



## UHC/AACN Nurse Residency Program

The University HealthSystem Consortium (UHC)/AACN Residency Program was formed out of the desire of chief nursing officers for a better educated workforce in their clinical settings. Two goals were established for the collaboration: 1) expand capacity in baccalaureate programs and 2) develop a residency program to take the novice learner from new graduate to more competent provider. Currently, 51 practice sites offer the year-long residency and more than 7,500 nurses have completed the program.

Using funding provided by the Robert Wood Johnson Foundation, a comprehensive evaluation plan was developed to identify outcomes from the first and second program cohorts.

Shown here are residency program graduates and staff from The Methodist Hospital of Houston, TX: (top left to right) Kristine Virtudazo, Saru Cheriyan, Kerri White, Gerri Ashworth (nursing director), Rosie Pine; (bottom) Bao-Ny Le, Sheryl Spurlin.

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## New AACN Data Confirm Too Few Nurses Entering the Healthcare Workforce

According to new survey data released by the American Association of Colleges of Nursing (AACN), less than half of all qualified applicants to entry-level baccalaureate nursing programs were enrolled last year despite calls to increase the number of well-educated registered nurses (RNs) in the U.S. workforce. Though interest in nursing careers is high, the latest data show that almost 50,000 qualified applications to professional nursing programs were turned away in 2008, including nearly 6,000 applicants to master's and doctoral degree programs.

"Nursing schools nationwide continue to see a strong interest in nursing careers among high school graduates and career changers looking for a dynamic, secure profession," said AACN President Fay Raines. "Tempering this good news, however, is the fact that academic administrators are facing many barriers to accepting all qualified applicants into their nursing programs, including funding cuts, limited classroom and clinical space, and a diminishing pool of faculty. All efforts to end the nursing shortage and enhance the pipeline of nursing students must focus on addressing these serious concerns."

"AACN has zeroed in on a growing national problem – a nursing shortage and a desperate lack of nursing teachers," said Senator Richard Durbin (D-IL), Majority Whip. "Every year, our colleges and universities turn away more and more aspiring healthcare professionals due to lack of faculty. Last year over 2,500 potential nursing students in my home state of Illinois were turned away. The Nurse Education, Expansion, and Development (NEED) Act that I introduced with Congresswoman (Nita) Lowey will strike at the heart of the nursing shortage by giving colleges the resources they need to train more nurses."

AACN's latest data report updates the preliminary data released in December 2008 and determines enrollment trends by comparing data from the same schools reporting in both 2007 and 2008. Final survey data show that enrollments in entry-level baccalaureate programs in nursing rose by 2.2% in 2008, a slight increase above the earlier reported increase of 2.0%. Though this growth is welcome, the number of new students in baccalaureate programs falls far short of meeting projected needs. Last year, The Council on Physician and Nurse Supply, an independent group of healthcare leaders based at the University of Pennsylvania, called for 30,000 additional baccalaureate-prepared nurses to be graduated annually to meet the nation's workforce needs, an expansion of 30%. This year's 2.2% increase translates into an increase of only 3,069 entry-level students.

"Increasing enrollment in baccalaureate nursing programs is a critical first step to correcting an imbalance in the nursing student population and reversing our nation's diminishing supply of nurse educators," said AACN CEO and Executive Director Geraldine "Polly" Bednash. "In almost all jurisdictions, nursing faculty must possess a graduate degree in order to assume a full-time teaching role. Because the overwhelming majority of nurses with master's and doctoral degrees began their education in baccalaureate programs, efforts to alleviate the faculty shortage must focus on expanding enrollments in four-year nursing programs."

### *Students Turned Away Reaches New High*

Though interest in baccalaureate and graduate nursing programs is strong, thousands of qualified applicants are being turned away from four-year colleges and

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## UNC School of Nursing Joins AACN in Helping Nursing Faculty Improve Quality and Safety Education

The American Association of Colleges of Nursing (AACN) and the University of North Carolina (UNC) at Chapel Hill School of Nursing announced that the two institutions have been awarded grants from the Robert Wood Johnson Foundation totaling \$4.25 million to conduct an innovative and far-reaching project aimed at preparing future nurses to continuously improve the quality and safety of health care systems.

The grants – \$2.45 million for AACN and \$1.8 million for the UNC School of Nursing – will support the third phase of the multi-year *Quality and Safety Education for Nurses (QSEN)* initiative. The overall goal of QSEN is to prepare nurses who have the knowledge, skills and attitudes necessary to continuously improve the quality and safety of the health care systems within which they work, with a particular focus on developing six quality and safety competencies. In the first two phases of the project, begun in 2005, QSEN faculty – experts drawn from institutions across the nation – defined a comprehensive set of quality and safety competencies for nursing and proposed training targets for each. QSEN faculty then surveyed nursing colleges to gauge the extent to which these competencies are already included in curricula, whether faculty are sufficiently expert to teach them, and how well nursing students are learning them. A national learning collaborative with three faculty members from each of 15 schools of nursing spent the past 15 months experimenting with new curricular objectives and teaching strategies and sharing their findings with each other.

In Phase III, the UNC School of Nursing and AACN will work to develop the faculty expertise necessary for the nation's nursing schools to teach the competencies; focus on instilling the competencies in textbooks and licensing, accreditation and certification standards; and promote continued innovation in teaching the competencies.

The six competencies are patient-centered care, teamwork and collaboration, evidence-based practice, quality improvement, safety and informatics.

Linda Cronenwett, PhD, RN, FAAN, dean of the University of North Carolina at Chapel Hill School of Nursing, is the UNC project's principal investigator, and Gwen Sherwood, PhD, RN, FAAN is co-investigator. Geraldine P. Bednash, PhD, RN, FAAN, CEO and executive director of the American Association of Colleges of Nursing, leads the AACN grant and will work with expert consultants Jane Barnsteiner, PhD, RN, FAAN, professor, University of Pennsylvania School of Nursing, Joanne Disch, PhD, RN, FAAN, clinical professor and Katherine R. and C. Walton Lillehei Chair in Nursing Leadership, University of Minnesota School of Nursing, and Jean Johnson, PhD, RN, FAAN, senior associate dean for health sciences programs, The George Washington University.

The project will:

- Promote continued innovation in the development and evaluation of methods to promote and assess student learning of the knowledge, skills and attitudes of the six competencies and the widespread sharing of those innovations.
- Develop the faculty expertise necessary to assist the learning and assessment of achievement of quality and safety competencies in all types of nursing programs.
- Create mechanisms to sustain the will to change among all programs through the content of textbooks, accreditation and certification standards, licensure exams and continued competence requirements.

Faculty development will be supported with curricular resources developed and disseminated through regional conferences, a QSEN Speaker's Bureau, QSEN National Forums, web-based modules and the QSEN Web site: [www.qsen.org](http://www.qsen.org). In addition, QSEN will partner with the VA National Quality Scholars Fellowship Program (created by the Veteran's Health Administration) to support nursing pre- and post-doctoral students in an inter-professional program of training in quality improvement and safety.

## AACN Election Results

AACN's Nominating Committee has announced the results of the 2009 Election to fill seats on the AACN Board of Directors and Nominating Committee. The winning candidates will assume office at the close of the business meeting of the upcoming Spring Annual Meeting, March 14-17, 2009 in Washington, D.C.

### Treasurer

Janet Allan - University of Maryland

### Board Member-at-Large

Connie Delaney - University of Minnesota

Donna Hathaway - University of Tennessee Health Science Center

Teri Murray - Saint Louis University

Mary Walker - Loyola University Chicago

### Nominating Committee

Susan Fetsch - Avila University

Carolina Huerta - University of Texas  
- Pan American

## UPCOMING AACN CONFERENCES

April 14-15, 2009

Graduate Nursing Admissions  
Professionals (GNAP) Meeting  
Nashville, TN

April 22-24, 2009

Business Officers of Nursing Schools  
(BONUS) Meeting  
San Francisco, CA

April 23-25, 2009

Hot Issues Conference  
Salt Lake City, Utah

For information on all AACN conferences, visit our Web site:  
[www.aacn.nche.edu/conferences](http://www.aacn.nche.edu/conferences)

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universities. In fact, AACN's survey found that 49,948 qualified applications were not accepted at schools of nursing last year due primarily to a shortage of faculty and resource constraints. Within this total, applications turned away include 41,385 from entry-level baccalaureate, 1,659 from RN-to-Baccalaureate, 5,902 from master's, and 1,002 from doctoral programs.

The top reasons reported by nursing schools for not accepting all qualified students into entry-level baccalaureate programs, include a lack of faculty (62.5%), insufficient clinical teaching sites (53.8%), limited classroom space (42.3%), insufficient preceptors (25.4%) and budget cuts (14.8%). For a graphic showing the number of qualified applicants turned away from entry-level baccalaureate nursing programs over the past seven years, see <http://www.aacn.nche.edu/Media/pdf/TurnedAway.pdf>.

## *Advancing Solutions to the Nursing Shortage*

With the goal of expanding student capacity, schools of nursing across the country are working to find creative ways to accept more qualified students into their programs. AACN is working to facilitate these efforts by advocating for federal legislation that benefits nursing education, including the establishment of a capitation grant program through the NEED Act that was introduced today by Senator Richard Durbin (D-IL). In the 110<sup>th</sup> Congress, this legislation was championed by Reps. Nita Lowey (D-NY), Peter King (R-NY), and Lois Capps (D-CA) in the House and Senator Richard Durbin (D-IL) in the Senate.

"At a time when job loss and unemployment have affected so many sectors of our economy, it is inexcusable that funding and resource constraints at nursing schools are preventing us from filling gaps in the nursing workforce," said Congresswoman Nita Lowey (NY-18). "In 2008, baccalaureate and graduate nursing schools in New York turned away 2,134 qualified applicants, 550 more students than last year. That is why I have introduced and supported the NEED Act since 2004. This legislation will help

## **Mary Wakefield Appointed Administrator of HRSA**



President Barack Obama has announced the appointment of one of the nation's top rural health care professionals as Administrator of the Health Resources and Services Administration (HRSA). Dr. Mary Wakefield, director of the Center for Rural Health at the University of North Dakota, will oversee this critical agency, which helps to deliver health care to those who are uninsured and underserved by our current health care system. "As a nurse, a PhD, and a leading rural healthcare advocate, Mary Wakefield brings expertise that will be instrumental in expanding and improving services for those who are currently uninsured or underserved," President Obama said. "Under her leadership we will

be able to expand and improve the care provided at the Community Health Centers which serve millions of uninsured Americans and address severe provider shortages across the country."

In addition to Community Health Centers across the country upon which millions of uninsured Americans depend for coverage, HRSA oversees many programs that the federal government runs to bring health care providers to underserved areas throughout the nation. In addition, HRSA will administer \$2.5 billion allocated in the Recovery Act to invest in our health care infrastructure and train health care professionals.

Dr. Wakefield was most recently the associate dean for Rural Health at the University of North Dakota School of Medicine and Health Sciences, where she was a tenured professor and director of the Center for Rural Health. Dr. Wakefield has expertise in rural health care, quality and patient safety, Medicare payment policy, workforce issues, and public policy. She has authored many articles and columns on health policy and is on the editorial board of a number of professional journals.

Dr. Wakefield previously served as director of the Center for Health Policy, Research, and Ethics at George Mason University in Fairfax, VA. She also served as the chief of staff for United States Senator Kent Conrad (D-ND) from January 1993 to January 1996 and as legislative assistant and chief of staff to Senator Quentin Burdick (D-ND).

Dr. Wakefield has served as a member of the Medicare Payment Advisory Commission and the Department of Veteran's Affairs' Special Medical Advisory Group. She served as chair of the Institute of Medicine (IOM) Committee on Health Care Quality for Rural America and of the Catholic Health Initiatives Board of Trustees, and was a subcommittee chair for President Clinton's Advisory Commission on Consumer Protection and Quality in the Health Care Industry.

Dr. Wakefield received her MS in nursing and her Doctor of Philosophy from the University of Texas at Austin and her BS in nursing from the University of Mary at Bismarck, ND. She is a fellow in the American Academy of Nursing, and is a recipient of numerous awards.

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# 10 Questions with Roberta Graham, MS, RN



## **Roberta Graham, MS, RN**

### ***Senior Vice President, University HealthSystem Consortium***

As senior vice president, Ms. Graham provides leadership for the University HealthSystem Consortium's (UHC) Supply Chain Optimization program, whose services help members lower operating costs while improving efficiencies and maintaining quality of care. She also oversees the Operational Efficiency program including Operations Improvement and Member Services.

Before joining UHC in October 1993, Ms. Graham was a principal at KPMG Peat Marwick, where she was responsible for the health care operations improvement practice in the central region. She holds a bachelor's degree in nursing from Carlow College (PA) and a master's degree from DePaul University (IL).

### **1. What motivated you to pursue your degrees in nursing?**

I really have to thank the women in my family for motivating me to pursue my degrees in nursing. For as long as I can remember, my mother and aunts told me that I wanted to be a nurse. So, after high school, it just seemed natural that I would continue my education in the field of nursing. I guess your mother is always right! At that time, there were only two BSN programs available in western Pennsylvania, where I grew up. I chose to earn my BSN from Carlow College. After serving as a nurse in the military for 5 years, I returned home to work in a community hospital. Thanks to another woman, that hospital's chief nursing officer, I was encouraged to earn a master's degree in nursing administration from DePaul University.

### **2. Why is it important to further the professional development of BSN-prepared nurses?**

It is critically important that nurses appreciate the essential role they play in meeting the needs of patients and their families, often at the most vulnerable time in their lives. As a profession, we must renew our commitment to ensuring that BSN-prepared nurses have the support they need for successful entry into a practice where their skills are fundamental to high-quality care.

Research by Linda Aiken has shown that patient outcomes are better when there are more BSN-prepared nurses in the workforce. Nursing outcomes have been receiving more attention in recent years. Several of the hospital-acquired conditions (HACs) that have been identified by the Centers for Medicare & Medicaid Services are directly affected by nursing care, so having more BSN-prepared nurses should improve outcomes and lessen the incidence of nonreimbursement for HACs. In addition, the chief nursing officers at UHC member organizations have expressed a preference for BSN-prepared nurses to care for today's high-acuity patients, and the American Organization of Nurse Executives has recommended that BSN be the entry level for practice.

### **3. What is the University HealthSystem Consortium?**

The University HealthSystem Consortium (UHC) is an alliance of the nation's leading academic medical centers and their affiliated organizations that provides programs and services to accelerate operational and clinical performance excellence. An important program we provide is the UHC/AACN Nurse Residency Program™, which has supported more than 14,000 nurses through their transition from new graduates to confident professionals.

### **4. How did the UHC come to partner with AACN?**

We began collaborating in the late 1990s in response to the impending severe nursing shortage. UHC members' chief nursing officers saw the need for more BSN-level nurses who could be clinical leaders in academic medical centers. The collaboration between UHC and AACN created a partnership with greater power to address the coming shortage. The collaboration focused on two main areas. The first was the identification of strategies by which hospitals and schools of nursing could partner to support expanding capacity in the schools. The AACN produced a white paper, *Building Capacity Through University Hospital and University School of Nursing Partnerships*, which included a significant number of innovative strategies.

The second area of collaboration was the development of the UHC/AACN Nurse Residency Program™ for postbaccalaureate nurses. Deans, chief nursing officers, faculty members, and hospital educators worked together to develop the program's framework, evaluation model, objectives, curriculum, and implementation model. The result of that work is the UHC/AACN Nurse Residency Program™, which has aided in the recruitment and increased retention of BSN-prepared nurses at academic medical centers.

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# 10 Questions with Roberta Graham, MS, RN

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## 5. Please describe the UHC/AACN Post-Baccalaureate Nurse Residency and explain why this is needed.

The UHC/AACN Nurse Residency Program™ is a 1-year program that supports postbaccalaureate first-year nurses in their transition to competent professionals. The program provides support from expert nurses through small-group discussions, which help the new graduates develop problem-solving skills and enhance their critical thinking abilities. The residents also receive practical knowledge on the topics that are particularly challenging to new nurses across all specialties. These areas include leadership skills such as delegation, communication, collaboration, and managing the delivery of care; nurse-sensitive outcomes such as falls, skin care, and pain management; and the professional role, including topics such as diversity, end-of-life care, and ethics.

There is a significant amount of research in the nursing literature that shows that it takes about a year for a new graduate to become a competent professional. Traditional orientation programs only last a few months, meaning that even after the nurse has successfully completed orientation, he or she still has not achieved competency. Our research shows a significant loss of self-confidence at the 6-month milestone. This loss of self-confidence and an accompanying feeling of lack of support leads to high levels of first-year turnover. PricewaterhouseCoopers reported a 27% turnover rate for first-year nurses in 2007 (PricewaterhouseCoopers' Health Research Institute, *What works: healing the healthcare staffing shortage*, 2007:32). During the same period, participants in the UHC/AACN program had a much lower turnover rate: 5.7%.

It is clear that new graduates today want to work for organizations that support their nurses. Organizations can demonstrate that support by providing a transition program such as the UHC/AACN Nurse Residency Program™.

## 6. How can nursing deans and faculty engage their practice partners in the residency program?

There are several strategies for promoting engagement in the residency program. First, the dean and the chief nursing officer must cultivate a strong professional relationship in the practice setting. It is important for the dean to understand the importance that new graduates place on transition programs. Sharing data that demonstrate the return on investment from these programs is also critical. The dean and the faculty can provide expert guidance to their practice partners on what the new graduates received through their school curriculum and offer suggestions for developing the transition program's curriculum content to help the residents build their practice competency. Finally, the dean and the faculty should provide support for the implementation of the program. They can offer to participate as content experts or resident facilitators, who work with the residents on a monthly basis.

## 7. Beyond the residencies, how are AACN member schools partnering with UHC facilities?

Interest in evidence-based practice and nursing research has increased enormously among UHC members. Schools of nursing are providing resources and education to help UHC members develop and improve their nursing research departments and expertise. Several UHC members are also providing clinical experts to assist the schools with faculty shortages.

## 8. What are your thoughts about NCSBN's work to mandate transition to practice programs?

Research has shown that transition programs are vital to the development of competent practitioners and that nurses are one of the keys to safe, high-quality care. I believe there is a need for transition programs. Unfortunately, there is still a significant number of organizations

that do not provide even a basic clinical orientation for the new graduate. Therefore, I support the NCSBN position. Concerns have been voiced about the resources required to pay for these programs; however, I believe that the return on investment from the decreases in nurse turnover and in complications and poor outcomes is significant enough to offset the investment.

## 9. What are the biggest challenges facing professional nursing today?

There are a number: the aging nursing workforce and the faculty shortage that limits nursing school admissions, both of which contribute to the enormous impending shortage in trained nurses. Workplace stress resulting from high patient acuity and short hospital stays is another challenge. Leadership development is of the utmost importance to the nursing profession, but UHC members are finding it increasingly difficult to recruit nurses to management positions because of the growing complexity of these positions and their heavier responsibilities.

## 10. What advice would you give anyone interested in pursuing a career in nursing?

First and foremost, enroll in a baccalaureate program! During school breaks, enroll in a student nurse extern program. After graduation, look for a job at an organization that values and supports its nurses. And, of course, I would encourage new nurses to seek out a hospital that demonstrates its support and commitment through its participation in the UHC/AACN Nurse Residency Program™. We know it makes a world of difference!



## CNL® Recertification

AACN's Commission on Nurse Certification is pleased to announce the new Clinical Nurse Leader<sup>SM</sup> (CNL) Recertification Program. CNL certification is granted for a period of five years and must be renewed prior to the expiration date to maintain an active status. Recertification assures the public that the nationally certified CNL has maintained current and relevant knowledge of the CNL role.

For CNL recertification, the following is required:

- **CNL Certification**
- **RN Licensure**  
Certificants must have a current unencumbered license as a Registered Nurse (RN). It is the responsibility of the certificant to notify the CNC when any restriction is placed on his/her RN license.
- **Professional Practice**  
Applicants must attest to their employment status of a minimum 4000 hours in the past five years in areas of advanced generalist clinical practice, nursing administration, nursing education, research and or consultation.
- **Contact Hours/Continuing Education**  
Applicants must have earned a minimum of 75 contact hours relevant to the CNL or an advanced generalist nursing role – 25 of these contact hours must focus on quality and safety.
- **Outcomes and Professional Practice**  
Applicants are requested to summarize how the end-of-program competencies and/or elements of the role outlined in AACN's white paper on *The Education and Role of the Clinical Nurse Leader* have been elements of ongoing practice.
- **Documentation**  
CNLs are responsible for maintaining records of their continuing education credits and may be required to substantiate these units during random audits. Certificants are encouraged to maintain an electronic portfolio. However, documentation may be submitted to the CNC electronically or in a hard copy format.

The recertification application should be filed with CNC no later than thirty (30) days prior to the expiration. All practice hours, contact hours, and graduate course work must be earned prior to the certificate expiration date to apply towards recertification – activities towards recertification must have occurred within the five-year recertification period.

To access the CNL recertification application and guidelines, visit <http://www.aacn.nche.edu/CNC> or contact Tracy Lofty, Director of the Commission on Nurse Certification, at [tlofty@aacn.nche.edu](mailto:tlofty@aacn.nche.edu).

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schools of nursing accommodate and train more qualified applicants so health care providers can hire the workforce they need.”

AACN commends the work of President Obama and Congress in the past few weeks to enact legislation that will support nursing students and schools across the country. The American Recovery and Reinvestment Act, the House passage of the Omnibus Appropriations Act, and the President's FY 2010 budget overview document all support solutions to address the critical shortage of nurses.

AACN will continue to focus its resources on working with policy-makers to support schools of nursing in their efforts to expand student and faculty populations. “A successful solution to the shortage of RNs and nurse faculty will require a collaborative effort on the part of the nursing profession, federal legislators, the healthcare system, and all stakeholders,” said Dr. Raines. “Together, we must remove barriers to nursing careers, provide incentives for nurses to advance their education, and create practice environments that encourage professional development and foster retention.”

### *About the AACN Survey*

AACN's 28th Annual Survey of Institutions with Baccalaureate and Higher Degree Nursing Programs forms the basis for the nation's premier database on trends in nursing school enrollments and graduations, student and faculty demographics, and faculty and deans' salaries. Complete survey results are compiled in the report *2008-2009 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing*, which may be ordered online at <http://www.aacn.nche.edu/IDS/datarep.htm>. Details about AACN's annual data reports on faculty and dean salaries will be available in late March 2009.

# Opportunities

## BLOOMFIELD COLLEGE

Full Time Tenure-Track Positions 2009

Division of Nursing: *"creating healthier communities through education and professional practice"*

### Faculty Positions:

Adult Health Nursing  
(Medical/Surgical ICU experience preferred)

Community Health Nursing  
Maternal/Child Health Nursing  
(Pediatrics/Obstetrics)

### Director of Learning Resource Center

Individual works directly with generic students in on campus nursing laboratory setting.

### Applications:

Qualified applicants are required to hold a Master's degree in nursing and are encouraged to apply; doctorate (preferred). New Jersey license required.

Positions will remain open until filled. Submissions can be made on-line to [marianne\\_flood@bloomfield.edu](mailto:marianne_flood@bloomfield.edu) or [neddie\\_serra@bloomfield.edu](mailto:neddie_serra@bloomfield.edu), by fax (973 429-3613), or send letter, résumé, and 3 references to:

Dr. Neddie V. Serra, EdD, RN,  
Chairperson Division of Nursing  
or to

Dr Marianne Flood, PhD, RN, Chair,  
Search Committee  
Bloomfield College  
467 Franklin Street  
Bloomfield, NJ 97003  
[www.bloomfield.edu](http://www.bloomfield.edu)

## MARSHALL UNIVERSITY

Growing NLNAC-accredited BSN program seeks **3 qualified applicants** with expertise in acute care, maternal-child, and gerontology for 9 month Tenure Track positions beginning mid-August 2009.

**Faculty responsibilities:** include ongoing curriculum development and evaluation; classroom and clinical instruction using on-site and distance education strategies; participation on departmental, college, and university committees; and engaging in scholarship, service and academic advising.

### QUALIFICATIONS:

1. Doctorate or substantial progress toward doctorate in nursing or related field.\*
2. Master's degree in nursing from accredited school of nursing.
3. Unencumbered WV RN license or eligibility for licensure as registered professional nurse in WV.
4. Minimum 2 years nursing experience.
5. Excellent clinical and communication skills.
6. Teaching experience preferred.

\* Will consider applicants who do not possess stated qualifications for consideration for clinical track positions.

**Salary:** Dependent on rank and experience. Demonstration of teaching effectiveness and scholarship is part of the interview process.

**Applications:** Marshall University is an EEP/AA institution and welcomes applications from all qualified individuals. Candidates should submit a letter of application, curriculum vitae, transcripts and 3 professional references with contact information electronically to [landry@marshall.edu](mailto:landry@marshall.edu).

Denise Landry  
Chair of the School of Nursing  
Marshall University College of Health Professions  
<http://www.marshall.edu>

## SEATTLE PACIFIC UNIVERSITY

Seattle Pacific University is now accepting applications for teaching in the School of Health Sciences, Lydia Green Nursing Program  
<http://www.spu.edu/>.

We invite doctorally prepared nurses to join our dynamic team. Full time, tenure track appointments available for applicants with: acute care, psychosocial, and gerontological qualifications; family or adult nurse practitioner certification. Also available: position as coordinator of our nurse practitioner program.

Generous benefits and salary commensurate with expertise.

## SOUTH UNIVERSITY

### FACULTY – NURSING

Due to program growth, South University announces openings, all ranks, for didactic and clinical practice teaching responsibilities in our traditional and transitional **BSN programs and MSN program** on the following campus sites: Columbia, SC; West Palm Beach, FL; Montgomery, AL. Also, rare opportunity to launch & direct new nursing program in Richmond, VA. All feature premium nursing labs; unparalleled programmatic support.

Required: Terminal degree in nursing; college-level teaching experience; current state licensure. Successful record of faculty leadership a plus. Salary, rank commensurate with experience. Relocation available. Please send CV and transcripts to [sustaffing@southuniversity.edu](mailto:sustaffing@southuniversity.edu). EOE.

## BLOOMFIELD COLLEGE

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Division of Nursing: *"creating healthier communities through education and professional practice"*

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Adult Health Nursing  
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Community Health Nursing  
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Dr. Neddie V. Serra, EdD, RN,  
Chairperson Division of Nursing  
or to

Dr Marianne Flood, PhD, RN, Chair,  
Search Committee  
Bloomfield College  
467 Franklin Street  
Bloomfield, NJ 97003  
[www.bloomfield.edu](http://www.bloomfield.edu)



## ASSISTANT/ASSOCIATE PROFESSOR OF NURSING

### SUMMARY:

Siena Heights University, an Adrian Dominican Catholic institution, is seeking applicants for an Assistant/Associate Professor of Nursing. Responsibilities include teaching 12 semester hours of nursing on all levels each fall and winter. This position offers a special opportunity to interact with a diverse student population, many of whom are the first in their families to go to college, in an institution where faculty are known for their concern and support for students. The University and the Nursing Program are committed to educating traditional and non-tradition nursing students to become competent, purposeful, ethical, and effective BSN professionals.

### RESPONSIBILITIES:

The Nursing Faculty member is responsible for courses within his/her area of expertise, provides academic advising to students, and participates in scholarly activity and service to the university. Prepare syllabi for and instructs student nurses in the theoretical and clinical aspects of the practice of nursing, equivalent to 12 semester hours per semester. Provide appropriate feedback and assigns grades to students on a timely basis. Meet the deadlines set by the registrar's office related to such activities as grading (midterm and final), scheduling, etc. Participate in nursing curriculum development in conformity with objectives of the nursing program and accreditation standards. Provide data on learning outcomes assessment in a timely manner. Attend to his/her professional development and appropriate scholarly activity for academic rank and practice certification/licensure. Participate in program, division and faculty meetings. Participate on a university committee or an appropriate substitute activity negotiated with a division chair, e.g., moderating a student organization. Serve as an academic advisor for nursing students and assist the nursing program in recruitment and retention efforts. Assist in the preparation of reports required by the national and state accrediting agencies. Attend fall convocation, honors convocation, common dialog day, and commencement. Participate in faculty and university activities in the weeks prior to and following the academic year. Other duties and responsibilities as assigned by the program coordinator, division chairperson or dean.

### REQUIREMENTS:

Masters degree in nursing and preferably a doctorate in nursing or an appropriate related discipline. Current unencumbered license to practice as a registered nurse in the State of Michigan. Demonstrated expertise in the area of nursing practice for the assigned courses. Demonstrated teaching experience and scholarly achievement for academic appointment. Must be committed to teaching excellence in the liberal arts environment.

### APPLICATION PROCESS:

Qualified candidates are invited to complete the application form found at the top of the main employment web page. <http://www.sienaheights.edu/jobs.aspx>

The application form will allow you to attach your Curriculum Vita and cover letter. Please include with your cover letter a brief description of your administrative and teaching philosophies and a sample syllabus. Additionally, we request that all candidates forward their official transcripts to Siena Heights University, Human Resources Office, 1247 E. Siena Heights Dr, Adrian, MI 49221. Review of applications will begin immediately and continue until the position is filled. This position will be available in August 2009. EOE



## Associate Dean, Strategic Initiatives

Jefferson School of Nursing, Thomas Jefferson University, invites applications for the position of Associate Dean, Strategic Initiatives, beginning July 1, 2009.

**Responsibilities:** Specific duties include (but are not limited to):

- Oversee all JSN marketing and public relations initiatives
- Ensure congruence with AACN and Pa. Board of Nursing standards
- Create and maintain an agenda to uphold curricular quality and integrity, policy development and consistency with societal and professional trends.
- Prepare the Annual State of the School report
- Participate in institutional and school strategic planning and budgeting
- Work to ensure JSN publications are updated and distributed
- Work with the Dean in developing and implementing JSN's strategic plan
- Represent JSN at all levels

**Qualifications:**

- Doctorate in nursing or related field, MSN and current PA license
- Academic appointment of Associate Professor in a collegiate nursing program or equivalent experience
- Evidence of progressive professional leadership
- Demonstrated scholarly productivity

Position reports to the Dean, Jefferson School of Nursing.

Send cover letter, CV to: 1315A Edison, Jefferson School of Nursing, Thomas Jefferson University, 130 South 9th St., Philadelphia, PA 19107 or email [cathy.dervrich@jefferson.edu](mailto:cathy.dervrich@jefferson.edu).

THOMAS JEFFERSON UNIVERSITY

## University of Detroit Mercy Faculty Positions

The University of Detroit Mercy (UDM) McAuley School of Nursing (MSON) invites applications for full time tenure track faculty positions. Positions are available for the undergraduate and graduate programs for the academic year 2009-2010.

UDM, Michigan's largest most comprehensive private university is an independent Catholic institution of higher education sponsored by the Religious Sisters of Mercy and the Society of Jesus. The university seeks qualified candidates who will contribute to the university's mission, diversity, and excellence. The University of Detroit Mercy is an equal opportunity affirmative action employer with a culturally diverse faculty and student body and welcomes persons of all races and backgrounds.

The MSON offers a CCNE accredited BSN, 12 month Second Degree option, BSN completion Program and MSN programs in Family Nurse Practitioner, Health Systems Management and Nursing Education/Adult CNS, and Clinical Nurse Leader. A master's in nursing degree (MSN) is required; but it is highly recommended that individual's applying for the faculty positions have a doctorate in nursing (or related field), or current enrollment in a doctoral program Experience in academic and clinical teaching in a baccalaureate or masters program is preferred.

Submit a letter of interest, curriculum vitae, and names, addresses, and phone numbers of three references to the Chair of the Faculty Search Committee through mail or email to: Shirley Sherrick-Escamilla, Ph.D., RNC  
University of Detroit Mercy, McAuley School of Nursing  
4001 W. McNichols Road, Detroit, MI 48221-3038  
Email: [sheescsa@udmercy.edu](mailto:sheescsa@udmercy.edu).

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The University of Nebraska-Lincoln is an equal opportunity education and employer with a comprehensive plan for diversity.

## Associate Dean of Graduate Programs Division of Nursing

Molloy College Division of Nursing invites applications for the Associate Dean of Graduate Programs. The Associate Dean provides administrative leadership, oversight, and coordination of the Graduate Programs, coordination and participation in activities related to curriculum, faculty, academic policies, student recruitment, and program evaluation.

The Division of Nursing has traditional Baccalaureate, Dual Degree, and RN Completion programs at the undergraduate level. The Masters program has seven tracks: Nursing Education, Clinical Nurse Specialist, Administration with Informatics, and four practitioner tracks: Family Nurse Practitioner, Adult Nurse Practitioner, Pediatric Nurse Practitioner, and Psychiatric Nurse Practitioner. The Division also eagerly anticipates the opening of the Doctoral program in Fall 2009, pending state approval.

The successful applicant must have an earned Doctorate in Nursing or Related Field and demonstrate a record of excellence in education and academic leadership experience. He or she should have one to three years experience in an academic leadership role with a history of increasing responsibility; Graduate program leadership experience preferred. An active publication record and eligibility for licensure in New York State are required. Review of applications will begin immediately. Salary is determined by academic preparation and professional experience. Applicants should submit a letter of application and curriculum vitae to:

Director of Human Resources, Molloy College  
1000 Hempstead Avenue, P.O. Box 5002  
Rockville Centre, NY 11571-5002



Materials may also be emailed to [humanresources@molloy.edu](mailto:humanresources@molloy.edu)

For further information, please visit [www.molloy.edu/employment](http://www.molloy.edu/employment)

## University of Detroit Mercy College of Health Professions

### Assistant Dean

The **Assistant Dean for Undergraduate Programs** is a member of the McAuley School of Nursing Academic Leadership team and is responsible for oversight and monitoring of the students' educational experiences at the McAuley School of Nursing in the areas of recruitment, admissions, advisement and clinical placement. The Assistant Dean, in collaboration with program chairs and clinical course coordinators hires and evaluates adjunct faculty, and provides leadership for the clinical component of the baccalaureate curricula for all undergraduate programs. The Assistant Dean will serve as a liaison to university departments and will represent the McAuley School of Nursing selectively in community initiatives related to student services. As a nursing educator, the Assistant Dean will participate in the delivery of selective courses in the undergraduate programs.

Please visit <http://www.udmercy.edu/hr/employment/index.htm> for further details including qualifications and to apply online.

AA/EOE



### Associate Dean, Research and Faculty Development

Jefferson School of Nursing, Thomas Jefferson University, invites applications for the position of Associate Dean, Research and Faculty Development, beginning July 1, 2009. Position reports to the Dean, Jefferson School of Nursing.

**Responsibilities:** Specific duties include (but are not limited to):

- Provide leadership for a research agenda within JSN
- Support and mentor the development of faculty research and scholarship
- Establish collaborative research efforts with the University to develop a multi-disciplinary research model
- Provide oversight for the preparation and submission of reports and research grants and the Office of Research Administration to insure timely document review and approval
- Selected teaching will contribute to JSN's academic mission
- Additional duties/responsibilities will be shared.

**Qualifications:**

- Doctorate in nursing or related field
- MSN
- Current PA license
- Minimum 5 years academic experience at the rank of Associate Professor
- Evidence of continued external research funding and scholarly productivity in focused area of research.

Send cover letter, CV to: 1315A Edison, Jefferson School of Nursing, Thomas Jefferson University, 130 South 9th St., Philadelphia, PA 19107 or email [cathy.dervrich@jefferson.edu](mailto:cathy.dervrich@jefferson.edu).

THOMAS JEFFERSON UNIVERSITY



### Assistant Dean – Northern Division

The University of Nebraska Medical Center College of Nursing is seeking an Assistant Dean for the College's Northern Division in Norfolk, Nebraska. This position is one of four Division Deans in the College of Nursing for the College's campuses in Lincoln, Kearney, Scottsbluff, and Norfolk. The Norfolk Division is new and the person in the position will be the founding assistant dean, with initial responsibilities for planning programs, hiring faculty and staff, and preparing for student admissions for fall 2010.

As members of the UNMC College of Nursing faculty, Assistant Deans also participate in the faculty role of teaching, research and service.

**Duties include:** Leadership in meeting the goals of the Division and assuring congruence with the mission, goals, and programs of the College of Nursing; oversight of administrative and academic matters; faculty and staff hiring, supervising, mentoring, and recommending for promotion; collaboration with other administrators of the College of Nursing; and liaison with the community and representing the Dean in the region.

**Qualifications:** The Assistant Dean must have a graduate nursing degree. An earned doctorate is expected, although exceptions will be considered relative to qualifications. Expectations include strong interpersonal relations and communication skills and experience in teaching and scholarly activity. Experience in administration is desired. The Assistant Dean must be registered to practice nursing in Nebraska and demonstrate professional leadership activity in nursing professional organizations. Terms of employment are in keeping with current University of Nebraska policy.

If interested in being considered for this position, go to [jobs.unmc.edu](http://jobs.unmc.edu), click on "Search Postings," enter in requisition #2984, complete the on-line application and attach your CV and list of references.

For more information, contact:

Pam Bataillon  
Assistant Dean for Administration  
[pdбатаillon@unmc.edu](mailto:pdбатаillon@unmc.edu)  
402-559-4350

## Massachusetts College of Pharmacy and Health Sciences (MCPHS)

### Assistant Dean, School of Nursing

Massachusetts College of Pharmacy and Health Sciences (MCPHS), founded in 1823, is a coeducational college offering graduate, professional and undergraduate degrees in the health sciences. The School of Nursing at MCPHS is CCNE- accredited and offers innovative, accelerated baccalaureate degree programs across three campuses: Boston, Worcester, and Manchester, New Hampshire. Facilities include state of the art classrooms, instructional technology, state of the art simulation nursing laboratory and patient assessment laboratory, all within a pleasant contemporary academic environment. We are committed to a healthy working environment where collegiality, respectfulness and professionalism are highly valued.

The School of Nursing is accepting applications for the position of Assistant Dean at its Boston campus. The Assistant Dean will report to the Dean of the School of Nursing, and will provide leadership for directing and managing the accelerated undergraduate nursing program at the Boston campus. Responsibilities will include strategic planning, curriculum development, faculty development, and teaching selected undergraduate and/or graduate courses, as well as oversight of recruitment, retention, and graduation of undergraduate students. The Assistant Dean will demonstrate knowledge and ability in planning, organization, problem solving, and conflict management, as well as initiative and creativity in dealing with a variety of situations challenging higher education in nursing today while working with faculty and staff, students, members of the MCPHS community, the College's clinical partners, and the community at large.

**Qualifications:** A Ph.D. or equivalent doctorate is preferred. A Master's degree in Nursing is required, along with prior teaching experience in a Baccalaureate or higher level nursing program and current license or eligibility to practice nursing in Massachusetts. Candidate must have the ability to lead in the design, implementation and ongoing refinement of undergraduate nursing programs and community partnership initiatives, and demonstrate excellent communication, interpersonal, and organizational skills.

Review of applications will begin immediately and continue until position is filled. MCPHS offers a competitive salary and excellent benefits, including a substantial health/dental insurance subsidy, generous holiday/vacation policy, and a significant pension plan contribution. To apply for this position, visit [www.mcphs.edu](http://www.mcphs.edu), click on JOBS@MCPHS and reference posting 0400402. Please attach a cover letter, curriculum vitae, and contact information for three professional references. Finalist candidates will be subject to a background check.

*MCPHS is an equal opportunity employer. Applicants who would enrich the College's diversity are welcome to apply.*



The Jefferson School of Nursing, Thomas Jefferson University, in Philadelphia invites applications for several positions, listed below. JSN is committed to providing creative approaches to teaching and learning. Opportunity for faculty research and scholarship is actively supported.

Requirements for all positions include: MSN, doctorate preferred; teaching experience in higher education; clinical nursing experience.

- **Family Nurse Practitioner**, 12-month position on the graduate faculty beginning July 1, 2009. Also requires experience as a NP, demonstrated scholarly activities, published in journals, ability to communicate effectively, PA CRNP and Family NP national certification.
- **Assistant Professor**, 12-month position on the undergraduate faculty with a medical/surgical concentration, beginning July 1, 2009.
- **Women's Health Nurse Practitioner**, part-time position teaching didactic and clinical courses beginning August 1, 2009. Also requires clinical nursing experience as a NP, demonstrated scholarly activities, published in journals, ability to communicate effectively, PA CRNP and Women's Health NP national certification.
- **Instructor, Psychiatric/Mental Health Nursing Undergraduate Program**, 10-month position on the undergraduate faculty, beginning August 24, 2009.

Responsibilities of all positions: classroom teaching, academic advising, evaluation of student competency, leadership/management.

Send cover letter, CV to: 1315A Edison, Jefferson School of Nursing, Thomas Jefferson University, 130 South 9th St., Philadelphia, PA 19107 or email [cathy.dervrich@jefferson.edu](mailto:cathy.dervrich@jefferson.edu).

THOMAS JEFFERSON UNIVERSITY

## University of Southern Maine



**FACULTY POSITION:**  
**RANK OPEN #8903 – search extended**

The University of Southern Maine's College of Nursing and Health Professions invites applications for a full-time, nine-month faculty appointment within the School of Nursing (SON). Successful candidates must be able to teach across the undergraduate and graduate curriculums within the candidate's area of expertise. Selected candidates will participate in scholarly activities and engage in service to the University, community and profession. Appointment at the Assistant/Associate/Full Professor rank will be a tenure-track position. Candidates completing their dissertation may be hired at the instructor level in a non-tenure track line until completion of their doctorate at an agreed upon date. Upon completion of the doctorate the position will convert to a tenure-track line. The university has an institution-wide commitment to inclusion, diversity, multiculturalism and community. We actively engage in recruiting and retaining a diverse workforce and student body that include members of historically underrepresented groups. We strive to build and sustain a welcoming and supportive campus environment. USM provides outstanding leadership opportunities for people interested in promoting and enhancing diversity, nurturing creativity and building community.

**Qualifications: Required:** A completed doctorate or near completion (dissertation phase) of doctoral education and Masters Degree in Nursing. **Preferred:** Certification (or eligible for certification) as an Adult or Family Nurse Practitioner and clinical experience. Evidence of scholarly productivity and university level teaching experience.

Review of applicants will begin immediately. Starting date is January 1 or September 1, 2009. The position is contingent upon funding.

Please send letter of application, curriculum vitae, names and phone numbers of three references (3 written references will be required if an offer of employment is made) including job number 8903, either electronically or in hard copy, to Helen Peake-Godin MN, RN, Chair, Search Committee, School of Nursing, University of Southern Maine, PO Box 9300, Portland, ME 04104-9300. [hpeake@usm.maine.edu](mailto:hpeake@usm.maine.edu). Contact person: Sarah Haglund, administrative assistant for the School of Nursing, 207-780-4131; 207-228-8177 (fax) [shaaglund@usm.maine.edu](mailto:shaaglund@usm.maine.edu).

## BRADLEY UNIVERSITY

### Tenure-Track Assistant/Associate Professor of Nursing

The Department of Nursing invites applications for two full-time, tenure-track Assistant/Associate Professors of Nursing beginning in August 2009. Candidates with clinical expertise in the following areas preferred:

- Adult Health Nursing
- Community Health Nursing

A minimum of master's degree in Nursing is required. An earned doctorate is strongly preferred and candidates in the dissertation phase of doctoral studies will be given consideration. Candidates without an earned doctorate will be considered, however, a tenure track position will not be considered until a doctoral degree has been completed. Successful candidates must possess a strong commitment to excellence in teaching and show potential for a productive research/scholarship program.

Qualified candidates should submit a letter of interest addressing the qualifications for the position, current vita, and complete contact information for a minimum of three professional references. The information may be submitted electronically or mailed to:

Dr. Molly Cluskey  
Search Committee Chairperson  
Department of Nursing  
Bradley University  
Peoria, IL 61625  
309/677-2528 (phone)  
309/677-2527 (fax)  
[mcluskey@bradley.edu](mailto:mcluskey@bradley.edu) (email)

Bradley University is a distinctive, medium-size, comprehensive private institution of higher learning. The University is located on an 85-acre campus in Peoria, the largest metropolitan area in central Illinois. With approximately 5,000 undergraduate and 800 graduate students, Bradley offers the opportunities and choices of a larger university (with over 130 programs in five colleges, plus a graduate school) and the quality, personal attention, and challenge of a small private college. Bradley is rich in tradition and full of promise to become one of the nation's best comprehensive universities. For additional information about the University and the Department of Nursing, visit [www.bradley.edu](http://www.bradley.edu) and [www.bradley.edu/academics/ehs/nursing.shtml](http://www.bradley.edu/academics/ehs/nursing.shtml).

Review of applications will begin immediately and continue until position is filled.

*Bradley University is an Equal Opportunity/Affirmative Action Employer. The administration, faculty and staff are committed to attracting qualified candidates from underrepresented groups.*

### About Syllabus

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Space in *Opportunities* is available for advertising position openings, availabilities, and consultant and other services.

All advertising is subject to the publisher's approval.

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