

Economic Development Incentive Grant

2013-14 Annual Report

Institution Name(s): UW-Eau Claire, UW-Madison, UW-Milwaukee, UW-Oshkosh	Project Title: Nurses for Wisconsin Identifying, Recruiting, and Retaining Nurse Educators in Wisconsin
Principal Investigator: Dr. Linda Young Email: younglk@uwec.edu	Person submitting Report: Dr. Linda Young Contact Phone #: 715-836-4904
Grant Award Amount: \$3,218,703	Report Date: July 18, 2014
Grant Funding Spent (to date): \$203,461	Date project began: December 1, 2013
	Date project ends (projected): 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.

Project highlights from December, 2013-July 1, 2014 include developing and implementing a marketing plan to inform the public and nurses about the availability of the program. The brand *Nurses for Wisconsin: Learn, Teach, Lead*, proposed by UW-Eau Claire communications staff and adopted by the nursing program deans has been used to generate numerous news releases and articles. Over seventy-five state and national media outlets have covered the *Nurses for Wisconsin* story. A *Nurses for Wisconsin* website <http://www.uwec.edu/nursesforwisconsin/> was prepared to promote the project. It is hoped that the brand and website will also serve future collaborative initiatives to support UW System nursing programs. Project coordinator, Dr. L. Elaine Wendt was hired to direct, monitor and assess project activities. Liaisons from each campus work with Dr. Wendt to implement the project within their institution. In addition, numerous campus representatives from financial aid, accounting, bursar and legal offices worked together with UW System staff to craft legal and financial documents to support both the loan forgiveness and fellowship program. Throughout this reporting period the deans have been meeting via phone conference several times a month.

Upon launch of the website and initial news releases the program received over one hundred and fifty phone and e-mail inquiries that resulted in sixty-six applications for fellowships or faculty loan forgiveness. The majority of inquiries were from within the state. Pre-doctoral fellowship awards exceeded the program goals. It is expected that postdoctoral fellowships and loan forgiveness will be more fully utilized during 2014-2015 year of the grant. Persons representing the *Nurses for Wisconsin* project have attended a number of nursing and professional conference where student and faculty recruitment occurred. With a cadre of doctoral candidates expected in the spring of 2015, the UW System nursing programs will be situated to fill open faculty positions and begin determining program expansion feasibility.

The first of two summits will be held October 9-10, 2014 at UW-Eau Claire with a focus on preparing fellows and new faculty to take on the role of academician. Teaching skills and fulfilling the professorial role will be highlighted, thus beginning a mentoring process that will aid retention of these individuals as faculty. The second conference will be held at UW-Madison and emphasize developing strategies to build the future nursing workforce through collaboration between UW System nursing programs and healthcare leaders across the state, as well as continue to identify cross-campus efficiencies.

II. Updated Goals/Performance Metrics and Assessment Plans

No changes have been made in the activities of the grant. The number of fellows has been decreased slightly because after careful consideration the participating deans projected that the amount of money awarded to a predoctoral fellow needed to be increased to \$43,000 to make the project fellowships competitive with graduate fellowships offered by other agencies.

III. Project/Program Budget and Expenditures

Please provide a report of project/program expenditures detailed by category and source of funds.

UW System Incentive Grant - Linda Young			
Project Budget - 11/15/2013 to 06/30/2015			
	Year 1 (11/15/2013 - 06/30/2014)	Actual (11/15/2013 - 06/30/2014)	Year 2 (07/01/2014 - 06/30/2015)
Salaries and Wages			
Project Coordinator (LTE position)	13,395	25,578	26,790
Employee Benefits			
Project Coordinator			
<i>Fringe benefits are calculated at standard</i>	1,605	3,688	3,210
<i>university rates: Faculty/Academic Staff at</i>			
12% LTE; 41% Faculty/Academic Staff; 3% students			
Materials and Supplies			
Education Summits (Fall 2014: 50 participants x \$300 each; Spring 2015: 100 participants x \$300 each)			45,000
Marketing	38,703	22,219	
Fellowships			
Pre-doctoral Fellowships (Year 1: None; Year 2: 12 PhD x \$35,000 and 18 DNP x \$30,000)		151,976	960,000
Post-doctoral Fellowships (Year 1: 4 Post-doc @ \$90,000; Year 2: 3 Post-doc @ \$90,000)	360,000		270,000
Loan Forgiveness			
Repayment on student loans (Year 1: 18 faculty x \$50,000 each; Year 2: 12 faculty x \$50,000 each)	900,000		600,000
TOTAL	1,313,703	203,461	1,905,000
AWARDED	3,218,703		
7/17/2014			
<i>Indirect Cost Base and Rate = not requested</i>			
<i>Activity Code = 02 (Instruction)</i>			

IV. Changes

There have been no other changes in the grant activities thus far in the grant cycle.

UW System Incentive Grant General Outcomes/Goals Reporting Matrix 2013-14

Incentive Grant Program Name: Identifying, Recruiting and Retaining Nurse Educators in Wisconsin

Funding Allocation: \$3.2 million

#	Performance Outcomes Descriptions	Assessment Plan Description	Projected Goals 2013-14	Actual 2013-14 Outcomes	Projected Goals 2014-15
1	Admit qualified students to our fullest capacity in the UW System Nursing PhD and DNP Programs	Enrollment in the predoctoral program over time (within and beyond the grant period) o Document baseline of the recipients of the predoctoral fellows o Track time from enrollment to completion of the PhD or DNP program o Track annual employment and FT/PT status o Track postdoctoral fellow employment in the UW System nursing programs and subsequent employment	0 predoctoral fellowships awarded	<ul style="list-style-type: none"> 29 students were awarded predoctoral fellowships. 1 Doctor of Nursing Practice (DNP) degree was awarded. 	A total of 30 predoctoral students will be admitted to UW-System nursing program under the Nurses for Wisconsin project. Add additional fellows as program and grant capacity allows. Continue to track status.
		Status report form has been developed with reporting required in August and February allowing tracking of all pre and post doctoral fellows. The form is on-line and can be used by all programs. A data snapshot was completed by each campus liaison to identify numbers of project inquiries, fellowship applications and awards.			
2	Admit qualified student to our fullest capacity in the UW System Nursing Postdoctorate Programs	Enrollment in the postdoctoral program over time (within and beyond the grant period) o Document baseline of the recipients of the postdoctoral fellows o Track time from enrollment to completion of the postdoctoral program o Track postdoctoral fellows' collaborative research role in a Wisconsin healthcare system (focus on organizational change and practice improvement) o Track postdoctoral fellow employment in a UW System nursing program	4 postdoctoral fellowships awarded	1 postdoctoral fellowship awarded.	A total of 7 postdoctoral students will be admitted to UW-System nursing program under the Nurses for Wisconsin project. Add additional fellows as program and grant capacity allows. Continue to track status.
3		Status report form has been developed with reporting required in August and February allowing tracking of all pre and post doctoral fellows. The form is on-line and can be used by all programs. A data snapshot was completed by each campus liaison to identify numbers of project inquiries, fellowship applications and awards.			
4	Hire qualified PhD and DNP faculty to the maximum capacity of each UW Nursing Program.	Employment over time of participants in the pre and postdoctoral and loan forgiveness programs (beyond the grant period) o Track pre and postdoctoral fellows employment in UWS nursing programs o Track loan forgiveness recipients' employment in UWS nursing programs	18 nurse educators hired	<ul style="list-style-type: none"> 4 faculty members have been hired under the loan forgiveness program (2 UW-Eau Claire, 2 UW Madison) 1 participant has completed a DNP and is employed at UW nursing program. All others are continued in enrollment in their predoctoral and post doctoral programs. 	Total of 30 nurse educators hired. Continue to track employment.
5		Status report and employment verification form will provide mechanism for tracking predoctoral and post doctoral fellows employment.			
6	Foster inter-institutional professional collaboration through annual nursing education summits	Participation over time of pre and postdoctoral fellows and loan forgiveness recipients (within and beyond the grant period) <ul style="list-style-type: none"> Assess participant evaluation of summit experiences Identify cross-campus efficiencies and shared resources Identify strategies for partnering between UW System nursing programs and healthcare organizations that will increase the number of RNs in Wisconsin 	Year 1 summit held in 2014 year of grant	Summit planned for all grant participants and faculty. To be held on Oct. 10, 2014 in Eau Claire, WI	Year 2 summit planned for 2015 to be held in Madison.
7		Evaluation will be conducted at close of summit and results analyzed to assist in future summit and cross-campus activities.			

UW System Incentive Grant Program

Required Program Goals/Outcomes Reporting Matrix

2013-14

Economic Development Goals and Results

Economic development program" means a program or activity having the primary purpose of encouraging the establishment and growth of business in this state, including the creation and retention of jobs, and that satisfies all of the following:

1. The program receives funding from the state or federal government that is allocated through an appropriation under ch. 20
2. The program provides financial assistance, tax benefits, or direct services to specific industries, businesses, local governments, or organizations.

Performance Categories	Goals		Actual Outcomes 2013-14	Accomplished Goal? Yes or No	Notes
	Projected 2013-14	2014-15			
# of Jobs Created	4 (fellowships)	33 (fellowships)	30	Yes	Preparing individuals to fill jobs in the future: 1 postdoc awarded and 29 PhD and DNP fellowships awarded.
# of Jobs Retained	18 (faculty)	12 (faculty)	5	No	Recruiting individuals to accept open jobs: 4 nurse educators participating in loan forgiveness program. 1 project coordinator hired.
# of Businesses Assisted	4	4	0	Yes	UW-Eau Claire, UW-Madison, UW-Milwaukee, UW-Oshkosh assisted. In addition, discussions continue to be held by all Deans with health care and business partners.

Additional Goals/Outcomes	Goals		Actual Outcomes 2013-14	Accomplished Goal? Yes or No	Notes
	Projected 2013-14	2014-15			

2013-14

c. Increasing or enhancing research and development.

Goals		Actual Outcomes 2013-14	Accomplished Goal? Yes or No	Notes
Projected 2013-14	2014-15			
	30	1	NA	One DNP degree awarded following one semester of predoctoral funding at UW-Oshkosh.
4	3	1	No	Postdoctoral award to fellow admitted at UW-Milwaukee in Spring 2014. Postdocs offered to fellows at UW-Madison, but candidates did not accept fellowship.

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UW System Incentive Grant Program

Required Program Goals/Outcomes Reporting Matrix

2013-14

Improve the Affordability of Higher Education

Programs that Improve the Affordability of Higher Education for Resident Undergraduates, including:

- a. Reducing the time required to obtain a degree
- b. Increasing the opportunities available for high school pupils to earn credit toward a postsecondary degree; and
- c. Improving the transfer of credit between institutions of higher education.

Reducing the Time required to obtain a Degree

Goals	Anticipated Completion Dates	Actual Completion Dates	Accomplished Goal? Yes or No	Notes
Encourage newly graduated nurses to move directly to PhD programs.	Jun-15		NA	Second year of grant work will involve discussions as to how to engage newly graduated nurses to choose direct entry to doctoral education, thereby increasing the career span of nurse educators.
Encourage students to attend a Doctor of Nursing Practice Program (DNP) or PhD program fulltime.	Jun-15		NA	Predoctoral fellowships allow for shortened length of time between admission and program completion.

Increasing the Opportunities available for High School Pupils to earn Credit toward a Postsecondary Degree

Goals	Anticipated Completion Dates	Actual Completion Dates	Accomplished Goal? Yes or No	Notes
NA to grant				

Improving the transfer of Credit between Institutions of Higher Education

Goals	Anticipated Completion Dates	Actual Completion Dates	Accomplished Goal? Yes or No	Notes
NA to grant				