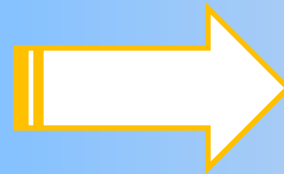


ACCELERATED STUDENT

Today



NURSE LEADER

Tomorrow

Lora E. Peppard, DNP, PMHNP-BC

Objectives



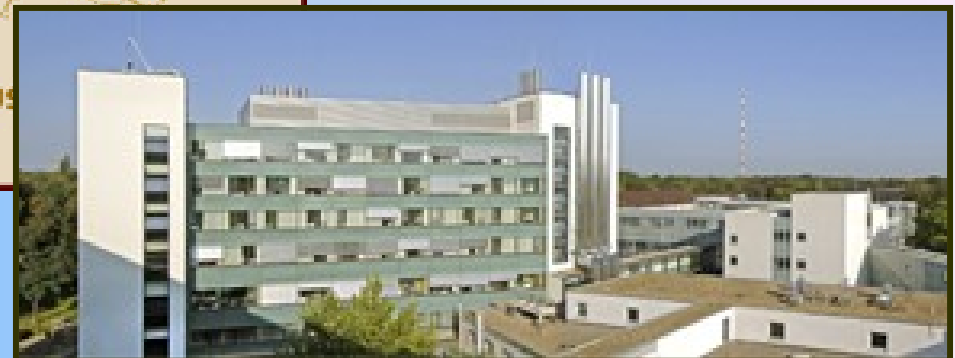
- Describe the leadership qualities found in accelerated students.
- Discuss why the field of nursing attracts accelerated students.
- Summarize strategies for successfully working with accelerated students.

My Story

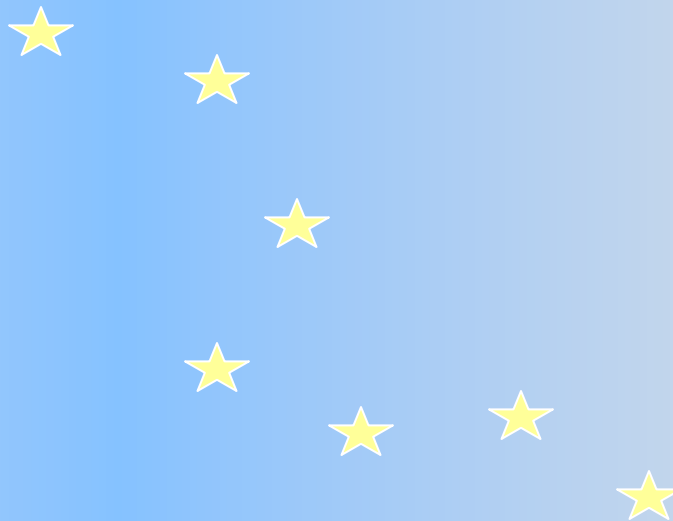
The logo for VIP Office.com Furniture & Supply, featuring the text "VIP Office.com" in a stylized font with a chair icon inside the letter "O", and "Furniture & Supply" below it, all enclosed in a green swoosh.

Best Service - Best Value !

My Story



My Story

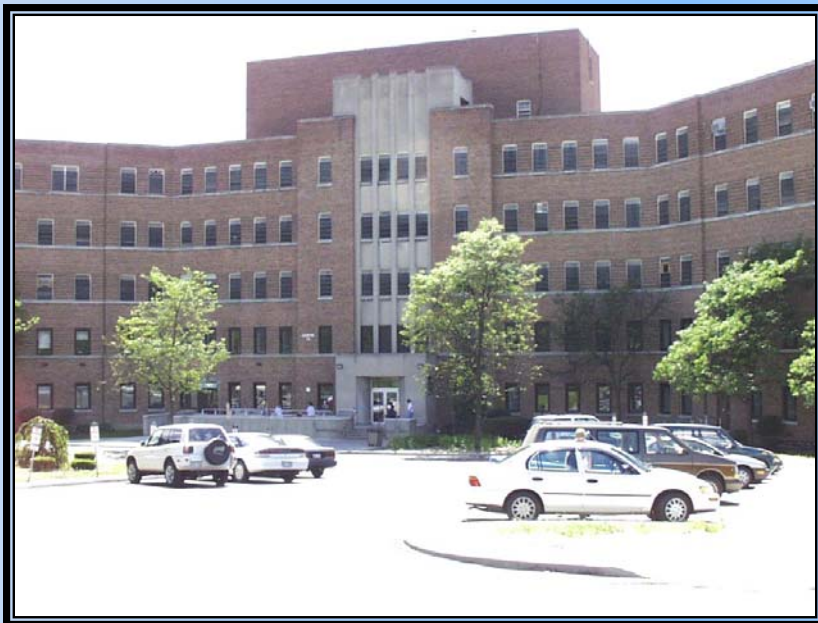


McLean Hospital

115 Mill Street, Belmont, MA 02478 617-855-2000

A Comprehensive Mental Health Care System Affiliated With Harvard

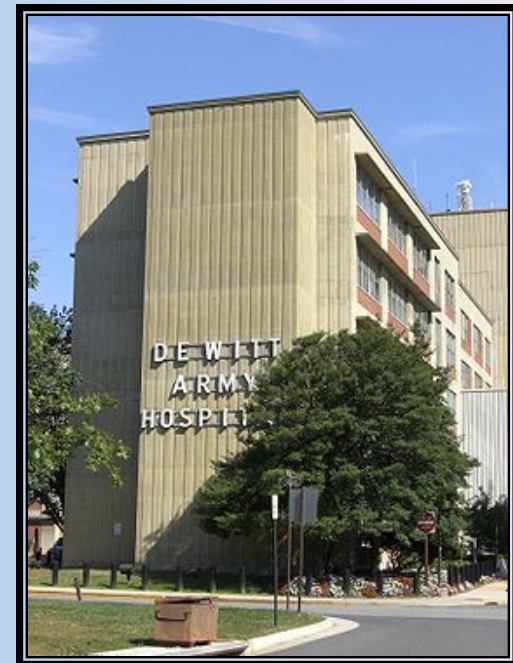
My Story



My Story



My Story



My Story



Community Services Board

Voices of Faculty of Second-Degree Baccalaureate Nursing Students



- Purpose
- Method
- Sample
- Data collection

Voices of Faculty of Second-Degree Baccalaureate Nursing Students



Results

- At the Top of My Game
- Teaching to Think Like a Nurse

Student Themes

- Challenging due to life experience and known direction for their lives
- Desire to be challenged
- Not afraid to question authority
- History of success in a career

Adaptive Challenges – the work of leadership



Responsibilities	Situation	
	<i>Technical or Routine</i>	<i>Adaptive</i>
Direction	Define problems and provide solutions	Identify the adaptive challenge and frame key questions and issues
Protection	Shield the organization from external threats	Let the organization feel external pressures within a range it can stand
Orientation	Clarify roles and responsibilities	Challenge current roles and resist pressure to define new roles quickly
Managing Conflict	Restore order	Expose conflict or let it emerge
Shaping Norms	Maintain norms	Challenge unproductive norms

Heifetz, R. & Laurie, D. (1998). The work of leadership. *Harvard Business Review on Leadership*. 171-172, 180.

What Makes Nursing Attractive to Second-Degree Students



- Market forces
- Instant gratification
- Advancement, education, and specialization
- Defining moments
- Intimacy



Strategies for Success

- Faculty must “accelerate” their teaching.
- Sacred cows need to be relinquished.
- Increase quality of clinical experiences.
- Help students find their own voices.

Drs. Renee Milligan & Margaret Moss



“The thing you must remember about second-degree students is that they have already been a successful student evidenced by previous college graduation. They know how to write papers, they know how to get work in on time, and they can model leadership for traditional students. Sometimes these students look better as scholars, especially those who originally graduated with a liberal arts education, because they had time as undergraduates to develop writing, researching, and other scholarly skills; however, faculty need to remember that their sciences may be less developed.”

“These students are type A personalities. I always tell my students in the beginning that 98% of you share the type A personality. The other 2% wonder how they ever got into this program.”

“Faculty, YOU are the nursing experts. The life experience that second degree students bring is who they are. Faculty should encourage them to empower them to embrace their background and build upon it.”

