

# Economic Development Incentive Grant 2014-15 Annual Report

## Directions

Please submit the annual report as a **Word document via email** to [ttalukdar@uwsa.edu](mailto:ttalukdar@uwsa.edu) (no hard copies please). The annual report is due by **Friday, July 3, 2015 at noon**. The following information must be provided:

<b>Institution Name(s):</b> UW-Eau Claire, UW-Madison, UW-Milwaukee, UW-Oshkosh	<b>Project Title: Nurses for Wisconsin</b> Identifying, Recruiting, and Retaining Nurse Educators in Wisconsin
<b>Principal Investigator:</b> Dr. Linda Young <b>Email:</b> <a href="mailto:younglk@uwec.edu">younglk@uwec.edu</a>	<b>Person submitting Report:</b> Dr. Linda Young <b>Contact Phone #:</b> 715-836-4904
<b>Grant Award Amount:</b> \$3,218,703	<b>Report Date:</b> July 18, 2014
<b>Grant Funding Spent (to date):</b> 1,361,562 <b>Grant Funding Encumbered:</b> 1,846,453 <b>Grant Funding Carryover:</b> 32,480	<b>Date project began:</b> December 1, 2013
	<b>Date project ends (projected):</b> June 30, 2015

## I. Status Report

The purpose of the project is threefold: 1) increase the number of nursing faculty available across the UW System, 2) support nursing enrollments, and 3) mitigate projections for unprecedented shortage of registered nurses in the state.

As Nurses for Wisconsin draws to a close, we are happy to report on our successes. As noted in the previous annual report, much of the grant activity from November 2013 through June 2014 was spent laying the foundation for the project: a marketing plan was developed and implemented; procedures, documents and guidelines were formulated; a project coordinator was hired and relationships with the project campus liaisons forged; conference planning was occurring; and the first awards were being made.

As of June 30, 2015 both conferences have taken place, the last of the awards have been finalized, and awardees have or are completing their degrees. Our fellows are graduating and accepting teaching assignments on UW campuses, and all individuals participating in the loan repayment program continue in their faculty positions.

Table 1.

Campus	Predocctoral DNP Fellowships	Predocctoral PhD Fellowships	Postdoctoral Fellowships	Faculty Repayment Program	Total Awards
UW-Eau Claire	11	3	1 (DNP predoc extended)	4	<b>19</b>
UW-Madison	3	3	1	3	<b>10</b>
UW-Milwaukee	4	3	1	1	<b>9</b>
UW Oshkosh	8	3	0	2	<b>13</b>
<b>Project Total</b>	<b>26</b>	<b>12</b>	<b>3</b>	<b>10</b>	<b>51</b>
<i>Project Goal</i>	<i>22 (revised from 30)</i>		<i>7</i>	<i>30</i>	<i>59</i>
<i>Deviation from Target</i>	<i>+15</i>		<i>-4</i>	<i>-20</i>	<i>-8</i>

Project outcomes originally estimated that a total of thirty (30) predoctoral awards would be made. However, the number of predoctoral fellows was decreased slightly to twenty-two (22). The project deans reasoned that this modification was necessary to increase the award amount to \$43,000 for both PhD and DNP students, thereby making the fellowships competitive with graduate fellowships offered by other agencies. This strategy was successful and campuses were able to attract a total of thirty-eight (38) awardees (see Table 1). The number of postdoctoral candidates did not meet the project goal of seven. The DNP is a fairly recent degree option and a postdoctoral program for that degree offering is still a novel opportunity. In addition, the project was competing with more established PhD postdoctoral awards without a teaching commitment, making it possibly less desirable. We also had difficulty meeting the goal of thirty participants in the loan forgiveness program. Although we don't have specific data, we hypothesize that the lack of applicants reflects the general shortage of academically prepared nurse educators.

This project clearly was a success. Ninety-six percent (96%) or \$3,089,157 of the 3.2 million dollar project has been awarded to fifty-two (52) individuals (see Table 2). These individuals, 85% of our projected award target, are either teaching or in the pipeline to become nurse educators due to this effort. The infusion of these additional nurse educators to the UW System nursing faculty core will make a substantial contribution to alleviating the nursing shortage in Wisconsin (assuming that positions are funded and available). Please note that award amounts vary because some recipients received funding across two award cycles.

Table 2.

Campus	First Name	Last Name	Position	Type	Award Amount	Anticipated Graduation
UW-Eau Claire	Cindy	Chapek	Predoctoral Fellow	DNP	43,000	May-15
UW-Eau Claire	Christina	Funk	Predoctoral Fellow	DNP	43,000	May-16
UW-Eau Claire	Gunnar	Larson	Predoctoral Fellow	DNP	43,000	May-16
UW-Eau Claire	Dezeray	Matott	Predoctoral Fellow	DNP	43,000	May-15
UW-Eau Claire	Lorraine	Smith	Predoctoral Fellow	DNP	43,000	May-16
UW-Eau Claire	Emily	Rude	Predoctoral Fellow	DNP	43,000	May-15
UW-Eau Claire	Ginger	Zien	Predoctoral Fellow	DNP	43,000	May-16
UW-Eau Claire	Ann	Recine	Predoctoral Fellow	DNP	43,000	May-15
UW-Eau Claire	Jennifer	Bukowic	Predoctoral Fellow	DNP	40,000	May-18
UW-Eau Claire	William	Parsons	Predoctoral Fellow	DNP	40,000	May-18
UW-Eau Claire	Lindsey	Thomas	Predoctoral Fellow	DNP	40,000	May-18
UW-Eau Claire	Gail	Hanson-Brenner	Predoctoral Fellow	PhD	51,845	May-17
UW-Eau Claire	Diane	Marcyjanik	Predoctoral Fellow	PhD	51,845	May-16
UW-Eau Claire	Rorey	Pritchard	Predoctoral Fellow	PhD	53,195	May-16
UW-Eau Claire	Ann	Recine	Postdoctoral Fellow	PhD Post Doc	21,500	NA
UW-Eau Claire	Mohammad	Alasagheirin	Loan Repayment	NA	7,615	NA
UW-Eau Claire	Jodi	Arriola	Loan Repayment	NA	50,000	NA
UW-Eau Claire	Debra	Hofmann	Loan Repayment	NA	50,000	NA
UW-Eau Claire	Kitty	Kromrie	Loan Repayment	NA	50,000	NA
UW-Madison	Sarah	Kilen	Predoctoral Fellow	DNP	86,000	May-16
UW-Madison	Nygil	Matthews	Predoctoral Fellow	DNP	86,000	May-17
UW-Madison	Caitlin	Shannon	Predoctoral Fellow	DNP	43,000	May-15
UW-Madison	Anna	Krupp	Predoctoral Fellow	PhD	86,000	May-18
UW-Madison	Katherine	Mead	Predoctoral Fellow	PhD	86,000	Dec-18
UW-Madison	Catherine	Guggino	Predoctoral Fellow	PhD	8,157	WD-14

UW-Madison	Lacey	Alexander	Predoctoral Fellow	PhD	86,000	May-17
UW-Madison	Traci	Snedden	Postdoctoral Fellow	PhD Post Doc	75,000	NA
UW-Madison	Kari	Fischer	Loan Repayment	NA	50,000	NA
UW-Madison	Katherine	Lothe	Loan Repayment	NA	50,000	NA
UW-Madison	Tracy	Saladar	Loan Repayment	NA	33,000	NA
UW-Milwaukee	Josie	Rukamp	Predoctoral Fellow	DNP	86,000	May-17
UW-Milwaukee	Ashley	Servi	Predoctoral Fellow	DNP	78,415.50	May-16
UW-Milwaukee	Kathryn	Weis	Predoctoral Fellow	DNP	86,000	May-17
UW-Milwaukee	Julie	Christenson	Predoctoral Fellow	DNP	86,000	May-17
UW-Milwaukee	Elizabeth	Yohn	Predoctoral Fellow	PhD	86,000	May-18
UW-Milwaukee	Kelly	Calkins	Predoctoral Fellow	PhD	86,000	May-18
UW-Milwaukee	Natalie	McAndrew	Predoctoral Fellow	PhD	86,000	Dec-17
UW-Milwaukee	Susan	Bonis	Postdoctoral Fellow	PhD Post Doc	155,584.50	NA
UW-Milwaukee	Linda	Kennedy	Loan Repayment	NA	50,000	NA
UW-Oshkosh	Tiffany	King	Predoctoral Fellow	DNP	86,000	May-16
UW-Oshkosh	Molly	Kunstman	Predoctoral Fellow	DNP	86,000	May-18
UW-Oshkosh	Luke	Menet	Predoctoral Fellow	DNP	86,000	May-15
UW-Oshkosh	Bonnie	Nickasch	Predoctoral Fellow	DNP	21,500	May-14
UW-Oshkosh	Michell	Pascarella	Predoctoral Fellow	DNP	43,000	May-16
UW-Oshkosh	Scott	Rogalsky	Predoctoral Fellow	DNP	86,000	May-17
UW-Oshkosh	Carol	Veltus	Predoctoral Fellow	DNP	86,000	May-16
UW-Oshkosh	Kirsten	Winger	Predoctoral Fellow	DNP	86,000	May-16
UW-Oshkosh	Terese	Blakeslee	Predoctoral Fellow	PhD	12,196	May-18
UW-Oshkosh	Heather	Englund	Predoctoral Fellow	PhD	86,000	Dec-15
UW-Oshkosh	Laura	Smolinski	Predoctoral Fellow	PhD	43,000	Aug-15
UW-Oshkosh	Kathleen	Elertson	Loan Repayment	NA	50,000	NA
UW-Oshkosh	Bonnie	Schmidt	Loan Repayment	NA	28,304	NA
				<b>Total</b>	<b>3,089,157</b>	

As good stewards of public funds, we have processes in place to recoup funds should an awardee withdraw or be unable to teach upon completion of their program. Currently, we have one awardee who has withdrawn. Repayment arrangements are scheduled and monitored by the appropriate campus department, UW-Eau Claire grant accountant and Dean Linda Young, Nurses for Wisconsin primary investigator. Returned funds will remain with the nursing program which originated the fellowship, and will be used in a manner that reflects the intent and goals of the project.

The first Nurses for Wisconsin Learn.Teach.Lead conference was held on the UW-Eau Claire campus on October 9 and 10, 2014 at Davies Student Center and the College of Nursing and Health Sciences. Fifty (50) individuals from all four project campuses were in attendance; of these, twenty-seven (27) were Nurses for Wisconsin fellows or faculty loan repayment participants. The other participants included the program deans, nursing program administrators and faculty. Conference sessions featured career planning with Rachel Schiffman, PhD, RN, FAAN, a dean's roundtable which allowed the deans to interact with participants, and a panel of faculty members who provided suggestions on how to succeed in academia. The highlight of the conference was the dynamic keynote address by CEO of the National League for Nursing, Beverly Malone PhD, RN, FAAN. All of the sessions were well received. Evaluation survey responses indicated a 4.7 – 5.0 (5 point scale) satisfaction rate with speakers and activities. The conference program is attached.

The second conference was held on June 10 and 11, 2015 at the School of Nursing, Signe Skott Cooper Hall, UW-Madison. This was a wonderful opportunity to showcase one of newest nursing school buildings in the nation, and the fifty-nine (59) conference participants were excited to be in the space. Project Coordinator, Dr. L. Elaine Wendt and the project liaisons planned a wide variety of sessions, opening with a keynote by American Association of Colleges of Nursing President-Elect, Juliann Sebastian, PhD, RN, FAAN. Several sessions highlighted best practices in simulation and active learning. An emphasis on how teaching and learning is encouraged within new building was described during tours of the state-of-the-art facility. Video conferencing technology connected Marilyn H. Oermann, PhD, RN, ANEF, FAAN who presented “Writing for Publication and Your Role as a Nurse Educator.” Jeremy Miner, Director of Grants and Contracts for UW-Eau Claire, discussed grant writing for the National Institutes of Health and Rachel Schiffman, PhD, RN, FAAN presented both a follow-up and introductory workshop on career mapping. The deans along with Dr. Sebastian again participated in a roundtable, and attendees had another opportunity to speak to program administrators and faculty during a speed dating-like session, entitled “Around the System in 40 Minutes.” The results of the post conference evaluation survey indicated that participants found the sessions and informal interactions supported their transition to the nurse faculty role. In fact, there were numerous requests to continue the Nurses for Wisconsin Learn.Teach.Lead conference as a collaborative project among the UW System nursing programs. The conference brochure is attached.

To ensure the success of the project communication occurred via various modalities and at different levels. Over the course of the full grant period forty-five (45) face-to-face, phone or web conferences took place between the principal investigator, project coordinator, grant coordinator, campus partners and/or others. The project deans met via phone conference twenty-one (21) times and also had several opportunities to meet at conferences and other events. Project liaisons and project coordinator, Dr. Wendt held eleven (11) phone conferences and communicated frequently via email throughout the grant period. The campus liaisons worked directly with the awardees.

Marketing efforts during the second phase of the project were focused on faculty recruitment and the loan repayment option. Members of the participating campuses attended professional conferences and sought opportunities for one-to-one contact with prospective faculty candidates.

The Economic Development Incentive Grant also resulted in additional activities and outcomes. The list below highlights those from this project year, including:

- Summer, 2014 – Ongoing – A status report has been developed as an e-form to facilitate semi-annual tracking of all pre and postdoctoral fellows. The form is on-line and used by all programs.
- Summer, 2014 - Present – Acknowledgement of Nurses for Wisconsin’s innovative strategy to address the nurse educator shortage continues through media outlets, such as the [AACN Nursing Faculty Shortage Fact Sheet](#) and [Wisconsin Center for Nursing](#).
- January 2015 - Ongoing – A D2L site is in place for participants to continue collaboration and discussion relating to the project, their research and evidence based practice in nursing education. This was developed at the request of awardees following the first conference as a means of supporting communication during the project lifespan.
- March 2015 – A video produced by UW System, entitled *A Look at the Work of a Nurse Educator*, featuring UW-Eau Claire faculty member, Dr. Cheryl Brandt, has been shared with regents and legislators. It has also been placed on national web sites to promote nurse education in Wisconsin, such as American Association of Colleges of Nursing [Faculty Link](#) and has been screened at several UW campuses. It reflects well upon UW System nursing programs and their faculty and the quality of

nursing students who attend those universities. With some modification it could be used as a faculty recruitment tool within the UW System.

- April 2015 – An article detailing the Nurses for Wisconsin project, A Case for Economic Development: Nurses for Wisconsin Incentive Grant has been submitted to the *Journal of Professional Nursing*. Additional publications are planned.
- August, 2015 - June, 2016 – Investigate opportunities and prepare presentations and/or posters for state or national conferences highlighting Nurses for Wisconsin. Two likely conferences for submission include the Midwest Nursing Research Society Conference which will be held in Milwaukee March 17-20, 2016 and the American Association of Colleges of Nursing Doctoral Education program which will be held January 21-23, 2016. Possibly funded through carryover dollars from this project.
- August-September, 2015 – Identify sources of awards for this project and prepare documents for submission.
- August-December, 2015 – Identify partners and plan for a 3<sup>rd</sup> Nurses for Wisconsin. Learn.Teach Lead Conference to be held in 2016. Funded through carryover dollars from the project.

## II. Updated Goals/Performance Metrics and Assessment Plans

No changes have been made to project goals/performance metrics and assessment plan during this period, July 1, 2014 – June 30, 2105.

## III. Project/Program Budget and Expenditures

Expenditures are detailed by category (see Table 3). The source of funds is the Economic Development Incentive Grant, 2013-2015. We have approximately 1% of the total award or \$32,400 to reallocate due to a remainder in the conference budget line, and very small amounts left in the marketing and award accounts. A carryover plan will be submitted to the Office of Budget and Planning UW System Administration as soon as final invoices for the education conference held June 2015 are processed.

Table 3.

	<b>Original Budget</b>	<b>Revised Budget</b>	<b>Current Expenditures</b>	<b>Encumbered</b>	<b>Carryover</b>	
<b>Salary and Benefits</b>						
Project Coordinator (LTE position)	45,000	45,000	32,654	12,346	NA	
<b>Materials and Supplies</b>						
Education Summits (2)	45,000	45,000	11,068	12,140	21,792	
Marketing	38,703	28,858	28,858	0	9845	
<b>Awards</b>						
Pre-doctoral Fellowships, Post-doctoral Fellowships and Loan Repayment Program Awards (51)	3,090,000	3,089,157	1,288,982	1,800,175	843	
<b>TOTAL 7/1/2015</b>	<b>3,218,703</b>	<b>3,218,703</b>	<b>1,361,562</b>	<b>1,824,661</b>	<b>32,480</b>	<b>3,218,703</b>

## **IV. Changes**

The focus of the educational summits was altered based on input from deans and liaisons to enhance the nurse educator role that awardees were expected to fulfill upon their hire as faculty. The consideration was that the best use of the summit experience would be to focus on academic nursing and the skill set necessary to succeed in a faculty role.

Awardees and participating campuses are excited about the opportunities to increase the number of nursing faculty available across the UW System and help alleviate the shortage of registered nurses in the state. There remains the challenge that due to current campus funding constraints it may be impossible to hire these newly prepared individuals into faculty positions.

If you have any questions, please do not hesitate to contact me at [ttalukdar@uwsa.edu](mailto:ttalukdar@uwsa.edu).