



GLORIA J. MCNEAL LEADERSHIP & PUBLIC POLICY MENTORING FELLOWSHIP



The Gloria J. McNeal Leadership & Public Policy Mentoring Fellowship seeks to connect, inspire and mentor ethnically diverse nurse educators. Through transformative programming, this fellowship supports participants with the resources, network, content and community to improve the diversity of the nursing workforce. This year-long program is available to 15 fellows (maximum) who meet virtually in quarterly sessions with experienced ethnically diverse nurse leaders. Fellowship sessions will include content related to the development of leadership skills within educational settings, engagement in public policy and advocacy, and the goals and objectives for the mentor-mentee dyad.

This fellowship is designed for ethnically diverse nurses, holding academic appointments in schools of nursing, and nursing education positions at medical centers and healthcare organization nationwide, who are seeking to engage in activities that provide mentorship, promote diversity, advance leadership concepts, and engagement in public policy and advocacy for their teaching, research, and service.

Applications are currently open for our Leadership & Public Policy Mentoring Fellowship opportunity available to all ABNF members at no additional cost.

The deadline for application submission is: December 9.

APPLY NOW!

OVERVIEW

- Diversity is vital to the leadership needed for developing and implementing health policies, advocating and influencing policy decisions, and communicating with stakeholders and legislators.
- As more nurses seek greater involvement in health policy, a growing need exists to increase diversity among health policy leaders.
- Nurses are ideally suited to use their expertise, leadership, and communication skills in health policy roles and navigating the political landscape.

IMPACT

As more nurses seek involvement in health policy, a need exists to increase diversity among health policy leaders to address health disparities, health equity, and issues that impact population health. Through participation in health policy education and mentoring programs, nurses of color are well-positioned to advance nursing's contributions to health policy.

THE GLORIA J. MCNEAL LEADERSHIP and PUBLIC POLICY MENTORING FELLOWSHIP

Enhancing the diversity of nursing academe through empowerment and strategic career development opportunities

MISSION STATEMENT

The mission of the Gloria J. McNeal Leadership and Public Policy Mentoring Fellowship is to improve the diversity of the nursing academe, with a special emphasis on promoting the acquisition of leadership positions within the nursing workforce, and promoting nurse educator's involvement in public policy and advocacy.

VISION

As ABNF is the organization that is dedicated to the advancement of the minority nurse academician, the Gloria J. McNeal Leadership and Public Policy Mentoring Fellowship envisions a nurturing and supportive environment that mentors and recognizes the achievement of minority nurse leaders

OBJECTIVES

Increase the diversity of faculty at schools of nursing and within the nursing workforce nationwide.

Offer a series of quarterly career development seminars led by noted ethnically diverse nurse leaders.

Establish quarterly mentor-mentee virtual meetings with an additional face-to-face meeting at the ABNF Annual Meeting and Scientific Conference in June.

Promote professional socialization among fellows.

Support the participation of ethnically diverse nurses as public policy leaders.

Provide guidance for nurse faculty seeking appointment, promotion or tenure at institutions of higher education or academic health system.





VIRTUAL LEARNING SESSIONS

- **First Session**
⇒ **Leadership Concepts**
January 25, 2025
- **Second Session**
⇒ **Public Policy Advocacy**
April 19, 2025
- **Third Session**
⇒ **Career Mapping & Networking**
July 19, 2025
- **Fourth Session**
⇒ **Authorship, Leadership, Grantsmanship**
October 18, 2025

***Topics for Sessions Subject to Change**

COHORT (2025)

PROGRAM SESSION OVERVIEW

Three-hour quarterly meetings will be held at which the fellows, mentors, and invited presenters will be in attendance.

Mentors-mentees will commit to attend the four quarterly fellowship sessions virtually for 3 hours each, and meet in one-to-one sessions for 1 hour each four times during the year-long fellowship.

The quarterly sessions will be held in the months of January, April, July, and October.

FORMAT FOR EACH QUARTERLY SESSION

Topics are presented by renowned guest speakers holding a leadership role at the state or national level.

Breakout sessions with mentors provide fellows with an opportunity to address the topic under discussion.

Fellows use fellowship guides and resources to enhance session impact and overall goals.

FORMAT FOR THE MENTOR-MENTEE MEETINGS

Four one hour one-to-one virtual meetings during which individualized mentoring sessions between mentor and mentee will be held, to design and implement professional training strategies.

The purpose of these sessions will be to develop the mentees' plans for:

- leadership and public policy career mapping [cartography];
- integration of fellowship content into the professional role;
- service on boards; and
- authorship, grantsmanship, and leadership opportunities.

Scheduled quarterly meetings for fellows will be held to engage in socialization and networking activities. Fellows will be invited to join research teams to jointly prepare abstracts, publications and grant proposals; and, will be encouraged to engage in external community activities assuming leadership roles in professional organizations, advisory boards, and other service activities. All participants will receive a Certificate of Completion, and complete a satisfaction survey at the conclusion of the Fellowship. Results of the survey will be reviewed to ascertain the need for modification or additions to this mentoring experience. Additionally, fellows are encouraged to join other ABNF members in applying for an annual designated public policy conference with selection determined by the ABNF Public Policy Committee.



Association of Black Nursing Faculty, Inc. ABNF Public Policy Committee

Valeria A. Ramdin, PhD, RN – Chairperson

Trina L. Gipson-Jones, PhD, RN

Natacha Pierre DNP, APRN

Karen Reifenstein, PhD, RN

Lucindra Campbell-Law, PhD, APRN

Enest Richards, MPH, MS

Vanessa Johnson, PhD, MS

Kyndall Pritchard, PhD, RN

JoAnn Oliver, PhD, RN

Arnetta Finney, PhD, FNP-C, WOCN

Angela Williams, PhD, FNP-C

Kay Edwards, DrPH, FNP-BC, FAAN

Sharron Crowder, PhD, RN, FAAN



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GLORIA J. MCNEAL LEADERSHIP & PUBLIC POLICY MENTORING FELLOWSHIP APPLICATION

Selection Process

- The ABNF Public Policy Committee will review all applications, and will select the Candidate, who must be a current ABNF member.
- The selected Candidates will be notified by email by December 20, 2024.
- The first virtual session will be held on January 25, 2025.

Application Process

The following materials must be submitted:

- Completed and signed application. All applications are to be submitted electronically to the Director of the Fellowship, Dr. Sharron J. Crowder, sjcrowde@iu.edu
- Brief CV or resume no longer than five pages in length outlining professional background, publications, honors, awards, and committee service activities demonstrating leadership and political involvement
- One letter of reference from a professional colleague knowledgeable about the applicant's work in a leadership position
- A two-page narrative statement that details the applicant's ability to meet the Fellowship criteria. NOTE: The narrative should include a description of how this Fellowship will assist the applicant in attaining his/her professional goals and in contributing to the nursing academic community.
- A one-page description of expectation of knowledge to be gained from the Fellowship experience and how the applicant will apply that knowledge to the academic and other areas of the discipline of nursing. Include a description of how the applicant plans to disseminate the knowledge gained to the ABNF membership.
- The Applicant Information Form must be used. Do not retype. This form must be placed at the top of the application documents
- Put the application packet together in this order:
 1. Applicant Information Form
 2. Applicant two-page narrative
 3. Applicant one-page statement of expectation
 4. Applicant's five-page resume or curriculum vitae
 5. Letter of recommendationAll content must be typed.

Submission Process

Applications must be received at the following email address **no later than December 9, 2025**:
Dr. Sharron Crowder, sjcrowde@iu.edu

Applications received will be logged and tracked by the Director of the Fellowship. The applications will then be forwarded to the review panels for scoring. Incomplete applications will not be scored. The application will be informed by the Director of the Mentoring Fellowship if an application will not be considered.

A letter of acknowledgement will be sent to all applicants. The Awardee will be notified by telephone and email if selected to be admitted to the Fellowship Program. The Fellow will receive a Certificate of Completion at the conclusion of the one-year Fellowship experience.

If you have any questions, please email Dr. Sharron Crowder, sjcrowde@iu.edu

GLORIA J. MCNEAL LEADERSHIP & PUBLIC POLICY MENTORING FELLOWSHIP APPLICATION CRITERIA

1. General Information

- a. Complete the Fellowship Applicant Information Form
- b. List position title
- c. List applicant's degrees date conferred, and schools attended (applicant must possess a minimum of a master degree in nursing, or a related field)

2. Two-Page Narrative Statement (35 points)

Description of how the applicant:

- a. has engaged in leadership or political activities
- b. will demonstrate how participation in the Fellowship experience will be of benefit to ABNF
- c. will advance his/her professional goals and contribute to the nursing academic enterprise upon completion of the Fellowship experience

3. One-page Statement of Expectation (25 points)

The applicant will:

- a. describe his/her expectation of the Fellowship experience
- b. explain how the knowledge gained from the Fellowship experience will be applied to the field of nursing
- c. describe plans for disseminating knowledge learned to the ABNF membership

4. Scope of Influence as Demonstrated by Curriculum Vitae (20 points)

Describe how the applicant has met the following criteria:

- a. is a member of ABNF
- b. is a member of an ethnically diverse group
- c. holds a nursing education position within a healthcare organization or school of nursing
- d. has held positions in professional organizations (school, church, community, state, etc.)
- e. has received state or national recognition (this may include certification)
- f. has presented or published

5. Letter of Recommendation (20 points)

Describe how the applicant has engaged in:

- a. special projects
- b. public speaking
- c. political or leadership activities
- d. a consultant capacity outside of the institution where employed and how this has impacted health care

Post Award Requirements

A. Written Summary-Within 30 days following completion of the Fellowship experience, the fellow will submit a written summary to include:

Personal Fellowship Objectives
Description of How the Fellowship Contributed to the Fellow's Professional Goals
Evaluation of personal Fellowship Objectives and Measurable Outcomes
Description of Plans to Disseminate Knowledge to the ABNF Membership

GLORIA J. MCNEAL LEADERSHIP & PUBLIC POLICY
MENTORING FELLOWSHIP APPLICATION
(THIS FORM **MUST** BE USED)

APPLICANT INFORMATION

Name and credentials listed as applicant wishes them to appear on his/her certificate.

Home street address

City, state, zip

E-mail address

Phone numbers: (Home)

(Work)

APPLICANT CURRENT NURSING EXPERIENCE

Current Employer

Street Address

City, State, Zip

Position

E-mail address

Phone numbers: (Work)

APPLICANT EDUCATIONAL HISTORY

	Institution	Dates Attended	Degree Received
Nursing Program			
College or University			
Graduate Program			
Other			

I certify, I have met the criteria for eligibility and have submitted information that is correct to the best of my knowledge. I give permission to ABNF to use and duplicate my submitted materials for the purposes of review, conference proceedings, promotion and placement in ABNF files. If selected, I agree to submit a summary report of the Fellowship experience to be posted to the ABNF website or other ABNF publications.

Signature _____

Date _____