



DISCOVER. LEARN. GROW.

Transforming Nursing Education through Leadership Development of Novice Faculty- The Nurse Faculty Leadership Academy

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Lambda Pi

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Alpha



Sigma Theta Tau International
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NFLA

Nurse Faculty Leadership Academy

The background of the slide features a dark blue gradient with several glowing light bulbs of various sizes and orientations, creating a sense of ideas and innovation.

OBJECTIVES

- Review the purpose and goals of the NFLA
- Identify the requirements for participants and mentors in the NFLA
- Understand the NFLA process used to develop and strengthen individual leadership qualities
- Discuss goals and outcomes of past participants related to projects and leadership development

PURPOSE



Scholars from the 2014-15 Nurse Faculty Leadership Academy

WHAT IS THE NFLA?



STTI



**Elsevier
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Scholars



Mentors

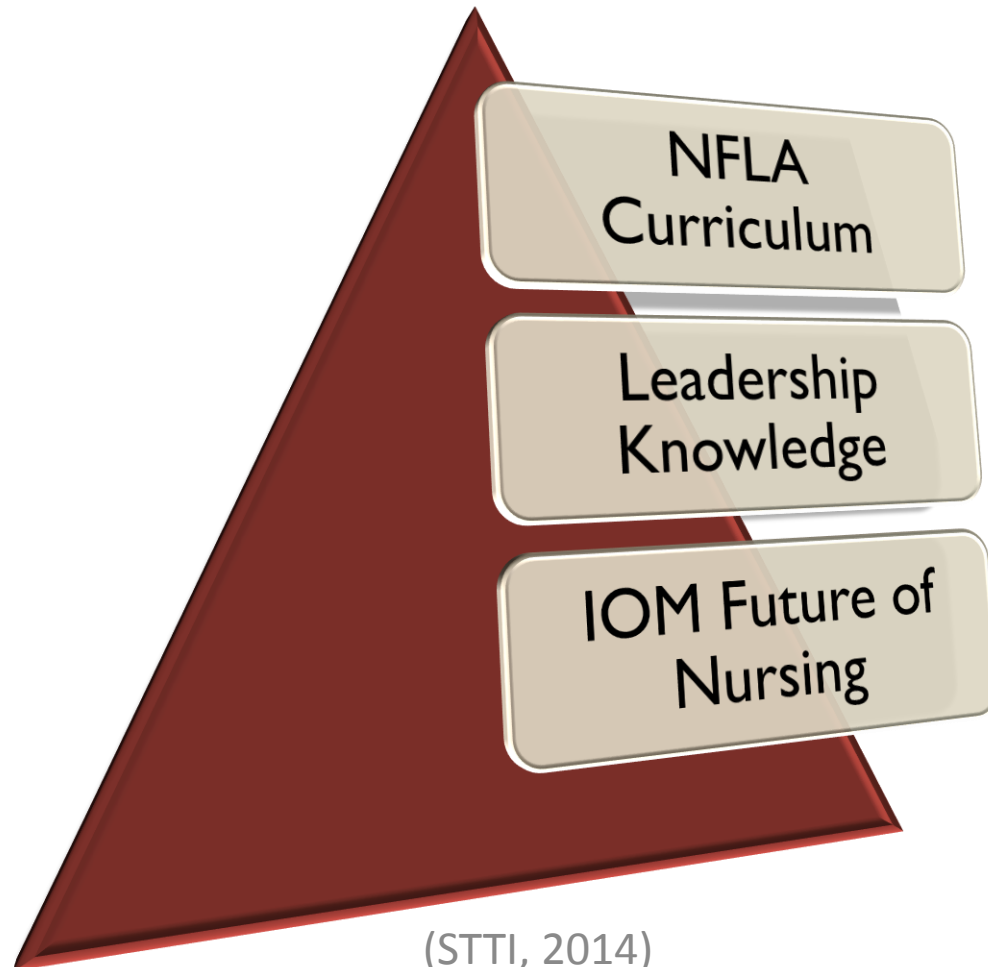


**Faculty
Advisors**



(STTI, 2014)

NFLA FRAMEWORK



WHY NFLA?

Faculty Attrition

Career Success

Faculty Satisfaction

Leadership Development

Supportive Work Environments

(Reller, 2012)

NFLA APPROACH



Relationship
Framework



Active
Experiences



Reflective
Opportunities



Learning in
Context

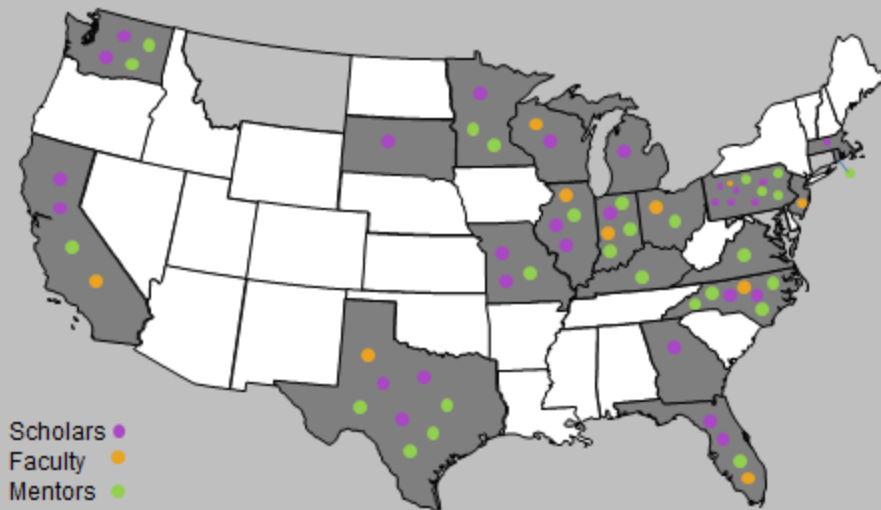


Modeling

(Cleeter, & Dzuric, 2014)

NFLA PARTICIPANTS

United States of America



Thailand



Australia



Canada

BENEFITS OF NFLA



Faculty



Mentors and Advisors



Institutions



Nursing Education



Outcomes

NFLA PILLARS

INDIVIDUAL
LEADERSHIP
DEVELOPMENT

EXPANDING
SCOPE OF
INFLUENCE

ADVANCEMENT
IN NURSING
EDUCATION

THE KOUZES POSNER MODEL



Encourage the Heart



Enable Others to Act



Challenge the Process



Inspire a Shared Vision



Model the Way

(Kouzes & Posner, 2011)

LEADERSHIP DEVELOPMENT

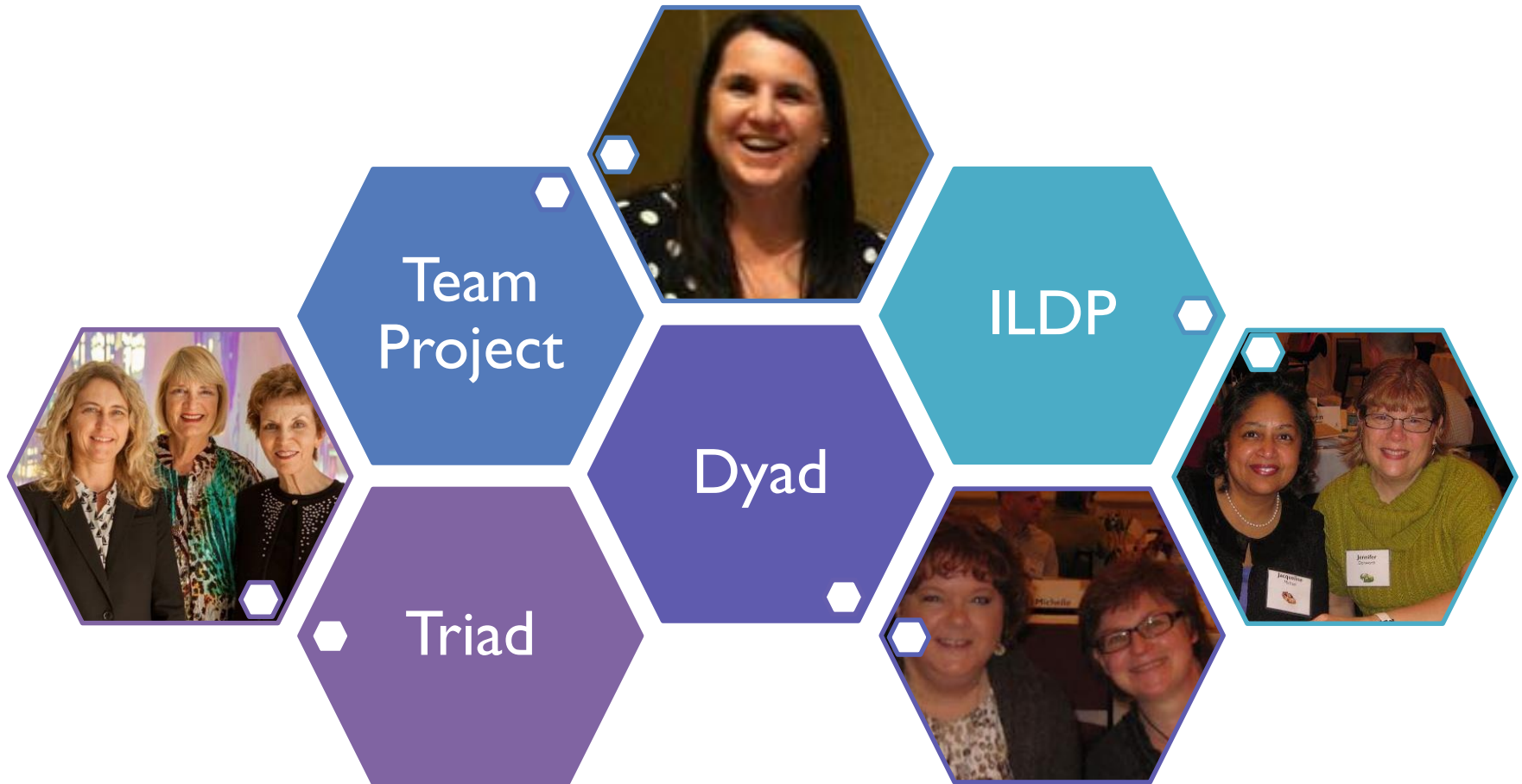


LPI

ILDP

Project

NFLA PROCESS



ARE YOU A POTENTIAL MENTOR?

- Doctorally prepared
- Minimum seven years as nurse faculty
- Works outside of the Scholar's institution
- A leader in nursing education
- Previous experience as mentor
- Ability to foster the Scholar's leadership development

ARE YOU A POTENTIAL MENTOR?

- Ability to commit resources to mentoring relationship
- Access to networks of leaders
- Ability to provide guidance
- Committed to the NFLA Triad relationships
- No previous relationship with the Scholar
- Not connected to Scholar's dissertation or DNP project work

ARE YOU A POTENTIAL SCHOLAR?

- Aspiring leaders in nursing education
- At least two years, but no more than seven years of experience
- Full time non-tenured faculty in a school of nursing.

ROLE OF THE SCHOLAR

- Individualize leadership development plan
- Build relationships and communicate regularly
- Utilize the Triad relationships
- Plan, design, and facilitate two Site Visits

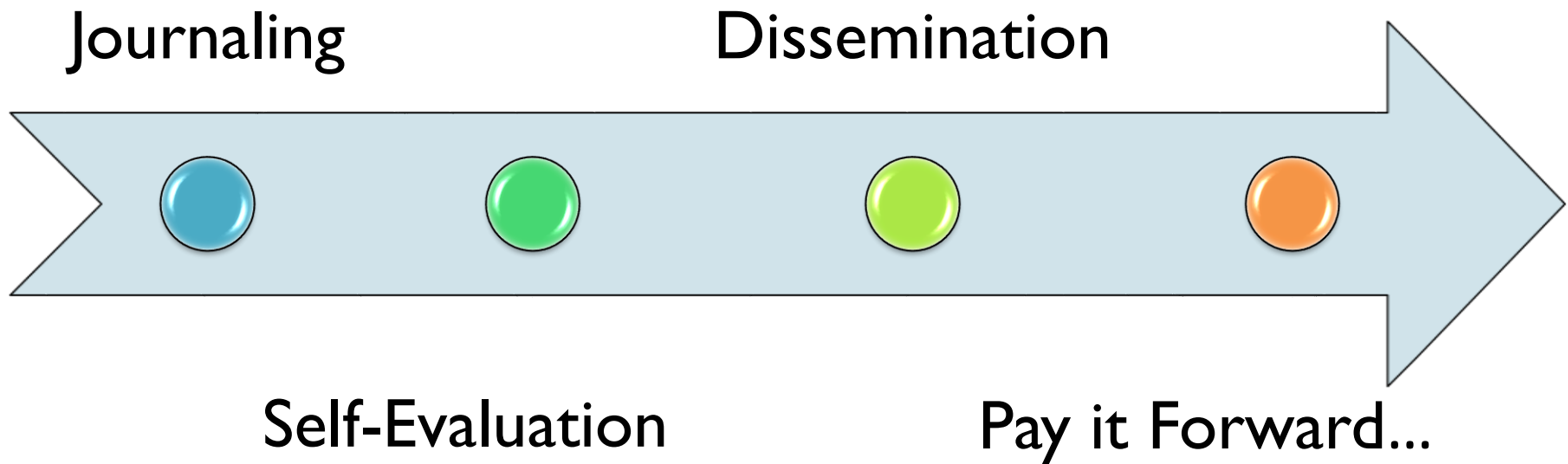
ROLE OF THE SCHOLAR

- Facilitate team leadership project
- Participate in monthly learning activities
- Document the leadership development experience
- Attend NFLA celebration activities
- Involve scholar's employer and faculty in leadership development program

WHAT IS INVOLVED?



THE JOURNEY





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NFLA Scholar in Progress

**Framework Developed by
Jennifer Embree, DNP, RN, NE-BC, CCNS
Based on work by Ellis, Ellis & Embree, 2013**

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PROJECT

“Exploring and Securing Distance Accessibility for a Master’s in Nursing-Leadership in Health Systems Program”

NFLA SCHOLAR IN PROGRESS

- Leadership Development
- Faculty Support from Triad
- Scholar Support



The top of the slide features a dark blue background with a pattern of glowing light bulbs. The word "SUSTAINABILITY" is written in large, bold, black capital letters across the top right.

SUSTAINABILITY

- Template for other teams/projects
- In line with university goals

The background of the slide features a dark blue header with a pattern of glowing light bulbs. The bulbs are arranged in a grid-like fashion, with some appearing more prominent than others. The light from the bulbs creates a soft, warm glow against the dark blue background.

PURPOSE

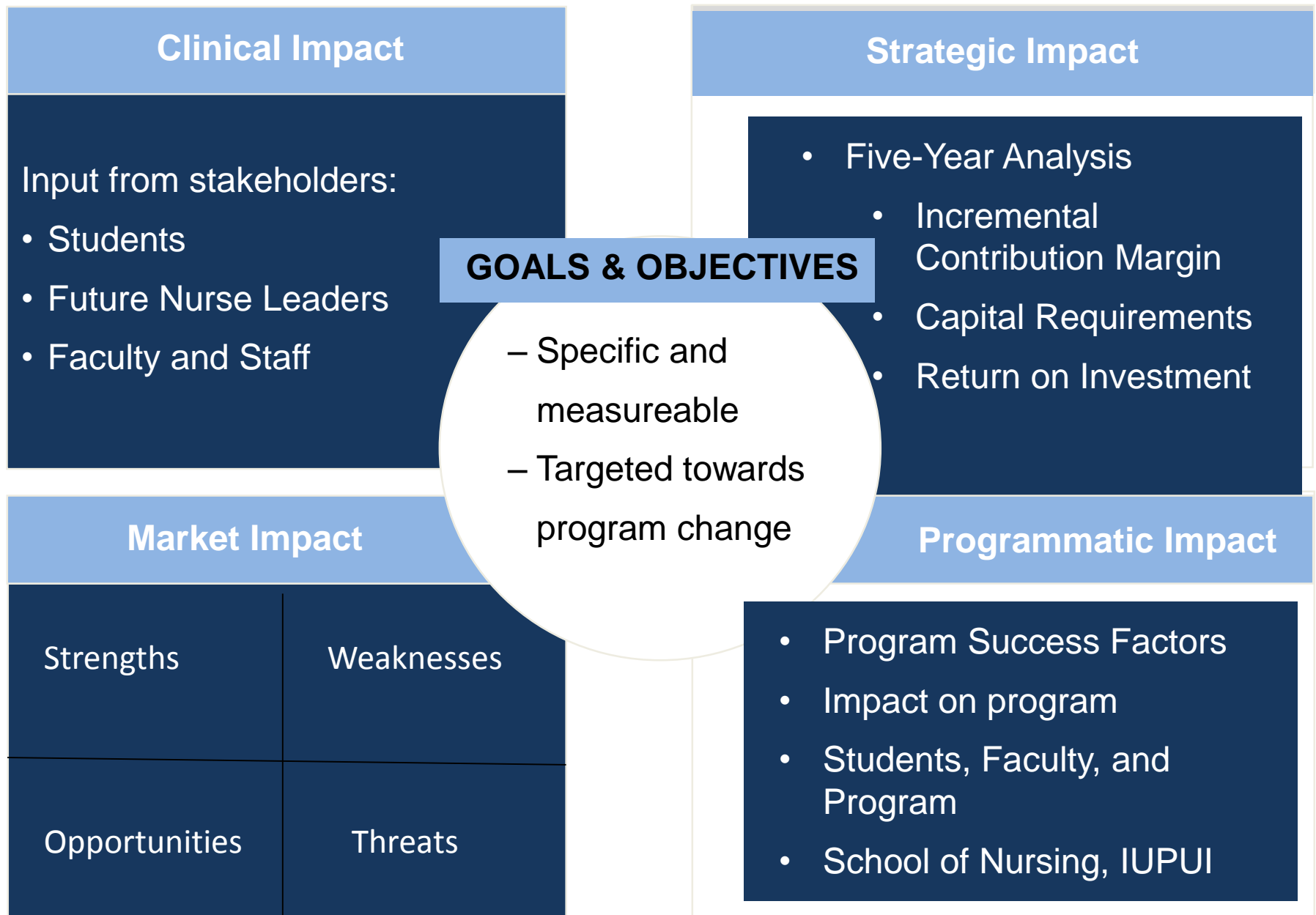
- To enhance the ability of the MSN Nursing Leadership in Health Systems program to reach students throughout the state, nation, and internationally.

SETTING DESCRIPTION



NEEDS ASSESSMENT: Problem Identification

- Enrollment
- IOM supports the need for preparing nurse leaders at the MSN level
- Only 49% of Indiana nurses are at the BSN level
- Previously weekend problem-based learning
- Student issues with technology



(Ellis, Ellis & Embree 2013)

EARLY LESSONS LEARNED

- Translating leadership lessons to other curriculum and teaching
- Model the Way: Integrating lessons learned and NFLA pearls into current programs, courses, activities, relationships 😊
 - Nursing Leadership Institute-NEPQR HRSA Grant work (KP Model, LPI, content, activities)
 - Revisioned DNP program to an Executive Leadership Program, (Individual and Professional Leadership Development Plan)

EARLY LESSONS LEARNED

- Model the Way:
 - Triad Faculty Support is immeasurable
 - Individual Leadership Development Plan
 - Team member leadership development

EARLY LESSONS LEARNED

- Challenging the Process:
 - Comfort in risk-taking, asking hard questions, sharing difficult stories, leadership progression

CURRENT DISSEMINATION

- Quarterly escalation of leadership writing through Indiana State Nurses Association president's message to 130,000 nurses (2 articles)
- 10 Presentations since March 2014-touching on NFLA STTI Connection with 725 nurses
- Publications submitted-2 (not NFLA related)
- Publications in process-8 (not NFLA related)



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NFLA Success: Results from the Scholars

Carolyn Hart, PhD, RN, CNE

RESULTS FROM THE SCHOLARS

Dyad
Career NFLA
Vision Mission
Success Nursing Stakeholders
Project Advancement
Risks Individual Transforming
Outcomes Communication Growth
LEADERSHIP Development
Initiative Education
Teams
Triad

SCOPE OF INFLUENCE: 2011-2013



AGGREGATE RESULTS



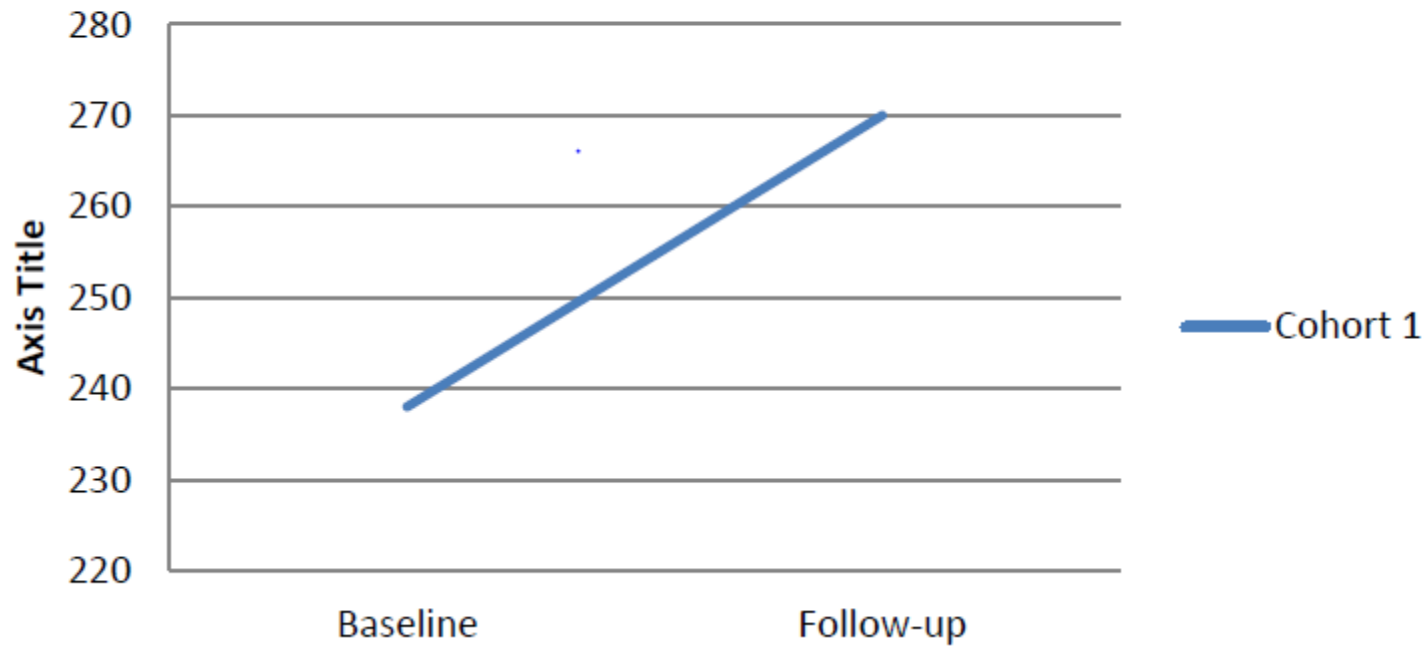
PROJECT RESULTS

- **Adoption of Project Recommendations:**
 - 4 curricular revisions
 - 5 new courses
 - model adoption
- **Project Recognition:**
 - 7 national and international conferences
 - 4 new nursing programs
 - 10 formal leaders

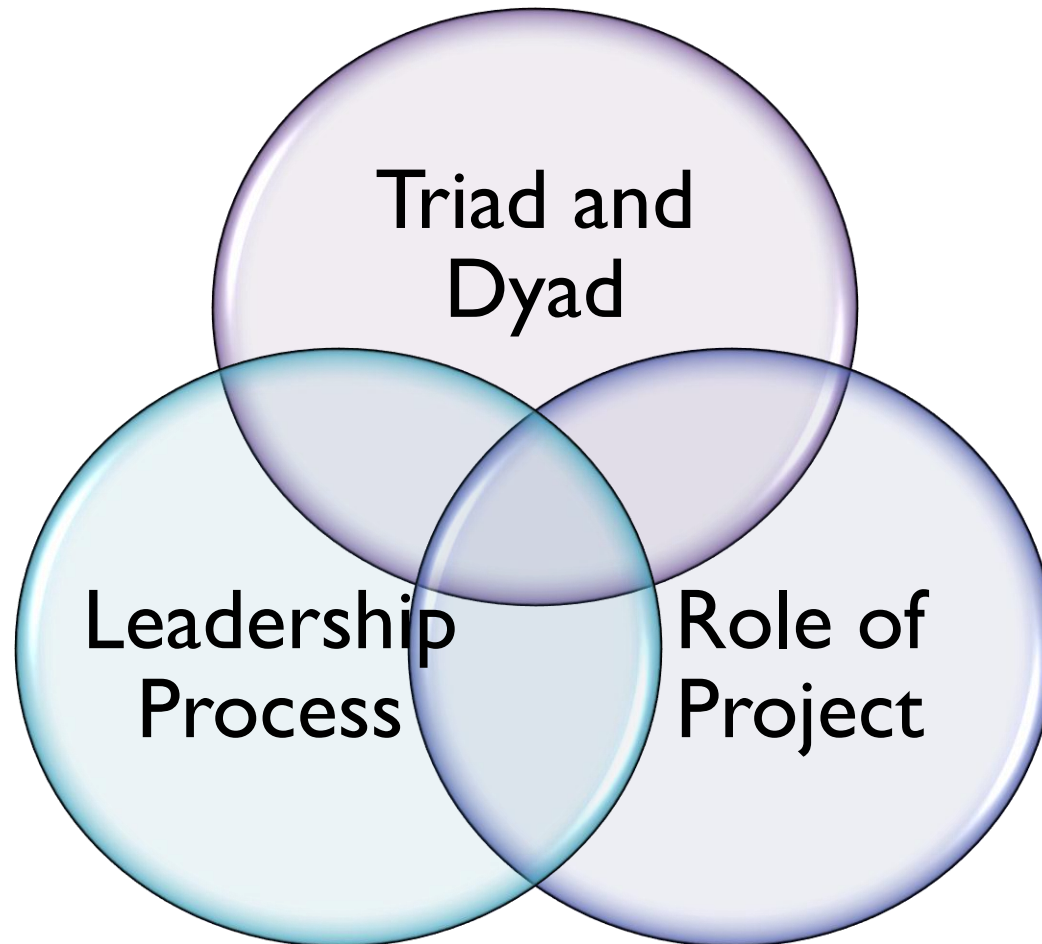
SCHOLAR'S PERCEIVED CHANGES

LPI Change from T1 to T3

(based on overall mean scores)



LEADERSHIP MILESTONES



PERSONAL RESULTS





What questions do you have about
the

***Nurse Faculty
Leadership Academy?***

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