



New Hampshire Nursing Diversity Pipeline Project

NH Future of Nursing Scholars Program Application 2011-2012 Academic Year

A Project of the Partners Investing in Nursing's Future Initiative

You Are The Future of Nursing!

The face of New Hampshire is becoming more diverse and our health care workforce needs to reflect this growing diversity. Nurses are a critical part of the changing landscape in health care and more nurses are needed to fill the demands of this diversifying population. Minority nurses of racial, ethnic and linguistic backgrounds are needed to demonstrate leadership, to teach and to mentor the next generation of nurses in New Hampshire.

If you are a nurse of a minority background interested in pursuing an advanced degree and aspiring to teach the next generation of nurses – the NH Future of Nursing Scholars Program is for YOU!

As a scholar you will receive a scholarship that can be used for your advanced degree tuition and fees, participate in networking and leadership development activities, and serve as a mentor or role model for an aspiring or practicing minority nurse. Scholars will be individuals who intend to teach the next generation of nurses after earning their advanced degree.

The Program

The NH Future of Nursing Scholars Program is designed to address the growing shortage of nurse educators while diversifying the nurse faculty population in New Hampshire. The program is a component of the New Hampshire Nursing Diversity Pipeline Project, one of nine projects nationwide selected in 2010 for the **Partners Investing in Nursing's Future (PIN)** Initiative, a partnership of the Northwest Health Foundation and the Robert Wood Johnson Foundation to support the capacity, involvement and leadership of local foundations to advance the nursing profession in their own communities. Led by the Endowment for Health, the New Hampshire Nursing Diversity Pipeline Project brings together a variety of local partners, collaborators, and financial supporters to expand ethnic and racial diversity of the nursing workforce and nursing education faculty in New Hampshire.

A NH Future of Nursing Scholars Subcommittee has been formed to oversee the program, coordinate the program award process, and review applications and recommend awardees. The New Hampshire Charitable Foundation will administer the scholarship grant funds. Awards of up to \$7,500 will be made to awardees that will cover the 2011-2012 academic year with the possibility of funding for a second year.



Eligibility Requirements

Each applicant must meet all of the following requirements:

- Be a member of an **Underrepresented Minority Group**, meaning those racial, ethnic and linguistic populations that are underrepresented in the nursing profession relative to their numbers in the general population. Nationally in nursing, this is typically: American Indian, Alaskan Native, Asian American, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander.
- Be a U.S. citizen, permanent resident, refugee or qualified¹ immigrant.
- Be a full-time or part-time student who is enrolled or already accepted into a PhD or accredited doctoral nursing program (DNP) or Master's in Nursing program.
- Be a resident of the state of New Hampshire. (Proof must be provided with a copy of one the following: a federal or state tax return, copy of automobile registration or NH driving license)
- Desire to teach nursing in the state of New Hampshire after successful completion of degree program.

Program Award Grantee Requirements

Each Scholar is required to do the following:

- Be enrolled in a PhD or accredited Doctoral Nursing Program (DNP) or Master's in Nursing program.
- Identify academic and teaching goals for the academic year. Submit written reports of progress and goal achievement at the end of each semester, after receiving the award. The report must also include an outline of academic and professional plans for the next six months. This summary will be provided to the NH Future of Nursing Scholars Subcommittee.
- Participate in leadership development activities, including those offered by the program. *Minimum 10 hours per year.*
- Serve as a mentor or instructor within one of five program aspects of the New Hampshire Nursing Diversity Pipeline Project (see Appendix A). *Minimum 10 hours per year.*
- Plan to teach nursing in New Hampshire after successful completion of the degree program in one of the following capacities: full-time faculty, part-time or adjunct faculty or clinical instructor.

Program Award

Awards will be \$5,000 to \$7,500. Awards will be made to full-time and/or part-time students for the 2011-2012 academic year. Successful scholars may be eligible for a second year of funding. Scholarships may be used for tuition or fees and must be used within a year of the award.

¹ Qualified immigrants are defined under federal law: the Personal Responsibility and Work Opportunity Reconciliation Act of 1996, Pub. L. No. 104-193, and the Illegal Immigration Reform and Immigrant Responsibility Act of 1996, Pub. L. No. 104-208.



Application Deadline and Instructions

- **Complete** applications must be received by **June 1, 2011** no later than **5 PM**, regardless of post-mark date.
- Submit applications to: NH Future of Nursing Scholars Program
 NH Charitable Foundation
 37 Pleasant Street
 Concord, NH 03301
- Program award announcements will be made no later than **August 1, 2011**.
- Please contact Julie DaSilva, project coordinator at julie.dasilva@ymail.com if you have questions about the application process.
- Applications sent by email or incomplete applications will NOT be accepted.



Application Content

The following items must be included in each application:

- Application Data Sheet*
 - At least **two (2)** signed references in sealed envelopes with the author's signature across the seal from:
 - 1) an administrator in your clinical setting
 - 2) an academic reference (a faculty member of an institution of higher learning who either currently or formerly was an instructor)
 - One-page letter of no more than 500 words describing your personal and professional interest in nursing education. Include in this letter:
 - what you hope to accomplish in nursing education
 - what competencies you already have related to nursing education
 - what challenges you envision while obtaining your education
 - leadership capabilities (list example(s) of leadership opportunities)
 - relevant opportunities, if any, that you have had to teach within the past 2 years
 - opportunities that you personally have had with underrepresented minority faculty and students
 - your confirmed desire to increasing mentoring, recruitment, and retention with future nursing students in the state of New Hampshire
 - Letter of Acceptance to School of Nursing (for graduate program)
 - Outline Program of Study*
 - Budget Outline
 - Current Curriculum Vitae (CV)/Resume
 - Goal Identification Form* List at least 3, no more than 4 measurable educational/teaching goals that you have for the next 12 months
 - Applicant's Signature Form*
- *Indicates forms that are attached to the application.*



APPLICATION DATA SHEET

NH Future of Nursing Scholars Program

Applicant Name: _____ Credentials: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Place of Employment:

Current Work Title:

Telephone Numbers (Please note best number to reach you):

(H) _____

(W) _____ (C) _____

E-mail: _____

Fax: _____ Social Security Number: _____

Date of Birth: _____

Male Female

Race/Ethnicity - Check all that apply

Alaskan Native American Indian Asian White

Black or African American Hawaiian or Pacific Islander Hispanic/Latino

Multiracial Other, please

specify: _____

Citizenship: _____ Proof of Permanent U.S. Residency: _____



Provide number and copy of residency card.

You must be a U.S. citizen, permanent resident, refugee or qualified immigrant to apply for this scholarship.

How long have you been a U.S. citizen, permanent resident, refugee or qualified immigrant?

You must be a New Hampshire resident to apply for this scholarship. (Proof must be provided by including one the following including: a federal or state tax return, copy of automobile registration or NH driving license). How long have you been a New Hampshire resident? _____

School of Nursing (SON) you are currently enrolled in or have been accepted

to: _____

Business Address at SON: _____

City: _____ State: _____ Zip: _____

Date of acceptance to the above-named school: _____

Have you already begun your studies? Yes No

If **Yes**, when did you begin your studies? _____

If **No**, when will you begin your studies? _____

How many credits have you completed? _____

How many credits are you enrolled in for next semester? _____

In which program are you enrolled/accepted? Master's Program Doctoral Program

What specific degree are you seeking? _____

What is your focused area of study? _____

What is your projected graduation date? _____

What are you goals/plans for teaching after you earn your degree?

How did you find out about this scholarship program?



CONFIDENTIAL REFERENCE REPORT

NH Future of Nursing Scholars Program

TO BE COMPLETED BY THE APPLICANT:

Make two copies of this reference report to give to at least two different references:

1. an administrator in your clinical setting (university setting if you are currently teaching); and;
2. a faculty member where you are currently enrolled in the graduate program. If you have been accepted to a graduate program, have not yet begun your graduate studies, and are unable to have a faculty member from the graduate program write a reference for you, then a second letter of support may come from a faculty member in your undergraduate school of nursing or from a second administrator in your workplace.

This section is to be typed and signed by the applicant **before** giving it to the reference for completion. References are to return completed reference reports to the applicant in a sealed envelope, with the referee’s signature across the seal. Signed references in the sealed envelopes must accompany the applications.

Applicant Full Name: _____

Phone: _____ Email: _____

I hereby waive my right to examine this reference material.

Signature of Applicant: _____ Date: _____



TO THE REFERENCE: The above-named applicant has listed you as a reference for the NH Future of Nursing Scholars Program. This program is designed to increase the number of underrepresented minority nursing faculty in New Hampshire. Please provide the following items in a sealed envelope with your signature across the seal:

- A completed, signed, confidential reference score sheet (next page)
- A brief statement (no more than 200 words) which includes how long and in what capacity you know the applicant as well as his/her abilities and characteristics. Please address his/her commitment to nursing education, scholarliness, intellectual curiosity, interpersonal skills and ability to maintain relationships over time—relationships with peers in nursing education and other fields. Please cite specific examples.

Please **return these two items to the applicant** in a sealed envelope with your signature across the seal, **no later than May 20, 2011** to ensure that the applicant has time to submit all materials by the **June 1, 2011** deadline. (The NH Future of Nursing Scholars Subcommittee must receive all application materials by **June 1, 2011**, regardless of post-mark date.)



REFERENCE SCORE SHEET

NH Future of Nursing Scholars Program

Address the following items in the table below on a 1-5 scale.

1 = not competent

2 = below average

3 = average

4 = above average

5 = exceptional

n/a = do not have the knowledge to answer this question

Abilities/Characteristics	Score (0-5)
Ability to maintain safe clinical practice	
Commitment to updated, ongoing nursing education	
Intellectual curiosity	
Interpersonal skills	
Relationships with peers in nursing education and practice	
Relationships with other members of the interdisciplinary team	
Commitment to nursing education in New Hampshire	
Ability to serve as a role-model and mentor to future underrepresented minority nursing students	



REFERENCE

Additional Comments: (you may use a separate sheet of paper)

A brief statement (**no more than 200 words**) which includes how long and in what capacity you know the applicant as well as his/her abilities and characteristics.

Please address his/her: 1) commitment to nursing education, 2) scholarliness, 3) intellectual curiosity, 4) interpersonal skills and 5) ability to maintain relationships over time—relationships with peers in nursing education and other fields. Please cite specific examples.

Reminder: Please **return these two items to the applicant** in a sealed envelope with your signature across the seal, **no later May 20, 2011** to ensure that the applicant has time to submit all materials by the June 1, 2011 deadline. (The New Hampshire Future of Nursing Scholars Subcommittee must receive all materials by **June 1 2011**, regardless of post-mark date.)

Name: _____ Title: _____

Institution: _____ E-mail: _____



BUDGET OUTLINE

In **Section I**, please provide information from your institution detailing tuition and fees for your program.

In **Section II**, applicants must include information about their income, any additional grant(s), scholarship(s), or fellowship funds that they currently receive or will receive. *For either section, you may use a separate sheet if necessary.* Your application will not be accepted if incomplete information is provided.

SECTION I: PROJECTED EDUCATIONAL COSTS	
Tuition (2011-2012 school year)	
Per Credit Hour rate	
Number of Credits	
Non-Tuition Costs	
Fees	
Textbooks	
School supplies and equipment – please list	
Traineeship(s)	
Other expenses– please list	
TOTAL PROJECTED EDUCATION COSTS	



SECTION II: INCOME	
Annual Salary (self)	
Annual Salary (spouse/partner)	
Other Scholarships/Fellowships (Please list)	
Employer Reimbursement	
Veterans Benefits	
NH Voc-Rehab	
Federal Aid (Pell Grant, Stafford Loan, Perkins Loan, etc)	
Other State Funding Programs	
Traineeship(s)	
TOTAL INCOME	

 _____

Signature of Applicant

Date



OUTLINE PROGRAM OF STUDY

NH Future of Nursing Scholars Program

If you are currently enrolled in a BSN to doctoral program, what nursing courses have you already taken?
(You may use a separate sheet of paper.)

Course

Number of Credits

What courses do you still need to complete?

Course

Number of Credits

To the best of your ability, how many semesters/quarters will you need to complete your undergraduate courses? _____

How would this be translated in years? _____



If you are currently enrolled in a graduate program, what graduate courses have you already completed?
(You may use a separate sheet of paper.)

Course

Number of Credits

What graduate courses do you still need to complete?

Course

Number of Credits

To the best of your ability, how many semesters/quarters will you need to complete your graduate studies?

How would this be translated in years? _____



SIGNATURE FORM

NH Future of Nursing Scholars Program

Applicant must initial the following and sign below:

____ I understand that in order to qualify for this program, I must be enrolled as a full-time or part-time student in a doctoral nursing program or master’s program in nursing at the time of application for the Scholars program.

____ I commit to providing a written report of my progress and goal achievement at the end of each semester. These updates will be provided to and reviewed by the NH Future of Nursing Scholars Subcommittee

____ I commit to participate in leadership development activities including those activities offered by the NH Hampshire Future of Nursing Scholars Program, for a minimum of ten (10) hours per year.

____ I commit to serve as a mentor, instructor or role model for an aspiring or practicing minority nurse within one of five program aspects of the New Hampshire Nursing Diversity Pipeline Project (see Appendix A), for a minimum of ten (10) hours per year.

____ If I fail to abide by all of the above program requirements I will be withdrawn from the Scholars program and will not be eligible to apply to the program next year.

Print Name: _____

Signature: _____ Date: _____



ATTACHMENT A: THE NH NURSING DIVERSITY PIPELINE PROJECT

In partnership with various community partners, health care providers and educational institutions, the Endowment for Health led the creation of the New Hampshire Nursing Diversity Pipeline Project which aims to expand ethnic and racial diversity of the nursing workforce and nursing education faculty in New Hampshire.

New Hampshire is quickly diversifying and diversity is concentrated in the southern areas of the state. In 2010-2011, nearly 1 in 4 students in Manchester (the state's largest city) public schools is a minority. Yet the health care professions lag behind this increasing diversity. We seek to infuse New Hampshire's health care workforce with minority nurses by increasing awareness of the nursing profession among minority youth and strengthening their academic preparedness for nursing education. We will develop networks and other ways to support minority nursing students and nurses in practice to succeed in their careers. In addition, we will encourage minority nurses seeking a Masters or Doctorate to join nursing faculty so minority youth encounter nursing leaders and mentors from Communities of Color.

Project Goal and Strategies

The Project Goal is to expand diversity within the nursing workforce and nursing education faculty in New Hampshire by 1) increasing awareness of the nursing profession among diverse youth and strengthening academic preparedness for nursing education and 2) by increasing the number of nurses from minority populations who attain an advanced degree and teach in nursing education in NH.

The Project Strategies are to:

1. Introduce 8th & 9th graders to nursing through summer camps offered through Southern NH Area Health Education Center
2. Introduce 8th, 9th & 10th graders to nursing through a nursing career awareness program offered in conjunction with B.R.I.N.G. I.T.!!!, an afterschool program
3. Assist diverse 11th & 12th graders (mainly immigrants and refugees) with the college admissions process for successful applications to nursing schools and explore opportunities for Individual Development Accounts (IDAs) to save funds for college
4. Provide support, mentoring and networking opportunities to undergraduate minority nursing students enrolled at 2- & 4-year RN programs in NH
5. Develop a Diverse Nursing Network that will engage, support and provide leadership development for practicing nurses across the pipeline
6. Create a NH Future of Nursing Scholars Program for advanced degree minority nursing students who will diversify the academic nursing faculty in NH that includes scholarships, leadership development and peer support.