

## EEAI: Learning to Lead

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### HISTORY

The Emerging Educator Administrator Institute (EEAI) was developed by Sigma Theta Tau International (STTI) and Chamberlain College of Nursing Center for Excellence in Nursing Education as a three-phase program that took place over a 12-month period. The purpose was to provide experienced nurses the opportunity to gain leadership skills and put them into practice to advance excellence in nursing education. The curriculum was designed for basic exposure to leadership processes as well as individually driven as directed. With the direction of experienced administrator's and mentors, the process was directed and guided through an approved project goal. Participants initially met as a group and leaders were assigned according to experience and project. Leadership roles were discussed including such skills as communication, relationships, knowing one's leadership style, and other required skills such as strategic planning and budgeting.

### PURPOSE

Needs/Wishes of this Project:

- Budget Development
- New Budget Process
- Strategic Planning
- Increase Faculty
- Faculty/Staff Issues



### PLAN

- Residency for group as initial contact and training
  - Assessment/learning about leadership traits/skills/knowledge/personality types
  - Review of academic administrative role
  - Team building/Career planning
- Monthly meetings with faculty member and peers
  - Monthly journaling assignment for group
- Met as needed with self-selected mentors
- EEAI developed/presented group with CE courses for self-development in specified areas

### EEAI FORMAT / NETWORKING

- Mentors
  - Jeanette Lancaster PhD, RN, FAAN
  - Nancy Sharts-Hopko PhD, RN, FAAN
  - Janice Agazio PhD, CRNP, RN, FAANP, FAAN
- Peer Connection
  - Brian Holland PhD, RN
  - Grace Moodt DNP, MSN, RN
- Monthly Conference Calls



### OUTCOMES

The project for this participant was focused on the budgeting process, strategic planning, and acquiring new personal identification number (PIN) lines for departmental needs. These lines would become a permanent part of the department. Although the leadership role is never fully developed, the participant gained valuable experience in strategic planning, the budgeting process, and proposing new PIN lines for the department. Through valued continuous communication with the team (leader and two other participants), the experience was assessed as extremely valuable and enabled the participant to gain necessary leadership skills that further the advancement of nursing education. Success was obtained through the development of planned offerings on strategic planning and budgeting as well as through the mentorship of experienced leaders. One of the key elements obtained through this process was the networking opportunities that were developed both within the University and with EEAI participants in the program. As a result, new positions were proposed and skills strengthened in the areas of strategic planning, budgeting, and workload management.

### REFERENCES

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- McClean, D. R. (2015). Strategic planning: As simple as A, B, C. Lulu Publishing Services.

