



Association for Leadership Science in Nursing

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**An interview with Judy Duchscher, RN, BScN, MN, PhD**

**What is your current professional role?**

In my current role, I am a tenured, associate professor at Thompson Rivers University located in British Columbia, Canada where I teach primarily leadership at both the undergraduate and graduate level of education. I currently hold Associate and Adjunct Faculty positions with the University of Saskatchewan, University of Alberta, University of Hawaii, and the University

of Western Sydney in Australia.

In addition to my role as an educator, I am founding and acting Executive Director of Nursing the Future (NFT), a non-profit nursing organization with a primary mission to provide a platform of educational and professional workplace support strategies for newly graduated practical, psychiatric, and registered nurses making their initial transition into practice. My primary area of research focuses on the intersection between research and practice with emphasis on new nurse transitions.

**Tell us about your career path, background, and interest in advancing the science of nursing leadership.**

My career is a bit eclectic and rooted in clinical practice! My early career was focused on developing expertise as a direct care nurse, researcher, leader, and educator in cardiothoracic and high acuity contexts. I have been instrumental in developing and coordinating heart, lung, and multi-organ donor transplant teams across the United States and Canada. My leadership roles in critical care, transplantation, and cardiology have been primarily boots on the ground. 'That can't be done' is not in

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my vocabulary! I see myself as a lawnmower in an unclear path, carving out both the direction and the means when things need to get done!

### **Have you published any articles on this topic?**

For the past 23 years I have been an active researcher and consultant in the area of new graduate professional role transition. I have received over 32 national and international grants, awards and scholarships. Findings from my research generated a theory of Transition Shock and a model of the Stages of Transition resulting in the publication of more than 18 peer-reviewed articles, 2 books, 9 book chapters and the delivery of over 300 keynotes and workshops throughout Canada, the United States, Australia and Asia on the topic of new nurse integration. My most recent publications continue to focus on the experiences of new nurse transition, including integrating new nurses into specialty practice areas, and future considerations for this stage of professional development.

### **How did you hear about ALSN and what has been your experience with this organization?**

I was introduced to the organization by fellow member Dr. Sonia Udod and have engaged with several ALSN current leaders and members in preparation for the upcoming international conference. As well, I have been involved with ALSN leadership to bring this important conference and networking platform to our Canadian colleagues.

### **One of our goals is to create a better balance between academic and practice partners. What are your ideas on how this could be accomplished?**

There are a lot of different models out there for academic / practice partnerships. Universities could do a lot more. Academia and practice are rooted in different perspectives; practice is very hierarchal / structured while academia is very theoretical. Though they are distinctly different, the tension between theory and practice serves to keep us all honest. New graduate transition falls right at the intersection of academia and practice. Bringing practice partners into fourth year theory courses could be a way to address that intersection. Opportunities that allow nurses to mentor senior nursing students/ graduates are critical. ALSN could serve as a repository for best practices exemplars between academic and practice.

### **What are three things about you that you would like the ALSN membership to know?**

1. I am a bridge builder! We need more bridges than roads in order to address the intersection of academia and practice.
2. That we are better united than fractured – better together than apart.
3. Regardless of the role we play, we are here for one reason – to optimize healthcare of the citizens of our countries.