



Association for Leadership Science in Nursing

3416 Primm Lane
Birmingham, AL 35216
205-823-6106

www.nursingleadershipsience.org

February 2021



Francine Snow, DrPH, MSN, RN, CNE, NPD-BC
Assistant Clinical Professor, University of Texas Health Sciences Center
Houston, Texas

Francine Snow, DrPH, MSN, RN, CNE, NPD-BC is the newly elected secretary of ALSN and chairman of the bylaws committee. She is an Assistant Clinical Professor at the University of Texas Health Sciences Center at Houston where she serves as lead faculty for undergraduate leadership courses and teaches in the nursing leadership MSN program.

#1 Tell us a little bit about your career path, background, and passion for advancing the science of nursing leadership.

My clinical background is in adolescent oncology/hematology. For 23 years my professional career has been serving in both informal and formal leadership roles in nursing professional development. My most recent role before transition to academia was director of a clinical education department in a large children's hospital system. My passion has been sound educational design and quantification of our value as nurse educators to the business of the organization in health care.

#2 How has your involvement in ALSN influenced your career trajectory – what has been most valuable about it?

Each year, the leadership of ALSN solicit members who want to serve as they open many committee opportunities. ALSN exemplifies shared governance. We seek leaders from within. Doors and windows have opened for me ever since my first year of membership! I first joined the membership committee and learned about the effort required to define membership and market this professional organization. I wanted to learn more about the mission of the organization so joined the succession

planning committee. When I was ready, I ran for a board office. I ran for secretary because again I wanted to immerse myself in a role that would inform me even more about this incredible organization. This experience has been invaluable!

#3 What doors have opened to you as a result of your involvement in ALSN?

I joined ALSN, and the world of nurse leadership research and education immediately opened up for me. This was just the welcome I needed coming from the world of health care organizations into the world of academia. I met nurse leaders with similar interests and look forward each year to engage in further conversations and share and generate ideas. ALSN gives you access to researchers and educators generating the knowledge and then translating the evidence into practice. This is where it happens – this is where the ‘rubber hits the road’!

#4 What would you say to nurse leaders in academia or practice who are considering joining ALSN right now.

Do it! We have many choices when it comes to professional organizations to join. Many of us start out by joining a clinical specialty professional organization. We also have a choice to join our state and national organization. And for those of us with an interest in leadership, and especially in advancing the science of leadership in nursing, we have ALSN.

#5 How did you become interested in the study of nursing leadership and how has ALSN influenced this interest?

My interest in the study of nursing leadership began when I was using the evidence published in nursing and business journals to help me in leading my own teams of educators in a hospital system. When I moved to academia, I began using the available evidence to inform my own practice especially around topics I teach. My quality improvement projects and research studies at the graduate level are of a practical nature. My interests include educating leaders on creativity and innovation, educating nurse leaders to advance the health of populations, and educating faculty to facilitate the transition from face-to-face to online learning.

And when I joined ALSN I was suddenly in the same room with the leaders in our field who wrote those articles and books! The experts in our field – the movers and shakers! Now I attend an annual conference and listen to monthly webinars on topics that matter to my own practice – and these leaders tell me what is important to focus on. This is where I get informed. I can share that with my graduate students. I am staring at a smorgasbord of the best studies and translation projects relevant to my job right here in ALSN!

#6 Specific to nursing leadership, how can we create a better balance between academic and practice partners? How can ALSN assist with this partnership?

We need to tell our partners in health care organizations to come along on this journey and join us. Especially as we partner on research and quality improvement projects. Academics must reach out to practice partners and ask our peers and these chief nursing officers what skill sets are useful that are being instilled in our grads. But likewise, what skill sets are missing in these emerging leaders we are educating at the MSN level, as well as the nurse executives we are educating at the DNP level? We

should work together to develop needed knowledge, abilities, and behaviors. Our practice partners should reach out to local college and university faculty to partner on ideas they have for research - comparative effectiveness studies, to RCTs, to qualitative studies to explore and test hypotheses. We can meet and collaborate here. ALSN is the perfect place to do this. These leaders who make up these academic/practice partnerships can apply for research scholarships and support from ALSN. They can conduct the research and report the results here; spread the wisdom and seek input on dissemination.

#7 What is the one thing you would like ALSN members to know?

ALSN is OUR professional organization - it is the solution for these types of collaborations because we have similar yet complementary interests. Academics can offer research expertise. Nurse leaders in service areas have the practical problems in practice that require study. Academic/practice partnerships will grow and flourish if we reach out to our peers in a complementary practice area and invite them into ALSN. This can be a win/win for all of us.



Which ALSN member do you think we should highlight?
Let us know by emailing office@alsn.email.