



Robert Wood Johnson Foundation **Executive Nurse Fellows**



2012 Call for Applications

Application Deadline

January 15, 2013

Program Overview

(For complete details, refer to the specific pages/sections noted below.)

Purpose

The *Robert Wood Johnson Foundation Executive Nurse Fellows* program is a three-year advanced leadership program for nurses who aspire to lead and shape health care locally and nationally. Fellows strengthen and improve their leadership abilities related to improving health and health care.

Total Awards

- We will award up to 20 fellowships for the 2013 cohort.
- We will award up to \$35,000 to each fellow over three years.

Eligibility Criteria (page 5)

- *Executive Nurse Fellows* awards are open to registered nurses who hold senior leadership positions in health services, scientific and academic organizations, public health and community-based organizations or systems, or national professional, governmental and policy organizations.
- Individual candidates for receipt of award funds must be U.S. citizens or permanent residents at the time of application.
- Applicants must have the support of their employing organization to fully engage in all curricular, action learning and leadership project components of the program.
- 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

Please see full selection criteria on page 6.

Key Dates and Deadlines

- **November 2, 2012 (1 p.m. ET)**—Optional applicant Web conference call. Registration is required. Please visit the program's website for complete details and to register.
- **January 15, 2013 (3 p.m. ET)**—Deadline for receipt of applications.
- **Mid-May 2013**—Semifinalist interviews with the national advisory committee.
- **Late May 2013**—Notification of awards.

How to Apply (page 8)

All applications must be submitted via the RWJF online system. Visit www.rwjf.org/cfp/enf 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.

Please direct inquiries to:

Valerie Swan, *program manager*

Phone: (336) 286-4277

Email: swanv@ccl.org

All applicants should log in to the system and familiarize themselves with the online application 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, late submissions will not be accepted.

www.executivenursefellows.org

Background

Our nation's ability to tackle America's health challenges depends on the skills and creativity of the workers and professionals in our health and health care systems. The Robert Wood Johnson Foundation (RWJF) has a history of making investments to help build and maintain a strong, capable, and diverse workforce and leadership in health and health care. RWJF supports a wide variety of programs, which helps to ensure that our nation has a sufficient, well-trained workforce to care for patients.

Health care reform; concerns about rising costs; efforts to improve the quality of care; increasingly activated consumers and patients; and new communications and information technologies are dramatically changing the American health care system. The system also faces other challenges, including health care workforce shortages; health disparities; and limited access to care in rural areas.

These issues reflect a turbulent environment that requires leaders and professionals to master new roles and responsibilities. To that end, RWJF invests in strengthening the capabilities of nursing leaders through its exemplary *Robert Wood Johnson Foundation Executive Nurse Fellows* (ENF) program.

The Program

Each year the *RWJF Executive Nurse Fellows* program selects a cohort of up to 20 highly qualified nurses in senior executive positions to participate in a three-year fellowship. Major components of the leadership development program include:

- Advanced curriculum, employing best practices from the field of leadership development, delivered through face-to-face program sessions and technology-facilitated intersession activities (years 1–3);
- Intensive and ongoing executive coaching and mentoring from program faculty and outside experts (years 1–3);

- Team-based action learning and implementation of team projects (years 1–2);
- Self-directed, individual leadership development activities and implementation of a bold individual leadership project (years 2–3);
- Opportunity for post-program leadership development activities; and
- Membership in the nationwide ENF and RWJF Alumni networks.

While the program allows fellows to remain at their home institution, program activities will require approximately four weeks per year (only some of which will require travel). The fellowship is designed to enhance current leadership activities and professional development; therefore, the time that fellows dedicate to the ENF program will benefit themselves and their organizations. Fellows must secure a commitment from their home institution for release time and continued compensation so that they are free to attend and participate in all program activities. Some activities will involve the use of technology that will support synchronous and asynchronous individual and team learning.

The program will target 20 leadership competencies focused on leading self, leading others, leading the organization and leading in health care. A key curriculum goal is to help fellows apply the knowledge and skills they obtain to the leadership challenges and opportunities they face in their work.

The program has supported more than 200 fellows to date; for a list of current and former RWJF Executive Nurse Fellows and other program resources, visit www.executivenursefellows.org.

We expect fellows to meet program requirements, including participation in all program meetings, activities and program evaluation, and submission of annual budgets, reports and project narratives.

Eligibility Criteria

- RWJF *Executive Nurse Fellows* awards are open to registered nurses who hold senior leadership positions in health services, scientific and academic organizations, public health and community-based organizations or systems, and national professional, governmental and policy organizations.
- Applicant organizations must be either public entities or nonprofit organizations that are tax-exempt under Section 501(c)(3) of the Internal Revenue Code and are not private foundations or non-functionally integrated Type III supporting organizations. The Foundation may require additional documentation.
- Applicant organizations must be based in the United States or its territories.
- Individual candidates for receipt of award funds must be U.S. Citizens or permanent residents at the time of application.
- Individual candidates for receipt of award funds must have the support of their employing organization *to fully engage in all curricular, action-learning and leadership project components of the program*. Applicant organizations must have the administrative and financial capacity and experience to accept the award on behalf of the fellow and be able to comply with all reporting requirements. Individual candidates who work for an organization that lacks this capacity or experience, or who work for a sole proprietorship or single-member LLC may not be eligible to apply. Please contact the national program office with questions on eligibility.
- Individual candidates for receipt of award funds cannot be related by blood or marriage to any Officer* or Trustee of the Robert Wood Johnson Foundation, or be a descendant of its founder, Robert Wood Johnson.
- 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.

** The Officers are the Chairman of the Board of Trustees; President and CEO; Chief of Staff; General Counsel; Secretary; Assistant Secretary; Treasurer; and Assistant Treasurer of the Foundation.*

Selection Criteria

Up to 20 fellows will be selected to enter the program based on the following criteria:

- A strong professional record that reflects positions of increasing leadership responsibility and the potential to achieve higher levels of leadership effectiveness.
- Vision, passion and capability to make a substantial impact on health and health care.
- Insight, courage and evidence of a commitment to lifelong growth and development.
- Capacity and willingness to learn in collaboration with other RWJF Executive Nurse Fellows through action, reflection, feedback and support.
- Commitment (from the employing organization and individual) for the fellow's continuing employment and active engagement in three consecutive years of structured learning, self-study and project activity.

Selection Process

The national program office (NPO) will screen applications and forward those that meet the selection criteria to the national advisory committee (NAC) for review. Following NAC reviews, the NAC chair and NPO directors will select semifinalists. The NAC conducts face-to-face interviews with semifinalists and then makes recommendations to the Foundation. RWJF reviews the NAC recommendations and makes all final decisions.

Per RWJF policy, neither RWJF nor the NPO will provide feedback regarding an application's strengths and weaknesses. Invited semifinalists must be present for the in-person interviews to be eligible for selection as a fellow. Semifinalist candidates who are unavailable for the interviews will not receive special consideration in a future year.

Evaluation and Monitoring

The main focus of evaluation and monitoring at RWJF is learning for program improvement and to determine best practices.

An independent research group selected and funded by RWJF may conduct an evaluation of the program.

Additionally, the NPO will collect evaluation data on an ongoing basis. RWJF intends for this project to contribute to national efforts to help build and maintain a strong, capable and diverse leadership and workforce in health and health care in response to an ever-evolving system. Therefore, the program will publicly release results from this evaluation.

The evaluation team will study the extent to which program outcomes are achieved, as well as the impact fellows have on their work, their organizations, and in the health and health care field as a result of their fellowship experience. As a condition of accepting RWJF funds, fellows must participate in the evaluation.

Fellow participation includes assisting with necessary data collection to accomplish the evaluation objectives. These data collection efforts may include surveys, interviews, focus groups and other related activities.

RWJF monitors the grantees' efforts and careful stewardship of grant funds to assure accountability. We will require grantees to submit annual narrative and financial reports.

How to Apply

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Please direct inquiries to the NPO:

Valerie Swan, *program manager*

Phone: (336) 286-4277

Email: swanrv@ccl.org

All applicants should log in to the system and familiarize themselves with the online application 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, late submissions will not be accepted.

We encourage interested candidates to participate in an optional applicant Web conference call scheduled for November 2, 2012 at 1 p.m. ET. You must register in advance on the program's website at www.executivenursefellows.org. The conference will be recorded and available on the program's website if you are unable to participate.

Program Direction

Direction and technical assistance for this program are provided by the Center for Creative Leadership (CCL), which serves as the NPO located at:

The Center for Creative Leadership
One Leadership Place
Greensboro, NC 27410
Phone: (336) 286-4277
Email: swanv@ccl.org
Website: www.executivenursefellows.org

Responsible staff members at the NPO are:

- David Altman, PhD, *co-program director*
- Linda Cronenwett, PhD, RN, FAAN, *co-program director*
- Andrea Williams, MA Ed, *deputy director*
- Valerie Swan, *program manager*

Responsible staff members at the Robert Wood Johnson Foundation are:

- Maryjoan D. Ladden, PhD, RN, FAAN, *senior program officer*
- David M. Krol, MD, MPH, FAAP, *senior program officer and team director*
- Lois Shevlin, *senior grants administrator*

The program benefits from the guidance of a NAC that makes recommendations to Foundation staff. RWJF makes all final decisions.

**National Advisory
Committee**

Terry T. Fulmer, PhD, RN, FAAN (*Chair*)
Dean & Professor, Bouve College of Health Sciences
Northeastern University
Boston, MA

James B. Appleberry, EdD
President Emeritus
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Charlotte, NC

Maryann Stump, MBA, RN
President
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Timetable

- **November 2, 2012 (1 p.m. ET)**

Optional applicant Web conference call. Registration is required. Please visit the program's website for complete details and to register.

- **January 15, 2013 (3 p.m. ET)**

Deadline for receipt of applications.*

- **Mid-May 2013**

Semifinalist interviews with the national advisory committee (attendance required).

- **Late May 2013**

Notification of awards.

- **July 2013**

Fellows' virtual seminar (attendance required).

- **September 2013**

Fellows' introductory seminar (attendance required).

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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 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](https://twitter.com/rwjf) or on Facebook at [www.rwjf.org/facebook](https://www.facebook.com/rwjf).

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



Robert Wood Johnson
Foundation

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September 2012