

Center for Nursing Advancement

Thoughts from the Frontline

Welcome to the Inaugural Center Newsletter! We are excited to launch this newsletter to keep everyone updated on the latest activities and initiatives of the Center. This inaugural issue comes at a pivotal time, as we navigate an important leadership transition and realign our strategic direction under the guidance of our new Interim Executive Director, Dr. Roslyn Robinson.

In this first edition, you'll find details on our latest staffing updates, insights into our renewed vision and focus areas informed by the recent 2-day strategic meeting, and highlights of new data resources now available on our revised website. We also share information on upcoming collaborations, events, and the pilot Nurse Leadership Program we are launching.

The Center plays a vital role in supporting and elevating the nursing profession in Tennessee. This newsletter aims to be a regular channel to share news, data, and updates that are relevant to our partners in healthcare, education, government, and the community. We welcome your feedback as we work to make this a valuable communication resource.

Thank you for your continued support of the Center's mission. We look forward to continued progress through collaborative efforts to strengthen nursing across our state.



Mission of the Center

Working together to promote health and offer excellence in healthcare for the Appalachian Highlands and Tennessee people.

Vision of the Center

Become the hub for advancing nursing science, empowering nurses and nursing students, and invoking healthy communities in the Appalachian Highlands and Tennessee.

THE FOUR FOCI OF THE CENTER ARE: DATA, PIPELINE, INNOVATION/COLLABORATION, AND WELL-BEING/ADVOCACY.

Advancing Nursing Podcast

The Advancing Nursing, your go-to podcast for navigating the dynamic landscape of the nursing profession, launched May 8th. The weekly podcast delves into the real-world experiences of seasoned nursing professionals, offering invaluable insights and strategies for success in an ever-evolving field.

Each episode invites you to explore compelling stories and practical advice tailored to enhancing nurse well-being, optimizing recruitment and retention efforts, pioneering innovative teaching methodologies, and leveraging cutting-edge data and technology. Whether you're a seasoned practitioner, a nursing student, a healthcare leader or executive, or involved in academia, there's something here for everyone.

Past and upcoming episodes include guests from all across the state of Tennessee Join us weekly:

<https://player.bcast.fm/advancing-nursing-podcast>



National Forum of State of Nursing Workforce Meeting

On May 13, 2024, the center's team had the opportunity to meet with Dr. Patricia Burwell with the Nursing Workforce. The National Forum convenes nursing workforce efforts from the state level with the goal to optimize high-quality healthcare available to all people in every state. The foundation of the Forum is looking at research data sets for nursing education, nursing workforce supply, and nursing demand. The orientation meeting was very beneficial for the team.

Staff Updates:

Interim Executive Director: Dr. Roslyn Robinson

Effective December 1, 2023, Dr. Robinson has been appointed as the Interim Executive Director while the search for a permanent Executive Director is conducted.

Interim Office Coordinator: Ms. Angela Clark

Effective December 7, 2023, Ms. Clark has been appointed as the Interim Office Coordinator while interviews are conducted for a permanent coordinator.

Project Manager: Dr. Monaco Briggs

Effective April 22, 2024, Dr. Briggs has been appointed as the Project Manager.

Statistician: Dr. Yan Cao

In November 2023, Dr. Cao was named as the Center's Statistician. Dr. Cao is the Research Services Manager for ETSU's College of Nursing..

*Be on the lookout for a job posting for the Executive Director position in June or July

Marketing Initiatives

WJHL/Nexstar is actively engaged in revising both its advertisement and digital social media content, which includes TV, online videos, and streaming audios. The group just rolled out a 30 second audio clip promoting our new podcast, *Advancing Nursing*.

The center's team meets every other week with the marketing team to review data and to go over new marketing strategies. Lastly, the team has been given the tools to run marketing data at their fingertips. This has proven to be a valuable tool for the team and the center.

Nurse Leadership Program

Curriculum

Designed for aspiring or entry-level leaders working across diverse healthcare disciplines, as well as experienced managers or directors who want to elevate their existing skills and learn more about emerging leadership trends, the Certificate in Healthcare Leadership program offers practical examples and evidence-based content that can be applied in a structured and methodical way to quickly move from insight to action.

Module One: Leading Self

- Unit 1: Becoming an Authentic Leader
- Unit 2: Increasing Energy, Effectiveness, and Impact
- Unit 3: Improving Communications and Building Relationships

Module Two: Leading Others

- Unit 4: Motivating and Coaching Others
- Unit 5: Aligning People and Work
- Unit 6: Addressing Performance Issues
- Unit 7: Elevating Team Effectiveness

Module Three: Leading Change

- Unit 8: Implementing Strategic Plans
- Unit 9: Managing the Finances
- Unit 10: When Change Happens
- Unit 11: Positioning for the Future: Communication and Influence
- Unit 12: Reflecting and Planning for Continuous Improvement

Immediate Impact:

As indicated by user surveys, graduates have put the following skills into practice while still studying the program:

- Managing energy and avoiding burnout for themselves and their teams: 69%
- Coaching for performance and development: 60%
- Developing clear and measurable goals and objectives that build accountability: 54%
- Building and facilitating effective teams: 53%
- Leading and managing change: 64%

In collaboration with Opus Vi, the Nurse Leadership program will begin June 3rd. The first cohort is comprised of 15 nurse leaders from across the state.

The Nurse Leadership program is designed for nurses looking to enhance key leadership skills. The 12 week course includes a unique combination of evidence-based content, practical tools, insightful examples and structured application to move the learner from insight to action. This, coupled with the interactivity and collaboration with other nurses and skilled facilitators, creates a rich experience and provides nurse leaders with the mind-set, skills and confidence to lead in a manner that is authentic to who they are. The course addresses key challenges facing nurse leaders through a series of four modules; Leading Self, Leading Others, Leading Change, and Leading Organization.

At the beginning of the course, the cohort will complete a pre-course survey. At the end of the course, the cohort will complete a post-course survey. In addition, 3-6 months after completion, the cohort will complete a second post-course survey. All data collected will be analyzed.

At the end of the course, learners will receive a certificate in Healthcare Leadership.

Belmont Nurse Be Well Program

In May, the center's team met with Dr. Julie Honey regarding the Belmont Nurse Be Well program. A revised proposal was submitted for review and work is scheduled to begin in June or July.



Under Construction 2024

The Center has some big plans and ideas on the horizon. Here's a sneak peak of what the center is working on:

Website Updates:

- Event Calendar- Sources for events
- Nurse Spotlight-Dedicated to spotlighting nurses
- Board Members Spotlight
- Resources- Available courses
- Job Postings- From around the state

Data:

- HRSA data analysis
- TN Board of Nursing

Misc:

- Annual Report- work already started
- Communcation Plan
- Stategic Plan
- 5-Year Strategic Plan
- Board by-laws
- Board Committee Creation