



The California Endowment and American Association of Colleges of Nursing Minority Nurse Faculty Scholarship Program

Increasing Minority Nursing Faculty in the State of California

Call for Applications

The American Association of Colleges of Nursing (AACN), with support from The California Endowment, has implemented a scholarship program for underrepresented ethnic minority nursing students who are residents of the state of California. This program will support full-time underrepresented ethnic minority students in master's or doctoral nursing studies and will include a program of mentorship and leadership development to assure successful completion of graduate studies and preparation for a future faculty role. This scholarship program will address the growing shortage of nurse educators and is designed to increase the number of underrepresented ethnic minority nurses who will be available to teach in the state of California. This program seeks and supports diversity in its applicants and requires all candidates to demonstrate potential for long-term contributions to the field of nursing education. In addition, the program is committed to advancing well-qualified applicants from underrepresented ethnic minority groups to improve the nation's ability to provide culturally competent education to its increasing diverse student population. Scholarships will be provided to nursing students pursuing a doctorate in nursing research or practice and for students seeking a master's degree with additional preparation for the faculty role.

Eligibility

Eligibility requirements for this scholarship include:

- Full-time enrollment in an accredited graduate nursing program. Although master's students are eligible, doctoral students will be given preference in the competitive selection process.
- U.S. citizen, permanent resident, refugee or qualified immigrant. 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.
- Resident of the state of California
- Underrepresented Minority, meaning those racial and ethnic populations that are underrepresented in the nursing profession relative to their numbers in the general population. Caucasian/non-Hispanic applicants are not eligible candidates; gender does not apply to minority status for the purposes of this scholarship.
- A commitment to teach nursing in the state of California after successful completion of graduate studies. Awardees will be required to sign a letter of commitment that they will provide a one-year payback in a teaching role for each year of scholarship support provided. Failure to complete the payback requirement will require that funding be repaid to the program by the recipient. Students receiving other forms of assistance that require a post-graduation service requirement should note that these obligations are cumulative, and cannot be satisfied concurrently.
- At least a 25% match of the full tuition costs by the institution at which the student is enrolled. Students enrolled in institutions providing a greater percentage match for the

tuition will be given preference in the competitive selection process. Any dollars remaining after tuition is paid will be available for the student to use for fees, living expenses, and other costs of nursing education. An amount equal to \$1,500 of the scholarship award will be used to support costs for travel/per diem/lodging for the awardees attendance at the Leadership Training Conference (more information on the conference is listed under "Requirements").

- Candidates receiving scholarship funds through another program administered by AACN are not eligible for this award.

Individuals seeking a doctoral or master's degree in a program located outside of the state of California must meet the following criteria:

- Be a resident of California
- Sign an agreement to return to California on completion of graduate studies to serve as a faculty member
- Have a relationship with a California school of nursing that will support their leadership development activities during the program to maintain the connection to California

Support

Scholarships in the amount of \$18,000 each will be awarded in Fall 2008. Scholarship recipients in good standing may be eligible to receive continued support for a second year. To cover the cost and expenses related to the leadership conference, \$1,500 in award monies will be held in escrow for the scholarship recipients each year. Upon graduation, applicants will be expected to serve in a teaching capacity at a nursing school in the state of California for a minimum of one year for every year scholarship monies are received.

Requirements

- Assume full-time student status at the start of this award
- Be enrolled or already accepted into a doctoral nursing program (i.e. PhD, DNP) or clinically-focused master's program in nursing (i.e. MSN, MS)
- Agree to provide 6-month progress updates to AACN throughout the entire funding period, including a leadership skill assessment inventory and updates on leadership development activities
- Agree to work with an assigned mentor throughout the life of the scholarship grant
- Attend annual Leadership Training Conferences to connect with your mentor, fellow scholars, and colleagues
- Agree to complete a leadership skill assessment inventory

Criteria Considered in the Selection of Scholars

Applicant

- Potential to contribute to the advancement of nursing education
- Leadership potential
- Evidence of commitment to a career in nursing education in the state of California and to mentoring, recruiting, and retaining future underrepresented ethnic minority nurses
- Nature and extent of goals reflecting education, research and professional activities

Proposed Nursing Practice/Research

- Significance of proposed research and/or practice project(s) and commitment to improving nursing education and clinical nursing practice in California
- Quality, feasibility and innovativeness of proposed research and/or clinical education professional development plan

Mentor and Environment

- Ability to work with a mentor/advisor and commitment to continue involvement with a mentor throughout the award period
- Evidence of the school's commitment to the applicant's academic career and professional development

Monitoring & Evaluation

Awardees are required to submit six- and twelve-month progress reports to AACN for every year they receive scholarship monies. A final report will be required within three months of completing the graduate degree. Reports must include a self assessment of goal achievement and an outline of plans for the next six months. Mentors will also provide a six- and twelve-month progress report that includes assessment of student's progress. This report will include activities and strategies employed by the mentor to assist the scholar in successfully achieving goals, as well as managing barriers encountered during the reporting period. These progress reports will be the basis for continued funding. The California Endowment and AACN reserve the right to terminate or adjust future funding if the student is not demonstrating appropriate progress toward implementing his/her goals.

Applications must be received on or before **June 30, 2008**. Applications received after that date will not be accepted. Incomplete applications will not be considered. Applicants will be advised of funding decisions by mid-August 2008. Applications should be submitted to:

American Association of Colleges of Nursing
Attention: Debbie Latimer
One Dupont Circle, NW, Suite 530
Washington, DC 20036-1120

Questions? Please contact Project Coordinator Debbit Latimer at dlatimer@aacn.nche.edu.

APPLICATION PROCEDURE

The California Endowment-AACN Minority Nurse Faculty Scholarship

The following items must be included in each application. Every item listed below must be in the application packet. Incomplete applications will not be considered. **Applications must be received on or before June 30, 2008**, regardless of post-mark date. It is highly recommended that you send the application as "certified mail." Late applications will not be considered.

The application should include all of the following:

- Application Data Sheet*
- Three (3) signed references in sealed envelopes with the referees' signatures across the seals*
- One-page letter (no more than 500 words) from applicant describing 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
 - cite leadership capabilities (list example(s) on leadership opportunities)
 - cite opportunities, if any, that you have had to teach within the past 2 years
 - cite opportunities that you personally have had with underrepresented ethnic minority faculty and students
 - confirm your commitment to increasing mentoring, recruitment, and retention of underrepresented ethnic minority's with future nursing students in the state of California
- Budget Outline with signature of a financial official at your School of Nursing*
- Dean's Commitment Statement with minimum 25% matching tuition*
- Letter of Acceptance to School of Nursing (for graduate program)
- Original College Transcript (from undergraduate and any transcripts from graduate education)
- Outline Program of Study*
- Curriculum Vitae (CV)
- Goal Identification Form*
- Applicant's Signature Form*

NOTE: If you are currently attending a graduate nursing program outside of the state of California, you must provide in this application a letter of support from a California school of nursing Dean/Director that will support your leadership development activities during the program so that you may maintain your connection to California.

**Indicates forms that are attached to the application.*

Applications must be received on or before June 30, 2008

Incomplete and late applications will not be considered. Neither the California Endowment nor AACN are responsible for late applications. Therefore, you are advised to send this application via overnight, certified mail to ensure on-time delivery.

APPLICANT DATA SHEET

The California Endowment-AACN Minority Nurse Faculty Scholarship

Applicant Name: _____ Credentials: _____

Current Work Title: _____

Mailing Address: _____

City: _____ State: _____ Zip: _____

Telephone Numbers (at least one required): (H) _____

(W) _____ (C) _____

E-mail: _____

Fax: _____ Social Security Number: _____

Date of Birth (optional): _____

Race/Ethnicity - Check all that apply

- Alaskan Native
- American Indian
- Asian
- Black or African American
- Hawaiian or Pacific Islander
- Hispanic
- Other _____

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

Provide number and copy of residency card.

Reminder: You must be a California resident to apply for this scholarship.

How long have you been a California 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 do you currently have? _____

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

How did you find out about this scholarship program? _____

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

What specific degree are you seeking? _____

What is your focused area of study? _____

What is your projected graduation date? _____

Where do you plan to teach after you earn your degree? _____

CONFIDENTIAL REFERENCE REPORT
The California Endowment-AACN Minority Nurse Faculty Scholarship

TO BE COMPLETED BY THE APPLICANT:

Make three copies of this reference report to give to three different references:

1. a nursing faculty member from your undergraduate school of nursing;
2. an administrator in your clinical setting (university setting if you are currently teaching);
and
3. 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 baccalaureate 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 California Endowment - AACN Minority Nurse Faculty Scholarship. This scholarship is designed to increase the number of underrepresented ethnic minority nursing faculty in the state of California. 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** to ensure that the applicant has time to submit all materials by the June 30 deadline. (AACN must receive all application materials by June 30, regardless of post-mark date.)

REFERENCE SCORE SHEET

The California Endowment-AACN Minority Nurse Faculty Scholarship

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 the United States	
Ability as a role-model and mentor to future underrepresented minority nursing students	

Additional Comments: (up to 200 words—you may use a separate sheet of paper)

Reminder: Please return these two items to the applicant in a sealed envelope with your signature across the seal, **no later than May 20** to ensure that the applicant has time to submit all materials by the June 30 deadline. (AACN must receive all materials by June 30, regardless of post-mark date.)

Reference Name: _____ Title: _____

Institution: _____ E-mail: _____

BUDGET OUTLINE***The California Endowment-AACN Minority Nurse Faculty Scholarship**

An amount equal to \$1,500 of the scholarship award will be used to support costs for travel/per diem/lodging for the awardees attendance at the Leadership Training Conference. Provide a detailed budget on how you will use the remaining \$16,500 this year, including matching funds from the School of Nursing (SON). You must also include information about any additional scholarship, grant, or fellowship funds you currently or will receive. You may use a separate sheet if necessary.

Expense Description	Cost
Tuition	\$
School Fees	\$
Books	\$
Living Expenses	\$
	\$
	\$
TOTAL EXPENSES	\$

Income Description	Amount
The California Endowment-AACN Scholarship	\$16,500
Matching Funds from SON (minimum 25% of tuition required)	\$
Other Grant/Scholarship:	\$
Other Grant/Scholarship:	\$
Fellowship:	\$
TOTAL INCOME	\$

NOTES:

Assuming you will receive funding next year, how would you budget the \$16,500?

** Please provide official statement from your institution detailing tuition and fees for your program. Applicants must include any anticipated sources of match funding from institution. Budgets must be reviewed and approved by an appropriate official (signature below) at the proposed institution of study prior to application submission. No in-direct costs, scholarships, fellowships, grants, or loans are permitted to substitute the matching funds from the School of Nursing.*

I have reviewed this budget and agree that it is appropriate for 2008-2009. I also understand that if I am receiving other forms of financial assistance that include teaching/service requirements, these obligations are cumulative and cannot be satisfied concurrently.

Signature of Applicant

Date

Print name of official who reviewed budget

Title of Official

Signature of official who reviewed budget

Date

DEAN'S COMMITMENT STATEMENT
The California Endowment-AACN Minority Nurse Faculty Scholarship

Dean/Director's Name: _____

School of Nursing: _____

Name of Scholarship Applicant: _____

How long have you known this applicant? _____

Please initial the following:

____ I am aware that this student has applied for the California Endowment-AACN Scholarship.

____ I understand that the applicant, who is an underrepresented ethnic minority, has made a commitment to teach in a school of nursing in the state of California upon completion of their graduate studies.

____ I understand that this student will have a mentor/advisor assigned to them.

____ I wholeheartedly support this student in his/her commitment to nursing education in the state of California.

____ I will permit this student some flexibility in scheduling so he/she may participate in an annual leadership conference.

____ I am also aware that this institution is expected to provide at least a 25% match of the total tuition amount. I understand that students enrolled in an institution which provides a greater percentage match for the tuition will be given preference in the competitive selection process. Therefore, this institution will provide a _____% match of the total tuition amount.

Signature: _____ Date _____

Title: _____

OUTLINE PROGRAM OF STUDY

The California Endowment-AACN Minority Nurse Faculty Scholarship

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? _____

GOAL IDENTIFICATION FORM

The California Endowment-AACN Minority Nurse Faculty Scholarship

List at least 3, no more than 5 measurable goals that you will have for the next 12 months.

1.

2.

3.

4.

5.

Applicant's Signature: _____ Date: _____

SIGNATURE FORM

The California Endowment-AACN Minority Nurse Faculty Scholarship

Initial the following and sign below:

____ I understand that in order to qualify for this scholarship, I must be enrolled as a full-time student in a graduate nursing program.

____ I further understand that if I cannot complete my degree, then I would be responsible for paying back whatever monies have been given to me at the time of my withdrawal.

____ I agree, if chosen as a recipient for this scholarship, that I will work with my mentor/advisor that will be assigned to me.

____ I understand that I must participate in an annual leadership development conference, as long as I am receiving California Endowment-AACN Scholarship funds.

____ I will also provide 6-month and 12-month updates to AACN. These updates will include giving progress reports on completion of my stated goals and if needed, a description of the barriers in not being able to accomplish these goals. If I fail to provide these updates, I understand that my scholarship will be withdrawn immediately, and I will be responsible for paying back monies that The California Endowment has provided for my education.

____ I understand that if I am receiving other forms of financial assistance that include a teaching/service requirement, that these obligations will be cumulative and cannot be satisfied concurrently.

If you are attending a school of nursing **outside the state of California**, please read and initial the following:

____ Although I am currently a resident of the state of California, I have chosen to pursue my graduate nursing studies in another state. However, if I am chosen as a recipient of this scholarship, I understand that within six (6) months of completing my graduate studies, I must return to California to serve as a faculty member for each year that I received funding from the California Endowment-AACN Minority Nurse Faculty Scholarship. In addition, I agree to have an established relationship with a California school of nursing that will support my leadership development activities during the program to maintain a connection to California. At this time, I have identified _____ as the school of nursing with which I will establish that relationship. (Attach letter of support from the Dean/Director of this school.)

Print Name: _____

Signature: _____ Date: _____