



Association for Leadership Science in Nursing

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An interview with

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What is your current professional role?

I am an Associate Professor at the University of Alabama at Birmingham. I teach in the Nursing and Health System Administration Track. I also serve as the President of the National Black Nurses Association. After serving as the president through COVID -19, my second term as president ended August 6, 2023.

Tell us a little about your career path and interest in advancing the science of nursing leadership.

Oh wow! Just a little? I have been in nursing for about 45 years and in academia full-time for a little over 14 years. I have worked as an adjunct faculty member since 1984 always keeping my hands in the education process of future nurse. I graduated from UAB with both my undergraduate and master's degrees in nursing and completed my DNP at Case Western University. In my clinical career, I worked for 5-6 years as a cardiovascular open heart surgical nurse starting in the ICU and then pre-and post-op unit. In 1982, after 3-4 years of nursing, I took a management position as a head nurse. I have a double master's as cardiovascular clinical nurse specialist and nursing administration and a certificate

in hospital administration that included a 10 months hospital residency program. Over the years, I worked as an associate chief nursing officer and vice president of clinical operations, director of nursing finance and system and more. I have also managed my own consulting firm.

My interest in leadership advancement was the result of my personal experiences as a young nurse (age 25). There was a lack of leadership training within nursing. Organizations usually promote their most competent clinical nurses, but clinical nursing skills and leadership skills are different. The clinical/bedside skillset does not transfer to the decision-making table, but does or should enhance one's ability to keep patient care and staff engagement at the forefront. This prompted me to continue and expand my education to include to organizational leadership with a focus in finance, human resource management, business and health care law and informatics.

Nursing and organizations needed someone at the table with a voice that had clinical and organizational knowledge! Nursing still needs influential and well-prepared leaders at the table that understand both patient care and the business side of healthcare. Evidence documents that 7 out of 10 jobs in the US touches health care.

What has been your connection or experience with ALSN?

I have been a member of ALSN for a long time. I became a lifetime member prior to the name change to ALSN! I have presented at conferences and reviewed abstracts submitted for presentation at our conferences.

Your keynote is titled: *Next Generation Leaders: Leadership through the lens of social and organizational justice*. What will be your key messages?

My presentation will focus on leaders' behaviors in the profession of nursing. I hope to create an urgency for nurse leaders to address the work environment that promotes social and political determinants at the organizational level in education, practice and research. To effectively address the workforce shortage nurse leaders must prepare a shift in the old-world leadership style! In summary, the question is "Are leaders ready for the next generation of nurses and changing workforce?" Top down, exclusive style leadership is toxic to nursing profession.

One of our ALSN goals is to create a better balance of United States and international academic and practice partners. What are your thoughts on how we might best accomplish this goal?

If US nurses want influence on the international stage, we must embrace the "international diversity here in the US. Let's fix home first before trying to change the world.

What is something about you personally that you would like the ALSN membership to know?

I am a nurse's nurse 100%. In other word, I don't wish to be anything professionally, but a NURSE!