

# IMPLICATIONS FOR NURSING LEADERSHIP

Evidence-Informed Actions to Promote Equity, Retention, and  
Recruitment

*A Descriptive Phenomenological Exploration of Nursing Faculty Experiences in Georgia*

**Dr. Yolaine Nozile, PhD, RN, CLNC, FCN**

# Objective 1: Articulate Bold, Multi-Level Leadership & Advocacy Actions

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LEVEL 1

## Individual Leadership Action

*Your Immediate Sphere of Influence*

Workload equity audits · Mandatory mentorship implementation

LEVEL 2

## Organizational Transformation

*Institutional Policies & Culture*

Competitive compensation campaigns · Equity & advancement pathways

LEVEL 3

## System & Network Collaboration

*Regional Coalitions & Prof.*

*Organizations*  
Cross-institutional mentorship networks · Shared advocacy

LEVEL 4

## State & National Policy Advocacy

*Legislative & Funding Priorities*

Loan forgiveness advocacy · Legislative funding priorities

# Objective 2: Build Actionable, Accountable Implementation Plans

## Leadership Action Matrix

### 30 Days

Identify 1 concrete action in your sphere · Initiate a workload equity audit · Name an accountability partner

### 60 Days

Launch or propose mentorship structure · Present compensation equity data to leadership · Define success metrics

### 90 Days

Report progress to peers · Expand coalitions · Advocate for policy change with documented evidence

## Implementation Toolkit & Accountability

### Practical Toolkit Includes:

- ✓ Mentorship program templates (structure, roles, timeline)
- ✓ Workload audit frameworks (based on AACN standards)
- ✓ Policy brief guides for administrators & legislators
- ✓ Ready-to-use advocacy talking points (data-driven)

### Accountability Partnerships

- ▶ Form peer partnerships within the NurseTrust Summit community
- ▶ Establish clear success metrics for every commitment
- ▶ Tailored to your leadership role, setting, and context
- ▶ Sustained collective impact beyond the Summit

# Let's Transform Nursing Education Together

**Dr. Yolaine Nozile, PhD, RN, CLNC, FCN**

Founder & CEO, GA Healthcare Training & Consulting

Host: Voices in Nursing with Dr. Nozile Podcast

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