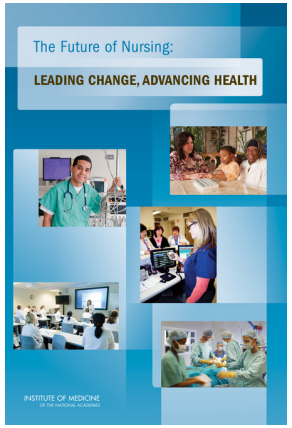
Partnering to Contribute to a Diverse Workforce: 10 Tips for Success

2024 Mentoring for Success with Schools of Nursing
Fundraising and Grant Writing Skills Workshop

September 10, 2024

Duke University
School of Nursing

My Connection to this Work



Inequities in my community

Pathway Programs

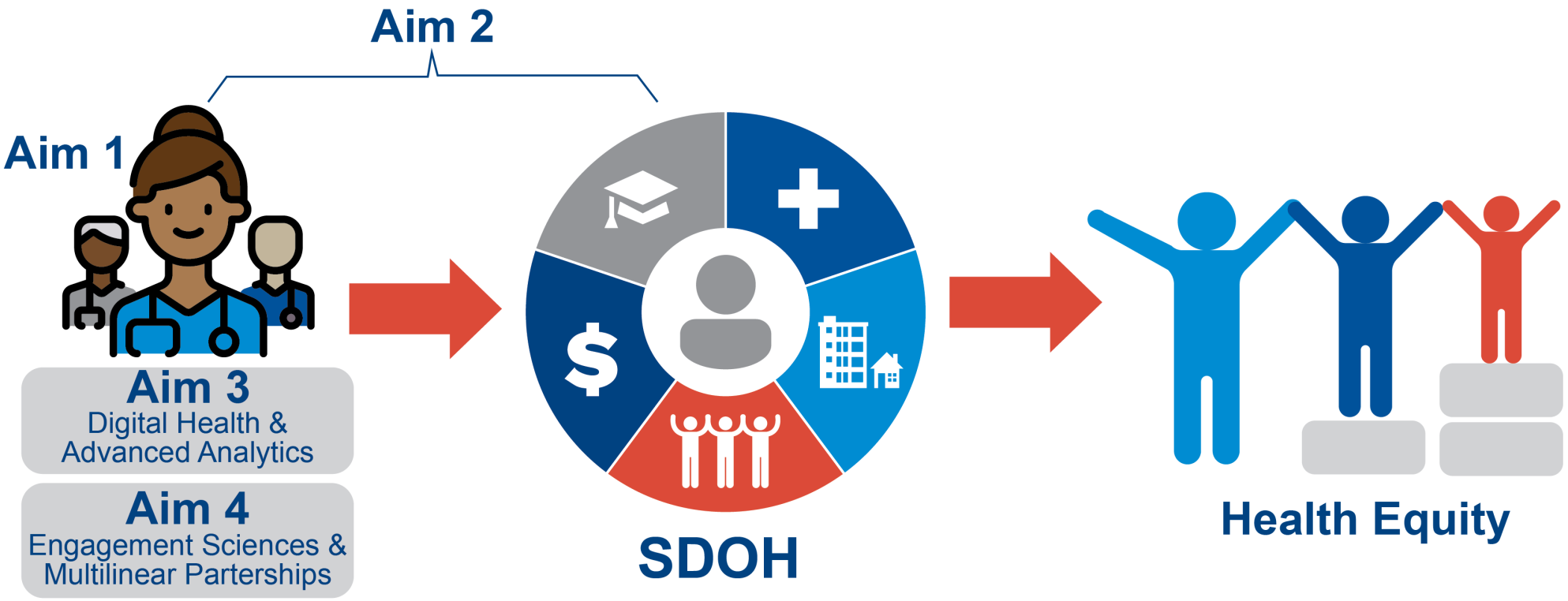
Institutionalizing Training

Health Equity & Social Justice

Funding Sources & Partners

Funding Source	Partners	Purpose
FL Blue Foundation	Miami-Dade Community College; community based organizations in Miami	To expose underrepresented nursing students to health disparities research
National Institutes of Health (NIH), National Institute of Minority Health and Health Disparities (NIMHD), Grant T37MD008647	Universities in Chile, Australia, Dominican Republic, and Spain	To nurture the next generation of global health disparities scientist
National Institutes of Health (NIH), National Institute of Nursing Research (NINR), Grant T32NR021171	University of Texas at El Paso, North Carolina Central University Community organizations in partnered research	Recruit and retain pre- (n=6) and postdoctoral trainees (n=4) from groups underrepresented in nursing science (> 75% of trainees), in advanced research training in health equity, social determinants of health (SDOH), and nurse-led models of care
Duke University School of Nursing, Center for Nursing Research	North Carolina Central University Community organizations in partnered research	To expose nursing students at NCCU to the nurse scientist roles and contribute to their professional development

Nurse-LEADS: Training in nurse-led models of care addressing the social determinants of health



Tip #1: Cool figures to provide overview of Aims

- **Aim 1:** Recruit and retain pre- (n=6) and postdoctoral trainees (n=4) from groups underrepresented in nursing science (> 75% of trainees), in advanced research training in health equity, social determinants of health (SDOH), and nurse-led models of care.

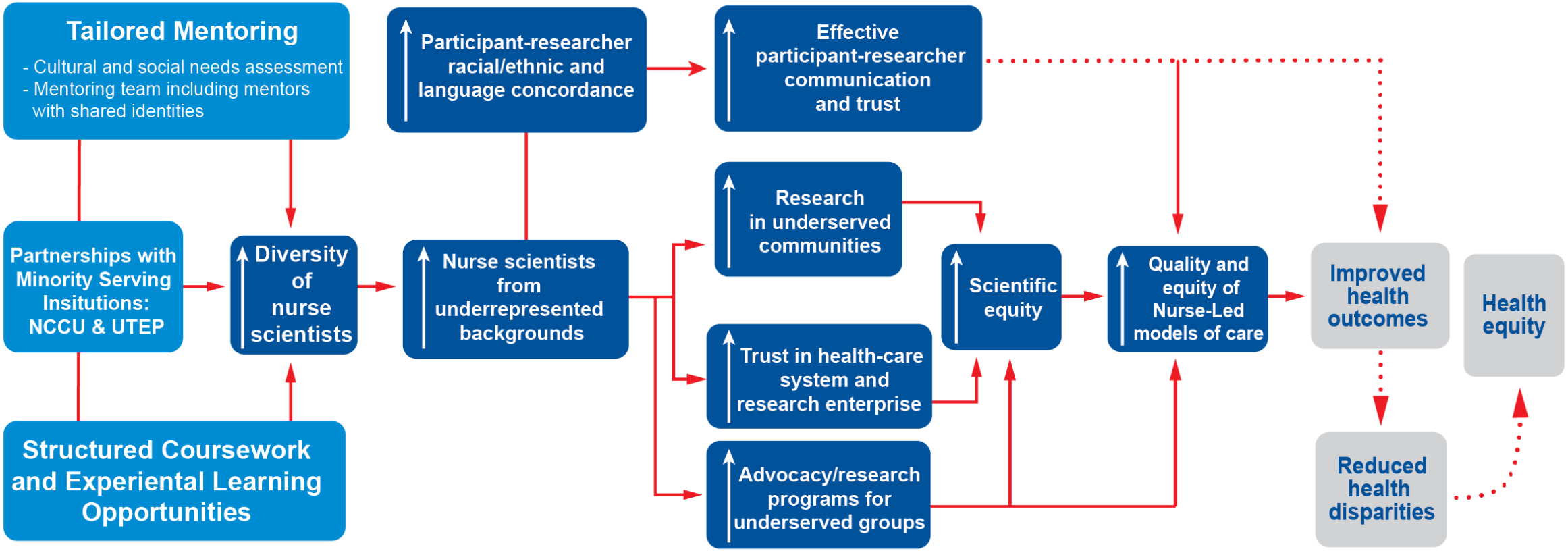
- **Aim 2:** Support trainees to contribute to emerging theoretical frameworks and methodological approaches to develop and scale nurse-led models of care addressing SDOH.

- **Aim 3:** Develop trainee methodological expertise to leverage digital health and advanced analytics to conduct cutting-edge research to evaluate nurse-led models of care addressing SDOH.

- **Aim 4:** Apply engagement science and multisector partnerships in the development of nurse-led models of care addressing SDOH.

Conceptual Model

 # 2: Strong Conceptual Model



Adapted from Williams et al., 2014. Using social determinants of health to link health workforce diversity, care quality and access, and health disparities to achieve health equity in nursing. *Public Health Reports, 129*(1_suppl2), 32-36.

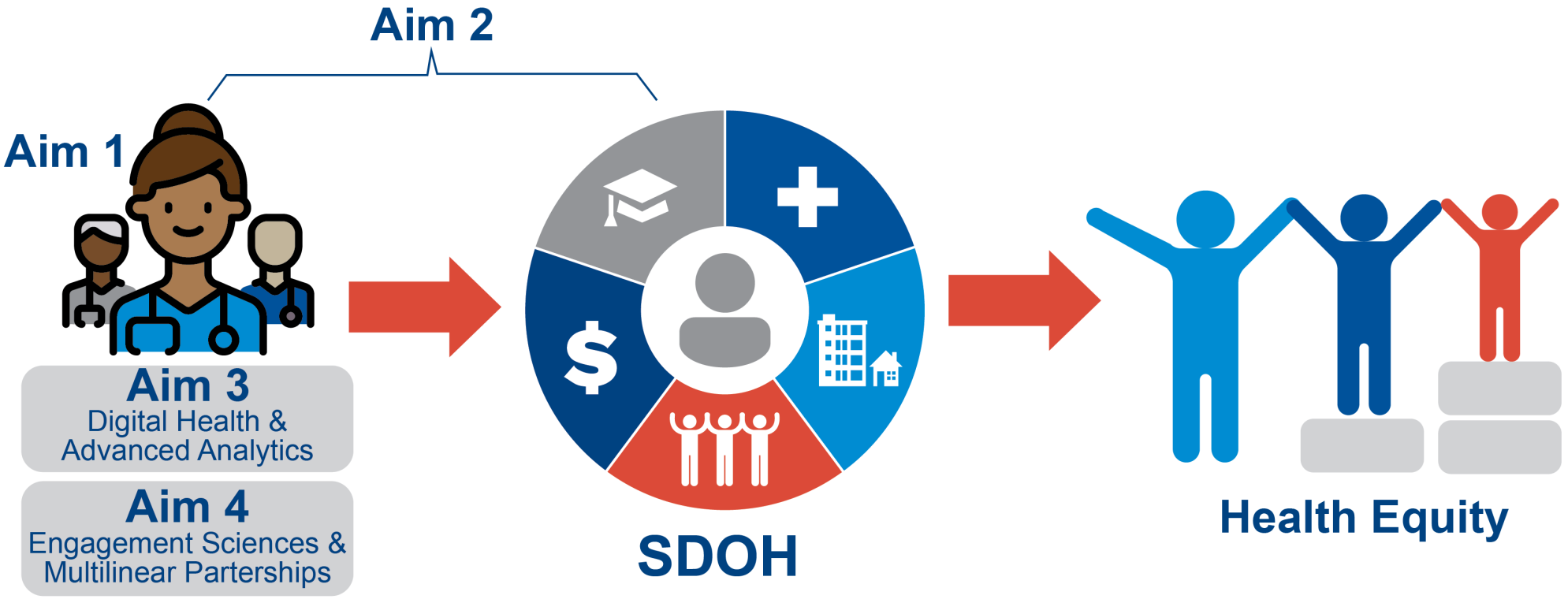
Partnerships with Minority Serving Institutions (MSI)

- North Carolina Central University (NCCU)
  - Top-ranking historically Black College and University (HBCU)
- University of Texas El Paso (UTEP)
  - Largest Hispanic serving institution (HSI)
- New opportunities for students and faculty at these institutions to access advanced training in health equity
- NCCU and UTEP possess an established trust with their local communities that traditional, large Academic Health Centers may lack.
  - populations that are historically less likely to trust and engage in research
- Contemporary issues such as racial/ethnic and language discordance, and implicit and explicit bias in healthcare

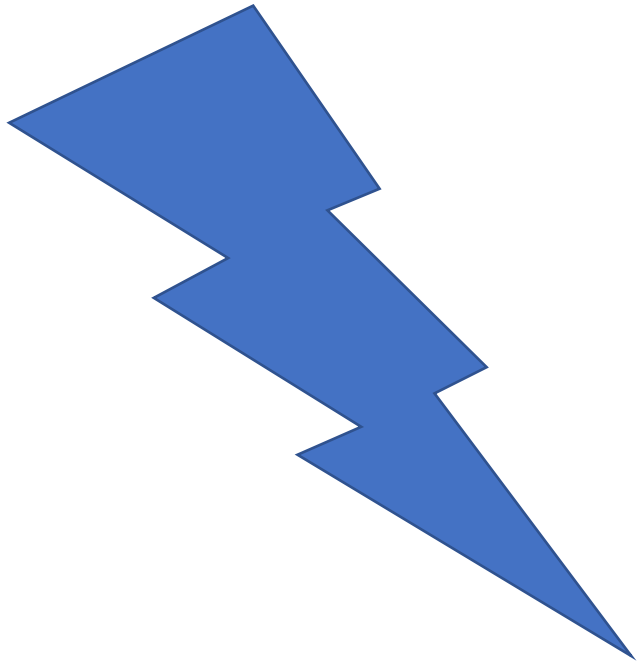
 # 3: Authentic Partnerships & Rationale

What can MSI teach PWIs?

 # 4: Mutually Beneficial Relationships



What can MSI teach PWIs?



Major Training Components

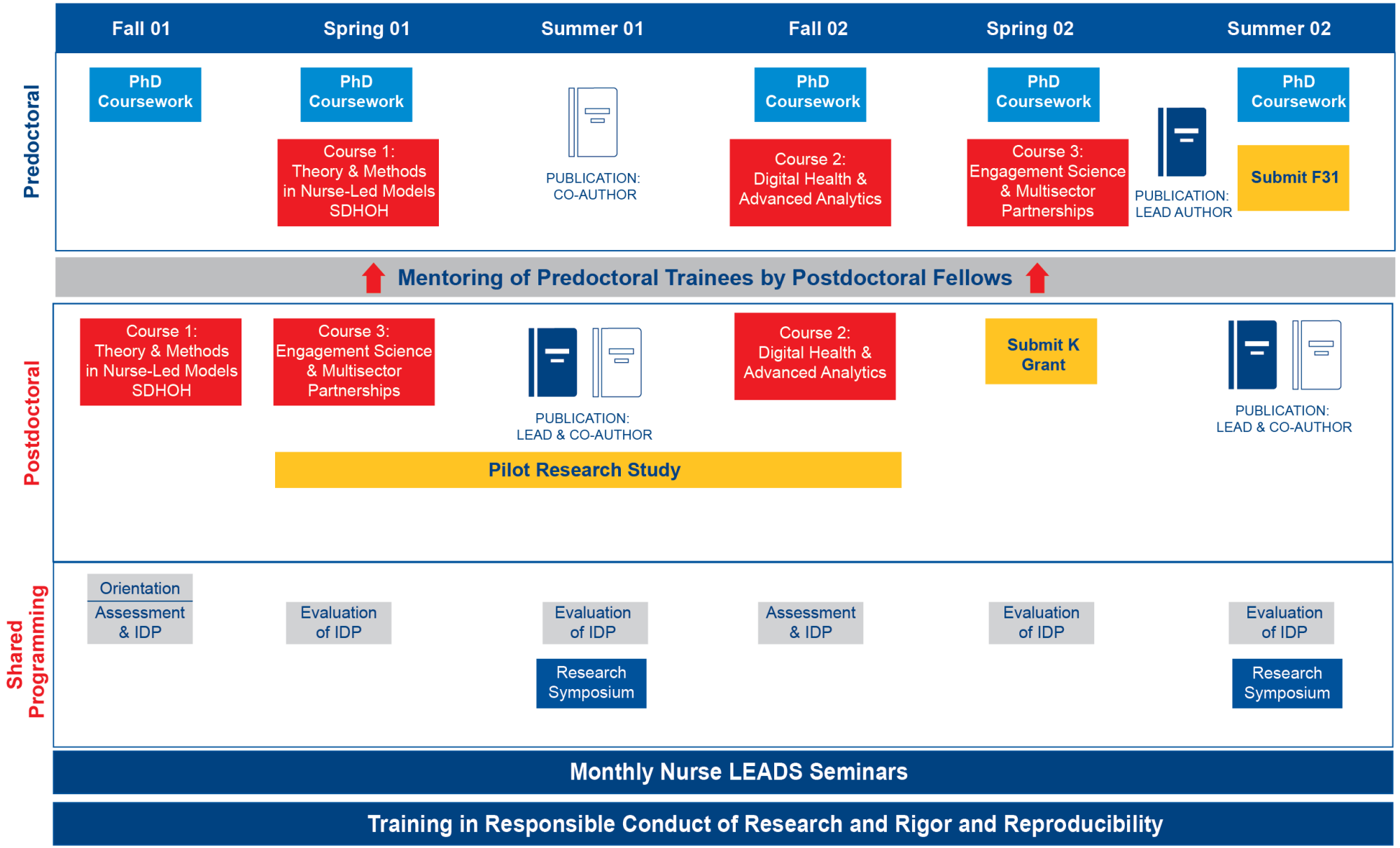
Pre- and postdoctoral trainees will be funded for two years.

Key activities required for pre- and postdoc trainees:

1) Research career development.
2) Monthly Nurse LEADS seminars open to all collaborators (Duke, NCCU, and UTEP).
3) Three courses involving experiential learning practicums (9 credits).
4) Tailored learning experiences drawing from seminars, workshops, and courses from participating departments at Duke.
5) Training in responsible conduct of research.

Postdocs trainees will also:

6) Complete a pilot research study, and
7) Mentor pre-doctoral trainees.



6: Clear and Realistic Timelines

Short-term Outcomes

- Increased representation of nurse scientists with advanced training in health equity
- Enhanced competency of nurse scientists in addressing SDOH through nurse-led models of care, as reflected in their scientific contributions
- Emergence of novel, evidence-based models of care

Long-term Outcome:

- Generate a new cadre of nurse scientist who develop nurse-led models of care that will reduce health inequities

#8 & 9: LOGIC Model & Evaluation Plan

Inputs

1. DUSON faculty and staff time
2. NIH funds for graduate training program
3. Internal partnerships with participating departments and units at Duke
4. Partnership with MSIs (NCCU and UTEP)
5. Experienced mentors with specialized training in working with underrepresented groups
6. Ethics and Responsible Conduct of Research Infrastructure
7. Funding resources for trainees

Outputs/Activities

1. Research Career Development using career cartography and IDPs
2. Monthly Seminars
3. Required Core courses with experiential learning opportunities (practicum) @ DUSON
4. Tailored cross-disciplinary training across Duke
5. Conference participation and presentations
6. Manuscript writing
7. Pilot study (Post-Doctoral only)
8. Mentorship experience for postdoctoral fellows
9. Engagement in multisector partnership

Outcomes

Short-Term

1. Creation of SDOH researcher and student network across campuses
2. Strong trainee foundation in research design, methods, and analytic techniques
3. Enhanced ability of trainees to conceptualize and think through research problems with increasing independence
4. Opportunity to interact with members of the larger scientific community at scientific meetings and workshops

Long-Term

1. Enhanced competencies in nurse-led models of care addressing SDOH
2. Strengthened relationships among interdisciplinary faculty
3. Student authorship of peer-reviewed publications in nursing and interdisciplinary journals
4. Student authorship and presentation of professional and lay language scientific communications
5. NIH F and K training grant funding

Impact

Student Impact:

1. Improved opportunities for advanced research training in health equity for historically underrepresented groups in nursing science
2. Scientific workforce training that is applicable to health equity research focused careers in academia

Healthcare Impact:

1. Improved diversity of the scientific workforce
2. Increased research in underrepresented communities
3. Improved quality of nurse-led models of care addressing SDOH

Partnerships

INTERNAL

Duke Schools and Departments
The Graduate School
Duke Clinical Translational Science Institute (CTSI)
REACH Equity
Social Science Research Institute (SSRI)
Duke Artificial Intelligence
Duke Margolis Center for Health Policy

EXTERNAL

National Institute of Nursing Research (NINR)
North Carolina Central University (NCCU)
University of Texas at El Paso (UTEP)
Community Organizations and Multisector Partnerships connected with D-CHIPP and Duke CTSI Community Engaged Research Initiative

10: Have FUN!

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Partnering to Contribute to a Diverse Workforce: Strategies for Success

Key Background Literature

Alegría, M., Thurston, I. B., Cheng, M., Herrera, C., Markle, S. L., O'Malley, I. S., ... & Giraldo-Santiago, N. (2024, February). A Learning Assessment to Increase Diversity in Academic Health Sciences. In *JAMA Health Forum* (Vol. 5, No. 2, pp. e235412-e235412). American Medical Association.

American Association of Colleges of Nursing (AACN) (2004). Fact Sheets (aacnnursing.org)

Aycock, D. M., Alexander, K. A., Cothran, F. A., Randolph, S. D., Young, H. M., & Harden, J. T. (2022). Black nurse scientists and the undeniable role of historically Black colleges and universities. *Nursing Outlook*, *70*(1), 119-126.

Colen, C. G., Pinchak, N. P., & Barnett, K. S. (2021). Racial disparities in health among college-educated African Americans: can attendance at historically Black colleges or universities reduce the risk of metabolic syndrome in midlife?. *American Journal of Epidemiology*, *190*(4), 553-561.

Frameworks and Models

Noone, J., Najjar, R., Quintana, A. D., Koithan, M. S., & Vaughn, S. (2020). Nursing workforce diversity: promising educational practices. *Journal of Professional Nursing*, *36*(5), 386-394.

Salerno, J. P., Gonzalez-Guarda, R., & Hooshmand, M. (2017). Increasing the pipeline and diversity of doctorally prepared nurses: Description and preliminary evaluation of a health disparities summer research program. *Public Health Nursing, 34*(5), 493-499.

Williams, S. D., Hansen, K., Smithey, M., Burnley, J., Koplitz, M., Koyama, K., ... & Bakos, A. (2014). Using social determinants of health to link health workforce diversity, care quality and access, and health disparities to achieve health equity in nursing. *Public Health Reports, 129*(1_suppl2), 32-36.

Funding Opportunities

Federal Grants

1. **HRSA Nursing Workforce Diversity (NWD) Program**
   - **Description:** Provides funding to increase the diversity of the nursing workforce and improve the recruitment and retention of underrepresented students.
   - **Website:** HRSA Nursing Workforce Diversity
2. **HRSA Nursing Education, Practice, Quality, and Retention (NEPQR) Program**
   - **Description:** Supports projects that enhance nursing education and practice to improve workforce retention and quality of care.
   - **Website:** HRSA NEPQR
3. **National Institute of Nursing Research (NINR) Grants**
   - **Description:** Offers grants for research that addresses the nursing workforce and related areas.
   - **Website:** NINR Funding Opportunities
   - PA-21-071: Research Supplements to Promote Diversity in Health-Related Research (Admin Supp Clinical Trial Not Allowed) (nih.gov)
   - PA-23-048: Ruth L. Kirschstein National Research Service Award (NRSA) Institutional Research Training Grant (Parent T32) (nih.gov)
   - PAR-19-135: Research Enhancement Award Program (REAP) for Health Professional Schools and Graduate Schools (R15 Clinical Trial Required) (nih.gov)
   - Research Education Program | Research Training (nih.gov)
4. **Centers for Disease Control and Prevention (CDC) Grants**
   - **Description:** Provides funding for public health workforce training and development, including nursing workforce programs.
   - **Website:** CDC Grants
5. **Veterans Affairs (VA) Nursing Education Programs**
   - **Description:** Provides grants for nursing education programs that support veterans' healthcare needs.
   - **Website:** VA Nursing Education Programs

Funding Opportunities

Private Foundations and Organizations

1. **Robert Wood Johnson Foundation**
   - **Description:** Offers grants for projects aimed at improving health and healthcare, including nursing education and workforce development.
   - **Website:** Robert Wood Johnson Foundation Grants
2. **W.K. Kellogg Foundation**
   - **Description:** Provides funding for programs that address educational inequities and improve the nursing workforce.
   - **Website:** W.K. Kellogg Foundation Grants
3. **The John A. Hartford Foundation**
   - **Description:** Supports programs that advance nursing practice and education, especially for older adults.
   - **Website:** John A. Hartford Foundation Grants
4. **The Annie E. Casey Foundation**
   - **Description:** Offers grants to improve education and workforce development, including nursing programs.
   - **Website:** Annie E. Casey Foundation Grants
5. **The Kresge Foundation**
   - **Description:** Provides funding for initiatives that enhance healthcare and improve nursing education and practice.
   - **Website:** The Kresge Foundation Grants
6. **The Jonas Foundation**
   - **Description:** A signature program is the Jonas Scholars program, which provides financial assistance, leadership development, and networking support to expand the pipeline of nursing faculty, researchers, and advanced practice nurses.
   - **Website:** Jonas Scholars Program
7. **Rita and Alex Hillman Foundation**
   - **Description:** Supports advance bold, nursing-driven innovations that promote equitable, person-centered, and trustworthy care; includes Hillman education programs
   - **Website:** Rita and Alex Hillman Foundation

Note: Funding list was generated with the assistance of ChatGPT, OpenAI. (2023). ChatGPT (August 2024 version) [Large language model]. https://chat.openai.com/chat