



Syllabus



THE NEWSLETTER OF THE AMERICAN ASSOCIATION OF COLLEGES OF NURSING



AACN Welcomes Mary Wakefield to Spring Meeting

At AACN's Spring Annual Meeting in March, President Fay Raines (left) and Executive Director Polly Bednash (right) welcomed Mary Wakefield as the new Administrator of the Health Resources and Services Administration. Go to page 4 to read our question-and-answer session with Dr. Wakefield, and see Dr. Raines' article on the value of nursing on this page.

Recognizing the Value of Nursing by AACN President Fay Raines, PhD, RN

Underlying all of the recognitions and celebrations held in May in honor of National Nursing Week is a growing appreciation for the contributions nurses make to keeping patients healthy and saving lives. As the most trusted healthcare providers, nurses are the backbone of the U.S. healthcare system. Nurses serve as interpreters of complex information – often in a time of crisis – and are an integral part of the healthcare team. Across patient settings and in a variety of roles, registered nurses provide patients and their families with the information they need to keep themselves well and lead healthier lives.

Because nurses spend more time with patients than does any other provider, they bring a unique and important perspective to the many issues confronting healthcare today. From mounting concerns over patient safety to the growing need for primary care providers, nurses are on the front lines working to resolve these issues and advance the solutions needed to repair a fragmented care delivery system.

In conversations with legislators, healthcare providers, and other opinion leaders, nurse educators have a responsibility to advocate for a larger, more highly educated nursing workforce. The evidence is compelling on this point. In settings where more registered nurses are available to provide care, patient outcomes are better. In hospitals where nurses are more highly educated, fewer lives are lost.

With healthcare reform nearing the top of the nation's agenda, we now have an incredible opportunity to underscore the true value of nursing. In discussions about moving toward a more quality-focused and cost-effective healthcare system, we must remind stakeholders that this preferred future can only occur with collective support for more well-educated, professional nurses.

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UPCOMING AACN CONFERENCES

July 19-22, 2009

Summer Seminar

El Dorado Hotel & Spa • Santa Fe, NM

October 8-9, 2009

Master's Essentials Regional Meeting

Baltimore Marriott Waterfront Hotel • Baltimore, MD

October 31, 2009

Organizational Leadership Network (OLN) Meeting

JW Marriott Hotel • Washington, DC

October 31-November 3, 2009

Fall Semiannual Meeting

JW Marriott Hotel • Washington, DC

November 18-19, 2009

Executive Development Series

Westin Chicago River North • Chicago, IL

For information on all conferences, visit AACN's Web site: www.aacn.nche.edu.

AACN Launches First National Centralized Application Service for Prospective Nursing Students

AACN) has announced the development of the first national Centralized Application Service for students applying to nursing programs with an anticipated start date of Spring 2010. This application service—similar to ones already in place for medicine, dentistry, and pharmacy—will provide applicants with a convenient way to apply to multiple nursing programs and serve as a mechanism to fill vacant seats in schools of nursing.

“Maximizing capacity in schools of nursing is essential to meeting the nation’s current and future demand for registered nurses,” said AACN President Fay Raines. “The new application service will enable U.S. nursing schools to maximize capacity by admitting more qualified applicants and filling all available seats in entry-level and graduate nursing programs.”

The new service, called Nursing CAS, will offer prospective nursing students the option of completing one standardized application that can be disseminated to multiple schools for consideration. Applicants to nursing programs offered at the associates, baccalaureate, and graduate degree levels pay a small fee for this service. Fees become progressively lower per application depending upon how many are sent. Students only need to prepare one application, including one set of transcripts and letters of reference, and this information is then distributed to all designated schools of nursing participating in Nursing CAS either locally or nationally.

The need for Nursing CAS emerged from AACN’s desire to ensure that more students seeking a nursing education are accommodated in existing programs. AACN has documented that thousands of qualified nursing school applicants are turned away from nursing schools each year, even though many schools have vacant seats to fill. According to AACN’s 2008 annual survey, more than 12,000 vacant seats were reported in nursing schools, including 6,000 in undergraduate programs and 6,000 in graduate programs. This number is startling considering the fact that 49,948 qualified applications were turned away from nursing schools during this same time period. AACN’s goal with Nursing CAS

is to steer students toward these vacancies and fill every available seat.

Creating a national centralized application service will benefit nursing schools and the profession as a whole. Nursing schools, many of which are currently inundated with applications, will benefit from the efficiencies gained by standardizing the nursing entry process and having real-time access to pre-screened and verified applicant data. Schools also will be able to select from a wider, more diverse pool of students, which will be helpful in meeting recruitment goals. Participation in the centralized application service will be free and voluntary to schools of nursing.

In terms of benefits to the profession, Nursing CAS will be instrumental in providing accurate data needed to identify workforce trends and inform public policy decisions. The comprehensive data set that results from having a central entry point into registered nursing programs will assist with developing workforce projections, identifying employment patterns, and tailoring recruitment strategies to reach under-represented populations in nursing. Finally, this service will provide health profession advisors with feedback on admissions trends and standards for the profession, which will help advisors steer bright, qualified students into nursing programs.

AACN is working with the firm Liaison International to roll out Nursing CAS by Spring 2010. Liaison is the nation’s leading provider of centralized application services to health professions associations, and they currently work with many other disciplines, including dentistry, pharmacy, physician assistants, and public health. “Liaison is excited to partner with AACN on such an important project. We believe that a centralized application service is a natural next step towards advancing the nursing profession,” says Liaison President and CEO George Haddad. More than 300 nursing programs are located in academic institutions that participate in a centralized application service with another discipline. Consequently, many schools of nursing are already well-positioned to readily adopt this service.

AACN has formed an advisory

group to complete the work necessary to establishing the centralized application service. Led by Dr. Timothy Gaspar, dean of the University of Toledo College of Nursing, the group includes representatives from both the **West Texas Nursing Education Consortium (WTNEC)** and the **New Jersey Nursing Initiative**. WTNEC successfully launched an application service in January 2009 for nursing students interested in applying to schools in West Texas. Eleven schools of nursing are now participating in this service, which has already processed almost 2,000 applications (see <https://portal.wtneec.org>). The New Jersey Nursing Initiative, a joint project of the Robert Wood Johnson Foundation and the New Jersey Chamber of Commerce, is designed to transform nursing education in the state and ensure that New Jersey has a well-prepared and diverse nurse faculty and the nursing workforce necessary to meet the demands for health care in the 21st century (see <http://www.njni.org>).

“AACN is so pleased that our colleagues in West Texas, true pioneers in this important work, and New Jersey are coming together to ensure that the national Nursing CAS is successful and complements these important regional efforts,” added Dr. Raines. “We are committed to working with our colleagues and interested stakeholders to ensure that the new application service meets local, state, and national needs.”

AACN QUICK FACT:

According to a report released by the American Hospital Association in July 2007, U.S. hospitals need approximately 116,000 RNs to fill vacant positions nationwide. This translates into a national RN vacancy rate of 8.1%. The report, titled *The 2007 State of America's Hospitals – Taking the Pulse*, also found that 44% of hospital CEOs had more difficulty recruiting RNs in 2006 than in 2005.



Betty Ferrell Receives Nursing Spectrum/Gannett Foundation Lectureship Award

Betty Ferrell, PhD, RN, FAAN, research scientist at the City of Hope National Medical Center, was honored as the *Nursing Spectrum*/Gannett Foundation Lectureship Award recipient at AACN's Spring Annual Meeting in March.

This annual award recognizes individuals for their contributions to health care or higher education, and provides for the award recipient to share practical insights with nursing academic leaders at the AACN Spring Annual Meeting.

Pam Meredith, editorial director of the DC/Maryland/Virginia edition of *Nursing Spectrum*, attended the lecture as a special guest of AACN.

Dr. Ferrell has been a leader in oncology nursing for 31 years and has focused her clinical expertise and research in pain management, quality of life, and palliative care. She is a Fellow of the American Academy of Nursing and has over 300 publications in peer-reviewed journals and texts. Dr. Ferrell is also principal investigator of the End-of-Life Nursing Education Consortium (ELNEC) project, a long standing collaboration with AACN. She directs several other funded projects related to end-of-life care and quality of life issues in cancer survivors.

AACN Attends White House Regional Forum on Healthcare Reform

To underscore the importance of nursing education in the national discussion on healthcare reform, Dr. Geraldine "Polly" Bednash, the CEO and executive director of the American Association of Colleges of Nursing (AACN), attended the White House Regional Forum on Health Reform held in Greensboro, NC, on March 31st. The White House invited Dr. Bednash to the hearing to represent the interests of professional nursing education and research.

Hosted by the Honorable Beverly Perdue, Governor of North Carolina, the forum began with a welcoming video from President Obama and opening remarks from the Governor and Nancy-Ann DeParle, Director of the White House Office on Health Reform. The discussion featured remarks from the patient and provider communities and focused on the exceptional cost of health care in the U.S., as well as the need for increased innovation. The White House has partnered with Democratic and Republican governors around the country to offer these forums as a way of engaging a diverse group of stakeholders and elected officials in discussions about the future of health reform in the United States.

"Dr. Bednash's invitation to this White House Forum is a critical step toward elevating the importance of supporting nursing education in the national dialogue about health reform," said AACN President Dr. Fay Raines. "We cannot have meaningful national debates on innovations in healthcare delivery without the participation of nurse educators."

Along with Dr. Bednash and representatives from other national nursing organizations, nurse educators at the forum included Dr. Patricia Chamings, dean of the North Carolina A&T State University School of Nursing; Dr. Lorna Harris, chair of the North Carolina Central University Department of Nursing; and Phyllis Horns, vice chancellor for Health Sciences at the East Carolina University. In the first regional forum held March 12, 2009 in Michigan, Dr. Kathryn May, dean of the School of Nursing at the University of Wisconsin-Madison, had the opportunity to represent nursing education. Dr. May questioned Melody Barnes, White House Director of Domestic Policy, on the need for a reinvestment in traineeships and facility investment grants for nursing schools.

The White House is seeking comments and suggestions from stakeholders and the public on innovations related to health reform. To send your comments or suggestions to policymakers engaged in this work, see <http://www.healthreform.gov>.

Baccalaureate Essentials Task Force Completes Its Work

At the Spring Annual Meeting, AACN President Fay Raines recognized the members of the Task Force on the Revision of the Baccalaureate Essentials, who completed their work in January.

Task Force members:

Patricia Martin, *Wright State University*, chair
Carol Ashton, *Idaho State University*
Derryl Block, *University of Wisconsin-Green Bay*
Daisy Cruz-Richman, *SUNY Downstate Medical Center*
Terri Murray, *Saint Louis University*
Linda Niedringhaus, *Elmhurst College*
Donald Bailey, *Duke University* (faculty representative)
Jean Lange, *Fairfield University* (faculty representative)
Roxanne Moutafis, *University of Arizona* (faculty rep)
Judith Sands, *University of Virginia* (faculty representative)
Karen Drenkard, *American Nurses Credentialing Center* (practice representative)

10 Questions with Mary Wakefield, PhD, RN



Mary Wakefield, PhD, RN, was named administrator of the Health Resources and Services Administration (HRSA) by President Barack Obama on February 20, 2009. HRSA, an agency of the U.S. Department of Health and Human Services, works to fill in the health care gaps for people who live outside the economic and medical mainstream. The agency uses its \$7 billion annual budget (FY 2008) to expand access to quality health care in partnership with health care providers and health professions training programs.

Dr. Wakefield is a fellow in the American Academy of Nursing and was elected to the Institute of Medicine (IOM) of the National Academies in 2004. She served on the IOM committee that produced the landmark reports *To Err is Human* and *Crossing the Quality Chasm*. She also co-chaired the IOM committee that produced the report *Health Professions Education*, and chaired the committee that produced the report *Quality through Collaboration: Health Care in Rural America*. In addition, she has served on the Medicare Payment Advisory Commission, as chair of the National Advisory Council for the Agency for Healthcare Research and Quality, as a member of President Clinton's Advisory Commission on Consumer Protection and Quality in the Health Care Industry, and as a member of the National Advisory Committee to HRSA's Office of Rural Health Policy.

1) What made you decide to pursue a nursing degree?

During my high school years I worked in hospitals and nursing homes and enjoyed helping people. In fact, during summers, I often worked the evening shift at a nursing home and then headed straight to a night shift in the newborn nursery at the local hospital. In the early 1970s, nursing was a common career route for women and the registered nurses I worked with made a terrific impression on me.

2) At what point did you become involved in the public policy area of nursing?

After completing my master's degree in 1978 at the University of Texas at Austin, I returned to North Dakota to take a faculty position and continued to work part time in acute care. I was a member of my state nurses association and became very involved through committees and various leadership positions, particularly those focusing on state health policy. The mentors I had in that association were pivotal to my learning about the importance of engaging in health care beyond the classroom and the bedside.

3) How did you come to work on Capitol Hill?

In 1987 I decided that a summer experience in Washington DC to learn about how public policy was developed would be useful so I volunteered to work in one of my North Dakota's Senate Offices. Coincidentally, the Senator was looking for a legislative assistant for health and education issues and encouraged me to apply. While I was tenured at the time and well on my way to an academic career at the University of North Dakota, I decided to take a leave of absence thinking the experience would be two to three years at most. Over 15 years later I returned to North Dakota.

4) What do you hope to achieve in your role as HRSA Administrator?

HRSA has a portfolio of extremely important programs focusing on meeting the health care needs of medically

vulnerable populations, ranging from those with HIV-AIDS to rural to uninsured. The agency also has a terrific, highly committed team in place. My work is targeted at strengthening and improving what we do for the populations we serve—squarely focused on the agency's mission. I want to be sure that we are efficient, effective, and consistently focused on improving what we're doing and how we're doing it.

5) As the Administration and Congress look toward healthcare reform, what role will HRSA play in the guidance of educating nurses and primary care providers?

Things are moving quickly on healthcare reform. This administration is farther along in its efforts than was the case the last time health reform was attempted. In the past 2 months, the President has taken significant steps to expand and improve healthcare in America by:

- Signing the CHIP bill to provide quality health care to 11 million kids, 4 million of whom were previously uninsured.
- Signing the American Recovery and Reinvestment Act, which will:
 1. Protect health coverage for 7 million Americans who lose their jobs through a 65% COBRA subsidy to make coverage affordable.
 2. Invest \$19 billion for computerized medical records that will help reduce costs and improve quality while ensuring patients privacy.
 3. Provide \$1.1 billion for comparative effectiveness research that will give nurses and doctors objective information about which treatments work, and which don't.
 4. Provide \$2 billion dollars to HRSA to increase the availability of primary healthcare services and fund construction and renovation projects at the nation's over 7,000 Federally Qualified Health Center service sites, and;
 5. Dedicate \$500 million for HRSA health workforce programs to help train the next generation of nurses and doctors.

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10 Questions with Mary Wakefield, PhD, RN

Continued from page 4

For those who wish to stay up-to-date with new developments as they are announced, Web sites like <http://www.healthreform.gov> and <http://www.hhs.gov/recovery> post the latest activity.

6) Do you envision the growth of HRSA as the Administration continues to place increased emphasis on primary and preventative care?

HRSA's story really is a story about the delivery of primary and preventative care. Our programs reach into every corner of America, providing a solid safety net of direct health care services that 23 million people use each year.

To give you some idea of the scope of just some of these activities, consider that:

- HRSA's Ryan White HIV/AIDS program funds life-sustaining medication and primary care to 530,000 low-income people each year, about half of the estimated population living with HIV/AIDS in the U.S.;
- HRSA grants maternal and child health programs the money they need to fight infant illnesses and reduce mortality – approximately 6 in 10 U.S. women who give birth receive MCH services from HRSA funded programs.
- HRSA also supports over 7,000 Federally Qualified Health Center clinical sites which provide care regardless of patients ability to pay, seeing over 16 million patients a year.
- And HRSA grants provide crucial aid and technical support to help struggling rural hospitals stay open and promote cost-saving networks of care among rural providers.

I believe HRSA has a strong future. Our record of performance to date gives an indication of our potential, and President Obama feels we have an important role to play as well. HRSA programs received \$2.5 billion under the Recovery Act. These funds will help our health centers meet the surge of unemployed and uninsured individuals

needing quality medical care get the help they desperately need. They will also get more primary care practitioners out into underserved areas of the country.

7) What can HRSA do to provide necessary healthcare services to uninsured and underserved populations?

By bringing comprehensive primary and preventative health care services to inner-city and rural communities that otherwise would be without them, HRSA Health Centers improve the health of their communities. Under the Recovery Act, the agency also recruits nurses, dentists, doctors and others to work in areas with too few health care professionals. The agency also monitors trends in the health care workforce and forecasts future demand, giving policymakers the information they need to make informed policy decisions

8, 9, 10) How can nursing faculty and students engage in nursing advocacy at the state and national levels? What advice do you have for nurses seeking roles in the public policy arena? What do you recommend to nurses who aspire to leadership roles within the profession?

Nurses need to encourage each other, encourage our colleagues, and encourage the younger members of our profession to get involved in advocacy on the great issues of the day, like healthcare reform: Get involved by serving on committees and in elected positions. During the campaign, President Obama often said that ordinary people, committed to a cause can accomplish extraordinary things.

People gain a lot for themselves and their profession by giving a little time and energy. It's always helpful to develop collegial relationships within the profession and friendships with those outside the profession who also are working to expand access to high quality health care. Urge colleagues to engage in meetings with public and private leaders, including representatives from business to government. There are a lot

of potential partners for nurses – from local to national levels. Educating them about what nursing has to offer to health and healthcare is critical. Take advantage of that time to talk with others about our concerns and interests. And don't forget volunteer opportunities – by volunteering we learn from others and develop relationships that can be useful in advancing nurses' interests.

I like to say you have to get off the porch to run with the big dogs. That's what all this is about – steadily gaining influence as nurses help to inform and make decisions that improve people's lives.

As long as we ensure that the public's interest trumps self-interest we'll maintain the high level of trust the American public has in the nursing profession. That trust provides nurses with a powerful platform to work to inform and influence health care from the patient's bedside to the policy making arena. There's ample opportunity for nurses to make meaningful contributions in both health care and health policy settings.

Those are some of the lessons I learned to get to this point in my career, and if more of our colleagues can make it work for them, the better off we all will be.

CCNE Launches Accreditation of Post-Baccalaureate Nurse Residency Programs

After several years of intensive review and preparation, the Commission on Collegiate Nursing Education (CCNE) announced the launch of an initiative accrediting post-baccalaureate nurse residency programs in acute-care settings. This new accreditation will foster improvement in post-baccalaureate nurse residency programs nationwide and increase public recognition of the value of these transition-into-practice programs. CCNE accreditation will be based on the *Standards for Accreditation of Post-Baccalaureate Nurse Residency Programs*, available on CCNE's Web site at www.aacn.nche.edu/Accreditation/pdf/resstandards08.pdf.

"Post-baccalaureate nurse residency programs are at the forefront in supporting new graduate nurses as they transition into their first professional role," said Dr. Harriet R. Feldman, Chair of the CCNE Board of Commissioners. "Following completion of a residency, program alumni are better prepared to be effective decision-makers and to use research-based evidence in their practice."

Post-baccalaureate nurse residency programs may begin submitting applications for accreditation immediately. Once a program's application is accepted, it may progress towards accreditation by scheduling an on-site evaluation for initial accreditation by CCNE. A program must host an on-site evaluation within two years of receiving new applicant status. Proposed procedures for accrediting the nurse residency programs have been developed and vetted by stakeholders nationally, and the CCNE Board of Commissioners is expected to formally adopt these procedures in late April.

Dr. Mary Ann McGinley, who represents professional consumers on the CCNE Board and chairs the CCNE Residency Accreditation Committee, states that over 12,500 nurses have completed post-baccalaureate nurse residency programs nationwide, adding "Hospitals are faced with high attrition rates among newly hired nurses, and post-baccalaureate nurse residency programs have proven effective in greatly reducing attrition." In hard economic times this is particularly important. As reported in the September 2007 issue of the *Online Journal of Issues in Nursing*, Jones and Gates found that the costs associated with nurse turnover range from approximately \$22,000 to over \$64,000 per nurse turnover. By achieving CCNE accreditation, post-baccalaureate nurse residency programs will signify to their communities that their sponsoring hospitals are dedicated to the development of professional nurses, which is vital in nursing recruitment and retention.

Post-baccalaureate nurse residency programs interested in applying for CCNE accreditation should contact Benjamin Murray, CCNE Assistant Director, at bmurray@aacn.nche.edu or 202-887-6791, extension 275.



Lea Acord Awarded Honorary Membership

At the Spring Annual Meeting, Lea Acord, PhD, RN, (right) was presented with an Honorary Membership award by AACN President Fay Raines, PhD, RN.

Dr. Acord served as the dean representative for three AACN member institutions over a 20-year period: the University of Maine, Montana State University, and Marquette University. Prior to her work at those schools, she served in an executive role for the Illinois Nurses Association and on faculty at the University of Pittsburgh.

Her service to AACN includes three terms on the Board of Directors (1993-1995; 2000-2002; 2004-2007), serving as association Secretary from 2005-2007. As a board member, Dr. Acord served as Chair of the Program Committee and on the AACN Task Force to Develop Operating Policies and Procedures for AACN Networks.

In addition, Dr. Acord chaired the 1996 Baccalaureate Essentials Task Force, was a member of the AACN Baccalaureate Education Conference Planning subcommittee, served on the AACN-Hartford Gerontological Curriculum Award Review panel, and served on the AACN Task Force on Membership Options.

Dr. Acord currently serves as a faculty member at Marquette University.

AACN QUICK FACT:

On March 6, 2009, the U.S. Bureau of Labor Statistics reported that the healthcare sector of the American economy is continuing to grow, despite steep job losses in nearly all major industries. Hospitals, long-term care facilities, and other ambulatory care settings added 27,000 new jobs in February 2009, a month when 681,000 jobs were eliminated nationwide. As the largest segment of the healthcare workforce, nurses will likely be recruited fill a large portion of these new positions.

National Consensus Project Releases 2nd Edition of Clinical Practice Guidelines for Quality Palliative Care

The National Consensus Project for Quality Palliative Care (NCP) has released the *Clinical Practice Guidelines for Quality Palliative Care, Second Edition*. This updated set of guidelines will reflect the continued advancements in the palliative care field since the first printing of the *Clinical Practice Guidelines for Quality Care*, which was originally distributed to the public five years ago. It is the goal of the NCP for the *Clinical Practice Guidelines for Quality Palliative Care, Second Edition* to serve as a national blueprint for optimal palliative care.

The first edition of the *Clinical Practice Guidelines for Quality Palliative Care (2004)* was developed by the NCP, comprised of the Hospice and Palliative Nurses Association (HPNA), American Academy of Hospice and Palliative Medicine (AAHPM), the Center to Advance Palliative Care (CAPC), and the National Hospice and Palliative Care Organization (NHPCO), to describe the major concepts and essential structures of clinical palliative care programs. This was an important development in the

advancement of palliative care because the document offered a map for the future of palliative care. In 2005, the National Quality Forum (NQF) utilized the *Clinical Practice Guidelines for Quality Palliative Care* as a foundation for the document titled *A National Framework for Palliative and Hospice Care Quality Measurement and Reporting*.

In the second edition of the *Clinical Practice Guidelines for Quality Palliative Care (2009)*, clarifications are made to make the document more inclusive and expansive to all settings that provide palliative care. Other revisions include updates of the references and definitions used in the Guidelines, listing of NCP Leadership award winners, and concrete examples of guideline implementation in the field. The revisions found in the second edition work to continue the consensus process among the four consortium organizations that comprise the NCP.

“The implications of these revisions are far-reaching and immensely important to the palliative care field,” said Betty

Ferrell, PhD, RN, FAAN, FPCN, Chairperson of the National Consensus Project. “Serving as a strong foundation for new and existing palliative care programs, the *Clinical Practice Guidelines for Quality Palliative Care, Second Edition* will assure consistency and the highest level of care. The NCP also would like to sincerely thank Constance Dahlin, APRN, BC, ACHPN, FPCN for her dedication and continued support to the palliative care field by serving as Chair of the NCP Revision Task Force for this project.”

The complete *Clinical Practice Guidelines for Quality Palliative Care, Second Edition* can be viewed and downloaded free of charge at <http://www.nationalconsensusproject.org/GuidelinesDownload.asp>. Copies of the *Clinical Practice Guidelines for Quality Palliative Care, Second Edition* may be purchased online at the National Hospice and Palliative Care Organization (NHPCO)

In Remembrance: Ada Romaine Davis

Ada Romaine Davis, a retired professor of nursing at Johns Hopkins University, died on April 6 at the age of 79 at her home in Bethesda, MD.

Dr. Davis, one of the earliest nurse practitioners and certified nurse midwives, helped raise the professional standards of the nursing profession through her work as a professor, author, and editor. She worked at Johns Hopkins from 1993 until her retirement in 2001. She previously was associate dean and director of the graduate program in nursing at Georgetown University, after starting a weekend baccalaureate program for registered nurses at the College of Notre Dame in Baltimore.

Dr. Davis received her nursing diploma in 1949 from the former King's County Hospital School of Nursing in Brooklyn, N.Y. She worked as a nurse in the 1950s at Sibley Memorial Hospital in Washington, Suburban Hospital in Bethesda and the old Columbia Hospital for Women in Washington. She received her college degrees from the University of Maryland: a baccalaureate in 1973, a master's degree in public health nursing in 1974, and a doctorate in higher education administration in 1979.

After retiring from Johns Hopkins, she worked as nursing publications editor at the school, as senior editor of the American Nurses Credentialing Committee in Washington, and as an assistant in the religious education office at St. Jane Frances De Chantal Catholic Church in Bethesda, where she had been a member since 1958.

AACN QUICK FACT:

According to projections from the U.S. Bureau of Labor Statistics published in the November 2007 Monthly Labor Review, more than one million new and replacement nurses will be needed by 2016. Government analysts project that more than 587,000 new nursing positions will be created through 2016 (a 23.5% increase), making nursing the nation's top profession in terms of projected job growth. www.bls.gov/opub/mlr/2007/11/art5full.pdf.

Opportunities

MILWAUKEE SCHOOL OF ENGINEERING

Faculty Positions
Adult Health Focus

Interested in joining a dynamic faculty engaged in ongoing evaluation and development of an innovative curriculum? Then consider the **Milwaukee School of Engineering, School of Nursing** located in the fashionable East Side of Milwaukee. We invite applicants for a full-time position which is available as of September 1, 2009. The ideal candidate will have relevant clinical experience as well as experience in developing and teaching graduate students. The ideal candidate will possess a doctorate degree in Nursing and have experience in graduate program development. Please visit our website at <http://www.msoe.edu/hr/> for additional information including requirements and the application process.

Equal Opportunity/Affirmative Action Employer



NORTH DAKOTA STATE UNIVERSITY

Associate Dean of Nursing and Allied Sciences
COLLEGE OF PHARMACY,
NURSING, AND ALLIED SCIENCES
NORTH DAKOTA STATE
UNIVERSITY
FARGO, NORTH DAKOTA

North Dakota State University invites applications and nominations for the position of **Associate Dean of Nursing and Allied Sciences**. The Associate Dean reports to the Dean of Pharmacy, Nursing, and Allied Sciences. Responsibilities include providing administrative leadership and overall management

of the College's nursing and allied science programs. We offer both undergraduate and graduate programs of study leading to the BSN, MSN and Doctor of Nursing Practice degrees in nursing as well as BS degrees in Respiratory Care, Clinical Laboratory Science and Radiologic Science with plans to develop graduate programs in Allied Sciences.

Our nursing programs and allied science majors are fully accredited. A substantial investment has been made in state-of-the-art classrooms and labs, including a clinical simulation lab to support the programs. The Nursing and Allied Sciences programs have a complement of more than 20 faculty and staff and approximately 400 students.

Qualifications: Earned doctorate in nursing or related discipline with Master's degree in nursing; Undergraduate and graduate nursing experience; Record of scholarly activity, administrative experience, and program development/ implementation required; **Qualifications preferred** but not required include: an earned academic doctorate in nursing; experience with personnel management, budgets, faculty recruitment and retention, and extramural funding.

Screening of applications will begin immediately and continue until the position is filled. Interested persons may apply by completing the on-line application at jobs.ndsu.edu/applicants/Central?quickFind=50846

North Dakota State University is an Equal Opportunity Institution. Women and minorities are encouraged to apply.



RUSH UNIVERSITY COLLEGE OF NURSING

Rush University College of Nursing is pleased to accept applications for the position of Chairperson of the Department of Community, Systems, and Mental Health Nursing. Rush is a recognized leader in nursing education, research, and practice and offers educational programs from prelicensure through the PhD.

The Department Chairperson is responsible for mentoring the faculty toward excellence in innovative graduate education, research and clinical scholarship. The chairperson is expected to champion the College vision of developing a diverse student body and faculty to meet the health care needs of a diverse society in the 21st century. We welcome applications from leaders who have a strong record of scholarship and mentorship, have a sustained program of research, are effective collaborators, and are able to meet senior rank criteria.

Interested applicants should send or email their CV and cover letter by June 1, 2009, describing their qualifications and highlighting their mentoring experiences for this position to:

Joyce K. Keithley, DNSc, RN, FAAN
Professor, Adult Health Nursing
Rush University College of Nursing
600 S. Paulina St., Suite 1080 AR
Chicago, IL 60612
Phone: 312-942-5820
Fax: 312-942-2549
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Opportunities

UNIVERSITY OF CENTRAL MISSOURI

Applications being accepted for one tenure-track and one non-tenure-track in a CCNE accredited undergraduate and graduate nursing program in a public comprehensive university in Warrensburg, MO, beginning Fall (August) 2009. Warrensburg is around 35 miles from Lee's Summit, MO on the eastern edge of the Kansas City MO area on Highway 50. For the tenure-track position, R.N. holding a doctorate or pursuing a doctorate in nursing or related field and a Master's degree in Nursing with recent Medical-Surgical experience.

Special consideration given for candidates with previous teaching experience and clinical supervision of baccalaureate students. For the non-tenure-track position, R.N. holding a Master's degree in Nursing. Special consideration given for candidates with previous teaching experience and nursing skills laboratory coordination/simulation experience. Current active RN license with eligibility in Missouri and two years of clinical experience within the last five years required.

Review of applicants will begin May 15, 2009 and continues until filled.

Applicants must complete the on-line faculty profile at <https://jobs.ucmo.edu> and apply either position #998394 (tenure-track) or #998036 (non-tenure track) and include a letter of application, current curriculum vitae and black and white transcripts of all university work. Please list on the faculty profile the names, phone numbers, and e-mail addresses for three professional references.

Successful candidate will also need to provide an official copy of transcripts.



WRIGHT STATE UNIVERSITY

Dayton Ohio

www.wright.edu/nursing

Email: nursing_graduate_programs@wright.edu

Phone: 937/775-3133

Wright State University-Miami Valley College of Nursing and Health seeks faculty with master's or doctorates to teach undergraduate and graduate students.

Priority areas are:

- Family Nurse Practitioner
- Administration
- Mental Health Nursing

The College of Nursing and Health offers the traditional BSN, an accelerated BSN for students with Bachelor's degrees in other disciplines, an RN/BSN completion program, a master's program with eight concentrations and the Doctor of Nursing Practice. The nursing program at Wright State University is accredited by the Commission on Collegiate Nursing Education.

Wright State's nursing program prepares self-directed graduates who can function in a number of settings and work in collaboration with other health professionals to coordinate and improve the health care of individuals, families, and communities.



SAMUEL MERRITT
UNIVERSITY

Samuel Merritt University School of Nursing welcomes applications for:

Associate Managing Director (12 months)

Assists with operations, management and planning for the Accelerated BSN Program and also instructs nursing students in classroom and/or clinical settings. This is a *ranked faculty position* with release time for administrative duties. Two positions are available – one on SMU's **San Francisco campus**, and one on the **San Mateo campus**.

Qualified candidates must have a demonstrated commitment to academic excellence and possess:

- Master's degree in nursing or equivalent, Doctorate preferred
- Direct patient care or clinical teaching experience in the last 5 years
- 3 years progressive teaching experience in a nursing program

Please submit a letter of interest and CV to Coordinator of Faculty Recruitment at rmarchione@samuelmerritt.edu; **Phone: (510) 869-6511 x5757**. EOE.

With campuses in Oakland, San Francisco, San Mateo and Sacramento, SMU School of Nursing prelicensure programs include a Bachelor of Science in Nursing, a 12-month Accelerated BSN, and an Entry-level Master of Science in Nursing.

www.samuelmerritt.edu



Georgia State University.

BYRDINE F. LEWIS ENDOWED CHAIR IN NURSING

BACKGROUND:

Georgia State University is a research-focused university with a culturally diverse student body of 27,000 students. The School of Nursing, located in downtown Atlanta, has approximately 500 students in BS, MS, and PhD programs.

The mission of the School of Nursing is to create a premier multicultural learning community that produces leaders, clinicians, scholars and researchers who exemplify nursing excellence. The Byrdine F. Lewis Endowed Chair in Nursing was created to enhance the existing scholarly foci of care-giving, vulnerable populations and/or diversity.

The Endowed Chair reports to, and is evaluated annually by, the Director of the School of Nursing.

CHARACTERISTICS OF THE APPLICANT:

- PhD in Nursing or related field
- Eligible for the rank of associate or full professor
- Established program of research as evidenced by a consistent record of external funding, collaborative research partnerships, and connections with national/international networks in field of expertise
- Sustained record of publications in refereed journals
- An exemplar and mentor to new nurse scientists, both PhD students and faculty as they refine their own scholarly agendas

APPLICATION PROCEDURE:

Send letter of application, curriculum vitae, and the names of three references to:

Cecelia Gatson Grindel, PhD, RN, FAAN
Professor and Chair, Search Committee
Byrdine F. Lewis School of Nursing
Georgia State University
P.O. Box 4019
Atlanta, GA 30302-4019
cgrindel@gsu.edu
(404) 413-1167

Georgia State University, a unit of the University System of Georgia, is an equal opportunity educational institution and is an equal opportunity/affirmative action employer. Background checks of final candidates is part of the hiring process at Georgia State and a satisfactory background investigation report, as determined in the sole discretion of the University, is a requirement for employment with the University.

PURDUE UNIVERSITY

NURSING FACULTY POSITIONS

The Purdue University School of Nursing is seeking candidates to fill tenure track faculty positions. Join the dynamic faculty of world-class Purdue University's CCNE-accredited Big 10 School of Nursing. Tenure track positions are available at the Assistant and Associate level. Graduate offerings include Pediatric and Adult Nurse Practitioner specialties with an established Doctor of Nursing Practice program.

Faculty benefit from the atmosphere of interdisciplinary research in Purdue Discovery Park, Interdisciplinary Gerontology program, Homeland Security Institute, Regenstrief Center for Healthcare Engineering, Healthcare Technical Assistance Program, Center for Health Outcomes Research and Policy and award winning nurse-managed rural health clinic system.

Purdue Nursing graduates consistently perform well above the nursing average on NCLEX and advanced practice certification exams.

Purdue is located between Indianapolis and Chicago, and offers a supportive environment in a Research 1 Institution.

Qualifications:

- Earned doctorate in nursing or related field
- Master's degree in nursing
- Eligibility for RN licensure in Indiana
- Teaching experience at the baccalaureate / graduate level
- Scholarly productivity with established program of research
- Advanced certification required for Advanced Practice Nurses

Essential Duties:

- Contribute to the learning, discovery and engagement missions
- Enhance and maintain individual research program
- Teach across the curriculum
- School of Nursing, University and community engagement

Research Focus Areas:

Healthcare Delivery Systems, Chronic Disease Management Across the Lifespan, Gerontology with Emphasis on Frail Elders and Dementia, Health Literacy, Health Information Technology, Technology Application to Nursing Education, Family/Child Health

Salary: Salary and start-up package competitive. Dual career assistance available.

Inquiries and Application:

Review of applications will begin May 4, 2009 and continue until all positions are filled. Forward a letter of interest and curriculum vitae:

Dr. Nancy Edwards, Chair, Search and Screen Committee
Johnson Hall School of Nursing
502 N. University Street
West Lafayette, IN 47907-2089
Telephone: 765-494-4003 Fax: 765-494-6339
Email: edwardsn@purdue.edu

Purdue University is an Equal Opportunity/ Equal Access /Affirmative Action Employer fully committed to achieving a diverse workforce.

Cedar Crest College

Full-Time and Adjunct Faculty Positions

Founded in 1867 Cedar Crest College is a four-year, independent liberal arts college for women which emphasizes cross-disciplinary cooperation and excellence in undergraduate teaching and research. The beautiful 84-acre campus, a registered national arboretum, is located in the Lehigh Valley in eastern Pennsylvania, conveniently located between Philadelphia and New York City.

Cedar Crest College invites applications for full time, part time & adjunct faculty in Nursing with medical surgical, psychiatric or community health expertise. A Master's degree in Nursing is required. Preference will be given to candidates with Doctoral degrees.

Please send a letter of application and curriculum vitae to: Nancy DalPezzo, Nursing Department, Cedar Crest College, 100 College Drive, Allentown, PA 18104, or email to nkdalpez@cedarcrest.edu. Phone: 610-606-4606, Fax: 610-606-4615. Responses will be sent only to those under consideration. EOE

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Director, Continuing Nursing Education

Reporting to our Chief Nursing Officer, and working collaboratively with the Director of the Center for Continuing Education in the Health Sciences, you will manage administrative planning, direction and strategy for the Continuing Nursing Education program, which covers academic quality, accreditation compliance, financial management, reporting, and creative leadership. Other responsibilities include maintaining an organizational structure to support quality programming of educational offerings, developing and maintaining collaborative partnerships with colleagues, training and supervising staff, and implementing ANCC policies and procedures for nurses and administrators.

Requirements include a doctoral degree, preferably in nursing or nursing education, plus 5 years experience in nursing practice and education, and knowledge of ANCC continuing nursing education accreditation requirements. Must have experience conducting, reporting or publishing research on nursing or nursing education. A demonstrated ability to develop outcome measures for educational interventions, manage budgets, and supervise staff is essential, as are excellent interpersonal and communication skills.

Dartmouth-Hitchcock Medical Center, located in Lebanon, New Hampshire on the Vermont/New Hampshire border is New Hampshire's only integrated, academic, Level I trauma center. Home to the prestigious Ivy League Dartmouth College, the Lebanon/Hanover area is a vibrant, academic and professional community offering excellent schools, lively arts, and an unmatched quality of life in a beautiful, rural setting. Dartmouth-Hitchcock Medical Center includes a modern 400-bed tertiary care hospital, research and clinical facilities for Dartmouth Medical School, Norris Cotton Cancer Center and the Dartmouth-Hitchcock Clinic. In addition, we were the first hospital in New Hampshire to receive Magnet status, have been consistently rated one of America's Best Hospitals by *U.S. News & World Report*.

Please apply online at:

www.dhmc.org



DARTMOUTH-HITCHCOCK MEDICAL CENTER

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REGISTER NOW! AACN's 2009 Summer Seminar

Practicing Reality-Based Leadership in Challenging Times

July 19-22, 2009
Eldorado Hotel and Spa
Santa Fe, New Mexico

Conference Highlights

Nursing education is facing escalating challenges in terms of decreasing fiscal and faculty resources, increasing applicants, expanding curricula, new expectations from university stakeholders and health care consumers, and many other large and small concerns. Nursing academic leaders must recognize and deal effectively with complex issues if their organizations are to respond positively, weather the challenges, and stay viable for the future. This year's Summer Seminar focuses on the personal development of academic leaders with particular emphasis on new leadership skills required by turbulent times. Join a nationally recognized executive consultant to maximize your effectiveness as a leader during difficult times. Share successful strategies with colleagues, and take away ready-to-use approaches.

About the Speaker

Cynthia Wakeman

Cynthia "Cy" Wakeman works with organizations and individuals eager to thrive in difficult times by discovering new solutions to old problems. She has helped many groups and organizations break through their reasons, stories, and excuses to develop innovative solutions to long-standing issues. Throughout her career, she has built a reputation for achieving amazing results in spite of limited resources and challenging circumstances. Clients in a wide variety of industries have found her guidance to be key in their successful planning and implementation of new programs and systems.

For complete registration information, go to AACN's Web site:
<http://www.aacn.nche.edu/conferences/09SumSem.htm>

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