NURSE FACULTY LEADERSHIP ACADEMY
SUSTAINABLE ADVANCEMENTS IN
NURSING EDUCATION
PART I: CURRICULUM &
SCHOLAR EXPERIENCES
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Objectives

- Describe the three domains upon which the NFLA curriculum is founded
- Identify specific outcomes resulting from the NFLA intentional relationships: Scholar, Leadership Mentor, and Faculty Advisor
NFLA History

Key Drivers:

- Attrition rates of newer nursing faculty members
- Increasing number of retiring faculty members
- Need to improve work satisfaction of nurse faculty
- Dearth of highly prepared leaders in nursing education to be ready for future gaps
- Concern regarding a future of high performing, supportive work environments in academe
NFLA Purpose

To develop the leadership knowledge and skills of nurses early in their faculty careers to:

- Facilitate personal leadership development
- Foster academic career success
- Promote nurse faculty retention and satisfaction
- Cultivate high performing, supportive work environments in academe
Leadership Development Philosophy

- Individual
- Behavioral
- Developmental
- Experiential
Three Academy Domains

- Individual Leadership Development
- Leading a Team Project to Advance Nursing Education
- Expanding Scope of Influence:
  - Organization
  - Community
  - Profession
Three Academy Domain Tools

- Individual Leadership Development Plan
- Strategic Plan Process for Team Project
- Scope of Influence Portfolio
  - Organization
  - Community
  - Profession
Triad as Foundation for Leadership Development

- Scholar
- Leadership Mentor
- Faculty Advisor
Curriculum and Leadership Development Model
NFLA Teaching-Learning Model

- Learning in Context
- Active Experience
- Triad Relationship & Modeling
- Reflective Opportunities
- Kouzes-Posner “Leadership Challenge”
Five Practices of Exemplary Leadership

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

Kouzes & Posner (2012)
NFLA Structure & Curriculum

- 20 month guided leadership journey
- Two leadership development workshops
- Triad Relationship
- Individual leadership development plan
- Design & lead a team project
NFLA Structure & Curriculum

- Monthly learning activities, conference calls, small group work, and/or discussion groups
- Site Visits I & II
- Journaling
- Evaluation of project & dissemination of results
- Professional presentations of project outcomes and experience
Individual Leadership Development

Jodie Gary, PhD, RN
My Leadership Journey

“The only way that people can learn is by doing things they’ve never done before”

(Kouzes & Posner, 2007, p. 205)
Self-Assessment

- **Tools/Sources**
  - Faculty evaluations
  - Peer Evaluations
  - Student Evaluations
  - Self-Reflection through journaling
  - Strength Finders
  - K-P
  - Mentors

- **Personal Goals**
  - Journal the process
  - Recognize development
  - Embrace opportunity
  - My Strengths
    - INPUT
    - DEVELOPER
    - POSITIVITY
    - ARRANGER
    - HARMONY
ILDP – Individual Leadership Development Plan

- Building my ILDP
- My quixotic vision
- Journaling
- Triad discussions
- Transformation to scholar

“I know who I am and who I may be if I choose”
– Don Quixote
LEADERSHIP DEVELOPMENT IS NOT LINEAR

5 Practices of Leadership:
1. Model the way
2. Inspire a shared vision
3. Challenge the process
4. Enable others to act
5. Encourage the heart

Personal Goals:
- Journal re: Leadership Journey
- Recognize leadership development
- Take advantage of opportunities of leadership

LEADERSHIP SKILLS

NURS 430 Transition to Professional Nursing Practice

Syllabus completed
Course successfully approved by curriculum
72 students enrolled in Spring 2013

Expand scope of influence
Adult Health Taskforce
NURS 430 Course Coordinator
Curriculum Committee
Students

Advance Nursing Education
Develop Leadership skills
Increase interprofessional communication skills
Bring TeamSTEPPS to CON, then HSC, then Community

ILDP Faculty Evaluations
Peer Evaluations
Student Evaluations
Self Evaluation

Project Management
Initiation
1. Form process group
2. Needs assessment
3. Concept design
4. Stakeholder analysis
5. Resource analysis
6. Scope of work

Execute
Monitor and
Control
Plan and design
Execute
Continue loop to improve project

Project Management

Personal Goals:
- Journal re: Leadership Journey
- Recognize leadership development
- Take advantage of opportunities of leadership

Scholar: Jodie Gary

Support from Cynthia O’Neal and Elizabeth Peter

Mentor feedback
- strength finders
- K-F leadership

Developed 1 hour Teamwork and Communication Elective Course to continue Spring 2014 with 90 students

Strategic Plan for 3 Leadership Domains
2012-2014 Nurse Faculty Leadership Academy

ILDP
Assessment

New Faculty Leadership Academy
Outcomes

- Leadership development
- Advancement opportunities
- Expanded scope of influence
- Immediate impact
- Life long results
Advancing Nursing Education through Leadership of a Team Project

Larry Slater, PhD, RN-BC, CNE
Advancing Nursing Education through Leadership of a Team Project

Individual Leadership Development

Expanding Scope of Influence
The First Steps

- Team Assembly
- Definition of Honors Education in Nursing
- Overview of Nursing Honors in the U.S. and at NYU
- Synthesis of the Literature on Nursing Honors
- Comprehensive Stakeholder Analysis
The First Steps
The First Steps

○ Literature Review
  ● Publications
  ● Presentations
The First Steps

Survey of Faculty and Students

- Publications

- Presentations
Program Development

- Name, mission, vision, model

**Mission:**
To nurture intellectual curiosity and inspire life-long learning through interdisciplinary curricular and co-curricular experiences for high-achieving undergraduate nursing students.

**Vision:**
We aim to cultivate the high-achieving nursing student’s quest for scholarship in practice, research, and teaching, preparing future nurses to serve populations locally and globally.
Program Development

- Program outcomes
- Curriculum development
- Program requirements

Upon successful completion of the program, students will have achieved the following outcomes:

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<th>Leading</th>
<th>Engaging</th>
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<td><em>Demonstrate advanced leadership skills for working in interprofessional and interprofessional teams.</em></td>
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<td><em>Create a dynamic personal leadership development plan.</em></td>
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<td><em>Cultivate skills in mentorship.</em></td>
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<td><em>Collaborate effectively across professions to positively impact patient care.</em></td>
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<td><em>Aspire to a life of continued learning.</em></td>
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<td><em>Engage in professional, governmental, or community organizations that promote the nursing profession and advocate health for all.</em></td>
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<td><em>Develop a solid foundation for scholarly achievement in research, clinical practice, education, and/or service.</em></td>
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<td><em>Demonstrate advanced oral and written communication skills.</em></td>
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<td><em>Disseminate, translate, and implement scholarship to advance nursing science.</em></td>
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<td><em>Cultivate a strong sense of value for and commitment to the nursing profession.</em></td>
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<td><em>Demonstrate professional autonomy and self-direction.</em></td>
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<td><em>Develop strengthened personal character and ethical comportment.</em></td>
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Program Development

- Application and admission
- Program administration
- Recognition
- Sustainability
Faculty Development

- Did not initially think of self as leader
  - More conscious and aware in supervisory roles
  - More prepared and confident
  - Better understanding of leadership styles and tendencies
- Accountability Interactions
  - Listening more
  - Gathering information before sharing
  - Learning to say “no”
- Taking on higher levels of responsibility
Faculty Development

- Course coordinators; developing new courses
- Increased mentoring roles
- Increased involvement (including leadership roles) in committees (NYU Meyers and NYU) and professional organizations
Faculty Development

- Presentations
  - Two faculty development sessions
  - Professional presentations
    - Rodriguez, K., Lim, F., & Slater, L. Z. (September, 2016). Engaging nurse faculty in leadership development. Poster submitted to the 2016 Education Summit, National League for Nursing, Orlando, FL.
What questions do you have?