Experienced Nurse Faculty Leadership Academy
Application Packet

2018 - 2019 Cohort
Academy Purpose and Overview

The 2010 Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*, calls for health organizations, including nursing organizations and nursing schools, “to provide nurses greater opportunities to gain leadership skills and put them into practice.” Additionally, one of the core competencies of nurse educators outlined by the National League for Nursing (NLN) is that of functioning as a change agent and leader “to create a preferred future for nursing education and nursing practice.” To advance excellence in nursing education and promote leadership development in nursing faculty, the Sigma/Chamberlain University College of Nursing Center for Excellence in Nursing Education (CENE) has developed the Experienced Nurse Faculty Leadership Academy (Academy). This Academy was launched in 2015 and has helped 15 experienced faculty strengthen their leadership skills.

The Academy is a 12-month leadership development experience designed to meet the following program goals:

- Further academic career development and success
- Promote personal and professional leadership development
- Develop and implement a leadership progression plan
- Expand the Scholar’s influence within the sponsoring academic institution, the community, and the profession in the context of teaching, scholarship, or service
- Demonstrate leadership and planned change skills in planning and implementing selected leadership projects that advance nursing education
- Promote experienced nurse faculty retention in academe

The Academy is designed for mid-career nursing faculty, with at least 7 years of full-time employment in an academic teaching role. The program is designed to help these faculty increase their leadership acumen and develop or increase the skill sets essential for success as a leader. Preference will be given to doctorally prepared nurse educators and active Sigma members.

The Triad Model

Using a triad model, Leadership Scholars (Scholar), Leadership Mentors (Mentor), and Faculty Advisors (Faculty) work collaboratively to accomplish program goals and facilitate the Scholar’s achievement of his or her personal leadership progression plan.

The relationships between the Scholar, Mentor, and Faculty are based upon trust and respect. The Mentor and Faculty facilitate the Scholar’s self-assessment process, gap analysis, development of a leadership progression plan, and completion of a leadership project.
Components of the Academy Experience

Program Cost

The cost for program participation is $3,000.
Recommended sources for additional financial assistance include:

- Employers
- Civic organizations
- Hospital auxiliaries
- University foundations
- Government agencies
- Community and professional foundations
- Professional organizations and Sigma chapters

Responsibilities

Sigma

- Secure Scholar and Mentor three (3) nights lodging for Workshop I and II.
- Secure Scholar and Mentor two (2) nights lodging for Sigma’s Biennial Convention.
- Provide Scholar & Mentor two-day registration for Convention, including the Leadership Celebration Dinner.
- Provide Mentor a stipend to defray travel costs.

Mentors

- Obtain administrative support for participation in the Academy
- Attend and actively participate in two (2) intensive two-day leadership development workshops, as well as attend and participate in Sigma’s Biennial Convention
  - Workshop I
    - 12 - 13 October 2018, Indianapolis, IN
  - Workshop II
    - 5 - 6 April 2019, Indianapolis, IN
  - Sigma’s Biennial Convention
    - 16 - 17 November 2019, Indianapolis, IN
- Work with Faculty in assisting the Scholar with his/her individualized leadership progression
- Communicate regularly with Scholar and Faculty in both dyad and triad forums via conference calling, Skype, and/or other live or online formats
- Attend Academy activities, including the Leadership Celebration Dinner, at Sigma’s Biennial Convention
- Participate in all Academy evaluation activities
- Participate as a Mentor in only one Sigma Academy
- Secure travel to Workshop I and II, the Site Visit, and Sigma’s Biennial Convention
Components of the Academy Experience

Scholars

- Select a Mentor with highly developed leadership and mentoring skills. Mentor does not need to have significant expertise regarding proposed project.
- Mentor must be from another institution
- Obtain administrative support for participation in the Academy.
- Attend and actively participate in two (2) intensive two-day leadership development workshops, as well as attend and participate in Sigma’s Biennial Convention.
  - Workshop I
    - 12 - 13 October 2018, Indianapolis, IN
  - Workshop II
    - 5 - 6 April 2019, Indianapolis, IN
  - Sigma’s Biennial Convention
    - 16 - 17 November 2019, Indianapolis, IN
- Plan, design, and facilitate one (1) Site Visit at Scholar’s home institution focusing on the leadership development experience and the Scholar’s project.
- Identify personal goals related to developing as a leader, particularly in nursing education.
- Create an individualized leadership progression plan in conjunction with chosen Mentor and Faculty.
- Communicate regularly with Mentor and Faculty in both dyad and triad forums via conference calling, Skype, and/or other live or online formats.
- Design and implement a leadership project (NOTE: Scholars who are enrolled in graduate program may not use terminal project and/or dissertation research study for the Academy).
- Participate in reflective learning activities facilitated by Faculty.
- Attend Academy activities including the Leadership Celebration Dinner during Sigma’s Biennial Convention.
- Design and present a poster and podium presentation at Sigma’s Biennial Convention.
- Participate in all Academy evaluation activities.
- Disseminate information about one’s leadership growth and project via articles, abstract postings in the Virginia Henderson Global Nursing e-Repository, and presentations at professional conferences (including but not limited to those offered by Sigma).
- Secure travel to Workshop I and II, and Sigma’s Biennial Convention.
Application Documents
A completed Academy application includes:

– Scholar Application
– Mentor Application
– Scholar Curriculum Vitae
– Mentor Curriculum Vitae
– Letter of support from the Scholar’s dean or administrative supervisor confirming available resources to support participation
– Letter of support from the Mentor’s dean or administrative supervisor confirming available resources to support participation
  – Mentor not affiliated with an academic institution may provide a letter from an alternate source.

Scholars

Each answer is limited to 250 words.
Please discuss/describe the following:

– What motivated you to apply for this Academy?

– List three leadership skills you wish to develop/strengthen through the Academy experience.

– How did you identify these skills?

– Provide examples where your leadership has impacted professional organizations or the community in a significant way.

– How will your participation in this Academy add value to your home institution?

– How did you choose your Mentor?

– Describe how working with your chosen Mentor will further your leadership development and help you meet your goals.

– Describe your involvement with Sigma.
Mentors

*Each answer is limited to 250 words.*
*Please discuss/describe the following:*

**Education**
- Evidence of commitment to lifelong learning
- Continuing education experiences to advance leadership skills

**Professional Experience**
- Mentorship of faculty and/or other professionals
- Three or more years of experience in a leadership role
- Leadership in community and/or professional organizations

**Alignment**
- Ability to assist the Scholar in achieving his or her individual goals
- Ability to support the Scholar in planning and implementation of his or her project
- Access to professional networks that can be helpful to the Scholar
- Willingness to commit time and resources to support the Scholar’s development
Letters of support

Letters of support from the Scholars’ and Mentors’ organization will be reviewed on the following criteria:

– Recommendation and rationale for Scholar or Mentor participation in ENFLA
– Resource commitment for Scholar or Mentor participation in ENFLA
– Support (time, resources, etc.) for the attainment of the identified project goals (for Scholar application only)
– Commitment from Scholar’s academic administrator to participate in the Site Visit (for Scholar application only)
Leadership Project

Each answer is limited to 250 words.
Please discuss/describe the following:

1. Please provide:
   a. Summary of proposed leadership project
   b. A list of desired outcomes (should have significance beyond local level)
   c. Evidence to support significance of the project
   d. How project will foster your leadership development
   e. Potential for sustainability
Frequently Asked Questions (FAQs)

How should I select a Mentor?
The Mentor should be someone who can provide guidance and feedback in a manner that allows the Scholar to grow in his or her leadership capacity. Scholars should select an individual not currently employed at their institution. You may find that a senior leader, your STTI chapter, or individuals from professional organizations could refer a Leadership Mentor to you. If you are a Sigma member, you can visit the Career Mentoring and Coaching Program to complete a search for a Mentor. To enroll in the program, you can follow the link here: [http://thecircle.nursingsociety.org/mentoring/aboutmentormatch](http://thecircle.nursingsociety.org/mentoring/aboutmentormatch).

Should I interview Mentor candidates?
Unless you have a prior relationship with the potential Mentor, it may be helpful to interview several possible candidates to determine whether there is a good fit between the Mentor’s expertise and your needs.

Should I work with my Mentor on my Academy application?
Yes. Scholars should work collaboratively with their Mentor.

What if my Mentor cannot attend the workshops or Convention?
It is essential that Mentors attend both workshops and Sigma’s Biennial Convention. If he or she is not available, a different Mentor must be selected.

Should I work with my academic administrator in the development of my application and leadership project?
Yes. By involving your academic administrator in the development of the Academy application and leadership project summary, he or she will gain an awareness of the time and support you will need for successful participation in the Academy. This understanding and support should be reflected in the letter of support.

Who should submit the application?
It is your responsibility to submit the complete application packet, including material from your Mentor.

May I send an email or fax the application?
No. All applications must be submitted via the online application system. [http://stti.leadership.confex.com/stti_leadership/enfla18/cfp.cgi](http://stti.leadership.confex.com/stti_leadership/enfla18/cfp.cgi)

Will participants receive continuing nursing education credit for completion of the Academy?
Yes. Scholars and Mentors will receive continuing education credit for their attendance and completion of Workshops I and II evaluations.