Preparing Nurse Faculty Leaders through a Mentored Leadership Experience

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Objectives

1. Describe two pilot leadership development programs offered by STTI

2. Discuss lessons learned from the pilot cohorts
Ensure nurses engage in lifelong learning

Provide leadership development, mentoring programs and opportunities to lead

Learn : Mentor: Lead
Current Status - Clinical

• Impending retirement of experienced nurses
  • ‘Older Boomers’

• Changing patients
  • More chronic diseases & treatment options
  • Living longer
    • By 2030, one in five will be senior citizens

• The Affordable Health Care Act
  • Healthcare Reform
  • Access to healthcare
Current Status - Academe

• In 2014, US nursing schools turned away over 68,000 qualified applicants for BSN and graduate nursing programs
  • Over seven hundred nursing schools reported 1,236 vacancies

• Nurse faculty shortage is the ‘nursing shortage’

• New faculty
  • High turnover
  • Low pay

• Experienced faculty
  • Impending retirements
  • Lack of succession planning
Review of the Literature

- ‘Thrust’ into leadership positions
  - No planning before assuming role

- Lack of leadership development programs for nursing academics

- Advantages of mentorship
  - Advance more quickly in career
  - Earn higher salaries
  - Receive greater pleasure in their role
  - Becomes a mentor themselves
Needs Identified

- Faculty retention
- Succession Planning
- Formal leadership training
The Question

• What can professional nursing organizations do to answer these needs?
An Opportunity

STTI/Chamberlin College of Nursing Center for Excellence in Nursing Education

• Leadership Development Programs
• Online Educational Opportunities
• Mentorship Program
  • donnerwheeler®
Leadership Essentials

- Effective communicator
- Consensus building
- Inspires/empowers others
- Conflict management
- Risk taking
- Shared vision
Nursing Academic Administrators

- Retirements
- Approached by senior faculty
- New responsibilities
- No training
Emerging Educational Administrator Institute (EEAI)

• Faculty with at least six years experience

• Aspiring Administrator or have been in role three years or less

• Curriculum topics
  • Being an effective leader
  • Building a Team
  • Leaving a legacy
  • Finding balance

• Began May 2015
EEAI

- Pilot cohort
- Online CE
- One intensive workshop
- Leadership project
• Graduation May 2016
• Poster STTI Biennium Convention
• Confidence survey
• Long term
  • Promotions
  • Impact on stakeholders (faculty, nursing students etc.)
  • Impact of leadership project
  • Involvement in community & professional organizations
International Leadership Institute

Created in 1997 to focus on developing nurse leaders through:

• Mentoring relationships
• Self assessment
• Continuing nursing education
• Experiential learning

Sigma Theta Tau International Honor Society of Nursing®
Maternal-Child Health NLA Since 2004
Starting 7th cohort

Gerontological NLA Since 2008
Starting 5th cohort

Nurse Faculty LA since in 2010
Starting 4th cohort

MCHNLA Africa since 2012
Starting 3rd cohort
Mentored leadership development experience for aspiring leaders in nursing education who have 2-7 years of experience.
Nurse Faculty Leadership Academy

Each Participant:
• Makes an 18 month commitment
• Is part of a triad relationship
• Completes evaluations that measures their leadership practices, skills and knowledge
• Works with a Leadership Mentor to develop a leadership plan
• Develops and manages an interprofessional team project
• Attends workshops (2) and site visits (2)
• Disseminates project outcomes at STTI Convention
Academy Triad Relationship

Scholar

Mentor

Faculty Advisor

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NFLA Leadership Development

• The Leadership Challenge ® - Jim Kouzes and Barry Posner

• The Five Practices of Exemplary Leadership®
Leadership Development Framework

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart
Experienced Nurse Faculty Leadership Academy (ENFLA)

- A 12 month mentored leadership experience
- Dyad & Triad Models: Mentor---Scholar---Faculty
- Individual leadership progression plan
- Two intensive face-to-face workshops
- Leadership project
- Poster & Special Session
ENFLA Projects

Projects from Pilot Cohort Included:

• An Innovative Approach to Mentoring Newly Hired Nurse Educators

• Engagement of Clinical Teaching Faculty in Scholarship of Teaching and Learning: What Really Occurred

• Enhancing Care of Vulnerable Populations through Development of a Holistic Model to Evaluate Interprofessional Education
Experienced Nurse Faculty Leadership Academy Pilot Cohort (2014-15)
ENFLA

- Pilot Cohort
- Mentor
  - Finding
  - Discussing
  - Agreeing
- Faculty
  - Supported
  - Experienced
  - “Rise Above”
ENFLA

• Leadership Project

• What really occurred . . . .

• Journey of . . . .

• Lessons Learned . . . .

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Support

• STTI

• Chamberlain College of Nursing

• CU College of Nursing

• Dr. Sarah Thompson, PhD, RN, FAAN

• Dr. Angela McNelis, PhD, RN, FAAN, ANEF, CNE

• Dr. Karen Carlson, PhD, RN
ENFLA

• How do I . . .
  • Apply
  • Engage
  • Find a mentor
  • Figure out a project
References