

# Syllabus

THE NEWSLETTER OF THE AMERICAN ASSOCIATION OF COLLEGES OF NURSING



Jeanette Lancaster, PhD, RN, FAAN

## AACN Call for Nominations

AACN's Nominating Committee has issued a Call for Nominations for candidates to fill five Board seats and two committee vacancies. Chaired by Dr. Judy Beal from Simmons College, the committee will choose the slate of candidates at the 2008 Fall Semiannual Meeting based on nominations and the committee's deliberations. The positions under consideration are Treasurer, Board Member-at-Large (4 vacancies), and Nominating Committee (2 vacancies). Nominations must be received by October 18, 2008. For complete details, see <http://www.aacn.nche.edu/MemberServices/CallforNominations.htm>.

## Syllabus Highlights

**Special Feature: Nurses in the Boardroom**

**CCNE Constituents Elect New Board Members**

**Opportunities and more!**

## University of Virginia Honors Jeanette Lancaster

The University of Virginia (UVA) Board of Visitors approved a proposal to rename 15th Street S.W. to Jeanette Lancaster Way to honor the University's longest-tenured dean as she steps down after 19 years of leading the School of Nursing. The City of Charlottesville approved the renaming in April and, with Board of Visitors approval, the change is now official. Fittingly, the street runs between McLeod Hall, the School of Nursing's current home, and the new Claude Moore Nursing Education Building that will soon open to provide much needed additional space.

Dr. Lancaster is the immediate past president of the American Association of Colleges of Nursing. She will be stepping down as dean this summer, but she will remain on the teaching faculty, spending the next year on sabbatical as a visiting professor at the University of Hong Kong.

The resolution approved by the Board observes that the "School of Nursing has flourished under Dean Lancaster's leadership, attaining national prominence" and notes that she "has made significant contributions to her profession and has been a firm and effective proponent of improved nursing care, not only in Virginia, but in the rest of the nation." The resolution "commends Jeanette Lancaster as she retires as dean for her dedication to her school and to her profession, and thanks her for her distinguished and devoted service to the University of Virginia."

The street renaming is one of several official tributes to Dr. Lancaster, recognized as a visionary, effective and inspiring leader on a state and national level. Earlier this year, the Virginia Legislature passed a bipartisan resolution acknowledging her contributions to the commonwealth, including her recent service on the Healthcare Workforce Task Force. On April 10, Rep. Virgil Goode offered a tribute recorded in the *Congressional Record*. In May, Sen. John Warner arranged for a flag to be flown over the Capitol in her honor. At a reception given by her faculty and staff, Dr. Lancaster was given the flag, folded in a glass-and-wood presentation case, and a framed copy of the *Congressional Record* text.

The Claude Moore Nursing Education Building will be dedicated on Sept. 5 and more than a few in the crowd will recognize it as "the house that Jeanette built" thanks to her persistence for more than 10 years to achieve the funding. But as the street name, resolutions and other tributes attest, Dr. Lancaster has built more than a building since she became dean in 1989. The UVA School of Nursing now ranks among the top 5 percent of nursing schools in the country and two of its graduate specialty programs are ranked in the top 10 by U.S. News & World Report, with two other programs among the top 20. Her legacy includes hundreds of "Virginia" nurses who are recognized as professional leaders in health care settings, in nursing research and in health care policy forums across the land.



## SPECIAL FEATURE: Nurses in the Boardroom

Susan B. Hassmiller, PhD, RN, FAAN  
Senior Program Officer, the Robert Wood Johnson Foundation

Look in any hospital boardroom in America and you will almost certainly find a physician but rarely a nurse sitting at the table. According to the Health Research and Educational Trust (HRET), physicians comprise about 20 percent of hospital board positions (*Hospital Governance: Initial Summary Report of 2005 Survey of CEOs and Board Chairs*, 2005). A separate survey of nonprofit general hospitals by University of Iowa researchers found that of 203 voting board members across the organizations, only two percent were nurses (Prybil et al., 2005, *Governance in High-Performing Organizations: A Comparative Study of Governing Boards in Not-For-Profit Hospitals*).

The Robert Wood Johnson Foundation (RWJF) is working to reverse this trend so that nurses can move beyond the bedside and into the boardrooms of national health care organizations — venues where nurses have been relatively absent but where their experience, perspective, and skills are critically needed. To address this, the Foundation has created the *Nurse Leaders in the Boardroom* initiative, an effort to ensure that nurses are included in the decision-making process at the highest levels of health care delivery, shaping policy and guiding strategies for improving the quality of care that patients receive.

Working with a national search firm, the initiative will reach out to executives at a wide variety of health care organizations to raise awareness of the current lack of nurses on boards, educate current board members about the value of including a nurse on their board, and facilitate relationships between boards and qualified nurse candidates. The initiative also seeks to identify opportunities to place nurses on both national and local boards, find qualified candidates who have demonstrated outstanding leadership ability, and arrange

training and mentoring for future nurse leaders.

At the same time, the Foundation is encouraging nurses to pursue the wide range of opportunities to sharpen the skills they need to be better leaders, effective communicators, and respected decision makers. For example:

- Nurses interested in leadership positions should work to diversify their traditional skill set by seeking management, finance or information technology experience, which enable effective participation in policymaking discussions that take place in boardrooms.
- Nurses interested in leadership positions should arm themselves with information. For example, nurse unit managers should know how many patient falls occur on their unit and what those falls cost their institution. Nurses are in a unique position to offer insights that resonate with CEOs when they are looking for strategies to improve quality and control costs.
- Another approach is for nurses to seek leadership experience by serving on local community healthcare boards. Experience on a small board at the local level can be a significant stepping stone and lead to additional leadership opportunities.

University of Iowa researcher Lawrence Prybil, PhD, who has conducted several studies on board composition, sees the potential for change. He notes that 20 years ago hospital boards questioned whether physicians should be at the board table—now the standard at many institutions. He believes the time is ripe for boards to give nurses a seat at the same table.

For Donald Berwick, MD, president and CEO of the Institute for Healthcare Improvement (IHI), the inclusion of nurses on boards is a goal that hospital leaders should be striving for. “It is key that nurses be as involved as physicians, and I think boards should understand that

the performance of the organization depends as much on the well-being, engagement, and capabilities of nursing and nursing leaders, as it does on physicians. I would encourage much closer relationships between nursing and the board” (as quoted in *Governance in Nonprofit Community Health Systems* by Lawrence Prybil, 2008).

It is encouraging to hear this growing consensus, but foundations, researchers, nurse champions, and boards themselves can only do so much. Nurses must be prepared to seize opportunities, as well as creating their own opportunities. They can do this by becoming the best possible leaders they can be and by seeking opportunities to demonstrate their skills. Nurses by necessity are “doers;” they need not wait to be asked.

### FOCUS ON:

#### Faculty Development Conferences & Training Sessions

*End-of-Life Nursing Education Consortium*

ELNEC-Critical Care

October 9 - 11, Washington, DC

ELNEC-SuperCore

October 9-11, Washington, DC

*Geriatric Nursing Education Consortium (GNEC) Faculty Institutes* (see page 3 for more information).

**For more information on all of these courses, visit AACN's Web site ([www.aacn.nche.edu](http://www.aacn.nche.edu)).**



## CCNE Constituents Elect New Board Members

The Commission on Collegiate Nursing Education (CCNE) has successfully completed its 2008 election process. CCNE distributed ballots to 501 institutions – all with baccalaureate and/or master’s degree programs holding accreditation by CCNE – to be cast in the elections for the CCNE Board of Commissioners and the CCNE Nominating Committee. Valid ballots were returned by 274 institutions, resulting in a 55% response rate. Elected to the CCNE Board were Dr. Jeanne Novotny (incumbent), dean and professor at Fairfield University (CT), as the representative for deans; Dr. Mary Jo Clark (incumbent), professor at the University of San Diego (CA), as the representative for faculty; Dr. Elizabeth Fuselier Ellis, chief of Advanced Practice and assistant professor at Memorial Hermann Hospital (TX), and Mr. Daniel O’Neal III, Evidence-Based Practice specialist at James A. Haley Veterans Administration Hospital (FL), as representatives for practicing nurses; Ms. Cynthia Richardson, interim director of Nursing Development and Education at the University of Pennsylvania Health System (PA), as the representative for professional consumers; and Mr. Rubin King-Shaw, chairman and CEO of Mansa Equity Partners (MA), and Ms. Jane Voglewede, attorney at MeritCare Health System (ND), as representatives of Public Consumers.

CCNE Nominating Committee members for 2009 include Dr. Patricia Burns (chair), University of South Florida (FL); Dr. Chandice Covington, University of North Dakota (ND); Dr. Lori Schumacher, Medical College of Georgia (GA); Dr. Joanne Singleton, Pace University (NY); and Dr. Douglas Turner, Touro University Nevada (NV). More information about the election results will be available at [www.aacn.nche.edu/accreditation](http://www.aacn.nche.edu/accreditation).

## Upcoming AACN Conferences

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

October 18-21, 2008

**Fall Semiannual Meeting**  
The Fairmont Washington  
Washington, DC

December 3-4, 2008

**Executive Development Series**  
San Antonio Marriott Rivercenter  
San Antonio, TX

December 4-6, 2008

**Baccalaureate Education Conference**  
San Antonio Marriott Rivercenter  
San Antonio, TX

January 21-24, 2009

**Doctoral Education Conference**  
Hotel del Coronado  
Coronado, CA

March 14-17, 2009

**Spring Annual Meeting**  
The Fairmont Washington  
Washington, DC

## AACN Faculty Training: Enhancing Gerontology Content in Baccalaureate Courses

*“We are extremely grateful for the opportunity we had to be pioneer participants in the GNEC Training Institute. The institute was absolutely amazing. The carefully selected speakers were impressive. We are excited to put into action the direction you have given us.”*  
—Donna F. Richards, Ph.D., RN and Valerie Flattes, RN, GNP, University of Utah

AACN believes that educating students with significant course content and clinical experiences in gerontology is the key to improving the quality of nursing care for our aging population. Professional nursing students should have access to faculty with geriatric expertise and to clinical experiences in a variety of practice settings that cater to older patients across the wellness-illness continuum. Nursing programs should provide faculty with opportunities to pursue training in geriatrics and support efforts by geriatric faculty to share their expertise with fellow educators.

In recognition for the need for faculty development in geriatrics, AACN would like to invite faculty to attend one of the upcoming Geriatric Nursing Education Consortium (GNEC) faculty training Institutes.

GNEC is an innovative national initiative to enhance geriatric content in senior-level baccalaureate courses. GNEC focuses on faculty development as a necessary precursor to successfully implementing and sustaining enhancements in nursing education programs. This Institute provides nursing educators with the skills, knowledge and resources needed to ensure that the “best geriatric practices” are imbedded in baccalaureate curricula and subsequently in the clinical care provided by newly educated nurses. Using a train-the-trainer approach, nursing faculty are prepared to lead their colleagues in “gerontologizing” senior-level curricula as well as teaching and mentoring students in the care of older adults.

GNEC has now held three of

the six scheduled training Institutes. AACN is well on its way to achieving its objective to “educate faculty at a majority of the baccalaureate schools of nursing across the country.” Four-hundred-fifteen faculty representing 231 schools of nursing from 44 states have been trained. The remaining 3 institutes are scheduled for October 14-16, 2008 in St. Louis; April 1-3, 2009 in San Diego; and June 24-26, 2009 in Philadelphia. Thanks to the generous funding by the Hartford Foundation, there is no registration fee or tuition. Up to two applicants from a baccalaureate school of nursing are eligible for a stipend to help defer travel expenses.

For more information or to apply, see <http://www.aacn.nche.edu/gnec.htm>



## CNL® Certification Eligibility Waiver Extended for CNL Faculty

AACN's Commission on Nurse Certification (CNC) recognizes that many new Clinical Nurse Leader<sup>SM</sup> (CNL) programs are being developed in 2008. To meet the needs of the CNL programs and faculty, the CNC has extended the waiver of the certification eligibility requirements for CNL faculty through December 5, 2008 - the final application deadline date for the year.

CNL faculty who submit the application by December 5th and who meet the following criteria are eligible to sit for the CNL Certification Examination:

- Registered Nurse licensure; and
- hold a graduate degree in nursing or a related health care discipline (such as health care administration or public health) from an institution accredited by an agency recognized by the U.S. Department of Education.

Applications must be received by the CNC no later than December 5, 2008 to be considered under the waiver. **NOTE:** CNL faculty need only submit three forms along with payment to apply – CNL Certification Examination Application, CNL Standards of Conduct, and the CNL Eligibility Documentation Form.

Testing dates and deadlines are as follows:

### *Summer 2008*

August 10-August 22, 2008; registration deadline: July 18, 2008

### *Fall 2008*

December 1-December 19, 2008; registration deadline: October 31, 2008

### *Winter 2009*

January 12-January 30, 2009; registration deadline: December 5, 2008

### *Spring 2009*

April 20-May 22, 2009; registration deadline: March 20, 2009

### *Summer 2009*

July 20-August 21, 2009; registration deadline: June 19, 2009

CNL Program Directors are responsible for setting a testing date within the testing window and notifying Applied Measurement Professionals, Inc. ([wta@goamp.com](mailto:wta@goamp.com)) and CNC ([cnl@aacn.nche.edu](mailto:cnl@aacn.nche.edu)).

For more information about the CNL Certification Program and registration requirements, visit <http://www.aacn.nche.edu/CNL>.

## GANES to Hold Inaugural Conference in Toronto

The Global Alliance on Nursing Education and Scholarship (GANES) has announced that the group's inaugural conference will be held October 1-3, 2008 in Toronto, Ontario. This convening of nurse educators from around the world will bring together leaders in education and policy to debate the global challenge of increasing capacity and ensuring sustainability in the nursing workforce. The program will feature plenary presentations from key international speakers as well as interactive sessions focusing on a variety of themes, including educating students for evolving nursing and health professional roles; the changing skill mix in health care; innovative learning approaches; developing faculty capacity; and preparing for ethical and cross cultural collaboration. For more details, see <http://www.ganes.info>.



# Opportunities

## SAMUEL MERRITT COLLEGE



### Explore the opportunities at Samuel Merritt College School of Nursing!

**SMC School of Nursing** graduates the largest number of NCLEX-eligible students in California. Our expanding nursing programs include a 12-month accelerated BSN (all campuses), a BSN (Oakland), and an Entry-level Master's (Oakland and Sacramento). Applications are welcomed for:

#### **SAN FRANCISCO CAMPUS (ABS N PROGRAM)**

#### **Associate Managing Director (12 month)**

In collaboration with the Managing Director, coordinates faculty and administrative team, forecasts clinical site needs, makes student placements, ensures compliance with health and safety requirements, hires faculty. (Teaching 25-50%; Admin 50-75%)

#### **SACRAMENTO CAMPUS**

#### **Annualized Faculty (9 or 12 month)**

SMC faculty develop, implement, evaluate, and revise curricula; and create environments that facilitate successful learning for the next generation of nursing students. Faculty also provides service to support students, fellow colleagues, and the community; and engages in scholarship that allow faculty to influence and advance knowledge in their field of expertise.

Openings for 2 dedicated full-time faculty to teach in:

- **Medical-Surgical specialty** (1 position open)
- **Multiple specialty combination** (1 position open)  
Medical-Surgical/Critical Care, or Pediatrics/OB, or Mental/Community Health

*Both the Associate Managing Director and the Annualized Faculty positions require a Master's degree or higher, Doctorate preferred; RN or eligibility for California; recent (within 5 years) practice experience in specialty area; and at least 3 years of progressive teaching experience in classroom, practice, and/or lab settings preferred.*

SMC offers competitive salaries and excellent benefits. Please e-mail letter of interest with CV to Regina Marchione, Coordinator of Faculty Recruitment: [rmarchione@samuelmerritt.edu](mailto:rmarchione@samuelmerritt.edu); phone (510) 869-6511 x5757. EOE.

[samuelmerritt.edu](http://samuelmerritt.edu)

## Attract, Support, and Retain

### Quality New Graduate Nurses

#### THE UHC/AACN

#### Nurse Residency Program™



*The UHC-AACN residency program offers a robust evidence-based approach to recruitment and retention. The program has become an essential part of our professional practice model. I enthusiastically recommend it.*

Maureen McCausland, Senior Vice President of Patient Care Services and CNO  
University of Wisconsin Hospital & Clinics

#### This proven program:

- Uses an evidence-based curriculum
- Meets national residency accreditation standards
- Advances safe, high-quality nursing practice
- Demonstrates positive outcomes in retention

Put the program to work for your hospital. Contact Cathy Krsek, RN, MSN, MBA, at 630/954-4799 or visit [www.uhc.edu](http://www.uhc.edu).



# Opportunities

## *Prepare Christian Nurses*

### as the Dean of Nursing at

East Texas Baptist University  
Academic Affairs  
1209 N. Grove  
Marshall TX 75670  
[academicaffairs@etbu.edu](mailto:academicaffairs@etbu.edu)

### as a faculty member in the nursing program at

East Texas Baptist University  
Academic Affairs  
1209 N. Grove  
Marshall TX 75670  
[academicaffairs@etbu.edu](mailto:academicaffairs@etbu.edu)

See [www.etbu.edu/Employment](http://www.etbu.edu/Employment) for additional details.

## UMDNJ-SCHOOL OF NURSING

### FACULTY: NURSE EDUCATOR MSN PROGRAM

The University of Medicine and Dentistry of New Jersey-School of Nursing seeks full-time faculty for an innovative new MSN program in Nursing Education.

Qualified candidates will possess solid clinical background and proven expertise in teaching/learning, outcomes assessment, curriculum development and advisement/guidance of the learner. Faculty will instruct students of diverse backgrounds in an environment that stresses cultural competency and evidence-based practice.

Requires a Doctorate in education, nursing education, or related field, a Master's degree in nursing, appropriate national certification, and evidence of scholarship. Prior experience in an academic health center is a plus.

Please send letter of interest and CV to: **Dr. Dee Campbell, Assistant Professor & COO, UMDNJ-School of Nursing, 65 Bergen Street, Suite 1137, Newark, NJ 07101-1709. E-mail: [campbed1@umdnj.edu](mailto:campbed1@umdnj.edu).** UMDNJ offers competitive salaries and comprehensive benefits plans. Onsite childcare is available. AA/EOE, M/F/D/V. For more information and additional career opportunities, visit [sn.umdnj.edu/careers](http://sn.umdnj.edu/careers).

### About Syllabus

**Syllabus** is published bimonthly by the American Association of Colleges of Nursing [AACN]. Address Changes: Send to **Syllabus**, AACN, One Dupont Circle, Suite 530, Washington, DC 20036.

Managing Editor: William O'Connor

Contributing Editor: Robert Rosseter, Associate Executive Director

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

All advertising is subject to the publisher's approval.

Publications of the American Association of Colleges of Nursing [AACN] serve to advance the quality of baccalaureate and graduate nursing education, promote nursing research, and develop academic leaders. AACN therefore reserves the right to unilaterally reject, omit, or cancel any advertisement that is not in the best interest of the objectives and policies of the Association, or that is not in keeping with the generally scholarly and professional nature of AACN publications. The publication of any advertisement by AACN is neither an endorsement of the advertiser nor the product or services advertised.

AACN promotes equal employment opportunity as required by law, and accepts only advertisements that are not discriminatory on the basis of race, color, religion, sex, national origin, age, handicap, sexual orientation, veteran status, or for any other reason not related to individual merit.

**Rates:** The classified ad rate is \$10 per line for AACN members; \$12 per line for nonmembers (approximately 40 characters and spaces per line).

**Deadlines:** Opportunities is published bimonthly beginning with the January issue. Deadline for including, changing, or cancelling ads is the 5th of the month preceding publication date. Advertisers are invoiced with proof of publication.

**Send Copy To:** All copy must be submitted electronically, preferably in Word format to Laura Guetter ([lguetter@aacn.nche.edu](mailto:lguetter@aacn.nche.edu)).