

GNEP Scholarship Objectives Updates, September 2003

<i>Institution</i>	<i>Types of Programs</i>	<i>Diversity</i>	<i>Matching Funds</i>	<i>Recruitment Efforts</i>	<i>Leadership Activities</i>	<i>Community Partners</i>
Boston College	Traditional GNP or GCNS; RN to MSN; accelerated master's	Use the Exec Board of the MA Chapter of Directors of Nursing Admin to recruit and retain students of diverse background; emphasize diversity, current enrollment 13.8% minority	School of Nursing, Dean's Fund	Recruit RN/BSN already in LTC; partnered with Exec. Board of MA. Chapter of the DON Administrators ion Long Term Care -- (DONs will identify diversified candidates, offer per-diem/on-call positions or LOA)	Jesuit Institute of Aging interdisciplinary book / manuscript review; annual lecture with gero nursing leaders; clinical / research experience; ETT; wide array of clinical sites (dementia unit, hospice)	Partnerships with clinical agencies and LTC facilities to provide high quality clinical experiences
March 2003	awarded 2 of 3 scholarships (still recruiting for RN to MSN)			as above + recruit AD RNs from community colleges	Students have been assigned a faculty mentor; networking with Jesuit Institute of Aging (Aging Colloquia series); build upon 11/02 Leadership Conference topics thru year	Partnering through DON group
Sept 2003	Awarded 3 of 3 scholarships	recruited third student; ethnically diverse; will enroll in RN / MSN program - begins master's course work in Spring 2004				1 student precepting with palliative care nurse and GNP; other student precepting with LTC GNP
Case Western Reserve University	GNP; GCNS; dual GNP/GCNS; post master's	Director of Multicultural Affairs added to SON staff	SON endowments; SON operating funds, Hearst Foundation	Recruit from cities w/ significant minorities; ads / program announcements to facilities and specialty orgs;	Leadership Mentor Program (pair student with community gero nursing leader); Geriatric Nursing Quality Scholars Program (city-wide CQI project experience)	Partnerships with long term care facilities, in-home mental health service settings

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March 2003			No plans to approach clinical agencies for matching funds	Recruit from NH and Clinics w/ large % of older adults; recruit from BSN (senior elective in geriatric nursing); allnursingschools.com	Florence Cellar Conference on Health Aging (CWRU Center on Aging & Health); lunch meetings w/ faculty and experts in gero and QI; Dinner w/ faculty and post-doc scholar at GSA	Maintaining support and communication with current partners; expanding to include SNF/Rehab facility with strong QI program
Sept 2003	Awarded 4 of 11 scholarships; moved all core masters courses into a distributed learning environment for week-long intensive experiences to attract working professionals			Mailings to local and regional facilities; identified potential students while surveying institutions that care for older adults.	Opportunities to participate in system-wide QI and implementation of best practices.	Hospice, Alzheimer's care, dialysis mgmt;
Duke University	GNP; post-master's	Focus on students in rural North Carolina	SON Annual Fund (alumni donations)	Recruit non-nurses w/ BS into accelerated program; recruit at Nat'l gero conferences; distance-based recruitment	Assign faculty advisor; structured interdisciplinary mentoring; opportunities to participate in research and demo projects; weekly Geri Grand Rounds; lunch series at Aging and Care Nursing Research Center	Affiliations with education, research and service centers (for example: Duke Aging Center; assisted living communities; VA's Geriatric Research, Education and Clinical Center)
March 2003		NC Area Health Education Center Network; Southern Regional AHEC; Southeastern NC Nursing Consortium RN to BSN program	May eventually join with LTC sites for mutual grant seeking to underwrite costs of clinical faculty salaries / demonstration project costs	Use diverse faculty to recruit; increase faculty visibility with clinical partners in rural areas; direct mailed informational brochures to prior inquiries; info session in eastern and western rural parts of state	Students will work on faculty-led clinical practice improvement projects; Students are notified of leadership activities; encouraged to partner w/ other students on assignments; attend GSA w/ faculty	LTC Consortium (DU Palliative Care; MRO of NC for quality care initiatives; partner with key leaders in gero thru joint grant-seeking activities; broad range of clinical sites w/ QI focus

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Sept 2003	Awarded 10 partial scholarships, rather than 8 full scholarships	Duke has increased its percentage of enrolled minority students from zero percent in 2001, to 14% in 2002 (2 of 14 students), to 30% in 2003 (5 of 17 students).		Offering the on-line gero elective course, Interdisciplinary Care, has attracted FNP students who are considering a double major in gero nursing; 17 students are currently enrolled, demonstrating a 31% enrollment increase from the program's pre-grant average of 13.	Hosted Leadership Colloquium in April 2003, to include sessions re: policy and seminars by nursing leaders in gero	Targeted add'l LTC providers through grant seeking activities in response to Nurse Reinvestment Act; expanding interdisciplinary partnership activities with the geriatric medicine division and PA program. Testing GNP mode in continuing care retirement com
Emory University	GNP; post-masters	Large percentage of minority students currently enrolled in the SON (30%)	SON Dean's Fund	Recruit from southeast US;	Interdisciplinary Emory Center for Health in Aging (research); Georgia Geriatrics Society; faculty leaders as role models; mentoring	Partnering with a multi-center geriatric complex and a long term care nursing home
March 2003	encouraging students to take gero in conjunction w/ specialty; awarded 1/10 scholarships	Outreach to BSN programs w/in 200 miles, focus on those with high minority students	Discussed with Evercare their possibility of providing tuition reimbursement for select employees based on length of service, quality of service; program may include a "pay back" period; courtesy scholarships from Emory Healthcare system	Open Houses; follow-up w/ inquiries; faculty presentations to area healthcare facilities; recruit from BSN program (interest groups, gero summer extern program); recruit from Emory Health gero settings; target FNP/ANPs for gero post master's; allnursingsch	Student has interest in research so will foster this area; Invite students to Georgia area meetings / networking	Target major employers of Geriatric APNs; partners are providing flex time for employees to attend courses, and/or scholarships in return for work after graduation
Sept 2003	Awarded 3 of 10 scholarships	Emory has almost 50% African-American students enrolled in the GAPN specialties.		Enhanced website; all inquiries receive personal reply		Have additional community funding to provide 3 nurse externships for BSN students (hope to recruit to MSN);

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George Mason University	GNP; RN – MSN	Emphasize enrollment of males and minorities	Grant and scholarships	Gero web page; gero brochures at Nat'l meetings; open houses;	Weekly geriatric seminar; Gero student Association; geriatric newsletter; Careers in Aging conference; brownbag lunch w/ community leaders	Partnerships between education and practice settings, including law enforcement agencies, emergency medical personnel, and the GMU School of Law
March 2003		sent announcements to regional Historically Black Colleges and Universities		SON website; gero web page; ads in regional nursing newsletters; regional listservs; flyers at local hospitals / nursing association meetings; Student Nurse Association roundtable discussions featuring gero APN careers;	Leadership seminar; Plan to revive Gero Student Nurse Association	LTC, senior centers; partner with hospital in-patient unit that is providing in-kind lectures and field trips; partner with employee health units
Sept 2003	Awarded 7 of 8 scholarships			Critical Updates program displayed on school gerontology website - led to inquiries regarding program and enrolled 5 new students. GMU increased its GAPN enrollment to 10 students in 2003, a 400% increase from its pre-grant average of 2 students.		Students planned and presented continuing education program, Critical Updates in Gerontology for Academics and Professionals, co-sponsored by Washington Area GEC
Long Island University	GNP	Ethnic diversity; currently large minority population (85.1% minority students)	SON tuition remission for those working as graduate assistants	Recruit from LTC, RNs already working with older adults; investigate potential for on-site courses		Link with community based settings and long-term facilities for clinical practicum sites

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March 2003				Offer 2-day CEU program to staff nurses at local hospitals as a way to introduce nurses to advance studies in geriatrics.	Assist in the development of a multidisciplinary course(Assessment and Care of Older Adults) for students in the health sciences; students will develop paper or presentation and submit to Ethnogerontological Institute summer seminar.	Using 2-day CEU offering as way to build community partnerships; working with organizations to take RN to BSN and MSN program to facilities that want a cohort of nurses to attend classes, at their facility.
Sept 2003	Awarded 1 of 3 scholarships	100% of enrollees are minority students.		recruiting from undergraduate program and from hospitals in Brooklyn that hire minorities; from pre-grant period to fall/03, increased its enrollment from three to six students, a 100% increase.	Student working with faculty and clinical community mentors on a steering committee to review gero content in all programs / make recommendations for improvement; networking, developing surveys, focus interviews	LTC facility that employees ANP for physicals, administration; primary care and gero clinics
Northeastern University	GNP		Stipend graduate assistantships; Boston University School of Medicine is providing financial support	Ads in minority nursing publications, minority nursing associations; ads at Nat'l meetings	Combine 2 specialties(acute care NP w/ specialty in gero); Research practicum (40 hours as research asst); participation in committee for community outreach activities	Expand relationship with VA's Geriatric Research, Education and Clinical Center as a future site for clinical and practicum placements
March 2003				Sent flyer to LTC and SNF in urban areas; ads in national professional and minority nursing journals; ads/info sessions at local/regional minority nursing association meetings	Students will work as research assistants with faculty; participate in Caregiver Support program (for minority caregivers); meet with high school students to discuss careers in nursing	Solidify relationship with VA; Begun partnership with urban health center to implement geriatric assessment clinic; partner with Caregiver Alliance of Boston (target AA and Latino caregivers)

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Sept 2003	Awarded 3 of 4 scholarships	Three of the school's six 2003 grant scholars (50%) are African American.		Flyers sent to Nursing Homes in New England area; posted program and scholarship information on SON website; all prospective students to acute care NP program were notified of GNP scholarships; between fall 2002 and fall 2003, enrollment in the geriatric APN programs surged by 200%, from 2 to 6 students.	active participant in implementation of Caregiver program; recruited subjects for research study; participated in health fair; developed educational flyers	Developed and implemented Caregiver Program for urban, minority caregivers of older adults; partnerships developed with community centers, Center for Community Health Education and W. Street Health Center
Oregon Health and Science University	GNP; GCNS	Develop Diversity Outreach Program, a \$1.4 million effort aimed at support activities for underrepresented populations including internships, mentorships, and scholarships; will attempt to secure funding	Hearst Endowment, SON Excellence fund (alumni gifts), contributions from health agency community partners, and SON planned \$5 million in endowed nursing scholarships	Recruit students from undergrad gero courses;	Involvement in professional activities; Best Practices noon lectures (researchers, policy makers, agencies); link with GNP/GCNS alumini and clinical adjunct faculty	Health agency community partners (for example: VA medical centers, health care systems)
March 2003		Recruit from AD programs; participate in community events to target minority and disadvantaged youth populations; hosted students from Howard University	Cost-sharing with clinical agencies for clinical faculty	Highlight gero program, role of gero APN and scholarship support through career fair, web site, SON open info sessions, allnursingschools.com; display info tables at NSNA, NBNA, NAHN, WIN conferences	Faculty / students to attend GSA; each faculty takes 1 -2 students at meeting for leadership/mentoring; students invited to CGNE meetings; networks, socials with faculty/students; students attend regional CNS/NP meetings	Partnered with Community College Health Care Professionals Club; formed Gero Nursing Education Coalition to host annual meetings with regional SON; appointed faculty liaisons in SNF, LTC/PACE, retirement community; cost-sharing for clinical faculty

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Sept 2003	Awarded 9 of 12 scholarships			Targeted mailings; advertised through alumni weekend activities; greater emphasis is being placed on personal visits to potential students, agencies, SON, personal contacts with employers; their enrollment of 15 students in Fall 2003 represents a 275% increase from its pre-grant enrollment average of 4 students.		Developed partnerships with 2 new retirement care facilities
Radford University	post-master's certificates (5 GNP, 5 GCNS)	Focus on rural and underserved areas of Appalachia; Radford is only gero program within 40 miles	Waldron Geriatric Nursing Fund; Medical Facilities of America	Expand advertising (minority journals and associations; regional specialty organizations);	Develop Gero Education Mentoring program (GEM); CON 1-day gero conference (students will present and conduct workshops); link with Center for Successful Aging	Partnerships with three centers on aging and with medical facilities, including long term care facilities
March 2003				Ads as above and in local papers; word of mouth; inform local nursing schools; recruit interested students from required undergraduate gero course	Mentoring lunch at GSA meeting with gero nursing leaders; attend Aging Conference; participate in community screenings and outreach programs; co-author articles for publication; assist with undergraduate lectures and presentations at senior centers	Partnering with NHs that would be interested in hiring students; build partnership through undergrad gero visibility; develop Center for Successful and Healthy Aging

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Sept 2003	Awarded 6 of 10 scholarships	50% of recipients of scholarships are African Americans (2 of 4).	Matching funds from many corporations in the local and regional areas	Additional private funding mechanisms increased GAPN enrollment by 50%, from its pre-grant average of 4, to its 2003 enrollment of 6.	2 students studied over the summer with mentors they met at the Leadership / GSA meeting; 2 students published in a local newsletter; 1 student submitted an abstract for poster presentation; all students presented posters at local STT meeting.	Corporations in local area are providing matching funds for scholarships; wide variety of clinical sites (Alzheimer's Disease Association, pharmaceutical companies, Center for Health Aging, etc)
Rush University	GNP ; GCNS; post-master's	Emphasize ethnic diversity; success in recruiting male students (21.1% minority students)	Rush-Presbyterian-St. Luke's Medical Center	Local, regional and national nursing and health care conventions; open houses; advertisements in minority journals; hospital recruitment; recruit from undergrad and accelerated programs	Students assigned faculty advisor and community mentor; attend 1/4ly meetings of local and regional GNP associations; CON summer research series; use alumni as preceptors	The Medical Center partnership (Rush / St. Luke's)
March 2003		Targeted mailing to minority and male graduates of Rush University College of Nursing	Rush-Presbyterian-St. Luke's Medical Center is supporting GCNSs through matching funds	Published article in Nursing Spectrum that addressed need for APNs in gero nursing; ads for scholarships on website, e-mails to all RNs working in Rush system; flyers at Chicagoland conferences; solicit recommendations for students from hospital leaders	Gerontological activities at medical center; monthly gero grand rounds; geriatric interest group; quarterly meetings of gero APNs	Rush-Presbyterian-St. Luke's Medical Center is interested in improving care of older adults, thus is developing and supporting gero CNSs through matching funds
Sept 2003	Awarded 1 of 6 scholarships			Between fall 2002 and fall 2003, enrollment in GAPN program increased by 75%, from 4 to 7 students.	Assign mentor to guide students through clinical experiences and leadership opportunities; will attend Chicagoland Gerontological APN meeting;	

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Seattle Pacific University	GNP; post master's; RN to MSN	Aim recruitment efforts at Ames Scholarship recipients (undergraduate minority students)	Community partners (e.g. Retirement Community, medical center)	Recruit nurses in NICHE program; Ames; joint mentoring of nurses recruited from minority nursing association; recruit from consortia of Christian colleges	Geri Grand Rounds; internships at faculty practice PACE site; mentor beyond graduation; community matching funds in return for post-grad work commitment	Partnering with multiple medical centers and retirement communities
March 2003			5 partners providing all matching funds	Recruiting nurses from Community Partner / SON Advisory Board member sites; developed recruitment packets/flyers for partners; DONs at partner sites identifying diverse qualified applicants	GSA; partnering agencies are mentoring master's students during internships; scholarship student's enthusiasm for gero prompted 5 other students in her research class to choose a geriatric focus for their project	5 partners providing matching funds; visibility of partners has stimulated other facilities in community to provide financial support / internship opportunities for students
Sept 2003	Awarded 5 of 7 scholarships			First scholar has been recruiting additional students from her institution - led to applications from 6 individuals, of which 4 were awarded scholarships; experienced a 300% increase in geriatric APN enrollment, from its pre-grant average of 2 students, to its fall/03 enrollment of 8 students.		Partners are actively recruiting for additional employees to apply for program
University of California Los Angeles	traditional (GNP or GCNS); 2 RN to MSN	Developed an advanced class in Medical Spanish, a Diversity Workshop (cultural sensitivity); participate on Community Boards	Endowed scholarship funds	Work with SON minority Advisory Boards; recruit students from LTC settings	Faculty advisors; mentored research; professional networking with alumni; Gero Grand Rounds; student participation on community boards	Clinical and research partnerships (for example: Veterans Administration Medical Center; Academic Geriatric Resource Center at UCLA; end of life care organizations)

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March 2003		Visited over 15 community colleges whose student population is primarily underrepresented minorities	Healthessentials (SNF, assisted living, home health) providing stipend for student's selected to work/preceptor in last quarter of the APN program; student will work for corporation after graduation	Targeting community colleges; SON undergraduates at UCLA; youth groups through magnet medical school		National corporation with SNF, assisted living, home health agencies is providing stipend for student's selected to work/preceptor in last quarter of the APN program; student will work with corporation after graduation
Sept 2003	Awarded 4 of 4 scholarships			Visit community colleges; college fairs. Have tripled the number of students enrolling from the undergraduate program; recently implemented dual CNS/NP program in gerontology	Students participate in screenings and assessments at senior centers through the Partners in Care program; 2 students presented posters at UCLA research Conference on Aging; submitted abstracts for AAN	Community partner provides stipend for one student last year; student was subsequently hired by the corporation; will fund 2 students this year. Clinical sites include Partners in Care Foundation
University of California San Francisco	GNP; GCNS; MEPN	Developed new curriculum designed to meet the needs of nurses working in long-term care (nurses primarily from ethnic groups that are under-represented in advanced practice nursing) and the master's entry program	Dean's Fund, looking for community partners	Partner w/ LTC facility for recruitment, education off-campus; recruit locally and nationally (ads, meetings, booths); summer undergrad internship program for ethnically diverse BSN students	Faculty mentors; networking with doctoral students; interdisciplinary research / practice; exposure to APN role models; Geri Grand Rounds; Use alumni as preceptors;	Continued partnership with Laguna Honda Hospital; initiate partnership with other long-term care facilities

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March 2003		Target nurses from culturally diverse backgrounds who are already employed in LTC			Mentor students throughout the program (computer literacy, presentation skills, business etiquette, etc); attend meetings / joined Sigma Theta Tau chapter; encouraged to attend specialty meetings and seek office in student associations; joined GSA	Highlight successful LTC/education partnership to develop communication w/ other area facilities that are not current clinical partners; consider developing interdisciplinary training opportunity w/ Elder Care Alliance and UC, Berkeley
Sept 2003	Awarded 6 of 6 scholarships	Newly appointed Dean of Diversity and Recruiting; of the 39 geriatric APN scholars, 16 are from underrepresented ethnic groups (41%).		Faculty held information sessions off campus in centers that employ a large number of nurses in LTC; PI appointed to school-wide recruitment and retention committee; from its pre-grant enrollment average of eight students to its fall/03 enrollment of 39 students, school demonstrated a 387% increase in geriatric APN program enrollment (increase of 31: 31/8= 387).	Weekly seminars for students in mentored program (computer skills, leadership skills, etc)	Partnership with Joint Medical Program at UC - Berkeley (training site at two continuing care retirement centers)
University of Illinois at Chicago	GNP; GCNS	Emphasize ethnic diversity (15.2% minority students)	Research assistantships funded through NINR, CON scholarships	Mentor / incentives promising BSN students; advertise on website; waive GRE for high GPAs; distance learning; accelerated MSN;	Ability to match educational format w/ student learning style (class, on-line, etc); faculty research; encourage membership in professional organizations; networking	Partnership with the Carle Foundation including inpatient, outpatient, home care, hospice services, long-term care, and a retirement center; additional partnerships with other medical centers and long-term care facilities

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March 2003				Individual faculty presentations at area health facilities; school information session; web page	GSA networking; students encouraged to assume leadership in incorporating best practice / research into clinical rotation site; 1/2 day seminar: expose students to GNP careers and successful practicing GNPs in area; planning public policy symposium	Offer incentives for clinical sites/preceptors (access to campus facilities and programs, honoree reception, etc) Partnering w/ specialty sites (podiatry, cardiology, respiratory); assisted living; Alzheimer clinic; senior center; GNP rounding service
Sept 2003	Awarded 3 of 4 scholarships	Grant supported geriatric APN scholars include 66% minorities.				
University of Maryland	GNP; GNP/Managed Care; GNP/Oncology	Alliance for Building Careers in Nursing (recruit males, students from disadvantaged backgrounds); outreach program via distance learning	Scholarship fund	Recruit BSNs from older adult practice settings; recruit regionally / nationally by promoting distance learning option; SON website; association meetings; distribute SON info to applicable facilities	Mentorship program with alumni; assist students in managed care option w/ development of business plan (APN entrepreneur); participate in research; community health fairs; faculty practice exposure	Partnerships with managed care models providing long term care; also potential partnerships with a senior housing program and Nurse Practitioners and Consultants, a private org which provides GNPS to nursing homes upon request
March 2003				Ads in major metropolitan newspapers; web site; ads in nurse journals (Spectrum, Minority Nurse, Advance); information sessions; Open House; posting in school lobby; testimonials from master's students / gero in new ad campaign	GSA meeting; through Alliance for Building Careers in Nursing, GNP students mentor undergraduates, subordinates (eg mentor nursing/medical students in hospice care for older adults and nursing assistants to develop care plans for LTC residents)	GNP role development in Prison Health Services; Urologic Oncology practice; continuing care retirement community faculty practice

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Sept 2003	Awarded 4 of 7 scholarships			Advertising in major metropolitan newspapers; School and scholarships featured in special advertising employment section, "Gerontology Specialists in Demand;" personal touch is a strategy for all contacts regarding information sessions		GNP/Oncology specialty master's student is working with urological oncology service and inpatient hospice program; another student worked with prison health system
University of Michigan	RN to MSN; GNP or GCNS; post-master's	Recruit students of diverse ethnic, cultural, gender and geographic diversity (6.7% minority students)	Endowment/scholarship funds	Recruit second career RN to MSN; website; mailings/announcements; recruitment fairs;	Faculty mentor; students will identify state or national initiative in gero, link to related leaders, consult with group, publish contributions; Geriatric Interest Group; internships in health policy and aging; University-wide interdisciplinary interactio	Expanding relationships with area community colleges
March 2003		After internal efforts, will then focus on schools that have articulation agreements with undergraduate program		Increase visibility/attractiveness of gero nursing within SONI; notified all SON offices of goals/scholarships; referrals from SON addressed by 1:1 discussions with gero PI; fast track interested undergrad students into APN; follow inquiries over time	involve students in faculty research; set expectation and mentor for publication; informal faculty mentoring (lunches, open door policy); cohort and "gerontology group" socialization at all levels; faculty-sponsored activities at GSA	

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Sept 2003	Awarded 4 of 7 scholarships			Host open houses; post information on website; formed a Geriatric Interest Group for undergraduate and graduate students; enrollment in geriatric APN programs jumped by 50% from fall/02 to fall/03, from six to nine students.	Established annual invitational Gerontological Nursing Leadership Conference; attend and participate in the Geriatric Nursing Interest Group;	
University of Minnesota	GNP; GCNS	Emphasize recruitment of native Americans and Alaskan Americans through the Bridge Program	6 Community Partners; procured funding from clinical agencies that hire geriatric APNs	Target BSN students; recruit through nursing conferences, monthly info sessions; website; use community partners to target scholarships for nurses with demonstrated interest and potential	SON Spring Research Day; student members of Center for Nursing Research on Elders (CARE); attend Applied Aging Seminars;	Procured funding from clinical agencies that hire geriatric APNs; partners fund scholarships, provide preceptors for the students, and hire scholarship recipients post-graduation; partners include hospitals and senior health service centers
March 2003		Highlighted gero specialty / scholarships in Bridge Program brochures		Recruit with assistance of agencies that offered to provide matching support (these are agencies that precept, recruit and hire graduates). Focus on retention by offering either a 2- or 3-year program	Connect students with other geriatric activities at the University (Applied Research Seminar by UM Center on Aging; Center for Nursing Research on Elders); attend VA GRECC lectures; 1 student is a research assistant	1 partner is providing matching funds for the student the agency wants to sponsor; another is giving traineeship dollars for 12 hours per week of student clinical at site; partners attend school celebration and are recognized for contribution
Sept 2003	Awarded 11 of 18 scholarships (to students already enrolled)	Successful recruitment of diverse students (4 ethnically diverse students enrolled; 1 enrolled provisionally)		Program filled to capacity; program experienced 33% enrollment increase from fall/02 to fall/03, from 21 to 28 students.	Students participated in the SON Research Day; one student co-authored submission of an abstract to GSA (accepted as poster presentation)	matching community agencies are sponsoring GNP/GCNS students; recruiting additional sponsors for matching funds in addition to returning partners

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University of Pennsylvania	GNP	Commit to further develop and strengthen relationships with Historically Black Colleges and Universities for targeted recruitment efforts	SON grants and scholarships	Target BSN and second degree students; recruit undergrads from institutions what do not have gero APN program; Minority Faculty Mentoring program	Faculty mentor during school and 1 yr post-graduation; partner w/ Penn Gero Nursing consultation service; link with CGNE programs (research, faculty practice); attend Reimbursement Conference for APNs	Partnership with Hartford CGNE at Penn; liaison with other schools in joint minority student exchange programs; work with long-term care facility and hospice
March 2003		Developed comprehensive minority school of nursing directory; mail recruitment informational materials to the deans of those schools of nursing	Partnered with Oxford Foundation who will provide match requirements	Internal linkages with CGNE and SON financila aid and academic services to recruit undergraduates and interested graduate students into gero APN program; SON open house; website includes photos of scholars to promote initiative	GSA meeting; monthly structured mentorship with faculty advisor; added students to Aging listserv to receive announcement of seminars, etc; summer clinical placements with Geriatric Nursing Consultation service (PACE, LIFE programs);	partnered with Penn Hampton University in a grant to increase minority recruitment
Sept 2003	Awarded 4 of 6 scholarships	One minority student was selected as scholarship recipient.		Include scholarship info with regular SON recruiting materials; website updated with scholarship information; mailed materials and informaton to 30 schools of nursing with significant minority population; geriatric APN program demonstrated a 75% enrollment increase from its pre-grant average of 4 to its 02 enrollment of 7. Enrollment more than doubled (increased by 130%) in fall of 03, from 7 to 16 students.	Monthly faculty 1:1 mentoring with students in addition to guidance provided by assigned faculty advisor;	clinical affiliates include VA Nursing home, Rehab center and internal medicine clinic

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University of Rhode Island	GCNS	Implement Multicultural Center (increase diversity, improve understanding among student body); Graduate School minority student outreach program	Federal Traineeships, URI Graduate Assistantships	Recruit from Historically Black Colleges and Universities; minority and Nat'l associations; personal contacts with gero APNs; recruit from schools with no graduate nursing programs	Teaching students entrepreneurial skills; require service commitment of 40 hours per year for 2 years; annual dinner/networking for GCNSs; networking via internet; collaboration w/ RI GEC;	Partnering with CareLink (includes nursing, assisted living, mental health and home care facilities); RIGEC (offers gerontological education for health care professionals)
March 2003	GCSN; gero-psych CNS			Marketing/recruiting committee; RI Black and Hispanic Nursing Societies; informational meetings for undergraduates; emphasize grad programs at recruiting events; distribute flyers; hospital partners recruit and encourage employees to continue education	Attendance at RIGEC meetings and workshops; GSA	Also partnering with 2 community hospitals for clinical sites, preceptors. Hospitals provide tuition reimbursement
Sept 2003	Awarded 4 of 8 scholarships			Increased its geriatric APN enrollment by 300%, from its pre-grant average of 2 to its fall/03 enrollment of 8.	Mentoring with RIGEC interdisciplinary activities; leadership practicum with Hospital Nursing VP who is also a GCNS; other students are precepting with GCNSs in a magnet hospital and a community hospital	

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University of Texas Health Science Center at San Antonio	GNP	University is a federally designated Hispanic serving institution (30% Hispanic students in the graduate nursing program)		Flexible distance education; established advisory board (w/ community participants); career and transfer fairs; partner w/ community colleges, minority universities, high schools; media articles	Aging Research and Education Center; South Texas GEC; interdisciplinary collaboration within University (Medicine, Allied Health); faculty practice; mentoring program for minority students	Partnerships are anticipated with long-term care facilities
March 2003		Target high schools in underserved areas to introduce students to college, to nursing and to gerontology; partner with community colleges with large AA and Hispanic populations to facilitate progression from ADN to BSN, MSN	Ewing Halsell Foundation, V.F. McNutt Foundation, and Leroy Bates Estate (prior donors to SON with an interest in aging population and student scholarships	GNP website , brochures; newsletter to faculty, community organizations, health care facilities, and potential students; on-going individualized contact with inquiries; graduate courses offered to accommodate working persons	Leadership/GSA	Partner with Universities and Community Colleges for transfer/articulation agreements; 3 partners providing matching funds; various clinical sites, to include national companies that hire NPs to provide primary care in LTC (Health Essentials, Geriatric As
Sept 2003	Awarded 6 of 5 scholarships			Personal visits to a wide array of community sites (military hospitals, VA, Dept of Health regional nurses meeting, preceptor conferences, high schools, etc); open houses, personal contacts	Students hold memberships in professional organizations (eg ANA, SANAP, GSA); hosted community educational activities	
University of Washington	GNP	Plan to recruit and enroll students of color, male students and students who plan to practice in rural and underserved settings	SON Scholarship Fund, Private Donor, Community partners, de Tornay Center	Local media publications; SON web site; brochures; Nat'l conferences; ads on clinical sites internet venue; undergrad students	Advance practice nurse-led clinics; 2 advisors (faculty, community clinician) meet w/ student 1/4ly to review progress, dialogue re; aging issues; mentor student to present/publish master's thesis	SON's Capital Campaign, linking with multiple private donors interested in health care, nursing and gero

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March 2003			Identify mutual interest and build relationships with influential individuals in the retirement communities; donations to deTornay Center for Healthy Aging	Work closely with SON admissions to promote program; individually coach/support interested persons throughout application process; target BSN students; website; improve promotional materials	Leadership/GSA; monthly seminars on leadership, research, practice, to include web-based seminars	Partner with 2 retirement communities, ERA Care and Park Shore to focus on health promotion, wellness. Identify mutual interest and build relationships within retirement communities; initiated discussions with NICHE hospital
Sept 2003	Awarded 4 of 5 scholarships			Geriatric APN program enrollment increased by 114%, from 7 as the program's pre-grant average, to 15 students in the fall of 03.	Graduate seminar series on healthy aging and geriatric research;	
Wilkes University	GCNS; RN to MSN	Plan to enhance cultural, ethnic, gender diversity	Tuition coverage and assistantships, off-campus indirect cost reduction on tuition	Encourage advanced study for RNs already working w/ older adults -- offer courses off-site at convenient times/location	Networking w/ APNs; attend conferences; variety of care settings; participation in APN political issues (eg reimbursement);	Possible partnerships with practice sites
March 2003				Personally delivered flyers announcing scholarship program to area facilities; discussed program w/ agency nurse leaders	GSA	LTC DON supportive of graduate education; provides classroom space, instructional technology, tuition support for employees and adjusts employee schedule so student can attend classes
Sept 2003	Awarded 6 of 6 scholarships			Fairs, workshops and seminars	Networking with gero APNs in local area	ongoing support of LTC DON

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Yale University	GEPN; RN to MSN	Yale-Howard Scholars Program (partnership between research university and colleges w/ large minority populations)	Operating budget, endowment, SON (Dean's alumni fund)	Attend graduate fairs; direct mail; info meetings; regional/Nat'l SNA meetings; recruit from other schools that have no grad program	Pepper Older Americans Independence Center (faculty practice); alumni as preceptors (benefits for preceptors eg library privileges, campus events); research opportunities; networking	Partnerships with local community hospital; collaborative effort between multiple universities and the Mather Institute to develop a cadre of geriatric nursing knowledge; exploring partnership with a community center for Hispanic elders
March 2003		Target underrepresented groups through attendance at Hispanic and Black Nurses Association meetings		Encourage faculty, students, alumni to identify persons who would be good potential students; follow-up with phone calls, literature	GSA	Work on strengthening existing partnerships and looking for opportunities to develop new partnerships; work with assisted living facility for APN transitional care.
Sept 2003	Awarded 4 of 4 scholarships			Educated faculty so that they could recruit from clinical sites; published article in Nursing Spectrum;	2 students studied falls in local VNA / Care-Link system, analyzed data from epidemiological perspective and presented data to VNA admin; will work to develop systems to reduce incidence	VNA, Care-Link