Am I There Yet? My Journey to Becoming a Nurse Faculty Leader
Elaine Hardy, PhD, RN, NFLA Faculty Scholar
Norma Martinez Rogers, PhD, RN, FAAN, NFLA Leadership Mentor; Barbara Manz Friesth, PhD, RN, NFLA Faculty Scholar

INDIVIDUAL LEADERSHIP DEVELOPMENT
Communication Builds Relationships
• Based on Kouzes and Posner (K&P) 5 Exemplary Practices of Leadership

Inspire a Shared Vision
Goal 1: Consistently engage in effective communication
• Dialed authentically and honestly with others
• Showed respect to colleagues during interactions by actively listening
• Minimized use of nonverbal expressions when communicating

Enable Others to Act
Goal 2: Delegate, encourage, and enable others to act
• Encouraged growth in others by allowing them to find their own leadership styles
• By building a climate of trust, others have been enabled to act

Encourage the Heart
Goal 3: Recognize the contributions of others
• Knew others on an individual basis and personalized recognitions of their achievements and efforts
• Publicly recognized the accomplishments and efforts of others

Model the Way
Goal 4: Be a mentor and advocate for minority nursing students
• Mentored/mentoring minority nursing students in the leadership role

TEAM LEADERSHIP PROJECT
“Increasing leadership development and growth in diverse undergraduate nursing students”

Background
Nursing workforce does not reflect the current population. Diverse undergraduate nursing students need to be shaped into the future leaders of the profession.

Purpose
To increase the perception of leadership abilities by diverse undergraduate nursing students using K&P practices in programs presented throughout the semester.

Team Membership
E. Hardy (facilitator); O. Pullen (community outreach); B. Miller (academic retention specialist); K. Rindfleisch (specialist, Leadership and Community Connections)

Methodology & Measurement
• Programming based on K&P 5 exemplary practices of leadership
• Student-Leadership Profile Inventory (S-LPI) pre and post
• Observer S-LPI
• Resume
• Survey
• Non-parametric t-test (Wilcoxon Signed Ranks Test)

Outcomes
• 10 students (5 male/5 female), 30% ethnic/racial minority
• Model the way (Pre-Post) 
  \( z = 2.38, p = .018 \)
• Inspire a Shared Vision (Pre-Post) 
  \( z = 2.00, p = .046 \)
• Challenge the Process (Pre-Post) 
  \( z = 2.37, p = .018 \)
• Enable Others to Act (Pre-Post) 
  \( z = 2.03, p = .042 \)
• Encourage the Heart (Pre-Post) 
  \( z = 2.38, p = .017 \)

• Observers’ perception of students leadership practices were higher than students pre-leadership profile scores.

Implications for Nursing Education
• Increase diverse students perceptions as leaders in nursing
• Leadership growth recognized in scholar and team members

SCOPE OF INFLUENCE
Creating Community in my Organization, Community, and Profession

Organization
• Work with groups of faculty/students on a variety of research projects
• Critical Thinking in Asynchronous Online Course
• Interprofessional Communication in Leadership Students
• Collaborative Testing in Undergraduate Nursing Students
• Attitudes, Values, and Beliefs of Midlife African American Women and Physical Activity
• Regional Director at College of Nursing
  • Collaboration with College of Medicine
  • Collaboration with Schools of Nursing in central Illinois
• Interdisciplinary team member, developing STEM program with diverse middle/high school students
• Consultant on R2S SEPA grant
  • Collaboration with faculty from School of Teaching and Learning
  • Incorporating racial awareness into education course

Community
• Invited Member of Central Illinois Chapter of The Links, Inc.
  • Chair of the Health and Human Services Committee
  • Invited member of the Central Area Health and Human Services Committee
• Mentor to young minority women/diverse nursing students
  • First-generation University Scholar nursing student
  • High school girls in formal setting
  • Pre-entry & Retention Opportunities for Undergraduate Diversity students
• Member of “Not In Our Town”/”Not In Our School”
  • Advocate against racism and discrimination

Profession
• Treasurer of Black Nurses Association of Central Illinois, Inc.
  • Founder of Black Nurses Association of Central Illinois, Inc.
• Illinois ANA Board Member at large
• Developing vision for my future as a nurse leader

“I’m not there yet, but I have learned to enjoy the journey!!”

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