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Year of the Nurse: Clinical Scholarship
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2020 Providence St. Joseph Health SoCal
Regional Research Day

9-17-2020

h. Advancing your Education to the Doctoral Level: DNP, PhD, EdD: Dr. Sheli Hicks Cain

Sheli Hicks Cain

Providence St. Joseph Health, sheli.hicks@providence.org

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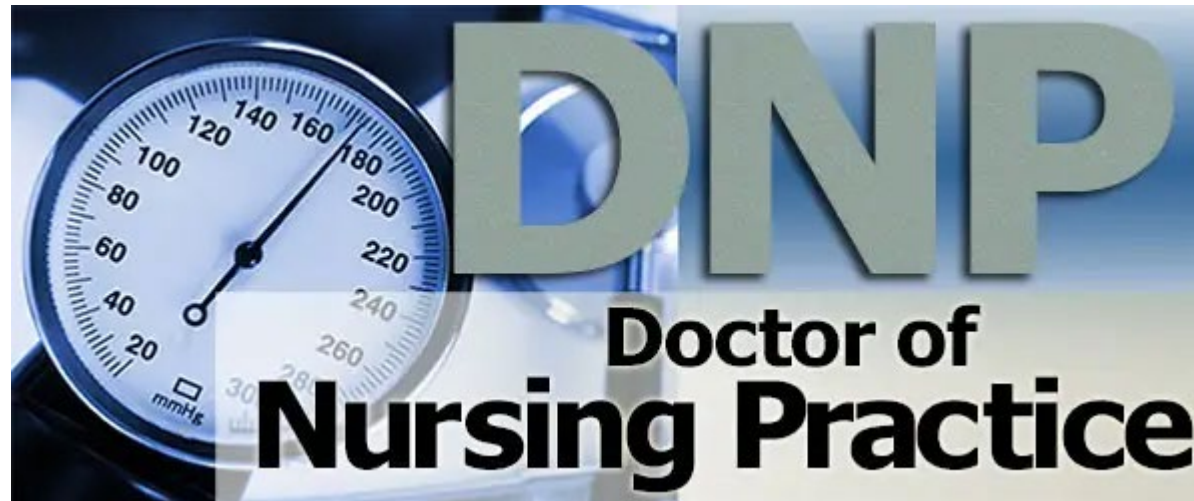
The background features abstract, overlapping geometric shapes in various shades of blue, primarily on the right side, creating a modern and dynamic feel.

Dr. Sheli Hicks Cain

Decision Process

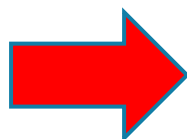


Doctor of Education



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Doctorate programs



Requ ested info	School	Location	On- line	Campus	EdD, PhD, or DNP	Credits needed	\$\$\$	GRE? Stats? Other?	Apply date? Start date?
	University of new <u>mexico</u>	New <u>mexico</u>	Yes	1 week each summer and <u>rn</u> research <u>conf</u>	PhD with <u>indiv</u> program of study	69 credits for <u>indiv</u> study, 4 years	\$573.18 x 69 = \$39,537	No GRE, Yes writing sample, No stats, yes comps	summer
	Nova Southeastern	Ft Lauderdal e	Yes	1 week in summer	<u>Phd</u> nursing education	60, 3 year of courses	\$895x60= \$53,700	No GRE	March for fall
	<u>Univ</u> of Northern Colorado	Greeley	Yes	Some, 1 visit in <u>july</u>	<u>Phd</u> nursing education	66, 4 years total	\$600x66= \$39,600	Yes GRE	Feb 15 for fall
	University of West Georgia	<u>Carollton</u>	Yes	2 days on campus	<u>EdD</u> in nursing education (nurse faculty loan program)	60, 11 semester s	\$412 x60 = \$24,720	No comps??? Yes GRE	
	<u>Brandman</u> University (chapman <u>univ</u> system)	LA, Irvine, culver city	yes	Some face to face	<u>EdD</u> organizational leadership 866.685.8793	57	\$985 x57 = \$56,145	Portfolio, writing samples, No GRE	Feb 2-17 Fall 2017
	Southern Connecticut state <u>Univ</u> and Western Conn.		yes	3x a year	<u>EdD</u> in education (nursing) – these two colleges admit together in the even years. They will admit again for Fall of 2018.	51	Look this up/ <u>one</u> place says \$370 a unit. Another place says \$1097.	GRE waived if GPA is 3.4	March 1 for Fall
	Teachers College – Columbia <u>Univ</u>	NYC	yes	4 day visit in August	<u>EdD</u> in nursing education	57	\$1512x57= \$86,000 or \$9510/semester	No GRE comps	April 1 for fall
	USC	Southern California	Yes	Blended	<u>EdD</u> in organizational change and leadership	43 with a <u>masters</u> degree	\$11,539/semester X8 = ~\$92, 312	No GRE, instead a writing assessment	March for Fall

School of Choice

- Established
- Respected in Academe
- Networking Opportunities
- Alumni Support
- Student Centered



Curriculum Overview

Organizational Change and Leadership

- ▶ Creativity
- ▶ Accountability
- ▶ Diversity
- ▶ Leadership
- ▶ Economics
- ▶ Role of Learning
- ▶ Organizational Change
- ▶ Communication

Research Based

- ▶ Framing Problems
- ▶ Inquiry I
- ▶ Inquiry II
- ▶ Inquiry III

Ch

ds



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Improving Exempt Nurse Leader Work-Life Balance: An Innovation Study

Shelly Hicks, University of Southern California
Dissertation Defense
Dr. Yates, Dr. Andres, Dr. Sparangis

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Statement of Problem

**MOST OF US
SPEND TOO
MUCH TIME ON
WHAT IS URGENT
AND NOT
ENOUGH TIME ON
WHAT IS
IMPORTANT.**

Stephen Covey

mindbootstrap.com

*People don't leave jobs,
they leave toxic work cultures.*

- Dr. Amina Aitsi-Selmi

Beware the
barrenness
of a busy life.

Socrates

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Literature Review



Nurse Leader

Volume 4, Issue 6, December 2006, Pages 26-28

Just breathe! The critical importance of maintaining a work-life balance

Eric W. Heckerson RN, MA, CHE ¹✉, Craig S. Laser RN, BSN, MAOM ²✉

Journal of
Nursing Management

Balancing professional and personal satisfaction
managers: current and future perspectives in a
care system*

Karran Thorpe RN, PhD, Robert LOO PhD, CPsych

Work-Life Balance: *What Generation Y Nurses Want*

Isabel Jamieson, PhD, RN, BN, MNurs(Melb), CertAT, Ray Kirk, PhD, MSc, BSc, and
Cathy Andrew, PhD, RN, BA, MA(Hons)

Journal of
Nursing Management

Prospective study of managers' turn
lthcare organization

N SKAGERT PhD, BSocSC, LOTTA DELLVE PhD, RN, GU

Work/Life Balance: Wisdom or Whining

EDY CPER

Resilience and Work-life Balance in First-line
Nurse Manager

Miyoung Kim RN, PhD ¹✉, Carol Windsor RN, PhD ²

BURNING OUT ABANDONING CAREERS



8 OUT OF 10

KNOW SOMEONE WHO LEFT NURSING
DUE TO CHALLENGES WITH WORK
RESPONSIBILITIES

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Significance of Study



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Methodological Framework

Qualitative research

"Not everything that can be counted counts, and not everything that counts can be counted."
- Albert Einstein



Conduct a GAP analysis:

- Are there **KNOWLEDGE** gaps about WLB?
- Are there **MOTIVATION** gaps toward WLB?
- Are there gaps between **ORGANIZATIONAL** cultural models and settings that influence WLB?

Participating Stakeholders



Exempt Nurse Leader Criteria:

- ↴ In position for at least 1 year
- ↴ Permanent employee
- ↴ Holds official title of Director, Nurse Manager, Assistant Nurse Manager, or Clinical Supervisor

Population = 38

Sample = 10 (5 from each hospital)



Data Collection

INTERVIEWS



OBSERVATIONS



DOCUMENTS



Results and Findings



Results and Findings: Knowledge

ASSET

NEED

terminology
– Knowledge of specific
details and elements

ASSET

Procedural Knowledge

NEED

Results and Findings: Motivation



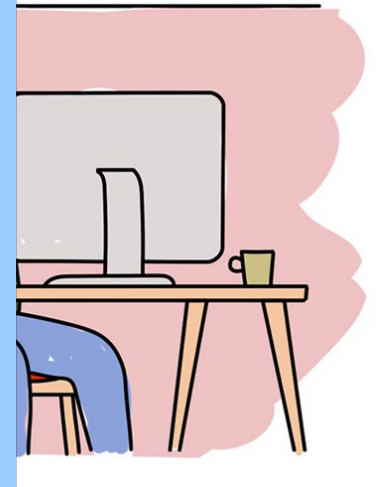
ASSET



Results and Findings: Cultural Settings



NEEDS



Results and Findings: Cultural Models



NEEDS

ask for help, they'll
think I'm incompetent.

Results and Findings: Open Codes



Discussion and Recommendations: Knowledge

I like work/life separation, not work/life balance. What I mean by that is, if I'm on, I want to be on and maximally productive. If I'm off, I don't want to think about work. When people strive for work/life balance, they end up blending them. That's how you end up checking email all day Saturday.

Timothy Ferriss



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Discussion and Recommendations: Motivation



IF YOU DON'T DESIGN YOUR
OWN LIFE PLAN, CHANCES ARE
YOU'LL FALL INTO SOMEONE
ELSE'S PLAN. AND GUESS WHAT
THEY HAVE PLANNED FOR YOU?
NOT MUCH.

-JIM ROHN-

**“Balance is not something you find, it’s
something you create”**

— Jana Kingsford

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Discussion and Recommendations: Cultural Settings



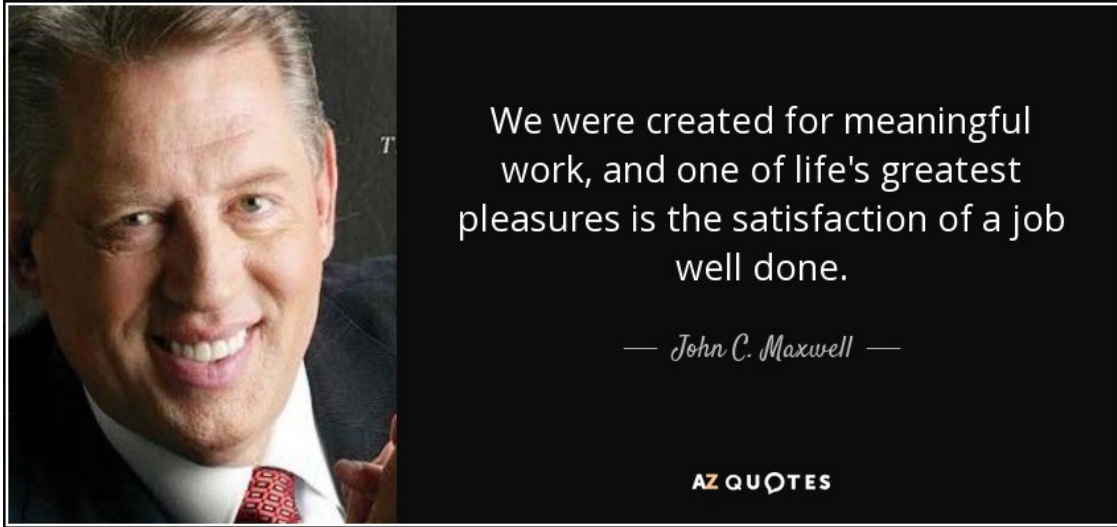
**Streamlined
Communication**

Allowing my people to have
a good work-life balance by
working flexibly is very
important to me

Richard Branson

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Discussion and Recommendations: Cultural Models

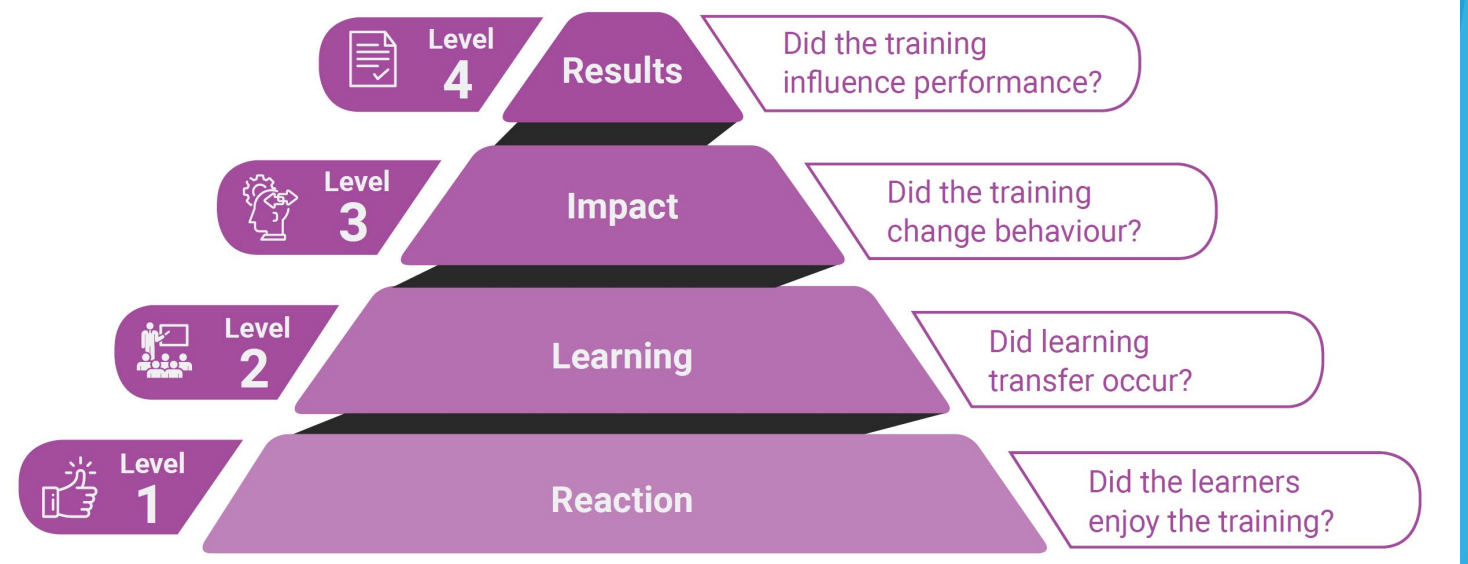


Seems Google management figured out it is cheaper, happier and more productive to take care of their employees and create a positive work environment than to burn them to a crisp, make them afraid of the future, and send them off into the highways and byways of California in search of a Taco Bell for lunch.

~ Joe McNally



Implementation and Evaluation Plan



Future Research

