



2009 REQUEST FOR APPLICATIONS

AACN Leadership for Academic Nursing Program

August 2-6, 2009

Sheraton Suites Country Club Plaza

Kansas City, Missouri

PURPOSE

The purpose of the AACN Leadership for Academic Nursing Program is to enhance the leadership capabilities of:

- individuals in upper level academic positions who aspire to lead the nursing academic unit, and
- individuals serving as the chief academic administrator of baccalaureate or graduate nursing programs who are new to the role

The year-long program provides participants with a focused assessment experience, a range of content and exercises related to successful academic leadership, and the opportunity to establish networks of mentors and peers for development of long term partnerships for shared growth and development.

BACKGROUND

The American Association of Colleges of Nursing, comprised of 640 institutional members, is the national voice for baccalaureate and graduate nursing education. The health and the stability of baccalaureate and graduate nursing programs are directly related to the quality of the educational experience of the nursing student and to the credibility of the graduate's skills and competencies. Central to these goals is the availability of a cadre of academic nursing professionals equipped with the leadership skills to assure an excellent educational experience and graduates for the professional nursing workforce.

This program is designed to develop and enhance executive leadership skills of new and emerging administrators in baccalaureate and graduate nursing programs.

The development of high level leadership skills in faculty and administrators in schools of nursing is vital to the success of the baccalaureate and graduate nursing enterprise given the complex challenges being faced by these organizations. Individuals leading the academic nursing organization are challenged by an array of complex issues:

- the financial constraints faced by higher education,
- the continued declines in interest in a nursing career,
- the need to develop effective partnerships with the practice environment to assure the development of training opportunities and appropriately educated professional nurses,

- the need for strategies to recruit diverse student populations to the field, and
- the need to partner with multiple players to meet these challenges.

Moreover, there is growing awareness that the aging of the nursing profession also is reflected in the demographics of those individuals who are administering the academic nursing programs. Of particular concern is the fact that 71.6% of member deans/directors are over the age of 55 and are increasingly retirement-eligible. According to 2008 AACN data, only 2.9% of deans/directors are under the age of 45. In addition, only 9.3% of these individuals are a member of an underrepresented racial or ethnic minority and 3.9% are male.

This program encourages applicants who will change the demographics of nursing academic leadership.

PROGRAM DESCRIPTION

The program includes an intensive seminar that runs from Sunday afternoon through Thursday noon, focused assessment activities, and a mentorship experience. The program focuses on key leadership competencies needed in complex nursing education and health care environments. The August seminar is devoted to general executive development. Note that academic issues, while discussed and used as examples, are not the primary focus. Previous Fellows have evaluated the content very highly, and some have called it “life changing”. Topics include the following:

Introduction of the key vision and framework for a strategic intervention on leadership

- Theories of leadership
- Relating theory to strategic actions
- Evidence for validation
- Value of a full range assessment and intervention
- Review and evaluation of the strategic assessment

From the Broad to the Specific

- Strategic assessment of the individual – possibilities for growth and change
- Peer learning and feedback mechanisms
- Case studies for change
- Creating personal models for strategic growth and change

Targeted Cultural Change

- Linking the individual’s assessment to the organizational culture
- Developing plans for intervention
- Establishing long term networks
- Change and conflict
- Evaluation and Redesign

ELIGIBILITY AND SELECTION CRITERIA

This program is competitive, resulting in a select group of leadership fellows. Applicants must be nurse educators employed at AACN member institutions and who provide evidence of institutional support for this program.

Specific eligibility requirements:

- Educational preparation and licensure in nursing
- Full or part-time faculty or administrative appointment in a school of nursing
- Priority is given to individuals seeking leadership development in order to transition into the role of dean/director
- Second priority is given to individuals holding the position of dean/director and who have three years or less experience in the role

Applicants selected to participate in the Leadership for Academic Nursing Program will be expected to:

- Complete the self-assessment process prior to the August 2009 seminar
- Attend the entire August 2-6, 2009 seminar
- Be involved in a mentoring experience
- Participate in group discussions during the Fellowship year
- Commit to developing personal and professional skills to assume the role of chief academic administrator of a school of nursing

Fellows will be selected with priority given to those who have the potential for long term commitment to the role of a chief academic administrator of a nursing program. Selected fellows will be expected to attend the entire conference and participate in all educational and evaluation activities. Web-based communication options will be developed for data gathering and communication among leadership fellows.

CONFERENCE DATES AND REGISTRATION FEE

The seminar will be held **August 2-6, 2009** at The Sheraton Suites Country Club Plaza, 770 W 47th Street, Kansas City, Missouri 64112; Phone: (816) 931-4400. The program starts in the afternoon on Sunday August 2 and ends at noon on Thursday, August 6.

Formerly sponsored by the Helene Fuld Health Trust, this extremely popular program now is self-sustaining while including the same high standards and excellent experiences. Recognizing individuals' and schools' fiscal constraints, every effort has been made to conserve expenses.

The registration fee of \$2350 includes four nights lodging (private room and bath), **all meals during the conference** (less one dinner), **morning and afternoon breaks, and all conference services and materials, including assessment instruments.** Additional nights for those who require it will be arranged individually. Substitution of hotels by Fellows is not permitted. Participants are responsible for their own transportation. Further information about the

conference and location will be sent to selected fellows, and payment will be due shortly after selection. **Do not send payment with the application.**

APPLICATION PROCESS

Please complete the attached application form. Include requested biographical information and a letter of institutional support for the August conference and the limited activities during the fellowship year.

Applications must be mailed. Faxed and electronic applications and incomplete applications will not be considered. **Applications must be received by AACN no later than May 29, 2009 in order to be considered.** Incomplete applications will not be forwarded to the selection committee. Final notifications will be made no later than June 5, 2009.

Inquiries about the application and conference logistics may be directed to Juve Pierre-Louis at 202-463-6930 ext 232 or jpierrelouis@aacn.nche.edu. Questions about the fellowship program should go to Dr. Barbara Penn at ext 229 or bpenn@aacn.nche.edu.

ABOUT THE AMERICAN ASSOCIATION OF COLLEGES OF NURSING

The American Association of Colleges of Nursing is the national voice for university and four-year-college education programs in nursing. Representing 640 member schools of nursing at public and private institutions nationwide, AACN's educational, research, governmental advocacy, data collection, publications, and other programs work to establish quality standards for bachelor's- and graduate-degree nursing education, assist deans and directors to implement those standards, influence the nursing profession to improve health care, and promote public support of baccalaureate and graduate nursing education, research, and practice. Further information can be found at <http://www.aacn.nche.edu>.

B. BIOGRAPHICAL INFORMATION

Please include the information listed below in **no more than five pages**, using these headings. **DO NOT SUBMIT YOUR CURRICULUM VITA!**

1. Professional Education
2. Professional Experience – list position titles and locations
3. Management/Administrative Experience – with emphasis on experience in an academic program
4. Presentations
5. Publications
6. Membership in Professional Organizations
7. Honors/Awards

C. IDENTIFICATION OF GOALS AND COMPETENCIES

Please address the following items. Your responses should be typed in 12 point font and should address all topics in **no more than one page**.

1. Describe your long-term commitment to the role of chief academic administrator of a school of nursing and activities you plan to accomplish during the fellowship year at your school to better prepare yourself for the role of academic executive.
2. Specify up to four goals you hope to accomplish during or as a result of attending the Leadership for Academic Nursing Program, or specific competencies you wish to acquire in this program.

D. EVIDENCE OF INSTITUTIONAL SUPPORT

Enclose a letter from an administrator at your school indicating the school's support of your attendance at the Leadership for Academic Nursing Program session in August (including payment of your conference fee and transportation (if applicable), and limited activities during the fellowship year.

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Applications must be received no later May 29, 2009. Please mail your completed application to:

Juve Pierre-Louis
American Association of Colleges of Nursing
One Dupont Circle, Suite 530
Washington, DC 20036-1120