



**Foundation of the National Student Nurses' Association
Promise of Nursing for Pennsylvania Small Grants Program
Request for Proposals Round 2**

I. Background

On June 23, 2016, Johnson & Johnson, in partnership with the Pennsylvania Action Coalition, sponsored the **Promise of Nursing for Pennsylvania Gala**. The event received generous support from organizations throughout Pennsylvania. Funds raised at the event were used for: scholarships for undergraduate nursing students; faculty fellowships for nurses studying to become nurse educators; and grants for nursing/health care organizations and nursing schools to increase capacity and meet the recommendations made in the Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health* (2011). The Foundation of the National Student Nurses' Association (FNSNA) administers the student scholarships and faculty fellowships. The Pennsylvania Action Coalition is responsible for developing the grant request for proposal, receiving grant applications, and making recommendations to the FNSNA on grant recipients. The Small Grants Program is now entering its second round of funding to continue increasing capacity for nursing/health care organizations and meet the recommendations in the *Future of Nursing* Report.

A key recommendation of the *Future of Nursing* report calls for expanding the diversity of the health care workforce. The IOM states, "improving access [to health care] also requires delivering care in a culturally relevant and appropriate manner so that patients can contribute positively to their own care" (p. 54). Research indicates that health care disparities can be attributed to a complex web of socioeconomic factors. Research also suggests that socioeconomic status can determine an individual's access to and quality of healthcare. A more diverse, culturally sensitive workforce can address these gaps in health equity. The following excerpt further explains the health challenges facing the citizens of PA related to cultural diversity:

For decades, the major focus of the U.S. health care system has been on treating acute illnesses and injuries, the predominant health challenges of the early 20th century. In the 21st century, the health challenges facing the nation have shifted dramatically:

- **A more diverse population**—Minority groups, which currently make up about a third of the U.S. population, are projected to become the majority by 2042 and 54 percent of the total population by 2050 (U.S. Census Bureau, 2008). Diversity exists not only among but also within various ethnic and racial groups with respect to country of origin, primary language, immigrant status and generation, socioeconomic status, history, and other cultural features.
- **Health disparities**—Health disparities are inequities in the burden of disease, injury, or death experienced by socially disadvantaged groups relative to either whites or the



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general population. Such groups may be categorized by race, ethnicity, gender, sexual orientation, and/or income. Health disparities among these groups are driven in part by deleterious socioenvironmental conditions and behavioral risk factors, and in part by systematic biases that often result in unequal, inferior treatment (IOM, 2003b).

- **Limited English proficiency**—The number of people living in the United States with limited English proficiency is increasing (U.S. Census Bureau, 2003). To be effective, care and health information must be accessible and offered in a manner that is understandable, as well as culturally relevant (IOM, 2004a; Joint Commission, 2007). While there are national standards for linguistically and culturally relevant health care services, the rapid growth of diverse populations with limited English proficiency and varying cultural and health practices is emerging as an increasingly complex challenge that few health care providers and organizations are currently prepared to handle (HHS Office of Minority Health, 2007).

The PA Action Coalition is a part of the national Campaign for Action, a joint initiative of the Robert Wood Johnson Foundation, AARP, and the AARP Foundation. The Coalition works to address growing concerns related to health care quality, access and safety, including efforts to increase diversity and cultural competency in the nursing workforce.

The PA Action Coalition defines diversity as all the ways in which we are similar and/or different. Diversity encompasses any dimension of human differences or similarities, including but not limited to: cultural, cognitive, and social variables that differentiate groups or people from one another (e.g., race, ethnicity, gender, age, sexual orientation, ability, geographic location).

For more information, visit the PA Action Coalition website at paactioncoalition.org.

II. Eligible Grant Applicants and Projects

Grant proposals must be submitted by a 501(c)(3) non-profit organization or non-profit school of nursing in Pennsylvania. Hospital foundations may also apply. Priority will be given to grant proposals that address the above *Future of Nursing* recommendations related to cultural diversity. Examples include proposals that will:

- Improve health and health care by addressing issues of diversity in the community or health care workforce;
- Increase cultural competence of health care professionals, caregivers and nursing students through educational programs (e.g., curriculum development, podcasts and videos, online education such as webinars) ;
- Improve health care through linguistically and culturally relevant health care services and education;
- Recruit nursing students from underrepresented populations in nursing;
- Offer continuing education of nurse educators for teaching cultural competence;



- Provide train-the-trainers leadership programs that have broad reach to varied institutions and communities;
- Eliminate health disparities and improve access to services for vulnerable and socially disadvantaged groups.

Additional examples and resources are available in the Appendix and for download online at paactioncoalition.org [page].

III. Selection Process and Disbursement of Funds

The Foundation of the National Student Nurses Association (FNSNA) is responsible for the collection and distribution of all funds raised at the gala event. The FNSNA has the fiduciary responsibility for overseeing the grant process to ensure that funds are distributed according to FNSNA policies and IRS regulations.

Johnson & Johnson and the Promise of Nursing for Pennsylvania steering committee selected the PA Action Coalition to assist the FNSNA in developing and distributing this Request for Proposal; reviewing applications; and making recommendations for grant recipients to FNSNA. In the event that a member of the review committee has a relationship with an organization submitting a grant proposal, that person will declare a conflict of interest and recuse him/herself from the decision process related to that particular proposal. The review committee will endeavor to recommend awardees representing the diverse geography of Pennsylvania.

Applications will be evaluated on the following factors:

- **Alignment with the *Future of Nursing* recommendations to build and retain a more diverse and/or culturally competent nursing workforce:** see examples in Part II and additional examples and resources in the Appendix
- **Ability to demonstrate that anticipated outcomes of the project can be met:** e.g., baseline metrics and post-project metrics.
- **Ability to advance the project goals beyond the grant period:** e.g., demonstrating institutional/financial/other commitment(s) to continue the goals of project; disseminating project findings; achieving lasting impact; building capacity.

Awards will be tiered at the \$5,000; \$10,000; and \$25,000 levels, with a maximum of two (2) \$25,000 proposals being supported. Applicants may submit up to two (2) project proposals and must specify the tier for which they are applying in each request. The review committee will recommend the total distribution of all awards to the FNSNA.

IV. Expectations of Awardees

Grant funding must be used for programmatic expenses as described in the grant proposal, not for general organizational operating support. In addition, grant funds may not be used to: pay tuition for degree granting programs; pay for NCLEX review classes for students; purchase



faculty release time; or salaries or payment for staff recruitment expenses. Awardees are expected to participate in PA Action Coalition activities related to their interests and support its initiatives.

Awards will be announced on or before November 1. The grant projects are expected to begin on **January 1, 2020 and end December 31, 2020**. The PA Action Coalition will provide grantees with technical assistance to help accomplish project goals and measure outcomes throughout the grant period. Interim and Final reports must be submitted to the FNSNA. At the conclusion of the grant period, awardees are expected to share their findings with the PA Action Coalition (for example, through a webinar, board meeting presentation, report, or other forum).

Contact: Applicants should contact Jennifer Horn at jhorn@ncc.us with questions or if they need assistance to identify a 501(c)(3) to submit the grant and administer grant funds.

V. Distribution of Request for Proposals in Pennsylvania will include:

- Schools of Nursing
- Hospital Foundations
- Nurses Associations
- Non-profit health-related Foundations

VI. Proposal Submission

Proposals must be submitted online at the following link on or before **Monday, October 7 at 11:59pm:**

<https://form.jotform.com/nsnainc/promise-of-nursing-for-pennsylvania>

Be prepared to enter the following:

1. Demographic information: name of organization, address, contact person, email and phone number.
2. Project Summary: Describe your proposed project. (Maximum 200 words)
3. Target Audience Community or population addressed in proposal. (Maximum 100 words)
4. Goals, objectives, and activities to meet objectives and anticipated outcomes. (Maximum 200 words)
5. Proposed timeline for meeting goals, objectives, activities, and anticipated outcomes. (Maximum 100 words)
6. Describe how the outcomes will be measured. (Maximum 100 words)



7. Explain how project will be continued after funding period has ended. (Maximum 100 words)
8. Explain how the outcomes of the project will be disseminated (*e.g.*, publication, webinars, seminars, etc.) (Maximum 50 words)
9. Upload resume(s) of key individuals involved in the implementation of the proposal and the role they will play.
10. Upload detailed Budget and justification for each budget line.
11. Upload 501(c)(3) IRS Determination Letter.
12. Sign statement of understanding: **If this proposal is funded I agree to fulfill the project as described and to submit an interim and final report to the FNSNA; and to return any unused funds to the FNSNA at the conclusion of the project.**



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Appendix

Promise of Nursing for Pennsylvania—Call for Proposals Examples of Topics and Resources for Grant Proposals

Grant proposals for nursing schools and nursing/healthcare non-profit organizations must address increasing capacity in nursing schools (faculty and students) and/or meeting the recommendations made in the [Institute of Medicine \(IOM\) report, *The Future of Nursing: Leading Change, Advancing Health* \(2011\)](#). The following are examples of possible proposals.

Increasing Diversity

Diversity exists not only among, but also within various ethnic and racial groups with respect to country of origin, primary language, immigrant status and generation, socioeconomic status, history, gender orientation, religious beliefs, and other cultural features. Interdisciplinary collaboration may also be considered. Proposals must include measurement of outcomes.

- Recruiting under-represented populations into the nursing profession and retaining these students through to graduation.
- Development and implementation of mentor-protégée programs for diverse students, faculty or practicing nurses and mentors.
- Development and implementation of cultural competence curriculum to ensure that nursing students and practicing nurses have the ability to provide effective care for patients who come from different cultures.
- Effective communication for diverse populations: may include sign and body language in addition to foreign languages for medical/nursing personnel and students (i.e. medical Spanish).
- Health literacy and health promotion for community-based vulnerable populations. May include health screenings with health education component.
- Development of education tools such as infographics, posters, webinars, short videos or podcasts for students, public/health and community-based healthcare providers working in clinics that focus on topics such as cultural competence, community health needs assessment, health literacy, access to healthcare insurance and services, and serving the health needs of vulnerable populations.
- Funding for diverse students, faculty or practicing nurses to attend leadership development programs that include sharing of information learned with colleagues after the conference through presentations, publications, and webinars.
- Community assessment and data collection which results in discovery of community health needs disseminated through publications and presentations to community leaders and culminates in health policy development.
- Opportunities for collaboration of healthcare leaders and community leaders such as a presentation of community health assessment followed by networking reception.
- Assessment of organizational board composition in specific communities to determine number of diverse representatives; number of registered nurses and other healthcare



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professions; and number of men and women serving in board positions. This would be followed by developing strategies to increase diversity on community-based boards.

- Interdisciplinary programs on policy development to address healthcare access and quality.

Nursing Education—additional topics for faculty and student development:

- Support for faculty to attend the college/university's faculty development programs and courses;
- Courses to meet teaching certification requirements;
- Creation of faculty joint-appointments with area healthcare providers;
- Support for faculty to attend faculty development workshops or conventions off campus;
- Tuition for on-line faculty development courses;
- Creation of continuing education workshops that enhance classroom and clinical teaching/learning;
- Establish programs to mentor new faculty to the clinical educator role from area health care delivery organizations
- Establish a program for staff nurses to mentor students and utilize those students at a higher capacity.
- Technology education for faculty (i.e. simulation labs);
- Curriculum development for innovative programs that increase the student capacity of the nursing program;
- Curriculum development for graduate level courses to prepare nurse educators;
- Improving student outcomes and strategies to increase test scores (i.e. teaching and learning methodologies for adult learners);
- Strategies to support articulation between Associate Degree and Diploma schools with Baccalaureate or Masters bridge programs for rapid entry of students into RN degree completion programs;
- Fast-track undergraduate nursing curriculum design (i.e. second-degree students);
- Audio/video tapes, DVDs, and/or software for shared use of faculty groups;
- Cost of speakers and consultants.

Funds may not be used to:

- Pay tuition for degree granting programs (Fellowships for graduate education for nurse educators available through the **Foundation of the National Student Nurses Association**).



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- Fund scholarships for undergraduate tuition (scholarships are available from the **Foundation of the National Student Nurses' Association**).
- Purchase faculty release time;
- Pay for NCLEX review classes or review materials;
- Pay for faculty recruitment expenses.

Resources:

[Institute of Medicine \(IOM\) report, *The Future of Nursing: Leading Change, Advancing Health* \(2011\).](#)

[American Academy of Nursing Edge Runners](#)

[Health Finder Community-based programs](#)

[Rural Health Information Hub](#)

[LGBTQ Community Agencies in Pennsylvania](#)

[National Association of Hispanic Nurses \(Pennsylvania chapters\)](#)

[Demographics for Pennsylvania](#)

[Non-profit Organizations in Pennsylvania by County](#)

[MHP Salud](#) resources for Hispanic populations

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