

**Title:**

SPECIAL SESSION: Nursing Academic Leaders: A Tale of Two Journeys

**Type:**

Oral

**Presenters:**

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**Keywords:**

Administration, Development and Leadership

**Summary:**

In this session, we will introduce Sigma Theta Tau International's Emerging Educational Administrator Institute (EEAI). A Scholar from Cohort I and II will describe how the EEAI facilitated their professional and leadership development. The session will conclude with discussion of lessons learned and future directions.

**Abstract Text:**

Nurses entering higher education for teaching and scholarly endeavors are usually not prepared for academic leadership roles. Fortunately, the basic tenets of administrative leadership can be taught and learned. With the impending retirement of a generation of nurse leaders, universities must be proactive in outlining a succession plan to advance novice administrators by providing resources that facilitate role transition. Academic nursing administrators face a myriad of challenges: high faculty turnover, faculty incivility, tightening budgets, salary parity with clinical practice, and diminishing clinical placement opportunities. Professional nursing organizations are well-positioned to prepare developing administrators with the knowledge and skills necessary to confront these challenges in an increasingly complex healthcare system. In response to this need, the Honor Society of Nursing, Sigma Theta Tau International (STTI) offers the Emerging Educational Administrator Institute (EEAI) for faculty who aspire to become administrators or faculty members recently appointed to their first administrative position. The Institute consists of online education, an intensive workshop, and completion of a leadership project. In the EEAI, mentorship serves as the central pillar of leadership development. Mentorship in academe has been linked with increased job satisfaction, faster career progress, and improved faculty retention. A unique feature of STTI's leadership development programs is the Leadership Triad, which consists of a Scholar (participant), a Mentor, and Institute Faculty. The Mentor is an experienced nurse faculty member who holds or has held an administrative position in academe. The first cohort of seven Scholars began in August 2015 and graduated in July 2016. The second cohort began in October 2016 and will graduate at STTI's 44th Biennial Convention in 2017. In this presentation, a Scholar from each cohort will discuss their unique leadership development journey. They will describe how the EEAI facilitated their professional and leadership development. The session will conclude with discussion of lessons learned and future directions.

**Final Number:**

A 21

**Slot:**

A 21: Saturday, 28 October 2017: 2:15 PM-3:00 PM

**References:**

Johnson, W.B. (2016). *On being a mentor: A guide for higher education faculty* (2nd ed.). New York, NY: Routledge Taylor & Francis Group.

Nowell, L., Norris, J.M., Mrklas, K., White, D.E. (2017). Mixed methods systematic review exploring mentorship outcomes in nursing academia. *Journal of Advanced Nursing*, 73(3), 527–544. doi: 10.1111/jan.13152

**Learning Activity:**

<b>LEARNING OBJECTIVES</b>	<b>EXPANDED CONTENT OUTLINE</b>
Discuss the history and purpose of the Emerging Educational Administrator Institute (EEAI).	I. Background a. Identified Need (Review of Literature) b. Program Funding c. Eligibility d. Curriculum
Discuss situational-responsive leadership in the context of faculty engagement	II. Academic Administration Context a. Situation-responsive leadership b. BSN Curriculum Assessment Plan
Describe how the EEAI has served as a vehicle for leadership development	III. Leadership Development a. Journey b. Risks c. Lessons learned
List leadership transition tips for new administrators	IV. Transition to Leadership a. SMILE b. YOU Foundation