

**BAGNC**  
Building Academic Geriatric Nursing Capacity

A Program of the Hartford **Geriatric** Nursing Initiative

# **BAGNC**

# **Program Orientation**



*Coordinated by the American Academy of Nursing*

# Building Academic Geriatric Nursing Capacity (BAGNC) Program

## AN OVERVIEW

### Background

In 2000, through funding from the John A. Hartford Foundation of NYC, the Building Academic Geriatric Nursing Capacity (BAGNC) program was established at the American Academy of Nursing. The goal of this innovative program is to increase the number of geriatric nursing faculty, researchers and leaders. The original grant-funded program included five Hartford Centers of Geriatric Nursing Excellence (HCGNEs) in top ranked schools of nursing, predoctoral and MBA scholarships, fellowships and leadership development programs.

As the first Program Director, Dr. Claire Fagin lead this initiative which is now recognized — nationwide — as the desired model for building scholarship, fellowship and leadership capacity within a field. As a result, two new funding partners, the Atlantic Philanthropies and Mayday Fund, added their financial and expert support to the program.

Beginning in 2005 Patricia Archbold, DNSc, RN, FAAN assumed the role of Program Director and set forth strategies to enhance and expand the original goals through a plan titled *Three Keys to Better Nursing Care for Elders: Better Research, Better Education and Better Practice*. Within one year, Evercare, a subsidiary of UnitedHealth, joined the program as a partner supporting scholarship, leadership and research activities.

In 2007, the Hartford Foundation funded four additional HCGNE's across the country.

Under the auspices of the American Academy of Nursing and managed by Patricia D. Franklin, MSN, RN, the BAGNC Coordinating Center intersects and collaborates with other programs under the Hartford Geriatric Nursing Initiative (HGNI) including the Hartford Centers for Geriatric Nursing Excellence (HCGNEs), the Geriatric Nursing Education Project, and the range of initiatives led by the NYU College of Nursing Hartford Institute of Geriatric Nursing.

A unique feature of this program is the independent evaluation program now led by Dr. Shoshanna Sofaer of New York University's Baruch College.

### BAGNC's Funding Opportunities

Each year, the BAGNC program accepts applications from individuals who meet the following criteria: have completed an undergraduate nursing program, passed RN licensure exams, are citizens of the US, and are interested in two-year grant-funded scholarships or fellowships. As of March 2008, the program has funded 104 predoctoral scholarships, 4 MBA scholarships, and 70 fellowships. During the course of this project, 35 states and the District of Columbia boast either BAGNC scholars, fellows or alumni.

**Predocctoral Scholarships:** This program is designed to support 2 years of doctoral work for nurses committed to careers in academic geriatric nursing. The program offers support for tuition and fees and up to \$30,000 in stipends for each of two years for a total of up to \$42,500 per year.

**Claire M. Fagin Fellowships:** This fellowship program provides \$60,000 of support for each of 2 years of advanced research training and mentorship designed to assist doctorally-prepared nurses committed to faculty careers in geriatric nursing.

The Mayday Fund provides an *additional* \$5,000 award to selected candidates whose research includes the study of pain in the elderly.

## BAGNC Goals and Objectives

As the BAGNC program has grown, so has its goals and objectives. The goals for the 2005–2010 grant term include:

- Increase the cadre of well-prepared academic geriatric nurses.
- Build leadership capacity in academic geriatric nurses.
- Build interdisciplinary research competencies in academic geriatric nurses.
- Maintain coordination of the centers of geriatric nursing excellence, and foster collaboration among all Hartford Foundation geriatric-nursing initiatives by stimulating and supporting cooperative research, education, and practice initiatives.
- Support dissemination of activities and findings from the Building Academic Geriatric Nursing initiative.
- Facilitate the inclusion of the new HCGNEs as partners within the BAGNC cooperative.

## Looking Forward

As the BAGNC program begins its eighth year, it is evident that the benefits have exceeded original expectations. In addition to supporting the academic success of each of the grantees, the program also fosters increased awareness about the priority for faculty, researchers and clinicians with specific expertise in geriatrics and issues related to aging, and the capacity to support this initiative. Because of the unique intersection with other Hartford-funded initiatives, the BAGNC program has also encouraged and facilitated collaborative and collegial support to enhance the science, the practice and the policies that lead to improved quality of care and quality of life for older adults.

While these are notable accomplishments, more importantly these efforts have produced tangible resources: larger numbers of geriatric nursing faculty; strengthened geriatric nursing leadership through regional networks; nationwide improvements in elder care through collaborative Hartford Centers of Geriatric Nursing Excellence (HCGNEs) initiatives; expanded geriatric nursing capacity through new partnerships; and increased awareness of geriatric issues and best practices through dissemination of this work. These resources offer the promise of a brighter future for geriatric nursing.

A new initiative titled the Nursing Home Collaborative is a joint effort among Hartford Centers of Geriatric Nursing Excellence that will improve care of nursing home residence and includes BAGNC scholars, fellows, alumni, mentors and leaders.



## BAGNC MENTORS: YOUR ROLE

A key factor in the successful completion of the BAGNC scholarships and fellowships is the requirement that all candidates identify and partner with a mentor during the course of their program. Mentors serve as role models, advisors, coaches, and facilitators to their mentees and sustain them over the course of their programs, as well as identifying additional opportunities to learn, to network, and to partner in improving the care of older adults. Mentors must possess experience and expertise in geriatric nursing, as well as strong leadership skills in clinical or academic arenas, depending on the goals of the applicant.

While some 2008 mentors have served as mentors in previous cohorts, others are new to the initiative. We encourage all mentors to participate in the following orientation and mentorship activities planned in 2008.

- Orientation Conference Calls to be scheduled in late August and early September
- Orientation Breakfast at the 2008 Leadership Conference
- The Mentor — Mentee Relationship session at the 2008 Leadership Conference

Assuming the role of mentor is no simple task and we applaud the commitment of mentors past and present. Your support and expert guidance benefits the scholars and fellows in accomplishing their individual goals, and also contributes to growing the core of clinicians and researchers committed to excellence in geriatric nursing.

We want to make this a positive experience for each of you, and welcome your questions, concerns and suggestions. Please feel free to contact Pat Archbold, Program Director, via email: [parchbold@aannet.org](mailto:parchbold@aannet.org) or Patty Franklin, Program Manager, by calling 202.777.1172, or via email: [pfranklin@aannet.org](mailto:pfranklin@aannet.org).



## Building Academic Geriatric Nursing Capacity (BAGNC) Program

### PREDOCTORAL AND FELLOW AWARD PROGRAM

#### GRANT YEAR 1 CALENDAR

<b>Dates</b>	<b>Events</b>
May 2008	Press Release announcing 2008–2010 Scholars & Fellows
June 2008	Call for 2009–2011 Applications on web site
July 1, 2008	First disbursement of Scholar & Fellow award funds
August 2008	Orientation Conference Call for all 2008 Scholars & Fellows Registration mailing for Leadership Conference
October 17, 2008	Registration deadline for Leadership Conference
November 19, 2008	Leadership Conference begins with 2008 Cohort Orientation
November 21, 2008	Leadership Conference ends at noon
November 21, 2008	GSA Annual Meeting opens with evening session
November 22, 2008	Nursing Special Interest Group Meeting at GSA
January 1, 2009	Interim (6 month) narrative report due *
January 31, 2009	Interim (6 month) financial report due *
February 2009	Second disbursement of scholar award
July 1, 2009	Annual narrative report due*
July 31, 2009	Annual financial report due*

\*Adjusted according to start date.

All reports should be mailed and emailed to:

American Academy of Nursing Coordinating Center  
888 17th NW  
Suite 800  
Washington, DC 20006  
Attn: Faswillla Sampson  
fsampson@aannet.org



# Building Academic Geriatric Nursing Capacity (BAGNC) Program

## THE SOCIAL CONTRACT: MENTOR AND MENTEE

### Benefits to the Mentor

- Gains from the energy and enthusiasm of the doctoral scholar/postdoctoral fellow
- Scholars/fellows may bring special skills/knowledge to the mentor's research
- It is personally and professionally gratifying to teach others what one has learned and to help them advance towards satisfying careers

### Benefits to the Mentee

- The mentor teaches what is typically not taught in class — managing time, supervising others, deciding when and where to publish, creating a network of professional contacts, understanding ethical and proprietary issues, acquiring career skills (e.g., communication and teamwork)
- The mentor provides perspectives that can only be gained from experience — thinking strategically, avoiding investigative dead ends, knowing when a project is near completion, handling the politics of clinical sites

### Responsibilities of the Mentor

Mentees expect their mentor to be role models and to have the demeanor, interest, and expertise needed to provide guidance and support. The mentor's overall responsibility is to help advance the mentee's fledgling scientific abilities and professional career, and ensure that the mentee makes good progress. Goals for a successful experience may include: scheduling regular meetings; focusing the mentee's research; assessing holes in the mentee's background, particularly with regard to information technology (IT) skills; developing a customized plan of study; opening doors to opportunities; monitoring progress; providing constructive criticism.

### Responsibilities of the Mentee

Mentors seek mentees who are motivated for success and leadership. The mentee's overall responsibility is to become engaged in the intellectual issues of the specialty, and move forward the program of study in a timely fashion. Some goals for a successful experience may include: developing skills in writing papers, oral presentation, and grantsmanship; extending IT skills; learning to work effectively with research team members and to network.

### A Checklist on Good Supervisory Practice

- Is there a document, available to mentors and mentees, that describes the school's (or university's) view on good supervisory practice?
- Does the mentor see the mentee often enough?
- Have expectations on both sides been articulated?
- Are there regular occasions when the mentee's progress is assessed?
- Is work planned systematically?
- Have difficulties been identified?
- Are records in good order?
- Are there ground rules in place for the role each will play in presenting or publishing the findings from this collaboration?

## Further Readings

- Barker, E. R. (2006). Mentoring—A complex relationship. *Journal of the American Academy of Nurse Practitioners*, 18, 56–61.
- Broome, M. E. (2003). Mentoring: To everything a season. *Nursing Outlook*, 51, 249–250.
- Byrne, M. W., & Keefe, M. R. (2002). Building research competence in nursing through mentoring. *Journal of Nursing Scholarship*, 34, 391–396.
- Council of Graduate Schools. (1990). *Research student and supervisor. An approach to good supervisory practice.* Washington, DC: Author.**
- Darley, J. M., Zanna, M. P., & Roedinger, H. L., III. (Eds.). (2003). *The compleat academic: A career guide* (2nd ed.). Washington, DC: American Psychological Association.
- Fiske, S. T. (2004). Developing a program of research. In C. Sansone, C. C. Morf, & A. T. Panter (Eds.), *Sage handbook of methods in social psychology* (pp. 71–90). Thousand Oaks, CA: Sage Publications.
- Fitzpatrick, M. A. (2001). Coaching champions. *Nursing Management*, 32(3), 39–45.
- Hayes, E. F. (2005). Approaches to mentoring: How to mentor and be mentored. *Journal of the American Academy of Nurse Practitioners*, 17, 442–445.
- Hinshaw, A. S., & Lucas, M. D. (1993). Postdoctoral education—A new tradition for nursing research. *Journal of Professional Nursing*, 9, 309.
- Johnson, W. B., & Ridley, C. R. (2004). *The elements of mentoring.* New York: Palgrave Macmillan.
- Lee, A., Dennis, C., & Campbell, P. (2007). *Nature's guide for mentors.* *Nature*, 447, 791–797.
- Maas, M. L., Strumpf, N.E., Beck, C., Jennings, D., Messecar, D., & Swanson, E. (2006). Mentoring geriatric nurse scientists, educators, clinicians, and leaders in the John A. Hartford Centers for Geriatric Nursing Excellence. *Nursing Outlook*, 54, 183–188.
- Marincola, E. (Ed.). (2004). *Career advice for life scientists II.* Bethesda, MD: The American Society for Cell Biology.
- Murdaugh, C. L. (1998). The value of mentors and facilitators in the pursuit of excellence. *Journal of Cardiovascular Nursing*, 12(2), 65–72.
- National Academy of Sciences. (1997). *Adviser, teacher, role model, friend.* Washington, DC: National Academy Press.
- National Academy of Sciences. (2000). *Enhancing the postdoctoral experience for scientists and engineers.* Washington, DC: National Academy Press.**
- Sanbunjak, D., Straus, S., & Marusic, A. (2006). Mentoring in academic medicine: A systematic review. *Journal of the American Medical Association*, 296, 1103–1115.
- Wysocki, A. B. (1998). Launching your research career through postdoctoral training opportunities. *Nursing Research*, 47, 127–128.

## Useful Website

<http://learningsource.od.nih.gov/stride/mentor.htm>

Note. References that are boldfaced directly shaped the information provided in this handout.

ABM: 3/25/08



## Building Academic Geriatric Nursing Capacity (BAGNC) Program

### EFFORT CERTIFICATION

**Background:** The John A. Hartford Foundation and The Atlantic Philanthropies support scholars and fellows so that they can devote full time to their research and professional development. We understand that some scholars and fellows engage in additional work activities during their BAGNC grant term.

**Directions:** This effort certification form is designed to track the percentage of actual work on the scholarship or fellowship, and to document the percentage of time used for other work activities. Please complete this form for the 6 months preceding the submission of your semi-annual financial report and submit with that report.

Dates included in this report: \_\_\_/\_\_\_/\_\_\_ through \_\_\_/\_\_\_/\_\_\_

	% Effort	% Income
John A. Hartford Foundation Scholarship <i>OR</i> Claire M. Fagin Fellowship	_____	_____
Other employment (specify)	_____	_____
Faculty position	_____	_____
Clinical position	_____	_____
Administrative position	_____	_____
Other (specify): _____	_____	_____
Other professional commitments: (e.g., professional organizations, boards) Specify _____	_____	_____

I certify that I have reasonable means for verifying the activities performed by the scholar or fellow identified above, and that the distribution of effort represents a reasonable estimate of the actual work performed by the scholar or fellow during the covered time period of this report.

**Circle DO or DO NOT:** I further certify that the other employment and professional activities DO / DO NOT interfere with the trainee's progress on research and professional development.

---

Signature of Scholar or Fellow	Printed Name	Date
--------------------------------	--------------	------

---

Signature of Mentor	Printed Name	Date
---------------------	--------------	------

# Building Academic Geriatric Nursing Capacity (BAGNC) Program

## COORDINATING CENTER

### Location

The American Academy of Nursing Coordinating Center  
888 17th Street, NW Suite 800  
Washington, DC 20006

Phone: 202.777.1170

Fax: 202.777.0107

Email: BAGNC@aannet.org

Website: [www.geriatricnursing.org](http://www.geriatricnursing.org)

### Contact Information

**Patricia Archbold, PhD, RN, FAAN**

*Program Director*

Phone: 202.777.1170

Email: [parchbold@aannet.org](mailto:parchbold@aannet.org)

**Patricia D. Franklin, MSN, RN, CPNP**

*Program Manager*

Phone: 202.777.1172

Email: [pfranklin@aannet.org](mailto:pfranklin@aannet.org)

**Pamela M. Dudzik, MPP**

*Program Associate*

Phone: 202.777.1171

Email: [pdudzik@aannet.org](mailto:pdudzik@aannet.org)

**Faswilla Sampson**

*Project Associate*

Phone: 202.777.1173

Email: [fsampson@aannet.org](mailto:fsampson@aannet.org)

### Role

The Coordinating Center — a new model for executing grant-funded initiatives — provides operational support to the John A. Hartford Foundation's (JAHF) Building Academic Geriatric Nursing Capacity (BAGNC) Program. This program is one of the four JAHF-funded geriatric nursing programs which are collectively known as the Hartford Geriatric Nursing Initiative (HGNI).

- The John A. Hartford Foundation Institute for Geriatric Nursing at New York University (HIGN)
- The American Academy of Nursing (AAN): Building Academic Geriatric Nursing Capacity (BAGNC)
- Hartford Centers of Geriatric Nursing Excellence (HCGNEs)
- The American Association of Colleges of Nursing (AACN): Geriatric Nursing Education Project

The Coordinating Centers' primary functions are advancing, managing, monitoring and evaluating the BAGNC Scholars/Fellows Program. The center also serves as a "hub of communication" for all program participants as well as a link between HGNI programs.

Each scholar and fellow is a valued participant in this program and can look to the Coordinating Center as a vital resource during their award program. Please visit and browse the BAGNC website: [www.geriatricnursing.org](http://www.geriatricnursing.org). We are updating and building new features into this website to provide relevant resources and communications.

A key event each fall is the annual Leadership Conference, held during the two days preceding the Gerontological Society of America (GSA) annual scientific meeting. The Leadership Conference is an essential element to the BAGNC award experience; offering leadership development programs and networking opportunities among your colleagues and leaders in the field of geriatric nursing, as well as with other JAHF geriatric nursing program stakeholders. You will receive further details, registration, and travel information through the Coordinating Center. Expect this information by June 2008.

The JAHF Scholar Awards Program is augmented by the JAHF-funded Hartford Centers of Geriatric Nursing Excellence (HCGNEs) located in nine prestigious universities across the nation. Although funded separately the HCGNEs are woven into all the BAGNC Program activities and communications.

We will keep you informed of all news and progress in the Building Academic Geriatric Nursing Capacity and other JAHF geriatric nursing initiatives through regular communications. In the interim, please contact us with any questions or suggestions you might have.



# Building Academic Geriatric Nursing Capacity (BAGNC) Program

## WEBSITE OVERVIEW

WWW.GERIATRICNURSING.ORG

*Welcome to the BAGNC program!* We are excited to have you on board.

While you can always contact us at the Coordinating Center, the BAGNC website is a very useful part of the program. Below is a list of the main sections and what you will find in each one.

**About Us:** This gives a clear, concise description of this program and how it relates to other Hartford Geriatric Nursing programs. It's a good reference whenever you need to provide a quick overview of this program.

**Scholars and Fellows:** A brief introduction to your colleagues from this year and previous years. Resources for Scholars and Fellows contains the financial and narrative forms you need, policy and orientation materials and other useful resources.

**HCGNEs:** Learn about the Hartford Centers of Geriatric Nursing Excellence and their collaborative efforts.

**Leadership:** Find information about the upcoming and past Annual Leadership Conferences and the Mary Starke Harper Distinguished Lecturers over the years.

**Collaborative Efforts:** Learn about some of partnerships the BAGNC program has with other organizations.

**Applications:** You should know this area well! Information for the 2009 application will be updated by June 1, 2008 and the application system will open by July 1, 2008.

**Resources:** You are now a member of the Community of Experts, a resource designed to help program participants, the Coordinating Center, and outside researchers and reporters easily find needed contacts in the field. The additional resources section provides links to even more opportunities beyond your award.

We always welcome your comments and suggestions. Please forward comments to Pamela Dudzik at [pdudzik@aannet.org](mailto:pdudzik@aannet.org).