AN INNOVATIVE ACADEMIC LEADERSHIP MODEL IN AN ONLINE NURSING PROGRAM

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Conflict of Interest
This presentation offers no conflict of interest with employer, sponsorship, nor commercial support
Describe the elements of an academic mentoring leadership modality in an online environment that incorporates purposeful mentoring.

Discuss how a unique academic mentoring leadership model enhances real-world application of leadership skills for students and faculty.
BENEFITS OF ONLINE LEARNING

- Enhances authenticity
- Promotes innovation in curriculum design
- Enriches the academic experience
- Provides flexibility and accessibility
- Facilitates sense of connectedness
- Promotes perseverance - academic “grit”
- Increases student satisfaction
- Fosters innovative approaches to learning
- Maintains work/life/school balance
COMPETENCY BASED LEARNING MODEL: REAL WORLD ONLINE LEARNING

- Supports needs of non-traditional, diverse, adult learners
- Changes traditional role of faculty > collaborative mentoring model
- Focuses on achievement of measurable outcomes
- Provides a flexible timeframe for completion
- Leverages students’ knowledge and experience
- Measures learning by valid and reliable assessments
Represents a unique disaggregated model

Incorporates several mentoring roles

Requires innovative academic leadership model

Facilitates “authentic mentoring”

*proactive, targeted, personalized*

Promotes connectedness among faculty & students

Expands the 1:1 student/mentor relationship

*mentors are present and “knowing”*

Requires mentor faculty collaboration

*“embrace” each other to “embrace” our students*
Several faculty roles to effectively mentor students in our supportive learning setting

Intentional talent acquisition to leverage mentor skills and expertise

- **Experience** –
  to help navigate the online experience

- **Expertise** –
  to explain programmatic content

- **Interpersonal skills** -
  to listen, support, and mentor
**Course Mentor**
- Offers 1:1 instruction, learning resources, and assistance with course content
- Develops and facilitates cohorts and webinars

**Subject Matter Experts**
- Proven nursing leaders with diverse subject matter expertise
- Develops personalized degree plans
- Assists student with course planning, progression, and timelines
- Consistent and regular interaction via phone and email

**Program Managers/Senior Managers**
- Proven nursing leaders with diverse subject matter expertise
- Manage courses, monitor course and student metrics
- Support mentor performance & development through 1:1 and team coaching
STUDENT SUPPORT SYSTEM: A UNIQUE, AUTHENTIC FACULTY MENTORING MODEL

- Online mentoring support team
- Course Mentors & Student Mentors
- Program/Senior Managers
- Curriculum Development
- Evaluation
- Assessment

- Committed to student achievement of nursing program outcomes
UNIVERSITY PARTNERS
STUDENT & MENTOR RESOURCES

- University Operations – Administration, Strategic Planning, Marketing, Enrollment, Technology, Registrar, Bursar, HR, etc.

- College of Health Professions
  Nursing Operations
  Accreditation
  State Directors
  Program Development

- Program/Product Development
  Course Development & Maintenance
  Quality Assessment Measures

College of Health Professions
Nursing Operations

University Operations

Student Support Services

Product Development
STUDENT & MENTOR SUPPORT SERVICES

- Student Success Center
- Writing Center
- Math Center
- Well Connect
- Ecare
- Technology Support
S T U D E N T  E M B R A C E

We care about you.
We're in this together.
We are holding you up.
We won't let you go.
We know you!
You can do this!
We believe in you!
We care about you.
We're in this together.
We are holding you up.
We won't let you go.
We know you!
You can do this!
We believe in you!
We care about you.
We're in this together.
KNOWING OUR STUDENTS

Conscientization
- reflection
- dialogue
- action

Facilitating
- modifying
- balance
- change

Coming to Know
- awareness
- understanding
- sensitivity
- acceptance

Overcoming
- language and cultural barriers
- attitudes
- desire
- responsibility

Starkey (2013). Conceptual Model of Conscientization
MENTORING TEAM EMBRACE
CONCERT OF CONNECTEDNESS
Focusing on the Student
Emphasizing interpersonal skills

Embracing Diverse Students
Overcoming, Knowing, Facilitating

Mentors Embracing Each Other
Enhancing student embrace

ORGANIZATIONAL CONNECTEDNESS - STANDING ON EACH OTHER’S SHOULDERS
INTENTIONAL MENTORING AND MENTOR LEADERSHIP

- Provost/Vice Provost
- Director
- Senior Managers
- Program Managers
- Student Mentors
- Course Mentors

- Student Leaders
  leveraging competencies
  achieving potential
APPLICATION OF MENTORING MODEL

Personalized Student Support

- Identification of needs/challenges
- Leverage student strengths
- Implement resources
- ESL and diverse student population considerations
- Scholarly Writing/Articulation/APA
- Technical/operational issues
- Wellness resources

Successful Student & Course Outcomes

- Fosters authentic learning
- Models effective mentoring
- Promotes scholarly inquiry
- Develops “real-world” competencies as leader/educator
- Assists in preparation for the DNP/PhD
- Enhances student success
REFLECTIVE STUDENT FEEDBACK

The online cohorts were exceptional, your availability incredible, and the positive reinforcement kept me believing during a time of growing weary.

Thank YOU so much. I am beyond grateful. I have been so fortunate to partner with you through these past two courses. Thank you for your wisdom, encouragement, and constantly making yourself available. Please know the impact you made on me.

I told my director the good news yesterday and she sent out an email to all the nurse leaders and managers and I got lots of wonderful feedback and congratulations.

I could not have succeeded at this challenge without the help of terrific Course Mentors like yourself! I really am proud of this achievement, and I look forward to putting everything I have learned into practice.
The Northwest Commission on Colleges and Universities (NWCCU) Regional Accreditation

National League for Nursing Center of Excellence in Nursing Education for Creating Environments that Enhance Student Learning and Professional Development, 2015-2019

PROFESSIONAL RECOGNITION AND AWARDS

UNIVERSITY

- The Northwest Commission on Colleges and Universities (NWCCU) Regional Accreditation

COLLEGE OF HEALTH PROFESSIONS/NURSING

- CCNE Accreditation, December 2013 through 2023

- National League for Nursing Center of Excellence in Nursing Education for Creating Environments that Enhance Student Learning and Professional Development, 2015-2019
PROFESSIONAL RECOGNITION AND AWARDS

HEALTH INFORMATION MANAGEMENT

- Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM)
  Full accreditation

TEACHERS COLLEGE

- National Council for Accreditation of Teacher Education (NCATE)
  Full and unconditional five year accreditation

- National Council on Teaching Quality (NCTQ) ranked WGU secondary teacher preparation as top program in the nation in terms of quality, 2015
QUESTIONS

The minion dollar question?
Mentors
Relevant
Leadership
Diverse
Competencies
Online
Unique
Innovative
Disaggregated
Available
Authentic
Connectedness
Personalized
Knowing
Collaboration
Facilitating
REFERENCES


