

The Connell Fellowship for Postdoctoral Study in Nursing Research

Sponsor: The Yvonne L. Munn Center for Nursing Research, Massachusetts General Hospital (MGH); The William F. Connell family

Overview: The **Yvonne L. Munn Center for Nursing Research** at MGH is introducing an innovative opportunity for early career nurse researchers to complete postdoctoral training in an academic medical center setting. The William F. Connell family has generously provided funding to support numerous opportunities for developing nurse researchers and are extending this funding to support postdoctoral training.

The Yvonne L. Munn Center for Nursing Research at MGH provides an infrastructure that includes resources and training to support research initiatives that advance nursing knowledge related to clinical practice and the achievement of quality patient-centered outcomes. The Munn Center, housed within the Institute for Patient Care at MGH, was inspired by the vision and dedication of Yvonne L. Munn, RN, MSN, a nurse leader at MGH from 1984-1993, and her desire to advance nursing research at MGH. The official dedication of the Munn Center in 2008 acknowledged the hospital's commitment to nursing and interdisciplinary research collaborations that foster high quality, cost-effective, patient-family-centric care. More information about the Munn Center is available at:

http://www.mghpcs.org/MunnCenter/Connell_Overview.asp

The Munn Center is part of the **MGH Research Institute**, which provides training and support for MGH researchers across all disciplines. MGH has a very robust research environment and is the leading independent hospital in NIH funding. The MGH Research Institute fosters interdisciplinary collaboration through participation in numerous committees, research forums, and educational opportunities. More information about the resources available within the MGH Research Institute can be found at: <https://www.massgeneral.org/research/>

Objective: The **Connell Fellowship for Postdoctoral Study in Nursing Research** is designed to develop a cohort of nurse scientists by providing advanced training in the fundamental aspects of research study design, implementation, and evaluation. The program's overall objective is to cultivate expertise among nurses in the conduct of clinical studies that will improve patient care delivery in this ever-changing healthcare environment.

The Overarching Goals of the Postdoctoral Fellowship in Nursing Research are to:

- Expand and enhance expertise in the development of researchable questions and appropriate methodologies to evaluate novel approaches to care.
- Strengthen interdisciplinary collaboration in education and training through participation in courses offered both internal and external to MGH.
- Increase interprofessional partnerships and collaborations across the MGH.
- Foster the expansion of funded grants to establish a sustainable program of research, aimed to advance nursing science at MGH and beyond.

- Expand the visibility of research conducted by nurse scientists at MGH through dissemination of research including publication and presentations at local, national, and international conferences.

The fellowship will provide up to 2 trainees the developmental support and resources needed to advance nursing science in a trajectory that is consistent with the areas of research concentration identified by the Munn Center, and in alignment with the strategic goals of Patient Care Services at MGH.

Areas of Research Concentration include:

- **Symptom Science**, including the identification of symptoms and symptom management in the context of acute and chronic illnesses among diverse populations.
- **Nursing Workforce Evaluation**, including studies that focus on nursing workload assessment, clinical decision making, organizational culture, evaluation of the professional practice environment, and quality and safety.

The fellowship is supported for up to 3 years, and fellows are expected to fund 50% of their stipend in Year 3, through independently funded research grants obtained during years 1-2.

Eligibility

Applicants must demonstrate a commitment to a career in research and their willingness to complete the 3-year fellowship. Those with academic appointments at the faculty level or are tenured or in a tenure track position are not eligible to apply.

Qualified Applicants include:

- Registered nurses who have completed an undergraduate or graduate degree in nursing.
- PhD from a U.S. certified institution of higher education received in the year 2018 or 2019 (documented by an official sealed transcript).
- Individuals with a defined area of research concentration and an emerging publication record.
- Applicants who are current PhD students must provide a letter from their dissertation chair confirming that they have met all required course fulfillments and are on track to defend their dissertation and will graduate prior to commencement of the fellowship. Fellowship cannot commence without final receipt of a diploma prior to July 1 or an agreed upon start for the fellowship.

Commitment:

It is expected that fellows will spend approximately 40 hours per week on research activities. Participation in fellowship activities should be prioritized.

Applicants and Review Process

Up to 2 postdoctoral fellows will be accepted.

Applications will be carefully reviewed by a Fellowship Review Committee comprised of a team of interdisciplinary scientists, using standard evaluation criteria established by the fellowship faculty. Final approval of the fellowship candidates will be obtained from the Director of the Yvonne L. Munn Center for Nursing Research.

Mentorship

Fellows will work with a primary mentor who is a nurse scientist with a Harvard Medical School faculty appointment employed at MGH. Nurse or non-nurse scientists without a Harvard Medical School faculty appointment may serve as a co-mentor, if their research is relevant to the fellow's interests.

The Fellowship Director, in consultation with the fellowship faculty, will help pair postdoctoral fellows with a primary mentor with an existing program of research that aligns with the fellow's research interest. There will be opportunities for additional collaboration and consultation with other nurse scientists affiliated with the Munn Center who have similar research or methodological interests. Requests to work with other collaborators or consultants not affiliated with the Munn Center will be reviewed and approved by the Fellowship Director and the fellow's primary mentor.

Primary Mentor

The primary mentor assigned to each fellow will be responsible for facilitating the experience for each assigned fellow during the program. This includes establishing, coordinating, and overseeing the mentorship team as well as providing opportunities for the fellow to be involved with their program of research such as grant writing, data analysis, manuscript and abstract preparation. The primary mentor will also provide guidance regarding the fellow's training program utilizing resources available through the Munn Center and the MGH Division of Clinical Research Education. This includes support and guidance as the fellow develops their own program of research and preparation of quarterly progress reports. The primary mentor will report directly to the Fellowship Director and will monitor overall adherence to the terms of the fellowship.

Proposed Training

Approximately 10% of the fellow's time should be spent participating in didactic curriculum including courses offered through the MGH Division of Clinical Research Education. Participation in orientation and courses specifically designed for postdoctoral fellows at Massachusetts General Hospital is required.

Fellows will also receive financial support to attend conferences or take courses that pertain to their respective area of research. Most courses offered through the Division of Clinical Research Education and affiliated programs are free, though fellows will have a set stipend that may be applied to tuition for courses or seminars (see Stipend and Support for Development). All courses and seminars must be relevant to the project and approved by the Fellowship Director prior to registration if fellowship funds are being utilized. Fellows must keep an active list of

participation/completion of training activities that will be reviewed as part of a quarterly progress report.

Progress Reports: Fellows will submit a quarterly progress report to document outcomes and adherence to the fellowship terms, to be reviewed at the quarterly evaluations, attended by the mentor, mentee and Fellowship Director. Progress reports will also be shared with the Director of the Munn Center for Nursing Research. The fellow's progress, including documentation of fulfillment of the obligations outlined in the terms of the fellowship, will be reviewed during the quarterly evaluation. Fellows and their mentors are encouraged to openly discuss any resources needed or barriers encountered affecting the progress of the program with the Fellowship Director as needed between the scheduled quarterly review dates. Failure to meet the terms of the fellowship may result in discontinuation of the fellowship prior to the 3-year commitment. The Fellowship Director, in consultation with the fellowship faculty and Director of the Munn Center, has the right to stop the fellowship at any time, without obligation to the fellow, if the terms of the fellowship are not met. Further, there is no guarantee that fellow will be employed at MGH upon completion of the fellowship.

Estimated Stipend and Support for Development [Based on NIH Postdoctoral Trainees and Fellow Stipend Levels]

Please note: In year 3, fellows will cover 50% of their annual stipend

Estimated Stipend (per fellow):

Year 1: \$49,188

Year 2: \$51,324

Year 3: \$26,592 (this reflects 50% of annual stipend)

Tuition and fees: \$4000/trainee/year for tuition and fees for training coursework and seminars relevant to their research area of interest (Year 1 and 2 only).

Conference attendance/travel: \$2000/trainee/year will be granted to attend scientific meetings relevant to their research area of interest (Year 1 and 2 only).

Overview of Research Course Offerings at MGH and Beyond

Division of Clinical Research Education & Statistical Support

The Division of Clinical Research education provides many services and training programs to investigators on a variety of research methods, including statistical support. Participation in certified training related to the responsible conduct of research is mandatory. These courses are offered through the Division of Clinical Research Education. The administrative assistant at the Munn Center will assist the fellow with identifying and registering for these offerings. For more information and an overview of available courses visit:

<https://www.massgeneral.org/research/education/clinical-research-education.aspx>

MGH Postdoctoral Fellowship Orientation and Training Courses

The Office for Research Career Development routinely offers Clinical Research Fellows Orientation at MGH on a monthly/bi monthly basis throughout the year. Visit: <http://facultydevelopment.massgeneral.org/orcd/> for a complete list of other resources available to research fellows at MGH including career development resources, networking opportunities, and policies.

Harvard Catalyst

There are several course and training programs offered from the Harvard Catalyst to the MGH Research Community. To learn more about course offerings, please visit: <http://catalyst.harvard.edu/education.html>

Academic Enrichment

A list of local institutions is provided below for convenience; courses are not limited to these institutions. If there is a course of interest at a school that is not listed below, please review this with your mentor and the Fellowship Director.

Boston College

Boston University

Harvard Extension School

Harvard School of Public Health

MGH Institute of Health Professions

Northeastern University

Simmons College

University of Massachusetts (all locations)

Other Enrichment and Developmental Opportunities

Fellow participation in a variety of developmental opportunities offered at MGH is mandatory including Nursing Research Grand Rounds, scholarly nursing presentations offered in the MGH community, the Nursing Doctoral Forum, and participation in other interdisciplinary presentations offered at MGH that are relevant to the fellow's research area of interest.

General Overview of Terms, Outcomes and Expectations of Each Postdoctoral Fellow

Year 1: Participation in 5 training opportunities (free and with tuition as outlined in training section); submission of a minimum of one manuscript as primary author, and other papers through collaboration with your mentor/mentorship team; dissemination through presentation at internal (MGH) or external scientific conferences; grant development and submission in research area of interest. Participation in MGH Nursing Research Grand Rounds, and MGH Nursing Research Day.

Year 2: Participation in 5 training opportunities; submission of a minimum of one manuscript as primary author, and co-author on other papers through collaboration with your mentor. Project implementation of funded grant or a pilot project to generate preliminary data for a grant submission. Submission of a grant relevant to your research area of interest. Dissemination

through presentation at internal (MGH) or external scientific conferences; Participation in MGH Nursing Research Grand Rounds, and MGH Nursing Research Day.

Year 3: Grant funding obtained (fellow now supporting 50% of stipend), implementation of research study, data analysis and publication of 1-2 manuscripts as primary author. May participate in training opportunities relevant to research area of interest as needed. Dissemination through presentation at internal (MGH) or external scientific conferences including MGH Nursing Research Grand Rounds, and MGH Nursing Research Day.

Fellowship Administration and Oversight

Director, Yvonne L. Munn Center for Nursing Research: Gaurdia Banister, RN, PhD, NEA-BC, FAAN, Connell-Jones Endowed Chair for Nursing and Patient Care Research

Faculty Director, Connell Nursing Research Programs: Dorothy Jones, Ed.D, ANP, FAAN, Director Emerita, Munn Center, MGH, Professor of Nursing, Boston College

Director, Connell Fellowship for Postdoctoral Study in Nursing Research:

Sara E. Looby, PhD, ANP-BC, FAAN, Nurse Scientist, Munn Center, Neuroendocrine Unit, MGH; Assistant Professor of Medicine, Harvard Medical School

Fellowship Staff Assistant: Stacianne Goodridge, Phone: 617-643-0431

Email: sgoodridge@partners.org

Fellowship Grant Administrator: Michelle Vitagliano Phone: 857-282-5758

Email: MVitagliano@partners.org

Core Faculty of the Yvonne L. Munn Center for Nursing Research

Name	Area of Research Concentration	Description of Research	Research Method
Gaurdia Banister, RN PhD NEA-BC FAAN Director, Yvonne L. Munn Center for Nursing Research Connell-Jones Endowed Chair for Nursing and Patient Care Research	Nursing Workforce Evaluation	Workforce evaluation of diverse students and diverse registered nurses; Interprofessional collaborative practice	Qualitative, Quantitative
Diane L Carroll, PhD, RB, FAAN, FAHA, FESC; Nurse Scientist, Munn Center, MGH	Intervention Science, Symptom Science	Transition of care in adults and pediatrics; Music and massage as interventions for cardiac patients.	Quantitative
Jane Flanagan, PhD, RN, ANP-BC, AHN-BC, FNI, FAAN Nurse Scientist, Munn Center, MGH; Associate Professor of Nursing, Boston College	Intervention Science, Symptom Science	Disposition of older adults with dementia from hospital to skilled nursing facility; Mindfulness based yoga intervention in women with breast cancer; Exercise	Qualitative, quantitative, Mixed methods

		intervention in caregivers who also have chronic illness.	
Dorothy Jones, Ed.D, ANP, FAAN, Director Emerita, Munn Center, MGH, Professor of Nursing, Boston College	Nursing Workforce Evaluation, Intervention Science	Workforce evaluation of the professional practice environment; Nursing theory and knowledge development, Patient transitions from ambulatory surgery to home.	Qualitative, Instrument development and evaluation
Sara E. Looby, PhD, ANP-BC, FAAN Nurse Scientist, Munn Center, Neuroendocrine Unit, MGH; Assistant Professor of Medicine, Harvard Medical School	Intervention Science, Symptom Science	Endocrine and cardiovascular disease related to HIV; HIV and aging, the menopause symptom experience in women with HIV; Patient-centered strategies to enhance research education and recruitment.	Quantitative Research; Mixed methods research
Jennifer Cahill, PhD, RN Nurse Scientist, Munn Center	Intervention Science, Clinical Outcomes Assessment, Symptom Science	Clinical trials outcome assessment; Biologic basis of symptoms and toxicity in the treatment of brain tumors; Testing interventions for symptom management; Patient use of electronic medical record; Survivorship.	Quantitative
Affiliate			
Jeanette Ives Erikson, RN, DNP, FAAN Chief Nurse Emerita Distinguished Paul M. Erikson Chair in Nursing Instructor in Medicine, Harvard Medical School	Workforce Evaluation	Evaluation of the professional practice environment using the <i>Professional Practice Environment Scale</i> (Ives Erikson, et al.), which is used internationally by over 100 healthcare institutions.	Quantitative