

**SAMHSA Minority Fellowship Program**

**American Nurses Association**

**Intensive Summer Institute**

**August 2009**

**MFP Director Evaluation (N = 13)**

**(Dr. Faye Gary)**

<b>Statement</b>	<b>Poor N(%)</b>	<b>Fair N(%)</b>	<b>Competent N(%)</b>	<b>Commendable N(%)</b>	<b>Exceptional N(%)</b>
<b>Promotion of a positive image of the MFP Program</b>	0(0.00)	0(0.00)	1(7.69)	0(0.00)	12(92.31)
<b>Understanding and Promoting the objectives of the MFP</b>	0(0.00)	0(0.00)	1(7.69)	0(0.00)	12(92.31)
<b>Promotion of intercultural understanding</b>	0(0.00)	0(0.00)	0(0.00)	2(15.38)	11(84.62)
<b>Knowledge and skills in directing the MFP</b>	0(0.00)	0(0.00)	1(7.69)	0(0.00)	12(92.31)
<b>Quality results in services delivered</b>	0(0.00)	0(0.00)	0(0.00)	2(15.38)	11(84.62)
<b>Interactions with the Fellows</b>	0(0.00)	0(0.00)	1(7.69)	0(0.00)	12(92.31)
<b>Sound judgment in decision-making</b>	0(0.00)	1(7.69)	0(0.00)	1(7.69)	11(84.62)
<b>Response to the Fellows' needs in a timely manner</b>	0(0.00)	1(7.69)	0(0.00)	1(7.69)	11(84.62)

**Comments:**

- Provides an exceptional level of support and guidance to each Fellow and consistently expects the highest level of achievement from each of them. Motivating through encouragement and unique blend of mentoring and follow up; she is a dynamic role model and effective director. I give my highest praise for the level of excellence the MFP is maintaining under her directorship.
- Dr. Gary is very supportive and understanding on an individual basis. She cares about us and our well-being.
- Dr. Gary spoke at the Pow Wow about the MFP. She always promotes the objectives and goes beyond. Dr. Gary molds the Fellows to be productive professional doctoral prepared nurses.
- Dr. Gary was very clear on expectations and objectives of the program. (She) does an excellent job keeping the Fellows on track.
- She continually teaches us professionalism and timeliness which is very important.

- Excellent planning to expose us to the Lakota culture and people's struggles with substance abuse and mental health problems. Thank you so much for an excellent learning experience. Interesting that there were no nurses in any of the presentations or in the field where we visited.
- We are blessed to have you guiding us on this Red Walk!
- This Institute was the most enjoyable so far because the culture under study was allowed to take the lead. All Natives on the advisory board should have been included, if possible. (It) needed more nurse representation from the community. It would have been good for us to meet nurses and nursing students from the reservation. It seems that the Fellows are used more to showcase that minorities can achieve than to inspire minority nurses to strive for more. I don't think we are really impacting that minorities are heavily shunted to the lowest level in healthcare. I think at each Institute we should be sent to LPN/AND/BSN programs with minority students to talk to them about how they can improve health disparities through higher education and the traps and pitfalls inherent in higher education. I do not want to hear about psychologists, medical doctors (unless a unique contribution), LPC's, etc unless we are talking about how they can work with nurses in the community.
- You can clearly see that Dr. Gary is a visionary doing all she can to realize her vision for the MFP. She works much too hard.