

The Ohio State University Faculty Innovation Fellowship and Coaching Program

Taura Barr, PhD RN NC-BC, The Ohio State University College of Nursing

Co-Author(s): Audra Hanners, DNP, The Ohio State University; Lisa Militello, PhD RN, The Ohio State University; Brian Mohika, MTH, BSN, RN, CathWear; Sophie Nathenson, PhD, Oregon Tech

Topic: Academic Nursing: Excellence & Innovation

Category: Research Project

Abstract

Background/Introduction

Nearly 70% of faculty experience very high levels of stress. This results in high turnover, poor student experiences, and decreased faculty health and wellbeing. Integrative Nurse coaching (INC) can help address faculty stress by assisting faculty in establishing goals and embarking on lifestyle behaviors that help to achieve work life integration and satisfaction.

Purpose

Our goal was to evaluate a faculty coaching and fellowship program to support faculty health and wellbeing while creating innovation competency and enhancing a culture of innovation.

Methods or Processes/Procedures

We are entering our fourth year of programming and have trained 15 fellows. We employ an INC paradigm and use the Theory of Integrative Nurse Coaching to coach faculty to build confidence and competence in innovation and enhance wellbeing. We offer monthly group and individual coaching and use a qualitative research thematic analysis to determine themes important for the fellow and group experiences, identify outcomes, and create recommendations for the future.

Results

Fellows have consistently self-reported higher levels of life satisfaction and wellbeing following the year-long program. Fellows experience: Enhanced connection, comradery, and support; Increased confidence and competence in navigating academia; Shift to an Innovation Mindset; Increased ability to identify and manage stress. An unexpected outcome is that fellows experience a shift, and transformation from focusing solely on individual needs to addressing the needs of their collective community.

Limitations

Faculty who participate in this fellowship are interested in innovation and coaching; this experience may be different in faculty who are forced to participate. It is possible that the outcomes experienced were influenced by personal factors; we did not take these into consideration during analysis given the nature of this pilot study.

Conclusions/Implications for Practice

Nurse coaching is an effective strategy to address faculty burnout. Additional research is needed to evaluate the Innovation Faculty Fellowship program and its impact on the academic community.

Biography

Taura L. Barr PhD RN FAHA HWNC-BC is an internationally recognized Nurse Scientist, Coach and Herbalist with expertise in innovation, entrepreneurship, and neuroimmunology. She has been a nurse for 19 years and has launched 5 companies. Dr. Barr is an Associate Professor at the Ohio State University College of Nursing, Founding Scientist of Valtari Bio and CEO of Deep Roots Healing Inc. As a functional nurse herbalist and coach, Dr. Barr uses her scientific experience combined with her personal journey to inspire others to nurture their creative spirit while enhancing their wellbeing and living a holistic lifestyle.

Contact Information

Taura barr, PhD RN NC-BC
Associate Professor
The Ohio State University College of Nursing
barr.428@osu.edu
(724) 710-0541
