

A Post-Doctoral Program: Enhancing Academic Practice Partnerships

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Objectives

- Describe the post-doctoral program for nurse leaders with particular emphasis on the academic- practice partnership components.
- Identify outcomes of Cohort 1 completed in 2021, current status of Cohort 2 and planning for future Cohorts.



Rationale

- 27 million nurses and midwives globally with an additional projected need of 9 million by 2030 (2022, WHO)
- Nurses should be encouraged to assume senior policy and governance roles
- Nurses are on the front lines of health care and must be empowered to lead



Rationale continued...

- Strong nurse leaders in all settings are needed to address health care challenges and plan for the future
- Nurse leaders should be at the forefront of addressing global health care planning and implementation



The Marian K. Shaughnessy Nurse Leadership Academy

- Launched in 2018 at the Frances Payne Bolton School of Nursing, Case Western Reserve University, Cleveland, Ohio USA.



Samuel H. and Maria Miller Foundation

- A non-profit charitable organization in Cleveland, Ohio.
- The Foundation provided scholarship support to each participant.
- The inaugural nurse executive post-doctoral Fellowship was launched in July 2020.
- Participants were designated Miller Fellows.



Miller Fellows Program

- Marketing, recruitment and selection process.
- 6-credit post-doctoral curriculum.
- Two didactic courses and a practicum.



Curriculum

- Advanced Leadership and Management in Health Care Organizations
- Communication and Partnerships
- Policy implications
- Disaster leadership
- The global environment
- Diversity and inclusivity in health care



Curriculum continued...

- Transformational Leadership
- Theories and concepts of transformational leadership
- Entrepreneurialism
- Innovation and visioning
- Leading change
- Executive presence
- Leadership with inspiration in complex organizational systems



Curriculum continued...

- Practicum, 500-hours
- Paired with an accomplished system-level executive mentor
- Publishable scholarly project



Selection Considerations

- Eligibility
- Doctoral Degree
- Currently serve in leadership position
- Demonstrated management experience



Miller Fellows Cohort 1

- 17 applicants interviewed
- 11 outstanding candidates selected
- Diverse composition
- Biographies are on the website
- <https://case.edu/nursing/nurse-leadership-academy>



Demographics Cohort 1

Country	Leader Position
USA 7	CNE 2
Canada 2	CNO 4
Ireland 1	Director 2
United Arab Emirates 1	APN 1
	Academic 1
	Public-Sector 1



Implementation

- Virtual Weekend Classes
- Interprofessional Readings
- Dynamic discussions
- Accomplished Global Experts as Speakers



Evaluation

- Fellow Feedback
- Mentor Feedback
- Publishable Paper
- American Academy of Nursing Application



Fellow Successes

- 3 Fellows received new and expanded roles:
- Michelle Acorn, DNP, NP PHC/Adult, FCAN: Chief Nurse International Council of Nursing, Geneva Switzerland
- Benjamin Farber, DNP, RN, CNL, NEA-BC, CENP: Vice-President, Patient Care and Chief Nursing Officer at Eisenhower Health in Rancho Mirage, California
- Kari Gali, DNP, APRN: Director of Telehealth at Huron Consulting Group in Chagrin Falls, Ohio



Fellow Successes Continued...

- 3 Fellows were selected in 2021 to participate the Inaugural Coldiron Fellowship for senior nurse executives:
- Natalia Cineas, DNP, RN, NEA-BC
- Benjamin Farber, DNP, RN, CNL, NEA-BC, CENP
- Catrina Heffernan, DN, MSc, PGD, BSc (Hons), RGN, RNT



Fellow Successes Continued...

- 2 Fellows were inducted in the American Academy of Nursing in October 2021:
- Michelle Acorn, DNP, NP PHC/Adult, FCAN
- Natalia Cineas, DNP, RN, NEA-BC



Cohort 2

- **With Continued Samuel H. and Maria Miller Support:**
- Cohort 2 began in February 2022 and will conclude in December 2022.
- 11 Fellows were selected
- Diverse composition
- Biographies are on the website
- <https://case.edu/nursing/nurse-leadership-academy>



Demographics Cohort 2

Country	Leader Position
USA 9	VP 2
Canada 1	Director 3
Saudi Arabia 1	APN 1
	Academic 3
	HMO 1
	Federal Consultant 1



Lessons Learned

- Recognize and appreciate the power of philanthropy
- Accommodation of international participants
- How to effectively form academic- partnerships
- How to quickly pivot from an in-person program to a virtual program



Recruitment for Cohort 3

- Cohort 3 will begin in Fall 2023
- Please contact Dr. Linda Q. Everett for more information.
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- <https://case.edu/nursing/nurse-leadership-academy>



Summary

- The Miller Fellowship plays a significant role in Marian K. Shaughnessy Nurse Leadership Academy:
- To prepare nurse leaders to be involved in the design, planning, management and delivery of care and in the development and implementation of health policy.
- To influence and strengthen academic-practice partnerships.
- The Miller Fellows will be impactful in transforming health care for all populations and improve health globally.



Discussion


