



Advancing Global Excellence in Nursing Education

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CONNECTION**

Personal.
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Disclosures

Faculty Name:	Pegge Bell, PhD, RN
Conflicts of Interest:	None
Employer:	University of Arkansas
Sponsorship / Commercial Support:	None

Faculty Name:	Matthew S. Howard, MSN, RN, CEN, CPEN, CPN
Conflicts of Interest:	None
Employer:	Sigma Theta Tau International
Sponsorship / Commercial Support:	None

Faculty Name:	Cynthia Vlasich, MBA, BSN, RN
Conflicts of Interest:	None
Employer:	Sigma Theta Tau International
Sponsorship / Commercial Support:	None

Presentation Goal and Objectives

Goal:



- The purpose of this presentation is to explain the programs offered by Center for Excellence in Nursing Education specifically those addressing:
 - Leadership development;
 - Promotion of personal and professional leadership development; and
 - Nurse faculty retention in academe.

Objectives:

- Discuss how the STTI Center for Excellence in Nursing Education will:
 - Provide career and leadership development for nurse educators.
 - Develop and deliver resources and events related to excellence in nursing education.

Cynthia Vlasich, MBA, BSN, RN
Director, Education and Leadership
Sigma Theta Tau International

Partnership

Sigma Theta Tau International	Chamberlain College of Nursing
<p data-bbox="315 479 1217 805">-Advancing world health and celebrating nursing excellence in scholarship, leadership, and service</p> <div data-bbox="473 972 1049 1076"><p data-bbox="608 986 1049 1062">Sigma Theta Tau International Honor Society of Nursing®</p></div>	<p data-bbox="1302 479 2168 891">-Committed to graduating compassionate, ethical, and knowledgeable nurse leaders who are empowered to transform healthcare</p> <div data-bbox="1538 953 1951 1100"><p data-bbox="1651 968 1951 1043">CHAMBERLAIN <i>College of Nursing</i></p><p data-bbox="1538 1076 1951 1100">Extraordinary Care. Extraordinary Nurses.</p></div>

Shortage of Nurse Faculty

- 1,181 faculty vacancies were identified in a survey of 663 nursing schools across the country



American Association of Colleges of Nursing (2012). Nursing faculty shortage fact sheet.
Retrieved from <http://www.aacn.nche.edu/media-relations/FacultyShortageFS.pdf>

Shortage of Nurse Faculty

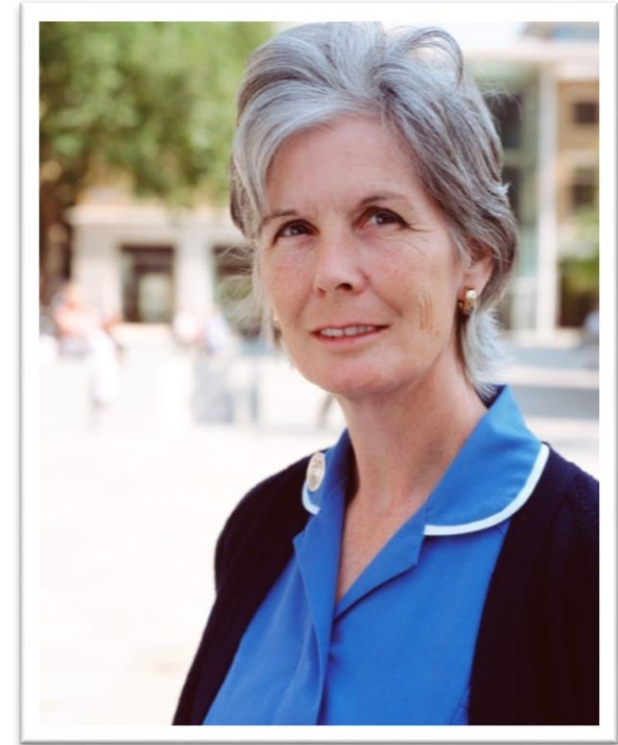
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- US nursing schools turned away 75,587 qualified applicants from baccalaureate and graduate nursing programs in 2011
- Lack of nurses worldwide is threatening optimal health care

American Association of Colleges of Nursing (2012). Nursing faculty shortage fact sheet.
Retrieved from <http://www.aacn.nche.edu/media-relations/FacultyShortageFS.pdf>

Contributing Factors

- Aging faculty
- Global migration of nurses
- Reduced hiring pool of younger faculty
- Decreased satisfaction with faculty role
- Lack of funding and poor salaries
- Decreased number of Master's and Doctoral nurses



Nardi, D.A., & Gyurko, C. C. (2013). The Global Nursing Faculty Shortage: Status and Solutions for Change. *Journal of Nursing Scholarship*.

Global Nurse Faculty Migration



Impacting nations' ability to secure an adequate and stable workforce

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Global Nurse Faculty Migration

Influenced by the following:

- Higher pay
- Career opportunities
- Access to research funding
- Opportunity to work with expert peers and participate in research collaborations
- Provisions for post-basic education



Global Nurse Faculty Migration

Continued

Influenced by the following:

- Changes in minimum education preparation
- High educational costs associated with nurse faculty training
- Disproportionate increases in workload without increases in resources
- Lack of interest in nurse faculty careers

Center Mission

*Advance global excellence in
nursing education*

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Center Goals

- I. Provide career and leadership development for nurse educators.
- II. Develop and deliver resources and events related to excellence in nursing education.
- III. Develop and implement an Emerging Educational Administrator Program.
- IV. Develop strategies and programs to assess current status and positively promote nursing education globally.

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Goal I: Provide Career and Leadership Development for Nurse Educators

- Faculty Professional Role Development Program
- Faculty Knowledge/Skills Development Program
- Experienced Nurse Faculty Leadership Academy
- Nurse Educator Mentoring Program

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Goal II: Develop and Deliver Resources and Events Related to Excellence in Nursing Education

- Excellence in Nursing Education Day in conjunction with STTI's Biennial conventions starting in 2015
 - Pre-conference event on November 6, 2015 in Las Vegas, NV
- Special session featuring Educational & Research Scholarship during STTI's annual research congress

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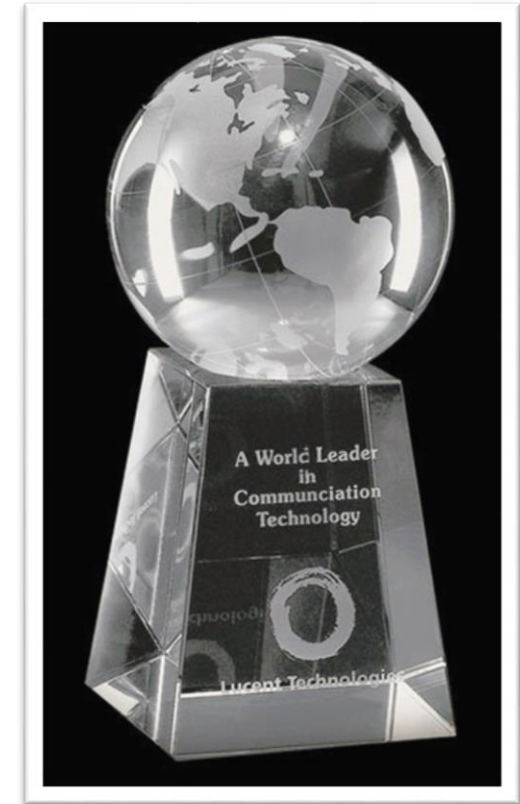
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Goal II: Develop and Deliver Resources and Events Related to Excellence in Nursing Education

Continued

- Education research grants to support research focused on excellence and innovation in nursing education
- International awards to recognize and celebrate excellence in education



Goal III: Develop and Implement an Emerging Educational Administrator Institute

Emerging Educational Administrator Institute, created by a core expert team of academic administrators



Goal IV: Develop Strategies and Programs to Assess Current Status and Positively Promote Nursing Education Globally

- Global database of entry level and advanced educational programs by country
- International Academic Nursing Alliance (IANA)
- Repository of best practices in nursing education

Impacts

- Establish the foundation for future nurse faculty development
- Create a core of highly skilled faculty prepared to assume leadership roles
- Inform and influence the quality of nursing education worldwide
- Ensure nurses are prepared to provide the highest levels of healthcare quality
- Lead in the development of standards that will become global benchmarks for the quality of care worldwide

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Matthew Howard, MSN, RN, CEN, CPEN, CPN
Manager of Education
Sigma Theta Tau International

Faculty Knowledge/Skills Development Program

Lead Faculty: Diane Billings, EdD, RN, FAAN

Multifaceted array of skill development opportunities addressing:

- Teaching and curriculum development
- Distance learning and technology
- Evaluation and assessment
- Mentoring and advising



Faculty Professional Role Development Program

Lead Faculty: Mary Lou Bond, PhD, RN, CNE, ANEF, FAAN

Myriad of career development opportunities addressing:

- Teaching, scholarship, and service
- Grant writing
- Portfolio development for promotion/tenure



Experienced Nurse Faculty Leadership Academy

Lead Faculty: Carol Huston, DPA, MSN, RN

- Targeted to experienced faculty (7 or more years in a faculty role)
- 12 month mentored program:
 - Focused on leadership development
 - Helps participants further develop and increase skill sets essential for success in a faculty role



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Experienced Nurse Faculty Leadership Academy

Continued

Curriculum Structure:

- 2 leadership workshops
- Scholar & Mentor dyads
- Individual leadership progression plan
- Design & management of leadership project

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Nurse Educator Mentoring Program



Developed by experts in leadership and mentoring in education, these programs will offer innovative approaches to support mentors, mentees, and the mentoring relationship in nursing education.

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International Academic Nursing Alliance (IANA)

- An online global community of academic nursing educators
- United by professional ideals and goals
- Committed to scholarly learning and sharing
- Available at no cost to participating academic nurse educators and universities
- Password protected to encourage academic community sharing



International Academic
Nursing Alliance

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International Academic Nursing Alliance

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Home

Welcome to IANA



We invite nurse educators from around the globe to join us in promoting scholarship and excellence in nursing education by using this network to connect with other nursing faculty and university-based schools of nursing. Help enhance collaboration among nursing academicians who are united by their shared work of creating excellence in nursing education.

IANA is provided by The Honor Society of Nursing Sigma Theta Tau at no cost to participating individuals and universities, facilitating shared resources, research interests and teaching/learning opportunities. [Learn more.](#)

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IANA Discussion Forum - the following discussion groups are reserved for IANA members for topics related to nursing education only.

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Invitation to nursing faculty and schools of nursing!

Schools of Nursing and academic nurse educators are invited to join IANA. Get started now.

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Honor Society of Nursing



nursing KNOWLEDGE
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Virginia Henderson
International Nursing Library

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Repository of Best Practices in Nursing Education

- Online research repository with free open-access
- Offers nurses a wide variety of knowledge resources that advance nurses and patient care
- Dedicated to bringing the latest research on nursing knowledge important to all nurses – clinicians, researchers, educators and students
- Includes a searchable collection of resources on best practices in nursing education



Virginia Henderson
Global Nursing e-Repository

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- Title
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- Subject
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- Sponsors
- Host
- Evidence Level
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Welcome! The Henderson Repository, a resource of the Honor Society of Nursing, Sigma Theta Tau International, offers:

Online Dissemination. It is a global digital service that collects, preserves and shares nursing research and evidence-based practice materials.

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Peer Review. Submissions to collections under the [Independent Submissions](#) community are peer-reviewed.

It is open to both STTI members and non-members.

Latest submissions

Role of Mental Fatigue in Engagement in Cognitively Stimulating Activities in Community-Dwelling Older Adults with Cardiovascular Disease Risk Factors
Lin, Feng
16-Sep-2013

Exercise Perceptions of Hispanic Children with Asthma
Shaw, Michele; Oneal, Gail
13-Sep-2013

The FOUR score and GCS as Predictors of Outcome After Traumatic Brain Injury
McNett, Molly
3-Sep-2013

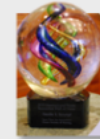
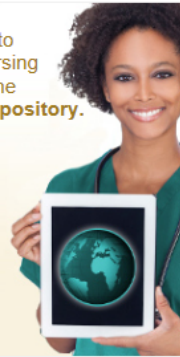
Discovering the Current Wound Management Practices of Rural Africans
Benskin, Linda L. L.
22-Aug-2013

Multicomponent Home Care Intervention for Older Adults with Heart Failure
Delaney, Colleen
21-Aug-2013

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Home of the Nurse Researcher Hall of Fame

Visit: www.nursinglibrary.org

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Global Database

A global database of entry level and advanced educational programs by country, including grading equivalencies to assess the status of nursing education around the world, will be developed.

This information will provide data to assess faculty development needs by country and allow us to individualize our programs outside of North America.



Pegge Bell, PhD, RN
Director, Eleanor Mann School of Nursing
Professor of Nursing
University of Arkansas

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Emerging Educational Administrator Institute

For aspiring academic leaders



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Purpose

Develop and implement an Emerging Educational Administrator Institute for department chair/program directors.

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Goals & Objectives

1. Create an administrative career path
2. Develop knowledge & skills related to administrative role
3. Select/demonstrate appropriate administrative skills in selected
4. Create/initiate personal plan to achieve goals

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Goals & Objectives

5. Apply best practices to administrative actions/decisions/communication
6. Evaluate administrative performance by self and others
7. Develop as an administrator in the areas of education, research or service
8. Identify strengths in areas where they can role model and/or mentor others

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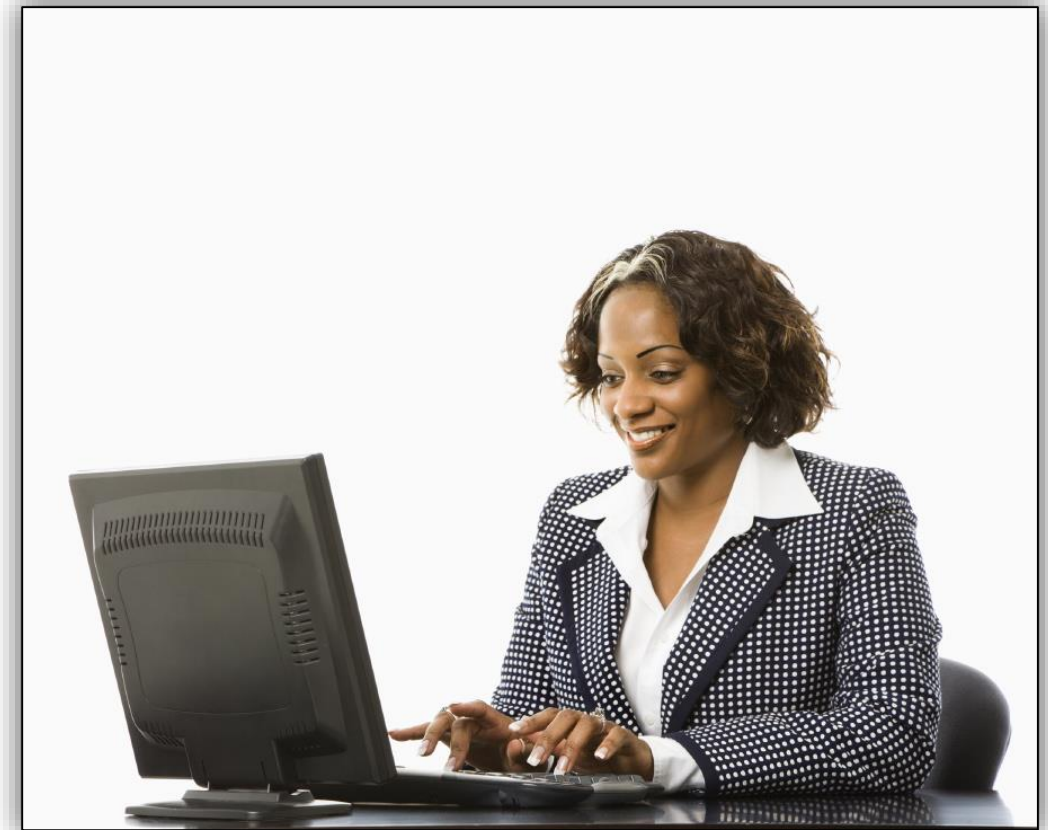
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Application Requirements

EEAI Application:

- Project goals/objectives
- Letter of support
- Portfolio of coursework
- List of (3) possible mentors



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Application Review

Selection Criteria:

- Experienced faculty (≥ 6 years)
- Aspiring to be administrator OR 1st administrative position (< 3 yrs.)
- Applicant goals
- Project Potential
 - Foster administrative development
 - Impact on developing scholar as mentor
 - Completion and measurable outcomes in 8-month period

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Phase I

EEAI Scholars: Four (4) courses recommended by
Institute's faculty

Certificate program: 12 CNE of coursework

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Phase I Coursework

Transforming Nursing: The Impact of the Future of Nursing Report, ACA, and Population Health
Leadership and Management
Financial Management
Human Resource Management
Pursue Continuous Quality Improvement in the Academic Nurse Educator Role
Function as a Change Agent and Leader
Introduction to Administrative, Management, and Organizational Theories
Using Evidence to Guide Strategic Planning
Using Evidence to Determine Resource Demands and Allocation
Managing the Team
Participate in Curriculum Design and Evaluation of Program Outcomes
Learn about Academic Service Partnerships
Faculty, Course, Program Evaluation and Accreditation
Civility and Incivility in the Nursing Educational Environment
Evidence-based Strategies to Prevent and Address Incivility in the Academic Environment

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Phase II

- EEAI Scholars Only
- 3-day workshop in Indianapolis
- Goals:
 - Meet other scholars
 - Identify Mentors
 - Refine Project Goals & Objectives
 - Hear updates on selected topics
 - Complete a self-reflection paper within 2 weeks



Phase III

- Project implementation
- Ongoing support from Institute faculty and mentors
- Project completion within 8 months

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Evaluation Components

- Skill Development – Behavior/Performance
- Knowledge
- Values/Attitudes

Scholar Future Planning

- Reflections on the Institute
- Immediate next steps
- Future mentoring possibilities

Important Dates

- Applications open October 2014
- Applications due April 17, 2015
- Notified of Scholar Acceptance by May 31, 2015
- Complete course work of Phase I by August 31, 2015
- Attend 3-day seminar in Indianapolis (Phase II) – Sept. 25-27, 2015
- Complete project by May 31, 2016
- Participate in Institute evaluation in June 2016
- Attend 44th STTI Biennial Convention in Fall 2017

Institute Milestone

- Excellence in Nursing Education Day at STTI's Biennial Convention
 - Celebration of Institute completion
 - Establishment of an alumni group

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For more information, please
contact **CENE@stti.org**