

Corban Booher

Bristol Regional Medical Center Ballad Health



EAST TENNESSEE STATE
UNIVERSITY

Misty Brewer

Hardin Medical Center



EAST TENNESSEE STATE
UNIVERSITY

Marietta Clark

Memphis Mental Health Institute



EAST TENNESSEE STATE
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Kelsey Coggins

Greeneville Community Hospital Ballad Health



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Ashley Collins

Holston Valley Medical Center Ballad Health



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Courtney Davis

Starr Regional Medical Center



Sherrie Davis

Greeneville Community Hospital Ballad Health



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Millie Hearon

Blount Memorial Hospital



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Marites Pakib

Memphis Mental Health Institute



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Tyler Patterson Henry County Medical Center



Josh Sims

West Tennessee Healthcare



Holly Ward

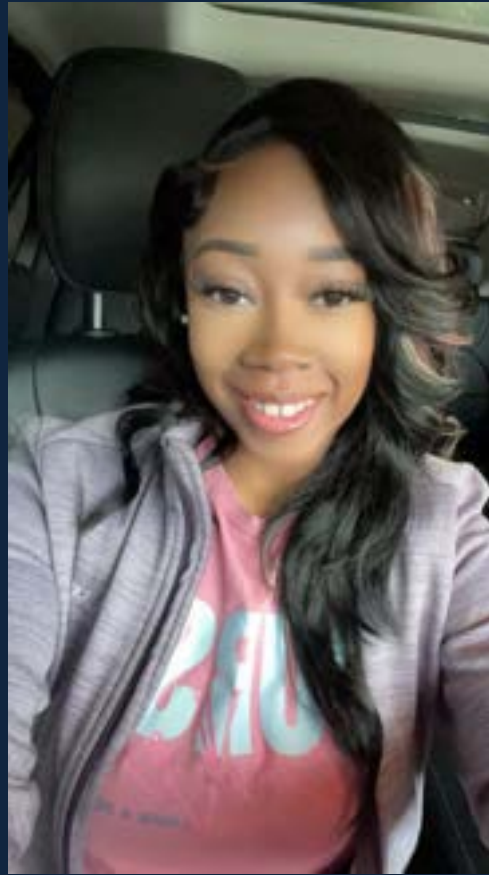
West Tennessee Healthcare



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Angelique Calhoun

Saint Francis Healthcare



Stephanie Williams

Hawkins County Memorial Hospital Ballad Health



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Tennessee Center for Nursing Advancement

- October 2021- Appalachian Highlands Center for Nursing Advancement was established
 - Significant Investment from Ballad Health
- March 2022- Tennessee Center for Nursing Advancement was established
 - Tennessee Bill HB2148-SB2401
- August 2024- Merge of the Appalachian Highlands Center for Nursing Advancement and the Tennessee Center for Nursing Advancement under the name of Tennessee Center for Nursing Advancement (TCNA)



Tennessee Center for Nursing Advancement

Our Mission:

is to collaborate and promote health while striving for excellence in healthcare for the people of our region and Tennessee.

Through dedicated teamwork and innovative practices, we aim to enhance the quality of care and foster a healthier community.



Tennessee Center for Nursing Advancement

Our Vision:

is to become the premier hub for advancing nursing science, empowering nurses and nursing students, and nurturing healthy communities throughout our region and Tennessee. We are committed to leading the way in nursing education, research, and community health initiatives.



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Tennessee Center for Nursing Advancement

The Center's Four Focus Areas:

Pipeline- expand nursing opportunities

Data- showcase nursing workforce data and trends

Innovation/Collaboration- building partnerships to advance nursing and foster innovation

Wellbeing/Advocacy- create and optimize programs to support and empower the nursing workforce



Tennessee Center for Nursing Advancement

Current Projects

- Voices from the Nursing Frontline Podcast
- Belmont Nurse Wellbeing
- Nurse Leadership Program
- Nurse Narratives
- Nexstar WJHL
- Data Collection



Tennessee Center for Nursing Advancement

Future Projects

- Nurse Leadership Mentor Program
- Rewards & Recognition Program
- Annual Summit
- Third Party Website
- Gathering Best Practices in the State



Nurse Leadership Program

- Partnership with OpusVi
- 12-week instructor-led, asynchronous online course
- Began June 3rd
- Ended August 23rd
- Designed to sharpen essential leadership skills in nursing
- Course addressed key challenges facing nurse leaders
- Four modules: Leading Self, Leading Others, Leading Change, and Leading Organization



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 Communication 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: Evaluating Team Effectiveness

Module Three: Leading Change

- Unit 8: Implementing Strategic Plans
- Unit 9: Managing the Financials
- 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%

Nurse Leadership Program



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Nurse Leadership Program

Fun with Numbers

- 36
 - Average Lesson Hours per Learner
- 504
 - Lesson Hours across the Cohort
- 11
 - Exercises Completed per Learner
- 154
 - Exercises Completed across the Cohort
- 304
 - Student Posts



Nurse Leadership Program

Fun with Numbers

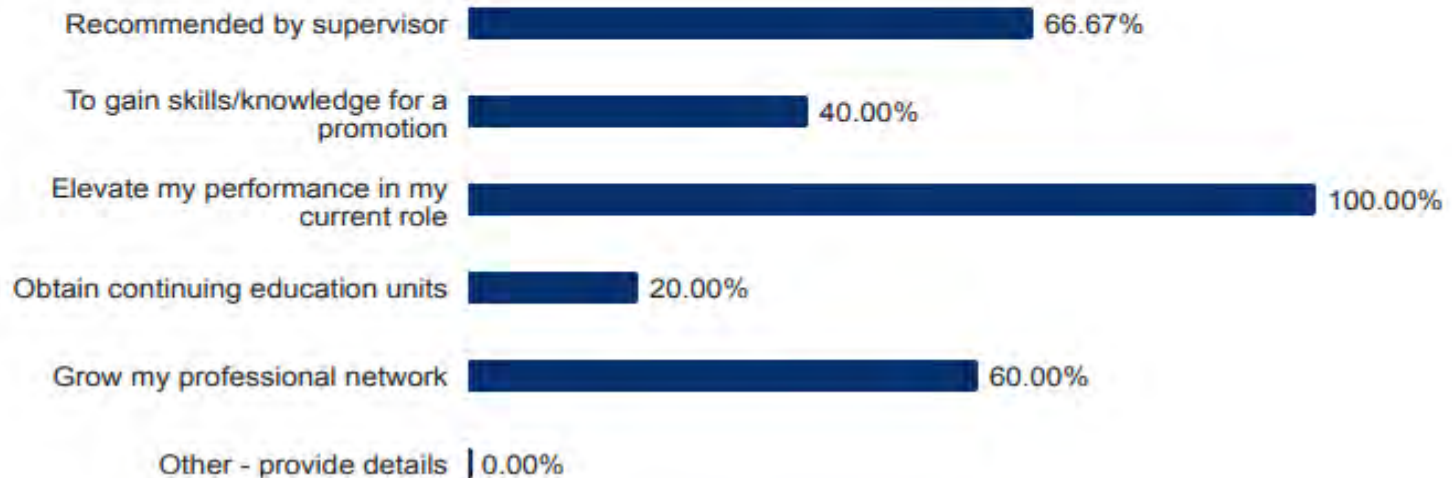
- 369
 - Student Comments
- 75,868
 - Words Contributed
- 5,419
 - Average Words Contributed per Learner
- 1,200
 - Discussion Point Goal
- 1,685
 - Top Discussion Point Earner: Marites Pakib



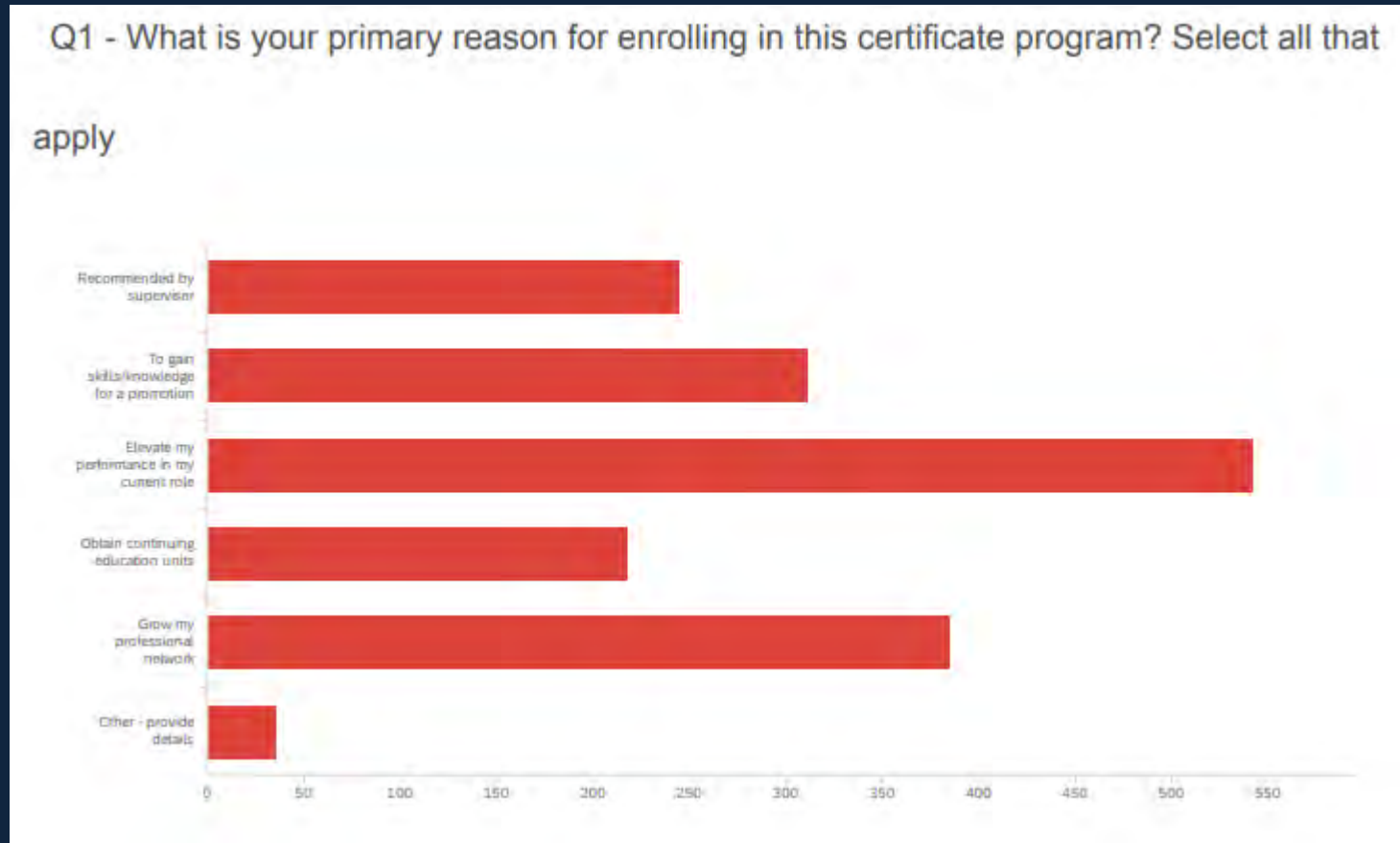
Nurse Leadership Program Cohort Pre-Course Survey

Q1 - What is your primary reason for enrolling in this certificate program? Select all that apply

15 Responses



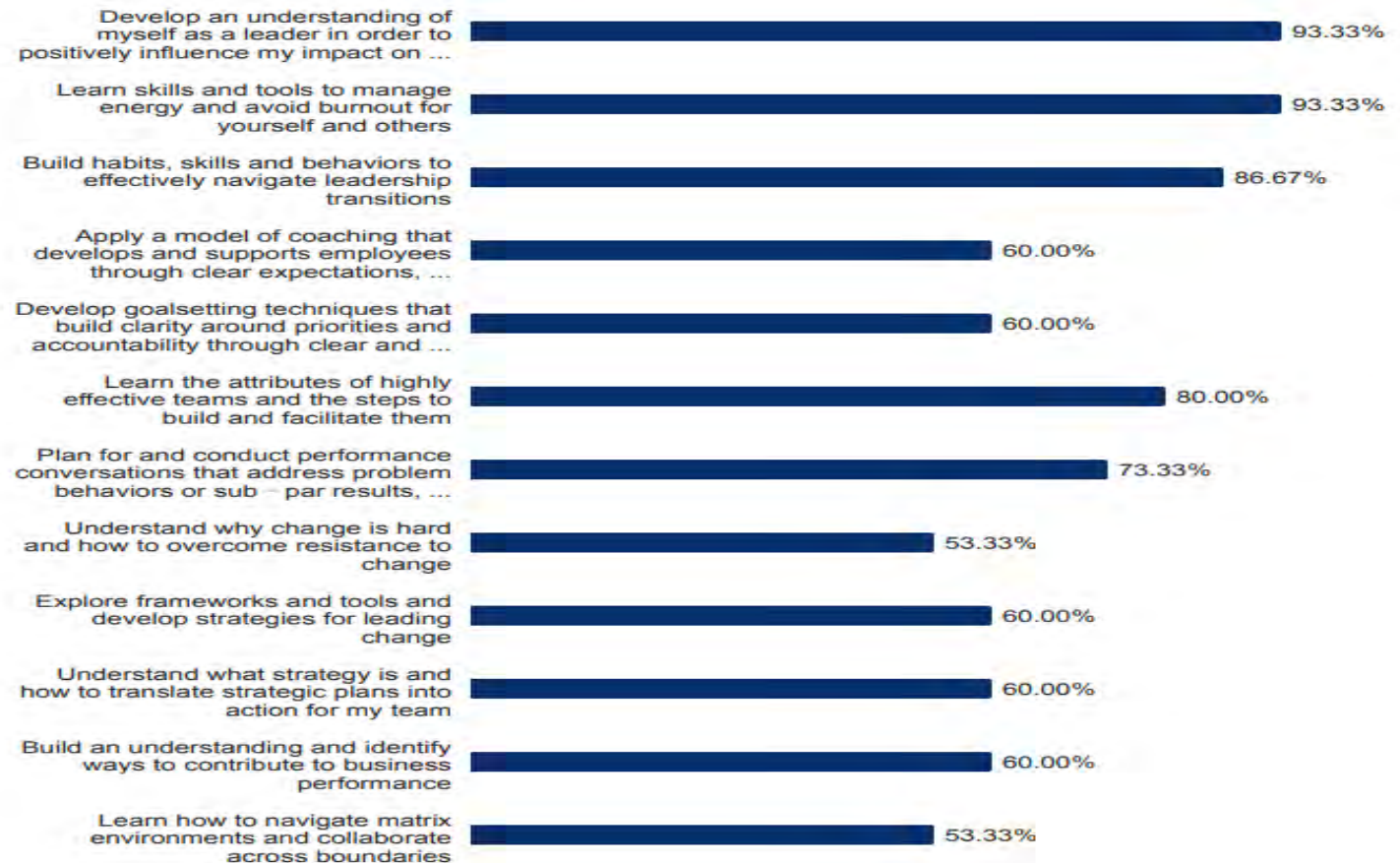
Nurse Leadership Program Pre-Course Survey Comparison



Nurse Leadership Program Cohort Pre-Course Survey

Q2 - Select the specific learning outcomes desired from completing this certificate program Select all that apply

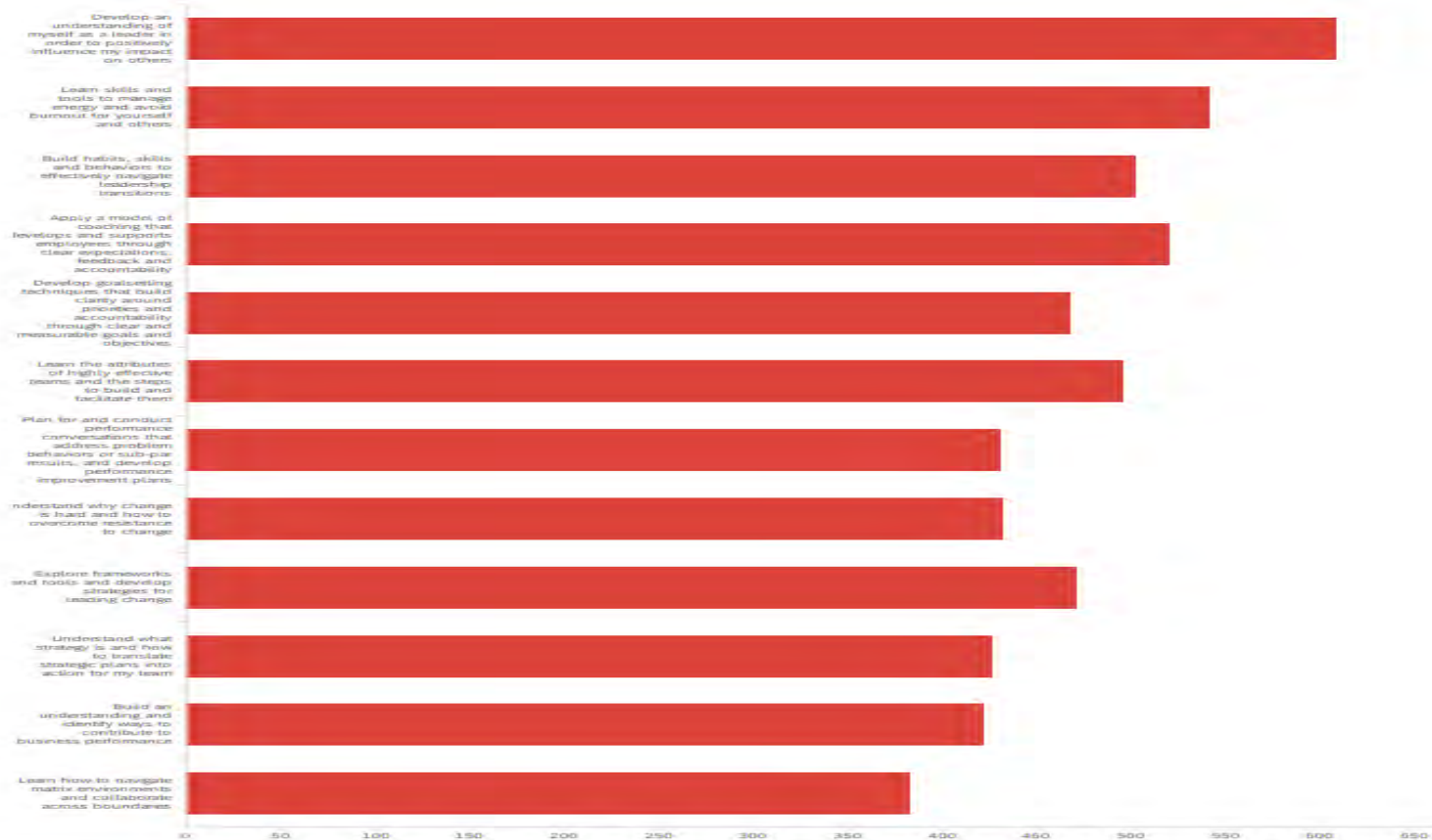
15 Responses



Nurse Leadership Program Pre-Course Survey Comparison

Q2 - Select the specific learning outcomes desired from completing this certificate

program Select all that apply

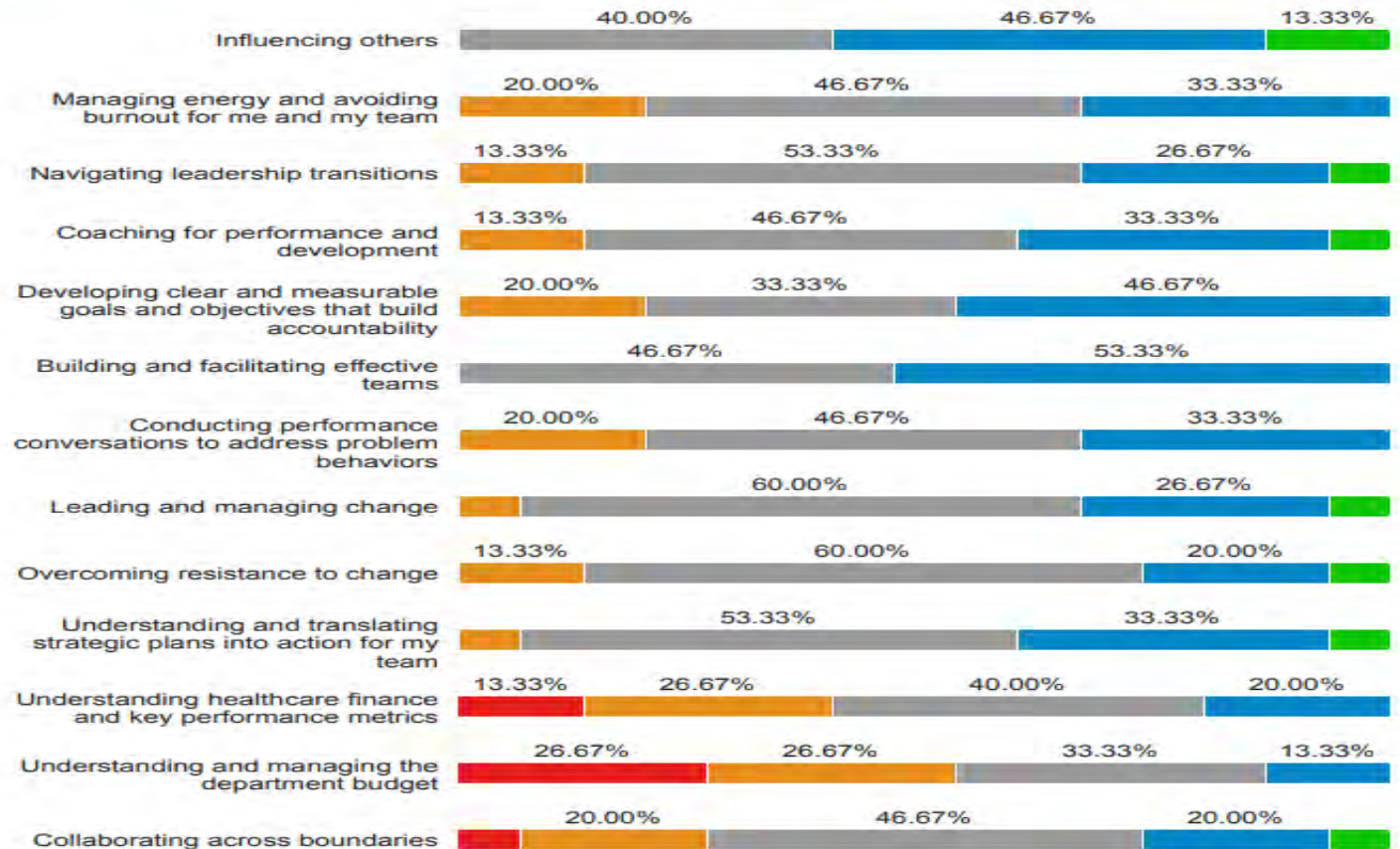


Nurse Leadership Program Cohort Pre-Course Survey

Q3 - Of the following, rate your current skill/comfort level. Rate yourself on a scale of 1-5 with 1 being weak and 5 being strong.

15 Responses

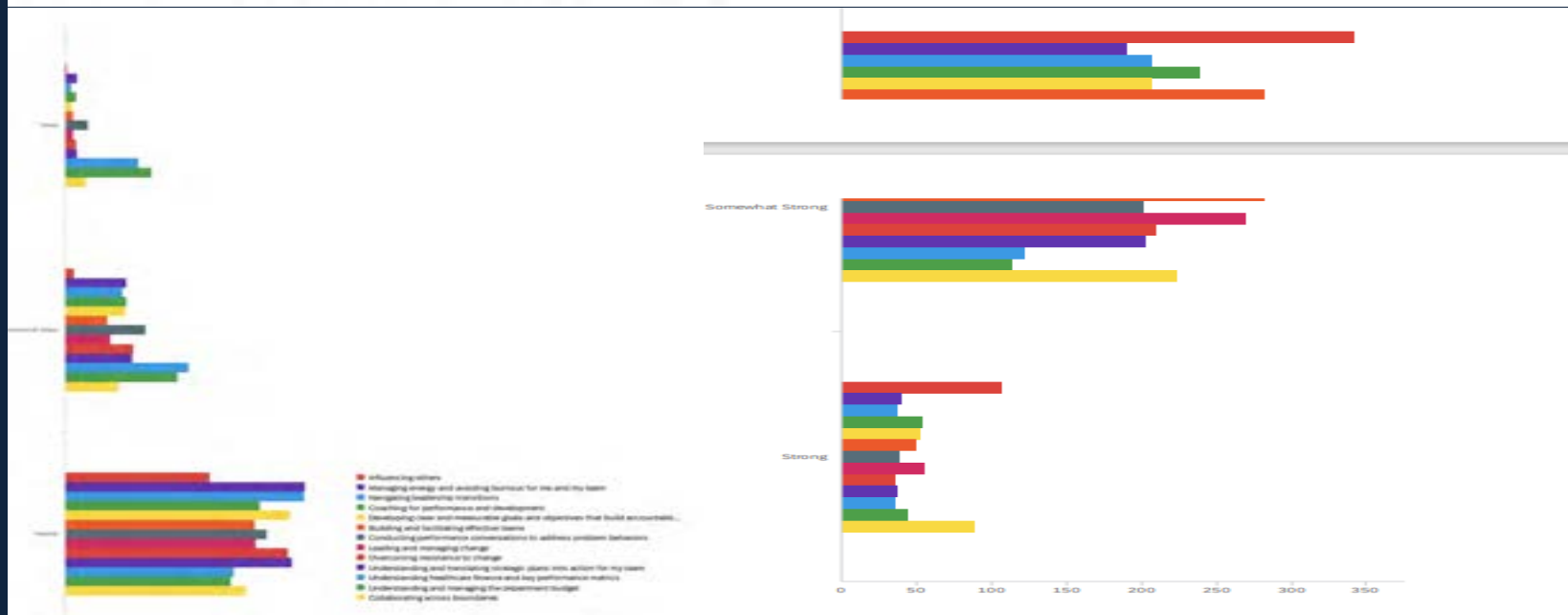
Weak Somewhat Weak Neutral Somewhat Strong Strong



Nurse Leadership Program Pre-Course Survey Comparison

Q3 - Of the following, rate your current skill/comfort level. Rate yourself on a scale of 1-5

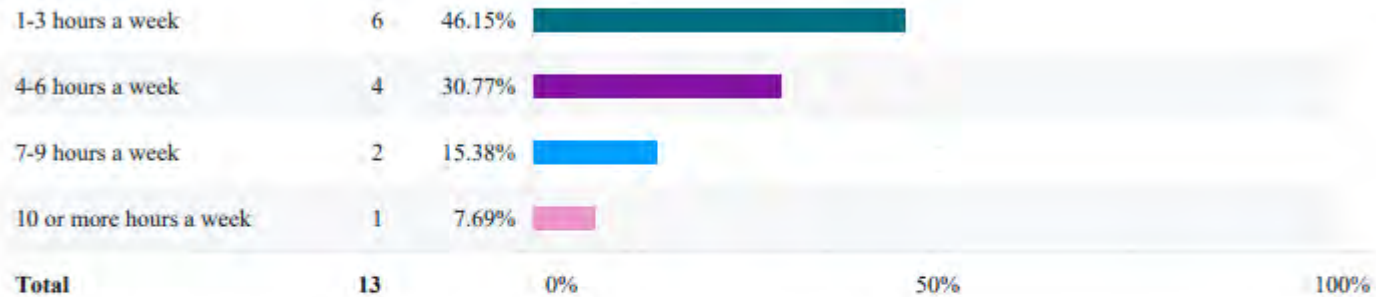
with 1 being weak and 5 being strong.



Nurse Leadership Program Cohort Post-Course Survey

What was the (average) amount of time you spent each week on the course?

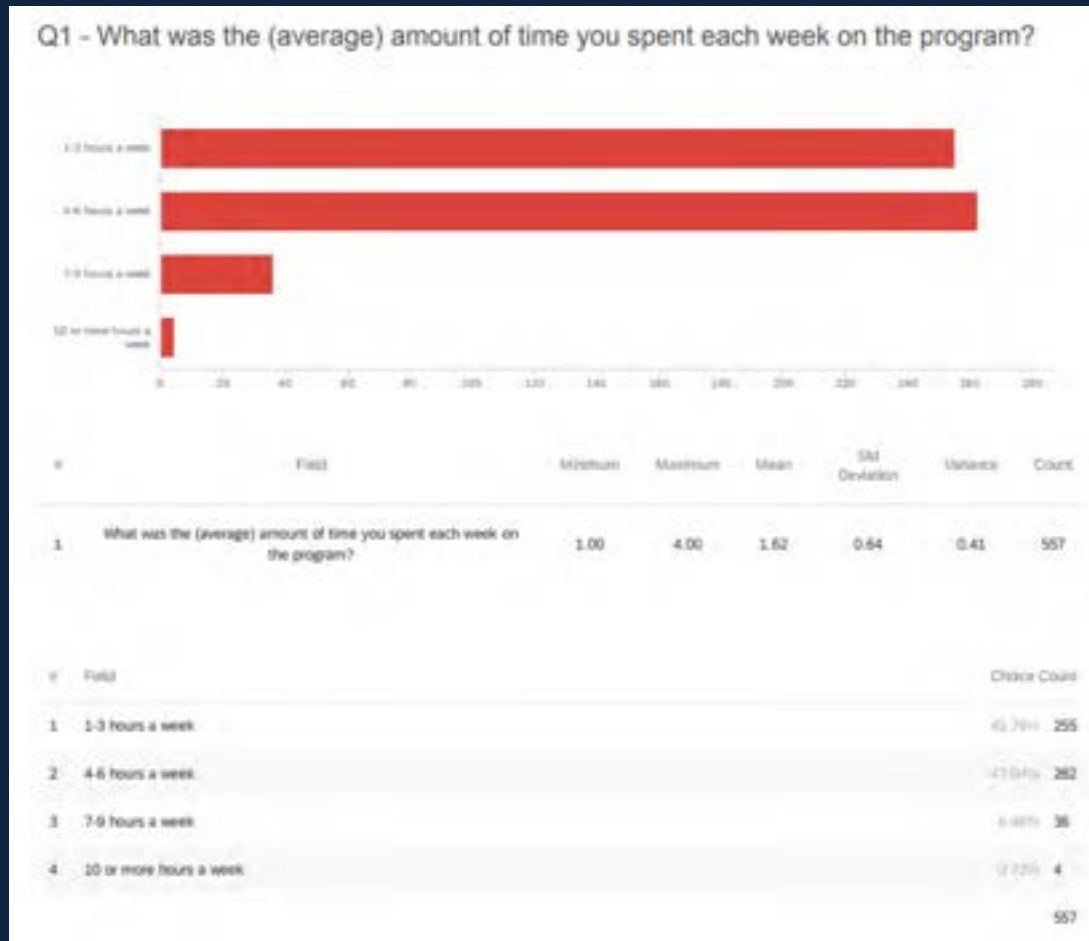
What was the (average) amount of time you spent each week on the course?



Options	Count	Percentage
1-3 hours a week	6	46.15%
4-6 hours a week	4	30.77%
7-9 hours a week	2	15.38%
10 or more hours a week	1	7.69%



Nurse Leadership Program Post-Course Survey Comparison



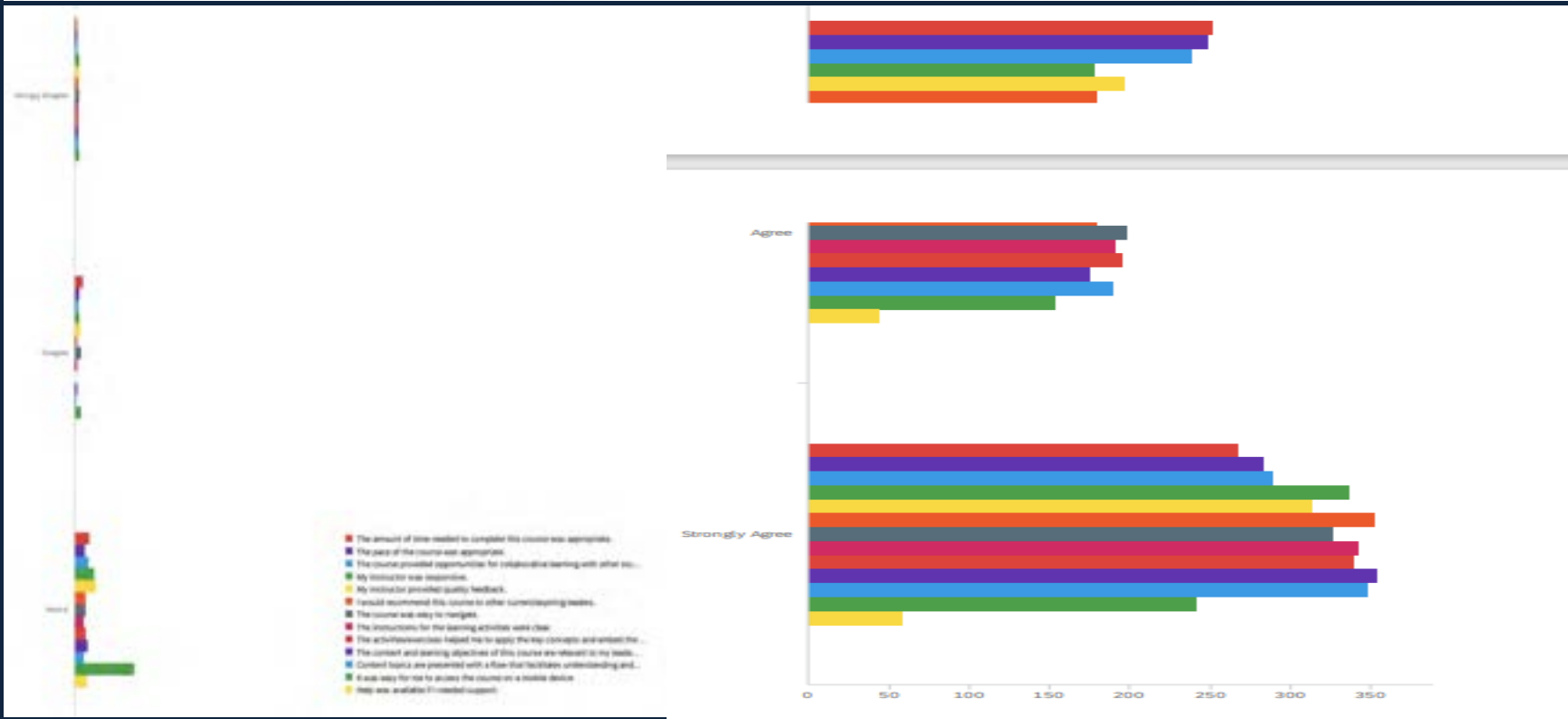
Nurse Leadership Program Cohort Post-Course Survey

Please say how much you agree or disagree with the following statements.
Course Experience Chart



Nurse Leadership Program Post-Course Survey Comparison

Q2 - Please say how much you agree or disagree with the following statements

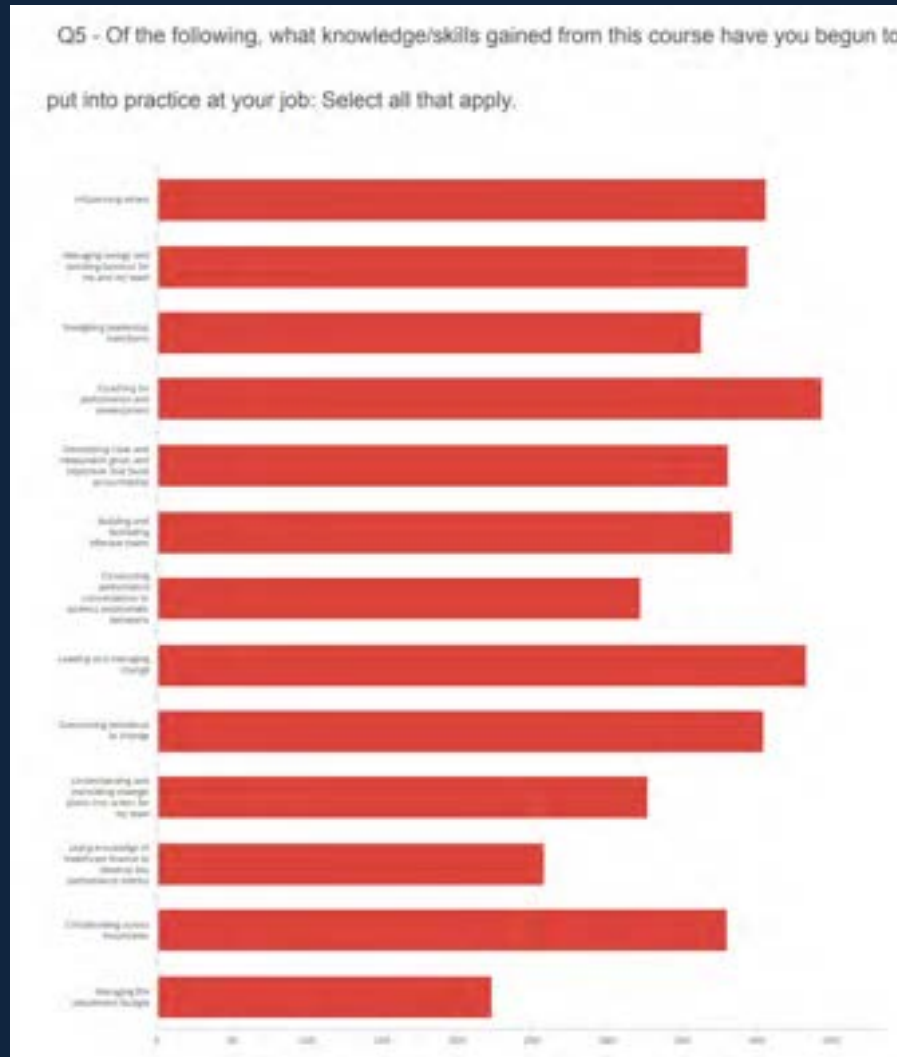


Nurse Leadership Program Cohort Post-Course Survey

Of the following, what knowledge/skills gained from this course have you begun to put into practice at your job: (NL)



Nurse Leadership Program Post-Course Survey Comparison

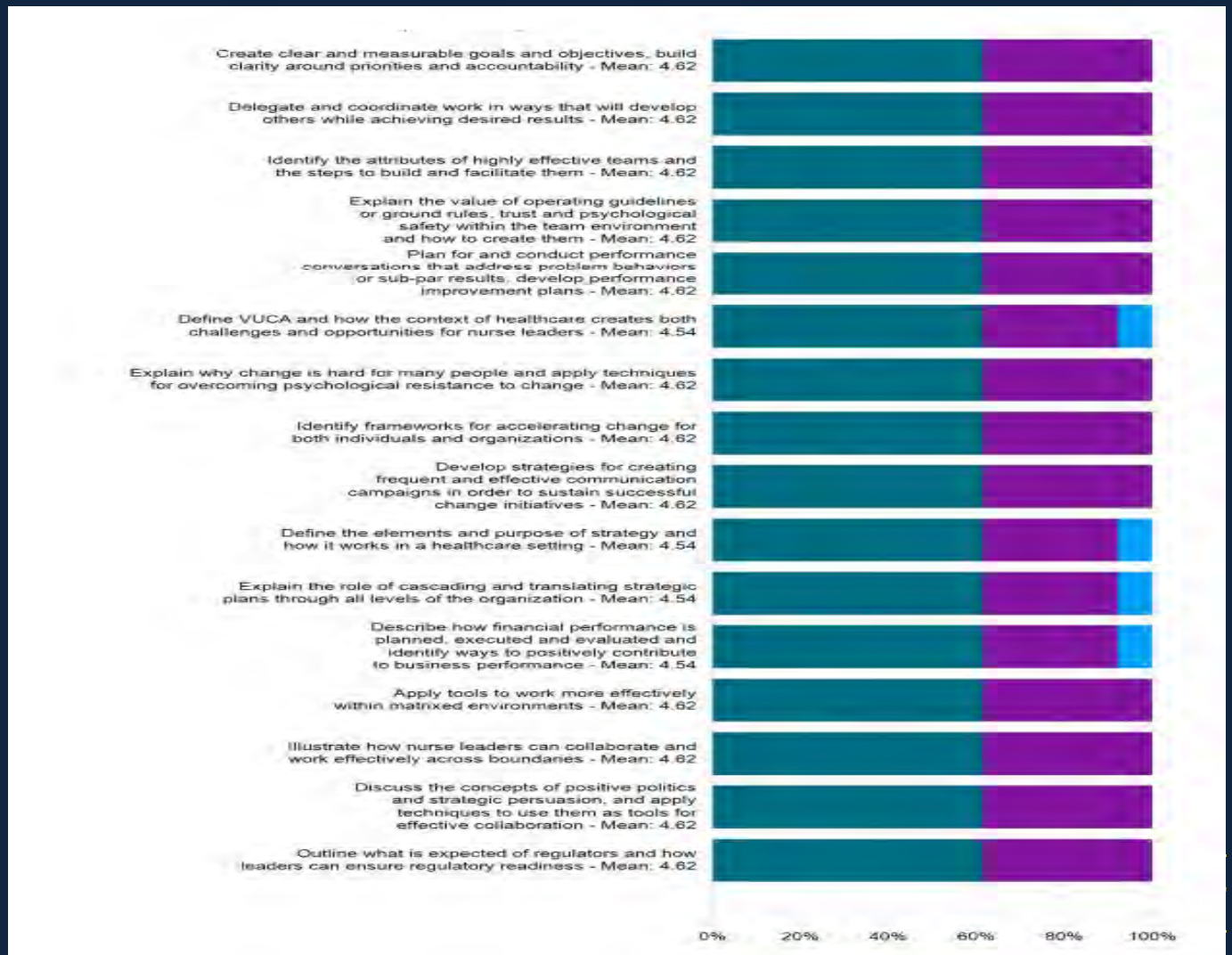


Nurse Leadership Program Post-Course Survey

As a result of my participation in this program, I am better able to: (NL) Chart



Nurse Leadership Program Post-Course Survey



Nurse Leadership Program

Key Takeaways

“I learned how to be a better leader, and how to engage my staff”

“Implementing change and different learning styles”

“I learned many different tools that have helped with my transition into management and also to help build our team”



Nurse Leadership Program

What they liked most about the program:

“The focus on change in the department and how to manage”

“It was informative and allowed work life balance and very user friendly”

“The platform is very user-friendly, the instructor was helpful”



Nurse Leadership Program

What can be improved?

“More interactive elements,
such as scenario-based
exercises”

“Monotoned speakers”

“Not a thing! Very informative
and thought provoking”



Nurse Leadership Program

Additional topics that would be beneficial:

“More information on how to handle difficult patient complaints”

“Dealing with unsupportive leadership and team members”

“Explore more advanced topics in regulatory readiness, such as emerging trends and technologies in compliance”

“Recommendations for valuable nurse leadership podcasts, groups, or other resources to use after completing this program”



Nurse Leadership Program

Next Steps

- 3-month post-program survey will be distributed
- Supervisor survey will be distributed to the cohort's direct supervisor
- Analyzing the data
- Publication
- Next Nurse Leadership Cohort
- Nurse Leadership Mentor Program



Tennessee Center for Nursing Advancement Resources

–Voices from the Nursing Frontline Podcast



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Tennessee Center for Nursing Advancement Resources

–Website:

<https://www.etsu.edu/nursing/ahgownurses/>



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