

## 2021 Nursing Leadership Research Grants Focused on Achieving Equity in Health Care, Diversity among Nurse Managers Request for Proposals

### Introduction:

The AONL Foundation envisions a healthier tomorrow advanced through nursing leadership and strives to achieve that vision by providing resources to create opportunities to bridge science and practice to shape the future of nursing leadership.

The AONL Foundation supports its vision and mission by supporting the generation of new knowledge through actionable research to:

- Optimize Leadership Effectiveness
- Achieve Equity in Health Care
- Improve the Health Care Experience

### Purpose:

The purpose of this RFP is to support an increasingly diverse nurse manager population. Specifically, AONL Foundation aims to optimize a host of outcomes as they intersect with diversity, cultural sensitivity, and nurse management practice. As always, it is the intent of the AONL Foundation to assist in the generation of timely, innovative, and cost effective solutions that can be implemented in the near future.

Nurse managers are widely described as having among the most challenging role in all of health care (Begley, 2021). Often considered the first (or the last) line in management, they hold essential roles in fostering the application of evidence into practice across patient experience, practice environments, and organizational outcomes.

Several recent forums have highlighted the need for greater diversity and improved cultural competence in the nursing workforce. Prominent publications and organizations including: *The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity* (National Academy of Medicine, 2021) and the Johnson & Johnson, American Nurses Association, and American Organization for Nursing Leadership's *Accelerating Nursing, Transforming Healthcare* call for greater diversity in the nursing workforce, which includes nurse leaders.

The Foundation seeks to learn:

- What are organizational goals related to diversity? How do organizations define an appropriate mix? How are performance metrics defined? For example, reflect the demographics of the community served or national population?
- How diversity among nurse managers impacts their teams and patients.

- How organizations are recruiting and training a diverse nurse manager workforce with regard to cultural competencies, social determinates of health, health equity and nurse well-being.
- The benefits of diversity in the nurse manager workforce.
- Strategies implemented by nurses in executive and management roles in the health care organizations and in the community to improve diversity among nurse managers and the impact of increased diversity relative to eliminating disparities and improving health equity among the community.
- The structural determinants required in the microsystem to impact health and health equity.
- The unique leadership competencies required to successfully lead teams reflecting a predominance of people who are diverse in race, sexual orientation or other characteristic.

This grant award can support observational or intervention research to address the requested learnings.

Observational studies might be preliminary investigations to describe diversity among nurse managers and the impacts of having a diverse nurse manager team. Studies that address the role of the nurse manager in addressing inequities in health care and are linked to larger, ongoing projects will also be considered. Investigators may use any of the qualitative traditions (ethnography, phenomenology, grounded theory, etc.), descriptive quantitative designs, or mixed methods to explore these topics. Studies that lay the groundwork and have the potential to progress to outcomes-focused research are encouraged.

Interventional studies may focus on the recruiting and training a diverse nurse manager workforce, as one example. Interventions must directly address diversity among nurse managers and the impacts on nurse well-being, patient outcomes, social determinants of health, or health equity. Interventions should include all appropriate organizational stakeholders (e.g. a project addressing recruitment of diverse nurse managers should include organizational leadership, human resource personnel, hiring manager, and others as needed.) It is expected that the interventions will have the potential to be sustained in the organization or setting and should be scalable for implementation in other settings.

### **Grant Detail:**

Grants available: One (1) grant of \$15,000

Online Submissions Open: October 8, 2021

Deadline for Submissions: November 12, 2021 – 3:00pm Central Standard Time

Award Notification: December 2021 (TBD)

Public Announcement: December 2021 (TBD)

Funding Dates: December 2021 – June 2024.

Please note: a portion of the funds will be distributed at the beginning of the funding period. Remaining funds are dependent upon and will be distributed at completion of the study.

Timeframe allows for the possibility of presentation at either the 2023 or 2024 AONL Annual Conference. Project can be completed at any point within the timeframe.

### **Eligibility Criteria:**

- Principal investigator must be a current licensed Registered Nurse.
- Members of the board of directors, officers, and staff of the AONL Foundation, AONL, the American Hospital Association and its affiliates are not eligible to apply.
- Researchers currently funded by the AONL Foundation are not eligible for this award.
- Priority may be given to diverse applicants.

### **Guidelines:**

- This grant award applies only to research studies and does not include evidence-based projects.
- Documentation of Institute Review Board (IRB) approval is required prior to initiation of funding (timetable for IRB approval or proof of IRB approval to be included in proposal).
- Implementation of the research project must commence immediately upon receipt of the funds.
- Research project must be completed within timeframe established above, inclusive of dissemination.
  - Dissemination should include presentation at a national conference and submission of a manuscript for publication in a peer reviewed journal. A webinar or other agreed upon format may also be considered.
    - Please note, if planning to submit an abstract to present at an AONL Annual Conference, that abstract should reflect completed study.
  - A portion of the award money will be dependent upon completion of award study.
- Under budget proposals:
  - AONL Foundation provides funding for direct expenses, and allows up to 10% of total grant funds to be used for indirect expenses or overhead expenses.
  - No investigator time will be supported. All other research-related expenditures including salary support for research assistants or statisticians, incentivizing study participants, supplies, software, printed materials, copying, communications, and expenses related to attending and presenting study findings at conferences can be included.
    - When building budget to attend and present findings at a national conference, consider all travel, poster design and printing, presentation design and production, and other associated costs.
- All research proposals are expected to address the AONL Foundation priority Achieving Equity in Health Care. Proposal may also address one of the other priority areas:
  - Optimizing Leadership Effectiveness
  - Improving the Health Care Experience

### **Proposal Application:**

An electronic copy (Microsoft Word or PDF) of the entire proposal shall be submitted online via AONL Foundation's website. Applications should be no longer than eight single-spaced pages with 1-inch margins in Times New Roman or Arial 12-Point font. References should be cited using APA format

and are to be included within the 8-page limit. Copies of planned surveys or other measures are to be included as appendices.

A second copy (Microsoft Word or PDF) of the entire proposal—**with all identifying information of researcher(s) and institution(s) removed**—shall be also be submitted. The same page limit applies.

**Format of Application:** *(Please note all elements listed below are required for consideration of this grant award.)*

*Title Page:*

- Name, title, organizational affiliation, email address, phone number, address of each investigator
- Project Title

*Proposal:*

- Abstract (400 words maximum – not to be included in the 8-page limit)
- Introduction
- Background/Literature Review/Conceptual Model or Framework
- Specific Aims/Purpose of Study
- Alignment with AONL Foundation Strategic Priorities
  - Please clearly state how this study aligns with and supports these priorities.
- Anticipated Impacts (How will this study add to the body of knowledge? What is the potential for future research studies?)
- Research Design and Methods (Setting, Sample, Measures, Plans for Data Analysis)
- Plans for Protection of Human Subjects
- Plans for Dissemination
- Plans for Translation and Potential Implementation of Findings
- Timeline
- Budget
- References

*Support Documents:*

- Two letters of support (at least one letter of support from the institution at which the study will be conducted)
- Letter of IRB approval or timeline for obtaining IRB approval
- Instruments to be used in study
- Proof of author permission to use proposed instruments
- Curriculum Vitae or Bio sketch for each investigator
- Declaration of any other funding sources for this project

**Review Process:**

All submitted proposals will undergo a blind review by members of the AONL Foundation Board of Director's Research Review Committee. The grant award recipient will be selected based on consideration of eligibility and merit of the research proposal. Review criteria will include:

- What is the overall impact of the proposed research study on the defined purpose?
- What is the significance and innovativeness of the planned study?
- Is the study strategy, methodology and data analysis plan rigorous and can it be accomplished in the projected timeframe?
- Is the support (budget) requested justified to the proposed research?

Priority will be given to:

- Research work that advances nursing leadership.
- Proposals that identify original research opportunities.
  - If the research opportunity proposed is a replication study, large-impact studies will receive priority.
- Minority nurse researchers may be given priority for this work.

Previous research completed, and research experience will be taken into account.

### **Expectations of Grant Recipient:**

- At the beginning of the grant period, the principal investigators will provide a jpg head shot and a narrative biography of no more than 300 words for each investigator.
- At the midpoint and at the conclusion of the research study the principal investigators will submit an interim and final report, respectively, on the progress of the study.
- At quarterly intervals, principal investigators and study team will meet with AONL Foundation staff and a member of the Research committee designated as the study's research coach. These informal check in meetings will help keep everyone apprised of the study and current status.
- Upon conclusion of the study and within the timeline the principal investigator will:
  - Submit an abstract and, if accepted, present study findings at a national conference
  - Submit manuscript for publication to at least one peer reviewed nursing research journal
  - Submit a summary of the study to be added to the online AONL Foundation's Research Repository
  - Allow study findings to be incorporated into the AONL Foundation's marketing and communications
  - Aid the AONL Foundation in demonstrating impact of the research
- Principal investigator will ensure proper acknowledgment of AONL Foundation and the underwriting donor in all publications and presentations.

### **Acknowledgment:**

Funding for this research study is made possible by a gift from AMN Healthcare. Thank you for your generous support.

### **Inquiries:**

For questions about the submission or review process, please contact Dani Ward, AONL Foundation director, at [dmward@aha.org](mailto:dmward@aha.org).