



2014 REQUEST FOR APPLICATIONS

AACN Leadership for Academic Nursing Program

July 26 – 31, 2014

The Westin Annapolis

Annapolis, MD

PURPOSE

The purpose of the American Association of Colleges of Nursing (AACN) Leadership for Academic Nursing Program (LANP) is to enhance the executive leadership skills of:

- Individuals in mid to upper-level faculty positions who have experience in academic administration roles and who aspire to lead the nursing academic unit.
- Individuals serving as chief academic administrators of nursing schools offering baccalaureate or graduate degrees who are new to the role (e.g., within three years).

This fellowship is designed for those more accomplished as academic administrators who aspire to more senior or executive positions within the nursing academic unit. ***It is not intended to prepare junior faculty for positions of higher responsibility.***

The year-long program provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and shares growth and development.

BACKGROUND

AACN, comprised of over 740 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.

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 an academic nursing organization are challenged by an array of complex issues including:

- Financial constraints faced by higher education
- 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
- The need to collaborate 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 academic nursing programs. Of particular concern is the fact that 74% of member deans/directors are over the age of 55 and are increasingly retirement-eligible. According to 2012 AACN data, only 2.8% of member deans/directors are under the age of 45. In addition, only 8.3% of these individuals are members of an underrepresented racial or ethnic minority group, and 4.8% are male. LANP inspires applicants to change the demographics of nursing's academic leadership.

PROGRAM DESCRIPTION

LANP features an intensive 5-day seminar, focused assessment activities, facilitation of a mentorship experience, opportunities for follow-up with seminar faculty, and sharing of ideas and resources among fellows. The program focuses on key leadership competencies needed in complex nursing education and healthcare environments. LANP is devoted to executive leader development. *Fiscal and academic issues, while discussed and used as examples, are not the primary focus.* Previous Fellows have evaluated the content very highly, calling it “life changing”. Seminar 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

The purpose of the **mentorship** portion of the program is the development of a long-term partnership that will enhance the fellow's leadership capabilities through shared growth and development. The ideal mentor is one that meets the fellow's ideological perspective and professional development needs. Mentors may be deans or other senior academic leaders. **Selected fellows will be expected to identify an individual who will be able to serve as their mentor.** More information on the mentoring relationship will be discussed during the seminar.

ELIGIBILITY AND SELECTION CRITERIA

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

Specific eligibility requirements:

- Educational preparation and licensure in nursing
- Faculty or administrative appointment in a school of nursing
- Progressive experience in academic administrative roles and positions
- Professional goals congruent with the aims of the fellowship program

Applicants selected to participate in LANP will be expected to:

- Complete the self-assessment process prior to the seminar
- Attend the entire seminar, July 27 – 31, 2014
- Identify a personal mentor and be actively involved in a mentoring experience
- Participate in group discussions during the fellowship year via AACN's Online Collaboration Community
- Commit to developing personal and professional skills to assume the role of chief academic administrator of a school of nursing

Priority is given to individuals seeking leadership development in order to transition into the role of dean/director, or who have the potential for long-term commitment to the role of a chief academic administrator of a nursing program. Second priority is given to individuals who have three years or less experience in the role of dean/director.

Selected fellows will be expected to attend the entire conference and participate in all educational and evaluation activities.

CONFERENCE DATES AND REGISTRATION FEE

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 \$2650 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 on an individual basis. 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

Applications must be submitted online. All five elements of the application must be submitted together: Applicant Information, Institution/Program Information, Biographical Information, Identification of Goals and Competencies Statement, and Evidence of Institutional Support Letter. Please adhere to page limitations stated in the application. **Please read directions below before accessing the online application.**

Applications must be received by AACN no later midnight (EST) on May 2, 2014 in order to be considered. Incomplete applications will not be forwarded to the selection committee. Final notifications will be made on or before May 12, 2014.

Inquiries about the application may be directed to:

Bruce, Brianna
Conference Assistant
(202) 463-6940 ext. 261
bbruce@aacn.nche.edu

Questions about the fellowship program should go to:
Dr. Mary Bondmass

Mary Bondmass
Director of Faculty Development
(202) 463-6930 ext. 259
mbondmass@aacn.nche.edu

ONLINE APPLICATION FORM

The online application has five parts:

Part I: Applicant Information

Part II: Institution/Program Information

Part III: Biographical Information

Please **attach a MS-Word document file (no PDF files)** in the online application that includes the information listed below. Your responses should be typed in 12-point font, use the following headings, have one inch margins, and be no more than five pages in length.

PLEASE DO NOT SUBMIT YOUR COMPLETE CURRICULUM VITA!

(Attach a MS-Word document addressing only the items below)

1. Professional Education
2. Professional Experiences - list position titles, locations, and inclusive dates
3. Management/Administrative Experience - with emphasis on academic programs
4. Presentations
5. Publications
6. Membership in Professional Organizations
7. Honors/Awards

Part IV: Identification of Goals and Competencies

1. Specify up to four goals or competencies that you hope to accomplish during or as a result of participating in LANP.
2. Discuss your long-term commitment to obtaining the role of chief academic administrator of a school of nursing, describing activities you plan to accomplish at your school during the fellowship year to better prepare yourself for the role of academic executive.

Part V: Evidence of Institution Support

- **Attach a letter** in the online application from an administrator at your school on **school letterhead** indicating the school's support of your attendance at LANP in July and August 2013 (*including payment of your conference fee and transportation, if applicable*), as well as its support of limited activities during the fellowship year (in order to allow time for you to complete assessments, participate in webinars, monitor projects, and work with your mentor).

To access the online application go to: <https://aacn.wufoo.com/forms/2014-lanp-application/>