



# CNR Research News

*Covering Topics Related to Nursing Research & Scholarship*

## Examining the Nurse Executive Shortage

UAB School of Nursing Professor Patricia Patrician, PhD, FAAN recently hosted a Nursing Administration Conference at UAB for nearly 200 central Alabama Charge Nurses, Nurse Managers, Nursing Directors and Chief Nursing Officers (CNO).

Topics of the meeting included competencies of nurse managers and what it takes to be a good nurse manager in terms of resources and education and discussion of the impending shortages of nurses leaders.

Invited speakers were Carol Reineck, Ph.D., RN, FAAN, NEA-BC, Associate Professor from the University of Texas San Antonio and Pamela A. Thompson, MS, RN, FAAN, Chief Executive Officer of the American Organization of Nurse Executives.

According to Patrician, the literature predicts a crisis for health care systems because many CNOs are among the nurses reaching retirement age, and that there are not enough qualified candidates to replace them. Succession planning in the development of managers and administrators, is vital to ensure seamless and appropriate operation of health care systems, in which nursing leaders play a pivotal role.

To further examine these issues Dr. Patrician and Mr. Doug Oliver (SON Nursing Instructor & DNP student) asked the conference attendees to participate in a nurse manager competency survey. The objectives of this survey were to determine self-perceived levels of competency among nurse managers in area hospitals; to assess perceived skill levels among nurse managers and educational needs of area nurse managers, from their supervisors' perspectives; and to gather focus group data to assist in the revision of academic curricula and/or creation of new programs for the preparation for the role of nurse manager.

The Nursing and Health System Administration (NHS) Program at the UAB SON is being revised in order to improve student recruitment and to increase and improve development of nurse managers and nurse executives. Furthermore, anecdotal evidence from the local CNOs and nurse managers suggests that in-services and other non-degree offerings in Nursing Administration may be desirable. Data collected from the participants of the conference will provide informational guidance to the SON faculty in making decisions about revising and improving the academic offerings and the NHA master's level curriculum for nurse managers, directors, and CNOs of the present and future. Dr. Patrician believes that the input from the community of nurses and nurse leaders is an essential component of the UAB SON's commitment towards the education and development of nurses to become tomorrow's nurse leaders.



## Upcoming Events

### CNR "Thank You"



Thank You & Year in Review Reception  
December 10, 2009, 3-4

### Faculty Research Seminar



Patrick McNees, PhD  
*"Interpreting NIH Scoring"*  
December 14, 2009, 3-4

### Happy Holidays



And a Peaceful  
& Joyous New Year



## American Academy of Nursing

*The academy is constituted to anticipate national and international trends in health care and address resulting issues of health care knowledge and policy. Not only is the invitation to Fellowship recognition of one's accomplishments within the nursing profession, but it also affords an opportunity to work with other leaders in health care in addressing the issues of the day. The academy's mission is to serve the public and nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge*

## 2009 Fellows of the American Academy of Nursing

UAB School of Nursing Professors Teena McGuinness, PhD, APRN, BC, FAAN and Patricia Patrician, RN, PhD, Colonel (Ret.) FAAN, have been named as Fellows in the American Academy of Nursing. Drs. McGuinness and Patrician were selected for their outstanding achievements in the nursing profession. Along with 96 other nurses leaders, McGuinness and Patrician were inducted during Academy's 36th Annual Meeting & Conference, on November 7, 2009, in Atlanta, GA. Drs. McGuinness and Patrician join 9 UAB School of Nursing faculty Fellows and 38 alumni Fellows.



**Patricia Patrician**, RN, PhD, Colonel (Ret.) FAAN, **Doreen Harper**, PhD, RN, FAAN, **Constance Hendricks**, PhD, RN, FAAN (UAB Alum, Auburn Professor), & **Teena McGuinness**, PhD, APRN, BC, FAAN



**Constance Hendricks**, PhD, RN, FAAN (Auburn University & UAB Alum), **Patricia Patrician**, RN, PhD, Colonel (Ret.) FAAN, **Doreen Harper**, PhD, RN, FAAN, **Teena McGuinness**, PhD, APRN, BC, FAAN, **Karen Meneses**, PhD, RN, FAAN, (back row) **Linda Moneyham**, DSN, RN, FAAN, **Lynda Wilson**, PhD, RN, FAAN

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