

INDIVIDUAL LEADERSHIP DEVELOPMENT

Model the Way

- Built relationship and collaboration to provide example for advancing on tenure track.
- Pursued challenging opportunities that tested my skills and abilities in the academic faculty role.
- Sought feedback from mentors and senior faculty in advancing leadership skills.
- 1st DNP prepared nurse faculty to achieve reappointment
- 1st to go up for tenure & promotion
- Represent the School of Nursing outside the academic field.

Enable Others to Act

- Collaborating with more junior faculty
- Empower others to achieve their abilities.
- Feedback indicating “you’ve made me realize that I can do this!”
- Publicly recognize accomplishments in faculty council meetings.

Relationship of Three



TEAM LEADERSHIP PROJECT

Background

- The DNP focus is QI, EBP & translation to practice.
- Engagement in “research” is listed on most Tenure criteria.
- Faculty with DNP must consider ways to engage in scholarship that addresses tenure criteria.

Purpose

Mentor faculty with a DNP who choose the tenure track by providing an online portfolio of developmental resources to facilitate scholarship development.

Outcomes

- Online Portfolio developed & accessed by 5 participants.
- Collaborative relationships emerged between DNP & PhD prepared faculty.
- Evidence of long term cultural shift to recognize scholarship contributions of DNP prepared faculty

Implications for Nursing Education

- Promote retention of DNP prepared faculty.
- Increase number of DNP prepared faculty in tenure line positions.
- Increase number of DNP prepared faculty in academic roles



SCOPE OF INFLUENCE

Organization

- Appointment to leadership role(s) in the School of Nursing.
- Feedback from others how “I found my voice” and the courage to speak up within the organization and “provide a voice of reason.”

Community

- Elected board member for Nu Omega Chapter of STTI
- Responded to volunteer opportunities in the community through collaboration with community partners, donation drive for patients in Behavioral Health Hospital.

Profession

- Interviewed by Geriatric Society of America on my field of expertise.
- Recognized by Harvard for national interprofessional work.
- Publications:
 - 6 articles / 3 under review
 - Co-author of 1 book & a IPE chapter
- Presentations:
 - International / national / local
 - Invited regional speaker
- Secured internal & external funding