

Newsletter Highlights

A Message from the
Program Director

Sponsorship and The
Female Leader in
Healthcare

Welcome to the Team



SPONSORSHIP AND THE FEMALE LEADER IN HEALTHCARE

By: Dr. Bonnie Faust

My dissertation research has been a qualitative, phenomenological study of the experience for female chief nursing officers as they move up the career ladder to hospital CEO. The current literature related to diversity, equity, and inclusion speaks to the importance of sponsorship in career ascension for female leaders. In this case, sponsorship is defined as advocacy in the form of recommendations, nominations, endorsements, and other actions that ultimately support career advancement. Interestingly, while efforts toward female leader sponsorship are increasing in many industries, understanding of the critical role of sponsorship for the female leader appears to be lacking in healthcare. As a nurse leader, I am particularly interested in the experience of the female Chief Nursing Officer (CNO) during ascension from CNO to hospital CEO; however, this study has future implications for female leaders in all clinical areas. The question of sponsorship for female CNOs is worthy of attention because our healthcare delivery system desperately needs balanced leadership that includes leaders with experiential knowledge of the healthcare environment. Consequently, the rate of ascension for CNOs to lead at the level of CEO is proportionately low. *(Continued on page 2)*

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Important Dates

Registration for Fall Session Ends

Term A(I): August 20, 2023

Term B(II): October 15, 2023

Last Day to Add/Drop

Term A(I): August 25, 2023

Term B(II): October 20, 2023

Last Day to Withdraw

Term A(I): September 1, 2023

Term B(II): October 27, 2023



My research involved qualitative interviews with 9 nurse CEOs. The findings indicate a clear lack of understanding regarding sponsorship; however, as each participant discussed their experience in ascension, experiences of sponsorship were revealed. Thus, participants were sponsored without acknowledging this was occurring. It is my intent that the findings from this research provide actionable data to encourage female CNOs to consider the possibility of ascension to hospital CEO.

WELCOME TO THE TEAM

In June, Kelli Williams became our new Education Liaison for the MHA Program. She has a career background working in public education, focusing on students with disabilities. Beginning in 2022, she began working at High Point University and is excited about this new path in the education field.



Roxanne Ray will be joining High Point University as an adjunct professor in the MHA program. She began in work career in health care in Neuro-Diagnostics and held leadership positions for over 20 years. She has also served as an internal OD consultant in the same health system. Through those years she was able to gain real life experience in creating constructive cultures in the workplace. In her course, students will be learning about and understanding how the culture and the climate of an organization leads to its level of effectiveness and success.

A Message from the Program Director

Every student during their interview said they wanted their MHA degree so they could make a difference and have a positive impact on the health of individuals and communities. Often this came out of a personal experience which changed your career course to move into health administration. Many of you expressed a passion for dealing with the many health inequities, which became more visible during the pandemic, but were always there. I am so proud of each one of you for your passion and wanting to create a positive impact.

We strive to create an extraordinary student experience at HPU. One of the best ways we can achieve this is by requesting your feedback during each 6-week term. As a result, we will send you a brief survey per term asking for your feedback. Remember, the faculty are here for you and please feel free to reach out to them directly with any questions.

Finally, I am grateful you chose our MHA Program because I know you will make a positive difference in the world.