Don’t Cry Yourself a River: A Framework to Bridge the Clinical-to-Academia Transition Gap

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Purpose and Objectives

Describe frameworks for *enhancing professional wellbeing* within academic environments:

- AACN Healthy Work Environment Standards
- Kouzes & Posner Leadership Model

Consider *ways to apply* these frameworks within academia

Describe potential obstacles and barriers to *employee engagement* of these two frameworks.
Key Drivers: Why Cross the Bridge?

Growing demands on the healthcare system…

… Ongoing and continuous nursing shortage, made more problematic by retiring workforce…

… Heightened demand for academic nursing programs to educate more future nurses.
The Bridge:
From Clinical... to Academia
Standards for Establishing and Sustaining Healthy Work Environments

1. Skilled Communication
2. True Collaboration
3. Effective Decision Making
4. Appropriate Staffing
5. Meaningful Recognition
6. Authentic Leadership
Kouzes and Posner
Leadership Model

First Law of Leadership:

Second Law of Leadership:
Kouzes and Posner
Leadership Model

First Law of Leadership:

“If you don’t believe in the messenger, you won’t believe the message.”
Kouzes and Posner
Leadership Model

Second Law of Leadership:

“Do What You Say You Will Do.”

when you kinda wanna just do it...

but not really
Five Practices for Exemplary Leadership

1. Model the Way
2. Inspire a Shared Vision
3. Challenge the Process
4. Enable Others to Act
5. Encourage the Heart
Aligning and Applying these Frameworks

HWE Standard
Skilled Communication
• Self awareness
• Conflict management
• Listening
• Effective and Respectful

K-P Five Practices
Enable Others to Act
• Foster collaboration
• Build trust
• Strengthen others
• Develop competence
Aligning and Applying these Frameworks

HWE Standards

True Collaboration
- Everyone has a voice
- Accountability
- Equal partners

K-P Five Practices

Inspire a Shared Vision
- Envision the future
- Enlist others
- Shared aspirations
Aligning and Applying these Frameworks

**HWE Standards**

**Effective Decision Making**
- Clearly articulated organizational goals

**K-P Five Practices**

**Model the Way**
- Align actions and values

**Challenge the Process**
- Involve all levels in decision making
Aligning and Applying these Frameworks

**HWE Standards**

**Appropriate Staffing**
- Match competency to need
- Creative workload models

**K-P Five Practices**

**Inspire a Shared Vision**
- Imagine exciting possibilities

**Enable Others to Act**
- Foster collaboration
Aligning and Applying these Frameworks

HWE Standards

Meaningful Recognition
• Recognize contributions of others

K-P Five Practices

Encourage the Heart
• Appreciate individual contributions
• Celebrate values/victories
• Spirit of Community
Aligning and Applying these Frameworks

HWE Standards
Authentic Leadership
• Comprehensive development of leaders
• Education and Coaching
• Formal mentoring

K-P Five Practices
Model the Way
• Strengthen others
• Clarify values
• Find your voice
Potential Road Blocks, Obstacles, and Barriers
References and Resources


