Developing Student Nurse Leaders: A Multidimensional Approach

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Who are we?

- San Jose State University- Campus of 30,000+ students
- Approximately 450 Undergraduate Nursing majors
- Multi-ethnic student body
- 55 Faculty; Numerous metropolitan clinical sites
- Large Alpha Gamma STTI chapter of 500+ membership
Our Students:

Multi-Ethnic = Hispanic; Black; Middle Eastern; etc.
Our SJSU Nursing Students

- 18-19% Males
- 27 Different languages
- 8% Second Baccalaureates
( 2015) SJSU- Nursing: Who is our learner in UG major? N=364

Ages:
- 17-20  13  = 3.5%
- 21-25  265 = 72.8%
- 26-30  47  = 12.9%
- 31-40  27  = 7.4%
- 41-50  7   = 1.9%
- 51-60  3   = 0.8%
- 61 AND > NONE
Purpose of Presentation:

- Share a multifaceted approach to developing future nurse leaders

Mentoring-Program Goals

- Promote advancement and self-confidence
- Allow leadership characteristics to flourish
Three Programs

• STTI Student Internships (Alpha Gamma Chapter)
• Student Peer Advisors
• Student Organization Leaders
STTI Student Intern Program

- Developed in 1996
- Became a template for International (STTI)
- Two to three candidates selected annually
- Eligible for membership in STTI
- Nominated from student body
- Work closely with faculty/STTI mentors to learn about what it means to be a nurse leader
What they say:

• “I was the first in my family to attend college and being chosen as a STTI Intern opened doors that I didn’t even know existed”.

• “Meeting the President Elect of the NLN was one of the highlights of my senior year.”

• “My relationship with my mentor has continued past graduation”. 
Chapter Intern Accomplishments

- Assist in publication of annual newsletter
- Help to plan and coordinate induction
- Support Alpha Gamma board in development of programs
- Participate in research with faculty mentors
- Present to board and membership: research and scholarly works
- Attend regional and international STTI conferences
- Disseminate personal leadership experiences as a chapter intern in newsletter
Student Peer-Advising Program

- Program
  - Developed over the past 6 years at SJSU
  - Filled a gap for advising prospective student nurse applicants

- Program Participants (Peer Advisors)
  - Volunteer 3 hours per week as independent study
  - Offer advice and mentorship to pre-nursing students
  - Reach out to high school students
  - Journal about their experiences
What the Peer Mentors thought:
Student Leadership Organizations

- Faculty have supported wide-spread student leadership development through nursing student organizations
- With encouragement, the quiet & hesitant students joined one or more student organizations
- Over time, they blossomed into dynamic leaders
Student-Led Program Examples

- TB
- Sexual abuse
- Homelessness
- Environmental pollution and the impact on health
- Cancer screening
- Blood drives
- Bone marrow donor drives
- Guest speakers on nursing specialties & career mentoring
- Suicide prevention and awareness
- Battle of Semesters
Leadership Organizations
Examples

- CSNA (California Student Nurse Assn.)
- South Bay Assembly for Nursing
- Public Health Student Nurses
- Semester Level Officer Positions
- Examinus Discipulus Club

(NOTE: Many students were officers in several groups)
Benefits of Leadership Organizations

- Reduced hesitancy/anxiety
- Created a safe environment for involvement
- Developed peer relationships/respect
- Boosted self-confidence
- Increased curriculum involvement
- Upper semester mentored earlier groups
- Learned how organizations work/delegation
History of Student Organizations

- Numerous ethnic organizations
  - African American
  - Filipino
  - Vietnamese
  - Hispanic
Outcomes

- Personal leadership development
- Effective communication
- Ability to negotiate
- Use resources wisely
- Coordination of programs/projects
- Facilitation of group process
- Development as team players
The Bottom line?

- In each of these programs, students were provided with models to assist them in assuming meaningful professional responsibilities.
- We expect that they will be better prepared to continue to pursue leadership roles as they move forward in their careers.