



Transition to the Cohen Scholars Initiative University of Maryland School of Nursing

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10/16/2020

Cohen Scholars Initiative: Advancing Nurse Educator Skills to Meet the Needs of Tomorrow's Leaders

Goal: to increase the number of prepared clinical and academic nurse educators for Maryland

Purpose: to prepare Maryland nurses with graduate education and preparation in teaching to assume roles as nursing faculty in Maryland institutions of higher education and as hospital professional development specialists

This initiative is designed to further the development and management of the Hal and Jo Cohen Scholarship program as a NSP II grant.

Cohen Scholars Initiative Objectives

Objective 1: Establish and implement a model for developing Cohen Scholars Initiative

Objective 2: Develop strategies to communicate, enroll, mentor, support, advise and follow Initiative Scholars

Objective 3: Design and implement summative evaluation strategies for the initiative and the scholars

Team

Carol O'Neil, PI and Initiative Coordinator

Sandra Lucci, Initiative Manager

Mary Etta Mills, Consultant

Cynthia Hollis

Model

Initiative
Scholars

Collect information
Academic/Career Plans of
Study

Initiative
Strategies

Mentoring/Advising
Admitting
Supporting

Initiative
Evaluation

Process: Data Gathering
Data Reporting

Cohen Scholars Initiative

Scholar Requirements

- Admitted and enrolled in a graduate program
- Assigned Academic advisor
- GPA 3.25 and above
- Participate in Career Plans of Study (mentoring and professional development activities) that include completing education courses (9 credits), attending conferences and workshops, submitting abstracts for conferences, completing a financial literacy course (Cash Course) and joining a professional organization
- Updated signed promissory note

Cohen Scholars Initiative Strategies

- Orient Scholars
- Orient Administrators/Advisors
- Mentoring: Academic and Career Plans of Study
- Advising/Supporting: Meet with scholars regularly, dissemination of information
- Recruiting/Admitting: Application, review, acceptance and orientation process
- Following: develop process and implementation

Cohen Scholars Initiative Evaluation

Develop an evaluation design:

- Develop and pilot evaluation forms
- Collect information
- Analyze
- Develop reports
- Disseminate

Activities

Transition to Cohen Scholars Initiative

- Transition 65 Cohen Scholars
- Plan to admit 6 new Initiative Scholars, pending funding

Orient scholars

- Organized a Blackboard shell for scholars that includes announcements, information, posting of promissory notes, academic plans of study, career plans of study, transcripts, validation of completion of Cash Course (Financial Literacy Course)
- Held orientation sessions in Blackboard Collaborate for scholars

Mentoring

- Oriented administrators and academic advisors
- Developed Career Plans of Study Guides
- Met with December 2020 and May 2021 graduates to develop individualized Career Plans of Study
- Follow-up with May 2020 graduates about Service Obligation

Next steps

- Continue meetings with scholars to develop individualized Career Plans of Study
- Data storage and retrieval for service obligation follow-up
- Develop a recruitment and admission process
- Focus on evaluation data and storage and retrieval