

Johnson & Johnson

# Nurse Innovation FELLOWSHIP PROGRAM

## Information Session

Marion Leary, MSN, MPH, RN Director of Innovation  
University of Pennsylvania, School of Nursing

Terry Richmond, PhD, RN, FAAN, Associated Dean of Research & Innovation  
University of Pennsylvania, School of Nursing

Lynda Benton, Senior Director, Global Community Impact Strategic Initiatives  
Johnson & Johnson

Michele Morgan, Senior Manager, Global Community Impact Strategic Initiatives  
Johnson & Johnson

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# Team



**Marion Leary, MSN, MPH, RN**  
Director of Innovation  
Penn Nursing



**Lynda Benton, Senior Director, Global  
Community Impact Strategic Initiatives**  
Johnson & Johnson



**Consultant: Kate FitzPatrick, DNP**  
Chief Nurse Executive/System EVP  
Thomas Jefferson University



**Terry Richmond, PhD, RN, FAAN**  
Associate Dean of Research & Innovation  
Penn Nursing



**Michele Morgan, Senior Manager, Global  
Community Impact Strategic Initiatives**  
Johnson & Johnson



**Consultant: Hiyam Nadel, MBA, RN**  
Director, Center for Innovation in Care  
Delivery, Massachusetts General  
Hospital

# Welcome

*Johnson & Johnson*  
**Nursing**



**Announcing the NEW Johnson & Johnson Nurse  
Innovation Fellowship Powered by Penn Nursing and  
the Wharton School**

# Program Overview

**WHAT:** A one-year, team-based nursing fellowship from June 2023 to May 2024 for Chief Nursing Officers (CNO), nurse executives and senior nurse leaders.

**WHO:** Two nurse leaders from the same health system organization (one Chief Nursing Officer or nurse executive; one other senior nurse leader). Ten different U.S. health systems will be selected to participate in the 2023 fellowship cohort.

**WHY:** Teams will work together to address a real-world challenge they are facing in their health system. The goal of the fellowship is to advance healthcare by powering-up nurse-led innovation and leadership within health systems.

*\*Through Johnson & Johnson's sponsorship of the fellowship, all travel and attendance costs for the participants are covered.*

# Program Overview

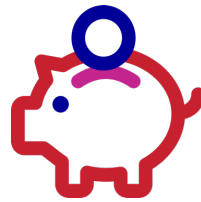
The program will immerse fellows in the innovation process by focusing on **human-centered design** and **design thinking methodologies**, and will teach fellows how to apply it to their challenge area.

The innovation curriculum provided by Penn Nursing will be paired with business acumen and leadership skills development through Wharton Executive Education.

## Business and Leadership Topics



Decision Making for Leaders



Financial Acumen



Strategy Under Uncertainty



Strategic Persuasion



Connected Strategy



Linking Operations & Finance

# Fellowship Structure



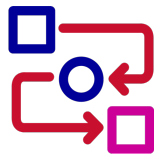
## Virtual Half-Day Kick-Off:

- June 5, 2023.



## In-Person 5-Day Summer Innovation Institute at the University of Pennsylvania in Philadelphia, PA:

- June 26-30, 2023



## Virtual 2-Day Synchronous Sessions on Human-centered Design and Leadership (6 total sessions, once per quarter):

- September 12<sup>th</sup> & 13<sup>th</sup>, 2023
- November 7<sup>th</sup> & 8<sup>th</sup>, 2023
- February 13<sup>th</sup> & 14<sup>th</sup>, 2024

*\*Teams will have homework to do back at their institution in-between each synchronous session*



## In-Person 2-Day Closing Event at Johnson & Johnson in New Brunswick, NJ:

- May 22-23, 2024

# Application Timeline

**Applications Open:**  
3/3/23



**Applications Close:**  
3/31/23



**Selected Fellows Notified:**  
5/1/23



The program will begin  
in **June 2023** and  
conclude in **May 2024**




# Application Portal


Submittable 


**Sign Up** | Sign In

**Welcome!**  
Create your free Submittable account to get started.

Email 

Confirm email

Password 

Confirm password 

First name | Last name

**Sign Up**

By signing up you agree to our [Terms of Service](#) and [Privacy Policy](#).

Johnson & Johnson

# Nurse Innovation FELLOWSHIP PROGRAM

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## Nurse Innovation Fellowship Program Application (2023)

Ends on March 31, 2023

[Guidelines](#) ▾

[Submit](#)

University of Pennsylvania School of Nursing



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<https://upennnursing.submittable.com/submit>





# Application Eligibility

**Johnson  
Wharton**

Primary Team Member and Secondary Team Lead:

Please make sure your team is eligible and then check off all of the criteria.

Applicant  Are Registered Nurses

Background  Reside in the U.S. or its territories or Indian Lands of Federally Recognized Tribes of the United States

Ten two-per application.

The applicant will choose Executive Officer  The primary applicant holds the role of Chief Nursing Officer/nurse executive in a hospital or health system and has identified a senior nurse leader as the partner on the team

The fellows  Each member of the dyadic team must commit to working together as a part of the JNNIF program

## Criteria

Applicants must  Has the support and buy-in from the executive leadership (e.g., Chief Executive Officer) and c-suite administrators, including a letter of support guaranteeing release time for the in-person and virtual sessions, and how they will support the development, implementation and sustainability of the innovative ideas within the health system

- Be a Full-time Employee
- Reside in the United States
- The primary applicant must be a nurse executive or Chief Nursing Officer
- This is a two-person team
- Have a letter of support from executive leadership guaranteeing release time for the in-person and virtual sessions
- Must submit a letter of support from executive leadership guaranteeing release time for the in-person and virtual sessions within 30 days of the application deadline
- Must submit a letter of support from executive leadership guaranteeing release time for the in-person and virtual sessions within 30 days of the application deadline
- Both team members must be employed at the institution on the dates of the summer institute
- We encourage applications from nurses at all levels of practice

Serve at an institution that is agile and committed to being at the forefront of healthcare innovation

Committed to a full year of structured learning, travel, self-study and project activity including attendance at the 5-day summer institute in person in Philadelphia, Pa June 26-31, 2023, the closing event in New Brunswick, NJ May 22-23, 2024, and all virtual sessions

See website for dates: <http://www.nursing.upenn.edu/jj-nurse-innovation-fellowship>

Save Draft

Submit Form

# Application

## Johnson & Johnson Nurse Innovation Fellowship Program powered by Penn Nursing and the Wharton School (2023)

 [Manage Collaborators](#)

### Primary Team Lead Demographic Information

#### Chief Nursing Officer/Nurse Executive Name \*

First Name

Last Name

### Invite Collaborators

Add the email addresses of individuals you'd like to collaborate with in real-time. They will receive a link and have access to the form until you complete your submission. As the owner, only you will be able to submit.

Add a collaborator email...

Cancel and Close

Invite

# Application

## Secondary Team Lead: Demographic Information

Senior Nurse Leader Name \*

First Name

Last Name

## Secondary Team Lead: Education/Employment

Degree (select all that apply) \*

- BSN
- MSN
- PHD
- DNP
- MBA
- Other

# Application


## Team Essay Questions (One Set Per Team)

The primary and secondary team leads should complete the questions together. We do not require two separate responses.

### Why are you interested in being selected as an JJNIF? \*

**B I U** ☰ ☷ ☸ ☹

.




Limit: 500 words

### What healthcare problem(s) are you trying to solve within your institution? \*

**B I U** ☰ ☷ ☸ ☹

.




Limit: 500 words

### How will the JNIF help you address the problem(s) you described? \*

**B I U** ☰ ☷ ☸ ☹

.




Limit: 500 words

### Why are you the right team within your institution for the JNIF? \*

**B I U** ☰ ☷ ☸ ☹

.




1 / 250 characters

**Describe skills and characteristics that you have used in the past to develop a solution to a health system challenge and explain the subsequent impact on the patient, program, or system. Applicants must abide by HIPAA guidelines and not disclose any personal information about a patient or hospital system. \***

**B I U** ☰ ☷ ☸ ☹

.




Limit: 750 words

### How do you see the JNIF helping to drive innovation or change at your institution? \*

**B I U** ☰ ☷ ☸ ☹

.



Limit: 750 words

**Please note:** You will be able to save your application and come back to it. No need to complete it in one sitting - just make sure to hit save before exiting the application portal.

# Application

## Primary Team Lead CV or Resume \*

Choose File

Upload a file. No files have been attached yet.

Acceptable file types: .doc, .docx, .pdf

Please upload as a .pdf or .doc/x file

## Secondary Team Lead CV or Resume \*

Choose File

Upload a file. No files have been attached yet.

Acceptable file types: .doc, .docx, .pdf

Please upload as a .pdf or .doc/x file

**Letter of Support from the CEO of your hospital or health system including their commitment to provide the time for your team to attend, complete the entirety of the program, and support to work on and implement the innovation idea within your hospital or health system. \***

Choose File

Upload a file. No files have been attached yet.

Acceptable file types: .doc, .docx, .pdf

Please upload as a .pdh or .doc/x file

# Application

By submitting this application, I am consenting to receive communication from Johnson & Johnson and Penn Nursing about the JJNIF program, and I understand that my name, institution name, and email address will be shared with Johnson & Johnson.

Save Draft

Submit

✓ Last Saved a minute ago

# Evaluation and Monitoring

Penn Nursing and the Wharton School will collect evaluation data on an ongoing basis in order for this project to contribute to national efforts to help build and maintain a strong, capable, innovative, and diverse nurse leadership workforce in health and health care. Therefore, the program will have the option to release results from this evaluation publicly. The evaluation team may study the extent to which program outcomes are achieved, as well as the impact fellows have on their work, their organizations, and the health care field as a result of their fellowship experience. These will be studied in aggregate; no specific participant or health system data will be named.

The intent of the JJNIF program is that successes and lessons learned can be communicated beyond the fellowship cohort. Solution-oriented stories from the JJNIF program will be shared with the larger healthcare and nursing communities. Participating teams and their associated organizations will participate in sharing their journey in the JJNIF program.

As a condition of accepting the JJNIF, fellows must participate in the evaluation. Fellow participation includes assisting with necessary data collection to accomplish the evaluation objectives. These data collection efforts may include surveys, interviews, focus groups, and other related activities to help assess and reflect on the continued development of the Fellowship program. Research on the program may occur.

JJNIF monitors the grantees' efforts and careful stewardship to assure accountability. We will require Fellows to report on the progress and results of their innovation project work.

<https://www.nursing.upenn.edu/jj-nurse-innovation-fellowship/>



# FAQ

## **When does the JNIF application close?**

The JNIF application closes on March 31, 2023 .

## **When will selected fellows be notified?**

Selected fellows will be notified by May 1, 2023.

## **How much does it cost to participate?**

Johnson & Johnson's sponsorship of the fellowship covers all attendance and travel costs for participants.

## **Would you consider other combinations of senior nurse leaders without having a CNO?**

The combination of senior nurse leaders will depend on the reporting structure within your health system. To maximize impact within health systems, the primary applicant must be a Chief Nursing Officer, nurse executive or other hold another equivalent in a hospital or health system. The secondary applicant can be a senior nurse leader.

## **Would you consider adding a SON faculty member to the nurse leader pairs?**

To maximize impact within health systems, the primary applicant must be a Chief Nursing Officer/nurse executive in a hospital or health system. The secondary applicant can be a senior nurse leader.

# Questions?

*Johnson & Johnson*

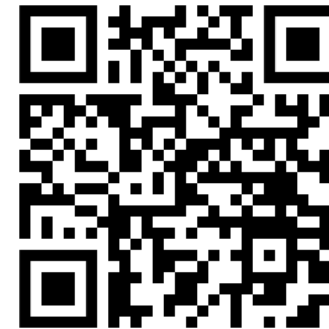
## **Nurse Innovation FELLOWSHIP PROGRAM**

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**Apply Now:**

<https://upennnursing.submittable.com/submit>



**Applications Close March 31**



# Penn Nursing

UNIVERSITY *of* PENNSYLVANIA

SCHOOL *of* NURSING