember scholars are available for one year.

Also, identify the Action Coalition's top 3 priorities and share these with the Scholar and focus on how the Scholar's interest fits one of these priorities. Encourage the Scholar to share different ideas with you that could produce much better results than you are currently getting.

Final Thoughts

Be organized when engaging with the Scholar. Be creative and think from the perspective of *Match.com*

Look for every opportunity in the Action Coalition work where you can engage the Scholar and match the Scholar's interest and passion

How to Connect

You can connect with the Jonas Center by contacting Cathy Rick who is the Senior Advisor for Nursing Leadership at Cathy.rick@jonascenter.org

You can also ask Cathy any questions you might have concerning the Jonas Scholars Leadership Program at: Cathy.rick@jonascenter.org

The Scholar may also reach out to you and make the first point of contact. The minimal time commitment is 40 hours of work.

The guidelines for the Jonas Scholars Project can be found at <http://campaignforaction.org/resource/guidelines-jonas-scholars>

The IOM's recommendations include: the need for more advanced education of registered nurses; nurses leading innovations in health care and being appointed to decision making bodies; all nurses practicing to the full extent of their education and training; a more diverse nursing workforce and faculty; and more interprofessional collaboration among nurses, physicians, and other members of the health care team in the educational and clinical environments.

For more information from the Center to Champion Nursing in America about this webinar, technical assistance or other questions related to the Future of Nursing, *Campaign for Action* contact Michael Pheulpin at MPheulpin@aarp.org or 202-434-3882 or Andrew Bianco at abianco@aarp.org

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