



**CASE WESTERN RESERVE  
UNIVERSITY**  
Frances Payne Bolton  
School of Nursing

Marian K. Shaughnessy  
Nurse Leadership Academy

# **Shaughnessy Coldiron Senior Nurse Executive Fellowship Program**

## **Fellow Publications**

## General Publications

Fitzpatrick, J. J., Everett, L. Q., Begley, R., Cole, L., Nelson, T., & Downs, S. D. (2024). From vision to reality and results: The Coldiron Senior Nurse Executive Leadership Program. *Nurse Leader*. <https://doi.org/10.1016/j.mnl.2024.09.001>

### Coldiron Cohort #1

Brennan, N. B. (2022). Disruptive leadership: Making waves, thriving when it is hard to be a leader. *Nurse Leader*, 20(1), 52-55. <https://doi.org/10.1016/j.mnl.2021.10.014>

Brydges, G. (2022). Comprehensive case study 7: Main hospital: Perioperative transition unit. In J. J. Fitzpatrick & C. M. Alfes (Eds.), *Nurse leadership and management: Foundations for effective administration* (1st ed., pp. 585–589). Springer Publishing Company. <https://doi.org/10.1891/9780826177957>

Campo, T. (in press). In J. J. Fitzpatrick & C. M. Alfes (Eds.), *Nurse leadership and management: Foundations for effective administration* (2nd ed.). Springer Publishing Company.

Cineas, N., & Schwartz, D. B. (2023). Mentorship and the minority experience within the nursing profession: Identifying and developing programs to address the challenges and barriers to advancement facing minority nurses and nurse leaders. *Nurse Leader*, 21(1), 108-112. <https://doi.org/10.1016/j.mnl.2022.05.002>

Downs, S., & Fiore-Lopez, N. (2022). Getting comfortable with the uncomfortable: Nurse leader as advocate—One leader's story. *Nurse Leader*, 20(1), 37-42. <https://doi.org/10.1016/j.mnl.2021.10.004>

Downs, S., Martin, E., & Aaron, B. (2022). Leveraging the code of ethics to practically promote ethics during COVID-19. *Nurse Leader*, 20(1), 48-51. <https://doi.org/10.1016/j.mnl.2021.10.006>

Farber, B. (2024). Priorities matter: Why recruitment should receive more of your time. *Nursing Management*, 55(3), 6-7. <https://doi.org/10.1097/nmg.000000000000105>

Garcia-Dia, M. J. (2022). The ethical recruitment of internationally educated nurses: A leadership perspective on labor migration. *Nurse Leader*, 20(1), 43-47. <https://doi.org/10.1016/j.mnl.2021.10.002>

Kollman, S., Braegger, D., & Head, B. (2022). COVID-19's disruptive innovation: Accelerating the academic preparation of professional nurses' ambulatory and telehealth roles. *Nurse Leader*, 20(1), 60-62. <https://doi.org/10.1016/j.mnl.2021.10.003>

Voss, J. G., Alfes, C. M., Clark, A., Lilly, K. D., & Moore, S. (2022). Why mentoring matters for new graduates transitioning to practice: Implications for nurse leaders. *Nurse Leader*, 20(4), 399-403. <https://doi.org/10.1016/j.mnl.2022.01.003>

Zangerle, C. M. (2023). The dual role of the nurse leader: Transactional and transformational. *Nursing Management*, 54(2), 56. <https://doi.org/10.1097/01.numa.0000918188.71250.50>

## Coldiron Cohort #2

Acorn, M. (2023). What is your global nurse leadership policy literacy? *Nurse Leader*, 21(1), 56-60. <https://doi.org/10.1016/j.mnl.2022.10.010>

Beriones, G. L. (2023). Nurse leaders' strategies and tool kit for internationally educated Filipino nurses' transition to practice in the United States. *Nurse Leader*, 21(1), 42-46. <https://doi.org/10.1016/j.mnl.2022.10.014>

Curry, J. O. H., & Duffy, E. G. (2023). Nursing advocacy: How do we increase involvement? *Nurse Leader*, 21(1), 99-101. <https://doi.org/10.1016/j.mnl.2022.11.010>

Dolansky, M. A., Kouts, H., Pohnert, A. M., & Brooks, L. (2023). Transformational nurse leadership comes to life: Igniting the implementation of age-friendly health systems in CVS MinuteClinics. *Nurse Leader*, 21(1), 61-68. <https://doi.org/10.1016/j.mnl.2022.10.015>

Figheh, H., & Hefetz, T. (2023). From dream to reality: Nurse practitioners in Israel. *Nurse Leader*, 21(1), 113-117. <https://doi.org/10.1016/j.mnl.2022.11.008>

Gilbert, J. H. (2023). Investment in social capital to mitigate nursing shortages post-pandemic. *Nurse Leader*, 21(1), 69-74. <https://doi.org/10.1016/j.mnl.2022.10.011>

Holub, M., & Giegerich, C. A. (2023). Decreasing the nursing documentation burden during the COVID-19 surge. *Nurse Leader*, 21(1), 38-41. <https://doi.org/10.1016/j.mnl.2022.11.006>

Modic, M. B. (2023). The MAGNUS experience: An opportunity for renewal, respite, and reflection. *Nurse Leader*, 21(1), 80-86. <https://doi.org/10.1016/j.mnl.2022.11.002>

Nelson, G. C. (2023). Nurse leaders continuing the work and conversations on diversity, equity, inclusion, and abilities. *Nurse Leader*, 21(1), 47-50. <https://doi.org/10.1016/j.mnl.2022.10.007>

Owens, R. A. (2023). An unconventional nurse leader journey: The voyage away from, and back to, nursing leadership, and lessons learned along the way. *Nurse Leader*, 21(1), 87-92. <https://doi.org/10.1016/j.mnl.2022.11.003>

Robinson, D. M. (2023). Enhancing nurse leadership through a cohort-based model. *Nurse Leader*, 21(1), 75-79. <https://doi.org/10.1016/j.mnl.2022.11.001>

Thomas, L. (2024). Nursing workflow redesign and technology are keys for virtual nursing success. *Nurse Leader*, 22(4), 453-457. <https://doi.org/10.1016/j.mnl.2023.11.015>

## Coldiron Cohort #3

Ahmad, E., Joubert, P., Oppenheim, G., Bindler, R., Zimmerman, D., Lyle-Edrosolo, G., & Saria, M. G. (2024). Resistance training: (Re) Thinking workplace health promotion: A pilot study. *Nurse Leader*, 22(4), 399-407. <https://doi.org/10.1016/j.mnl.2024.04.013>

Cerra, A., Newman, R. M. J., & Vittner, D. (2024). Spirituality educational intervention to enhance spirituality clinical practice and resilience. *Nurse Leader*, 22(4), 355-359. <https://doi.org/10.1016/j.mnl.2024.04.004>

- Ferren, M. D. (2024). Establishing a center for nursing excellence: Guiding nurse leaders to rediscover their agency. *Nurse Leader*, 22(1), 45-49. <https://doi.org/10.1016/j.mnl.2023.10.006>
- Heffernan, C. (2024). The application of transformational leadership in nursing: Developing transformational leadership in prelicensure nursing students. *Nurse Leader*. <https://doi.org/10.1016/j.mnl.2023.12.008>
- Jackson, M. J. (2024). Competency-education and the revised AACN essentials: Engaging practice leaders. *Nurse Leader*, 22(1), 50-54. <https://doi.org/10.1016/j.mnl.2023.10.010>
- Johnstone, C., Stanek, C., & Lopez, A. (2024). Ambulatory nursing leadership development of a workplace violence prevention model employing direct experience, patient empathy, and cross-functional team partnerships. *Nurse Leader*, 22(1), 55-60. <https://doi.org/10.1016/j.mnl.2023.10.012>
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- Rollins, S., Porter-O'Grady, T., & Bailey, K. D. (2024). Elevating nursing leadership: Cultivating a thriving profession community of practice. *Nurse Leader*, 22(5), 531-535. <https://doi.org/10.1016/j.mnl.2024.07.002>
- Sandow, B. M., & Bowie, D. (2024). A dynamic staffing & scheduling solution: The build and implementation of a logistics engine to optimize nurse schedules and rosters. *Nurse Leader*, 22(1), 21-27. <https://doi.org/10.1016/j.mnl.2023.10.002>
- Williams, D. (2024). What does your calendar say about your leadership? *Nurse Leader*, 22(1), 61-65. <https://doi.org/10.1016/j.mnl.2023.10.013>
- Zieman, L., Faselka, B., Blye, A., Gilles, S., & Thompson, T. (2024). Pathway to emergency nursing: An innovative academic-practice partnership. *Nurse Leader*, 22(4), 466-470. <https://doi.org/10.1016/j.mnl.2023.11.021>

### **Coldiron Cohort #4**

- Aluora, J. A. (2025). The global power of transformational leadership in nursing and midwifery. *Nurse Leader*, 23(1), 25-28. <https://doi-org.proxy.library.nyu.edu/10.1016/j.mnl.2024.09.011>
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- Brooks, A. K. (2025). Elevating public health nurse leaders as chief health strategists. *Nurse Leader*, 23(1), 48-51 <https://doi.org/10.1016/j.mnl.2024.09.023>
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- Green, J. (2025). Metaphorically speaking: Lessons in nursing leadership inspired by youth soccer. *Nursing Management*. 56(4), 40-44. <https://doi-org.proxy.library.nyu.edu/10.1016/B978-0-443-21597-1.00001-9>

- Llamzon, J., & Matney, S. (2025). Strategic synergy: The dyadic relationship of executive nurse and physician in service line management within complex health systems. *Nurse Leader*, 23(1), 72-76. <https://doi.org/10.1016/j.mnl.2024.10.007>
- Martinez, A. (2025). Onward and upward: The ongoing push for PhD and DNP collaboration. *Nurse Leader*, 23(1), 40-43. <https://doi.org/10.1016/j.mnl.2024.09.020>
- Ndirangu-Mugo, E. (2025). Psychological safety: Nurses' experiences and leadership roles in Sub-Saharan Africa. *Nurse Leader*, 23(1), 82-86. <https://doi.org/10.1016/j.mnl.2024.10.012>
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- Pohnert, A. M., Dolansky, M. A., & Patterson, A. (2025). Implementing and leading the age-friendly health systems 4Ms framework in nursing practice: A competency-based approach. *Nurse Leader*, 23(1), 62-66. <https://doi.org/10.1016/j.mnl.2024.10.010>
- Reed, D., & Ross, D. (2025). The pivotal role of nurse practitioners as hospitalists: Opportunities and challenges. *Nurse Leader*, 23(1), 44-47. <https://doi.org/10.1016/j.mnl.2024.09.021>
- Shafran-Tikva, S., Downs, S., Alon, R., & Cohen, O. (2025). From barriers to bridges: Implementing the entreprenursing model in a public hospital. *Nurse Leader*, 23(3), 363-368. <https://doi.org/10.1016/j.mnl.2024.12.013>
- Spiva, L., Toney, S., Gallagher, K., Garcher, D., Jones, N., McCollum, M., Davis C. S., & McClain, R. (2025). Driving for results: Building a partnership-driven leadership model for recruiting and retaining black newly licensed registered nurses. *Nurse Leader*, 23(1), 29-34. <https://doi.org/10.1016/j.mnl.2024.09.007>
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- Still, C. H., Stacy, K. E., Aljohani, R., & Moore, S. (2025). Building bridges to connect and transition nurse leaders from practice to academia. *Nurse Leader*, 23(1), 52-57. <https://doi.org/10.1016/j.mnl.2024.09.022>
- Stucky, C. H., & Wymer, J. A. (2024). Ethical reasoning as a core nurse leader competency: Maximizing strategic decision-making and operational outcomes. *Nurse Leader*, 22(2), 187-193. <https://doi.org/10.1016/j.mnl.2023.09.009>
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## Coldiron Cohort #5

- Alon, R., Peker, P., & Shafran Tikva, S. (2025). From exercise to excellence: The Leadership Gym model for nursing professional development. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102553>
- Baird, J., & Wells-Beede, E. (2025). Academic practice partnerships: Transforming the prelicensure generalist paradigm. *Nurse Leader*, 23(6), 1-4. <https://doi.org/10.1016/j.mnl.2025.102539>
- Castro, J. P. (2025). Composing relational leadership with adaptive, resonant, and authentic approaches. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102554>
- Cole, L., & Gettis, M. A. (2025). Implementing the use of virtual reality in one pediatric health care setting. *Nurse Leader*, 23(6), 1-5. <https://doi.org/10.1016/j.mnl.2025.102514>
- Dharman, S. (2025). Leading the AI revolution: Nurse executives at the helm of human-centered innovation. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102570>
- Edson, K. G., & Affatato-Pitzer, M. (2025). Boosting engagement and retention: The power of recognition and wellness initiatives. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102486>
- Fisher-Grace, K., Lorenz, J., & Pronovost, P. J. (2025). Translating regulation to practice: Implementing new Centers for Medicare and Medicaid Services structural measures in the hospital setting. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102571>
- Fitzpatrick, J. J., Everett, L. Q., Begley, R., Cole, L., Nelson, T., & Downs, S. D. (2025). From vision to reality and results: The Coldiron Senior Nurse Executive Leadership Program. *Nurse Leader*, 23(1), 21-24. <https://doi.org/10.1016/j.mnl.2024.09.001>
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- Ippolito, N. (2025). Systems thinking in nursing leadership: A practical framework. *Nurse Leader*, 23(6), 1-5. <https://doi.org/10.1016/j.mnl.2025.102541>
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- Mahoney, C., & Mason, J. (2025). Navigating the first 90 days: Insights from seasoned executives on Chief Nursing Officer transitions in acute care hospitals. *Nurse Leader*. Advance online publication. <https://doi.org/10.1016/j.mnl.2025.102564>

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