



## 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 will 15 fellows who will 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, 2024

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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