



Robert Wood Johnson Foundation

Robert Wood Johnson Foundation **Executive Nurse Fellows**



2010–2011 Call for Applications

Application Deadline

January 18, 2011

Program Overview

(For complete details, refer to specific pages 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 their leadership capacity and improve their abilities to lead teams and organizations in improving health and health care.

Total Awards

- We will award up to 20 fellowships in this grant cycle.
- Fellowship resources: up to \$35,000 over three years.

Eligibility Criteria (page 5)

Executive Nurse fellowships are open to nurses who currently 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.

Applicants must be citizens of the United States or its territories or have permanent residency status. In addition, applicants must have the support of their employing organization to engage fully in all curricular, action-learning and leadership project components of the program.

We embrace racial, ethnic and gender diversity. We encourage candidates with diverse leadership backgrounds to apply.

Selection Criteria (page 6)

- Please see full selection criteria starting on page 6.

Key Dates and Deadlines

- **November 5, 2010 (3 p.m. ET)**—Informational applicant Web conference. Registration is required. Please see details on the program's Web site.
- **January 18, 2011 (3 p.m. ET)**—Deadline for receipt of applications.
- **May 15–17, 2011**—Semifinalist interviews.

How to Apply (page 7)

This program accepts applications submitted only through the RWJF Application and Review Online system. Visit www.rwjf.org/cfp/enf and use the Apply Online link for this solicitation. You may be required to register at MyRWJF before you begin the application process.

Please direct all inquiries related to the application process to:

Valerie Swan, *program manager*

Phone: (336) 286-4277

Fax: (336) 286-4434

E-mail: swanv@ccl.org

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 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 challenges that include massive numbers of uninsured and underinsured people; health care workforce shortages; health disparities; and limited access to care in rural areas. These changes and challenges 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 *RWJF Executive Nurse Fellows* program.

The Program

Each year the *RWJF Executive Nurse Fellows* (ENF) program selects a cohort of up to 20 highly qualified nurses in senior executive positions to participate in the 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);
- Lifetime premium membership to the Center for Creative Leadership (CCL) myCCL online learning community, which includes 24/7 access to the latest research and practice in leadership development (beginning in year 1);
- Opportunity for post-program leadership development activities; and
- Membership in the nationwide ENF Alumni network.

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 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. The national program office (NPO) at CCL will cover related travel and accommodation expenses to all program meetings and seminars.

Eligibility Criteria

Executive Nurse fellowships are open to nurses who currently 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.

Applicants must be citizens of the United States or its territories or have permanent residency status.

In addition, applicants must have the support of their employing organization to engage fully in all curricular, action-learning and leadership project components of the program.

We are committed to recruiting qualified nurses who want to become part of a program that cultivates a diverse and inclusive learning and research environment. We embrace racial, ethnic, gender and disciplinary diversity, and we encourage candidates with diverse backgrounds to apply to the *RWJF Executive Nurse Fellows* program. Our application and review processes help to ensure that all qualified candidates are given an equal opportunity to compete for grant opportunities within our program.

Our goal is to create a rich intellectual, cultural and mentoring environment to ensure that our fellows reach their full potential. We recognize that a variety of experiences, backgrounds and ideas enriches our organization and encourages creativity and innovation.

Selection Criteria

We will select applicants to the *RWJF Executive Nurse Fellows* 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 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.

The NPO will screen applications and forward those that meet the selection criteria to the national advisory committee (NAC) for review. The NAC conducts face-to-face interviews with semi-finalists and then makes recommendations to the Foundation. RWJF reviews the NAC recommendations and makes final decisions.

Program Evaluation

The main focus of evaluation 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.

Monitoring

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

How to Apply

Applications to the *Robert Wood Johnson Foundation Executive Nurse Fellows* program can be made only through the RWJF Application and Review online system. Visit www.rwjf.org/cfp/enf and use the Apply Online link for this solicitation. You may be required to register at MyRWJF before you begin the application process. Instructions may be obtained by contacting the national program office:

Valerie Swan, *program manager*

Phone: (336) 286-4277

Fax: (336) 286-4434

E-mail: swanv@ccl.org

Please direct all inquiries related to eligibility to:

Andrea Williams, M.A. Ed.

Center for Creative Leadership

Phone: (336) 286-4414

Fax: (336) 286-4434

E-mail: williamsa@ccl.org

Or:

Linda Cronenwett, Ph.D., R.N., F.A.A.N.
University of North Carolina at Chapel Hill School
of Nursing
Phone: (919) 966-6840
Email: lcronenwett@unc.edu

Based on an evaluation of submitted applications, a review panel will select semifinalists for interviews with members of the program's NAC.

RWJF does not provide individual critiques or feedback of applications submitted.

We encourage interested candidates to participate in an informational application Web conference scheduled for November 5, 2010 at 3 p.m. ET. You must register in advance by signing up on the program's Web site at www.executivenursefellows.org. The conference will be recorded and available on the program's Web site if you are unable to attend.

Program Direction

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

The Center for Creative Leadership
One Leadership Place
Greensboro, NC 27410
Phone: (336) 286-4277
Fax: (336) 286-4434
E-mail: swanv@ccl.org
Web site: www.executivenursefellows.org

Responsible staff members at the NPO are:

- David Altman, Ph.D., *co-program director*
- Linda Cronenwett, Ph.D, R.N., F.A.A.N.,
co-program director
- Andrea Williams, M.A. Ed., *deputy director*
- Valerie Swan, *program manager*

Responsible staff members at the Robert Wood Johnson Foundation are:

- John Lumpkin, M.D., M.P.H., *senior vice president and director, Health Care Group*
- Maryjoan D. Ladden, Ph.D., R.N., F.A.A.N., *senior program officer*
- Lois Shevlin, *grants administrator*

The program benefits from the guidance of a national advisory committee that makes funding recommendations to Foundation staff. RWJF makes all grant decisions.

National Advisory Committee

Hon. Shirley S. Chater, Ph.D., R.N., F.A.A.N., *chair*
Former Commissioner
U.S. Social Security Administration
Mill Valley, CA

Neal R. Berte, Ed.D.
President Emeritus
Birmingham–Southern College
Birmingham, AL

Brian D. Coyne, M.A.
Senior Vice President
Federal Government Relations
AMERIGROUP Corporation
Arlington, VA

Cornelius L. Hopper, M.D.
Former Vice President, *Health Affairs*
University of California System
Oakland, CA

Phyllis Meadows, Ph.D., R.N.
Associate Director, Office of Public Health Practice
Clinical Professor, Health Management and Policy
University of Michigan School of Public Health
Ann Arbor, MI

Samuel L. Odle, F.A.C.H.E.
Executive Vice President & Chief Operating Officer
Clarian Health
Indianapolis, IN

Charles R. Perry
Chairman and CEO
Perry Management, Inc.
Midland, TX

Cynthia Armstrong Persily, Ph.D., R.N.
Associate Dean, Academic Affairs
West Virginia University School of Nursing
Charleston, WV

Joy Forsythe Reed, Ed.D., R.N.
Head, Public Health Nursing
North Carolina Department of Health and
Human Services
Raleigh, NC

Clyda S. Rent, Ph.D.
Principal
Rent Consulting Group, LLC
Charlotte, NC

Mary Ann Stump, M.B.A., R.N.
Senior Vice President and Chief Strategy and
Innovation Officer
President, Consumer Aware
Blue Cross and Blue Shield of Minnesota
Apple Valley, MN

Marni Vliet
Former President and CEO
Kansas Health Foundation
President, Marni Vliet Strategy
Wichita, KS

Timetable

A new solicitation for applications for the *RWJF Executive Nurse Fellows* program will be made each year during the life of the program. The application and selection timeline for 2011 is:

■ **November 5, 2010 (3 p.m. ET)**

Informational applicant Web conference. Registration is required. Please see details on the program's Web site.

■ **January 18, 2011 (3 p.m. ET)**

Deadline for receipt of applications.

■ **May 15–17, 2011**

National advisory committee interviews semifinalists (attendance required).

■ **Late May 2011**

Notification of acceptance.

■ **July 2011**

Fellows' virtual seminar (attendance required).

■ **September 2011**

Fellows' introductory seminar (attendance required).

■ **2012–2014**

Bi-annual seminars and intersession activities.

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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 improving the health and health care of all Americans, we work with a diverse group of organizations and individuals to identify solutions and achieve comprehensive, meaningful and timely change.

For more than 35 years we've brought experience, commitment and a rigorous, balanced approach to the problems that affect the health and health care of those we serve. When it comes to helping Americans lead healthier lives and get the care they need, we expect to make a difference in your lifetime.

For more information visit *www.rwjf.org*.

Sign up to receive Funding Alerts on upcoming calls for proposals at *<http://my.rwjf.org>*.



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Foundation

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