



Association for Leadership Science in Nursing

3416 Primm Lane
Birmingham, AL 35216
205-823-6106
<http://alsn.info>
office@alsn.email



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An interview with

**Edmund Walsh, PhD(c), MScN, RN
University of Western Ontario
London, Ontario, Canada**

Professional role – Doctoral candidate and Lecturer in Master of Nursing and Nurse Practitioner programs, teaching the Foundations of Nursing Science, Critical Appraisal of Evidence, and Leadership and Management in Nursing courses, among others.

Career Path

Originally from Newfoundland and Labrador, Edmund received his undergraduate nursing degree in that province. After graduating with his bachelor's degree in nursing, he worked general and orthopaedic surgery, then moved to Ontario to pursue his MScN and PhD at the University of Western Ontario. He anticipates completing his doctoral program in early 2024 and hopes to find a tenure track assistant professor position.

What sparked your interest in the Science of Nursing leadership?

Growing up in Newfoundland and Labrador, Edmund often found himself involved in leadership roles. Elected Mayor of his Grade 3 classroom, Edmund notes that he did not deliver on election promises! The big spark of interest came as an undergraduate student, when Edmund was selected to sit on the Board of Regents of the University. The Chancellor, as well as others on the Board, had a

background in nursing. Edmund saw the important role of leaders and the potential to make change as an individual.

Edmund's research examines the leadership of managers and how that influences work environment and workforce outcomes. For his doctoral work funded by the Social Sciences and Humanities Research Council of Canada, Edmund is studying registered nurses and registered practical nurses employed in long-term care facilities in Ontario. He's using structural equation modeling to assess the influence of managers' authentic leadership on nurses' structural empowerment, burnout, job satisfaction, and job turnover intentions. In his early clinical work, Edmund saw challenges in the work environment. There was just not enough time and resources to consistently get the work done to a high standard! Through these observations, a passion to create healthy work environments developed.

How did you hear about ALSN and what has been your experience with this organization?

Edmund first heard about the organization from a mentor, Dr. Carol Wong, while taking her Leadership and Management in Nursing course. Dr. Wong was going to the Miami conference at that time. When the 2018 Georgia conference came around, Edmund presented his master's thesis on authentic leadership and workplace bullying. Edmund has attended 3 CGEAN/ALSN conferences and always has a wonderful experience, feeling invigorated and fueled for the coming year. Edmund commented, "ALSN is the group that really gets and appreciates the work I am doing and helps push my ideas forward."

What prompted you to join ALSN?

This was an easy decision for Edmund as ALSN is on the top of his list for anyone interested in leadership science. He noted that he maintains his membership because of the exceptional conferences with rich opportunities for thoughtful dialogue and networking with ALSN members who are optimistic, creative, resourceful, and infectiously passionate!

What are your ideas about creating better balance between academic and practice partners?

Academic teachers may not have had actual experience of leading nurses. There is a need to bring in community partners to help with teaching. We all need to be self-aware and know our own limitations. ALSN can facilitate some of those connections.

What should ALSN know from your perspective?

As a graduate student, getting involved in ALSN has been invaluable. Encourage students to come to the conference! There is such a big opportunity to involve students in the organization.

There is also an opportunity to get more Canadian nurses involved with the organization and continue collaboration. Edmund is going to push more Canadians to come to the Alabama conference in 2023. It could be a strategic move to have a conference in Canada (Toronto?) and help those nurses appreciate what ALSN offers, which could hook them on involvement in the organization going forward.