An Exploration of the Role and Responsibilities of Associate Deans in Schools of Nursing

Beth Cusatis Phillips, PhD, RN, CNE, EEA Scholar

Barbara C. Woodring, EdD, MN, RN, EEA Leadership Mentor; Jeanette Lancaster, PhD, RN, EEA Faculty Advisor

Introduction/Background

Understood Role of the ADAA
- Documented importance to school success
- Acknowledged connection to school's day to day operations
- Connected to students, staff, faculty and administration
- Lack of information about how to prepare for the role

Purpose

To Explore the role and responsibilities of the Associate Dean of Academic Affairs (ADAA) in schools of nursing

Methods

- Literature Review
- Qualitative Inquiry
- Demographic Questionnaire
- Interviews

Results

Interview questions

How long have you been in your current role?
How long have you been a nurse?
How long have you been a nurse educator?
What do you do on a day to day basis?
What are the average number of hours you put in each week?
What do you like most about the position?
What do you like least about the position?
What are the major challenges associated with the job?
Is there anything from previous jobs or life experiences that helped to prepare you for this role?
If you could change one thing about your current position, what would that be?
Does your school's relationship with a hospital or health system?
Is there anything else about your role or responsibilities that you would like me to know?

Like Most

Variety Of Responsibilities
Systems Thinking
Process Improvement
Working With Faculty And Students
Never A Dull Moment
Drives The Mission Forward

Like Least

Lack Of Work-life Balance
“Ankle Biting” (Criticize Without Solutions)
24/7 Job
Emails
When Things Fall Apart, Its On You
On You

What prepared you the most?

Being A Camp Counselor
Having Psych Experience
Working On Communication Skills
Being A Nurse Manager
Finding Strong Mentor
Taking Leadership Training
Having Flexibility

Conclusions

Appreciate Variety And Change
Prepare For The Role Through Leadership Opportunities
Be Prepared For Long Days
Stay Organized

Additional Suggestions for Role Transition

Find Supportive Peers Outside Of Your School
Get Leadership Training
Keep A Running To Do List
Take On Leadership Opportunities
Accept The Peaks And Valleys: The Valleys Prepare You For The Next Thing.

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Participants N = 6

<table>
<thead>
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<th>Years as nurse</th>
<th>Years in role</th>
<th>School public or private</th>
<th>Hours/week</th>
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<td>3.5</td>
<td>6</td>
<td>4 Public</td>
<td>50-80</td>
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<tr>
<td>Avg</td>
<td>1</td>
<td>2 Private</td>
<td>Avg - 7</td>
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<td>24/7 Job</td>
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<td>3.5 – 10</td>
<td>Avg - 60</td>
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Interview questions

How long have you been in your current role?
How long have you been a nurse?
A nurse educator? A nursing administrator? What do you do on a day to day basis? What are the average number of hours you put in each week? What do you like most about the position? What do you like least about the position? What are the major challenges associated with the job? Is there anything from previous jobs or life experiences that helped to prepare you for this role? If you could change one thing about your current position, what would that be? Does your school's relationship with a hospital or health system? Is there anything else about your role or responsibilities that you would like me to know?

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References