



From Conversations to Curriculum: Listening to the Advisory Board

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The Health Services, Leadership, and Management (HSLM) specialty track in the Department of Organizational Systems and Adult Health at the University of Maryland School of Nursing continues to educate students to be leaders and managers throughout all settings in today's healthcare organizations. The HSLM specialty serves approximately 174 students within four sub-specialty programs: RN to MS, HSLM, HSLM Education, and HSLM Business (dual degree MS and MBA program). HSLM faculty consulted with an Advisory Board that is made up of five nurse executives from various healthcare organizations throughout the state of Maryland. Their suggestions and recommendations became topics that faculty implemented into courses for HSLM students.

The first Advisory Board meeting was in spring of 2015 and focused on the skills and education levels that nursing leaders deemed to be important for graduate level nurses. The executives described the need for nurses to have skills that would benefit the organization, such as teambuilding, writing, and communication, particularly negotiation. They believe that nurses need a better understanding of HR issues and financial reimbursement, including the relationship of quality and cost. The role of the DNP and benefit of the MBA as well as ease and access to educational advancement were mentioned.

HSLM faculty conducted a crosswalk of the Advisory Board suggestions and subsequent implementations to the Advisory Board members in preparation for the second meeting, scheduled in spring of 2016. Building upon conversation from the previous meeting and modifications to courses, the faculty asked about issues that nurse executives experience with transitions of patients across the care continuum and what types of educational preparation are needed to address those issues in their healthcare organizations.

Faculty who develop curriculum and teach future nurse leaders rely on resources such as The Essentials of Master's Education in Nursing (AACN) and American Organization of Nurse Executives (AONE). For the HSLM faculty, however, we found that having conversations with our practice partners not only ensured that we were focused on current issues and relevant topics, but the collaboration affirmed that our curriculum is alive and well.