



Syllabus

THE NEWSLETTER OF THE AMERICAN ASSOCIATION OF COLLEGES OF NURSING

Upcoming AACN Conferences

For information on AACN conferences, please visit our Web site at: 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

Syllabus Highlights

California Endowment Awards

Fall Semiannual Meeting

**10 Questions with
Susan B. Hassmiller**

**AACN Testifies before the
Democratic National Convention**

Minority Nurse Faculty Scholars

Opportunities

RWJ Foundation and AACN Announce Awards through Scholarship Program

The Robert Wood Johnson Foundation (RWJF) and the American Association of Colleges of Nursing (AACN) announced that 58 schools of nursing will receive funding through the *RWJF New Careers in Nursing Scholarship Program*, which aims to strengthen the nation's pipeline of new nurses by providing financial aid to students who enroll in fast-track nursing degree programs. Scholarships of \$10,000 each will be awarded to 706 nursing students in accelerated programs during the 2008-2009 academic year.

"This scholarship program is designed to ease the shortage of nurses and nurse faculty – an urgent national problem that potentially jeopardizes the health of all Americans," said John Lumpkin, MD, MPH, senior vice president and director for the Health Care Group at RWJF. "Fewer students will be turned away by schools of nursing, because of the availability of this support for accelerated nursing degree programs."

"Schools of nursing nationwide are grateful for the exceedingly generous commitment the Robert Wood Johnson Foundation has made to help alleviate the U.S. nursing shortage by stimulating growth and innovation in baccalaureate and graduate nursing programs," said AACN President Fay Raines, PhD, RN. "As the National Program Office for this groundbreaking initiative, AACN was pleased to see the high caliber of funding proposals submitted by schools of nursing and delighted that so many students who need financial assistance will receive support as they embark on their nursing careers."

The *RWJF New Careers in Nursing Scholarship Program* was created to enable schools of nursing to expand entry-level accelerated programs at the baccalaureate and/or master's level(s). Grant funding is disbursed to schools of nursing, and these institutions then award individual scholarships to students. Scholarship award preference is given to students from groups underrepresented in nursing or from disadvantaged backgrounds. Institutions receiving awards will use this funding to help secure new faculty resources and provide mentoring and leadership development resources to ensure successful program completion by scholarship recipients. A complete list of schools receiving funding is included below.

The *RWJF New Careers in Nursing Scholarship Program* targets many of the issues currently confronting professional nursing education, including providing support for students in accelerated nursing programs. The fast-track programs provide the most efficient route to licensure as a registered nurse for adults who have already completed a baccalaureate or graduate degree in a discipline other than nursing. Although enrollment in these programs has steadily increased over the past few years, many potential students are unable to apply since already having a college degree disqualifies them from most federal financial aid programs for entry-level students.

AACN will announce the timeline for the Call for Proposals for the second round of funding to schools of nursing through the *RWJF New Careers in Nursing Scholarship Program* in September 2008. For more information, see <http://www.newcareersinnursing.org>.



The California Endowment Awards New Funding to AACN

The American Association of Colleges of Nursing (AACN) and The California Endowment have launched a new initiative to enhance the ability of nurses prepared in graduate nursing programs to provide culturally appropriate care. This groundbreaking effort entails identifying a set of expectations for graduates of master's and doctoral nursing programs and creating faculty resources needed to develop nursing expertise in cultural competency. Generous funding from The California Endowment will be used to support this important work which will occur from August 2008 through January 2010.

"Nurses serving in advanced roles must be well-equipped to provide care that acknowledges the unique needs of our nation's increasingly diverse patient population," said AACN President Fay Raines. "AACN applauds The California Endowment for their commitment to enhancing the preparation of graduate-level nurses and increasing access to culturally sensitive care for underserved populations in California and across the nation."

Titled *Preparing a Culturally Competent Master's and Doctorally Prepared Nursing Workforce*, this initiative will strengthen the focus on cultural competency in the national sets of standards for graduate nursing programs developed by AACN, specifically *The Essentials of Master's Education for Advanced Practice Nursing* and *The Essentials of Doctoral Education for Advanced Nursing Practice*. As a result of this effort, these documents will be significantly enriched to provide a more robust exposure to the concepts and knowledge base that will ensure cultural competence in nurses prepared at an advanced level.

Key outcomes of this project include:

- Convening an expert advisory panel of nursing educators and clinicians to develop a framework of expectations for master's and doctoral students to achieve in the area of cultural competence.
- Developing a toolkit for graduate nursing faculty and students that includes case studies on cultural competency, a list of exemplar nursing programs that have successfully embedded cultural competency into their curricula, and a directory of websites and journal articles focused on this issue.
- Piloting a one-day cultural competency course for 18 graduate nursing faculty and clinicians in California using the new competencies and toolkit materials.
- Publishing all resulting materials on the AACN Web site and disseminating this work broadly to all nursing schools and colleagues in the fields of medicine, dentistry and pharmacy.

This new initiative is essentially an extension of the *Preparing a Culturally Competent Nursing Workforce* project, which was also supported by The California Endowment. Through this effort, AACN developed a set of cultural competencies for baccalaureate nursing students and a toolkit for faculty to incorporate this work into lectures and clinical practicums. With endorsement by the AACN Board of Directors in October 2007, the AACN Task Force on the Revision of the Essentials of Baccalaureate Nursing Education integrated these competencies into the new standards now under development for baccalaureate level nursing programs. The online faculty toolkit developed through this project is posted on the AACN Web site at <http://www.aacn.nche.edu/Education/pdf/toolkit.pdf>.

To date, the *Cultural Competency in Baccalaureate Nursing Education* document has been endorsed by a number of national organizations, including the American Association of Critical-Care Nurses, American Nurses Association, American Psychiatric Nurses Association, Hospice and Palliative Nurses Association, National Coalition of Ethnic Minority Nurse Associations, and National Council of State Boards of Nursing. To access these competencies, see <http://www.aacn.nche.edu/Education/pdf/competency.pdf>.

Fall Semiannual Meeting to Focus on Nursing Faculty

"Building Nursing Faculty for the Future: Creating the Environment" is the theme for AACN's 2008 Fall Semiannual Meeting, which will be held October 19-21 at The Fairmont Washington in Washington, DC. There will be pre-conference sessions on October 19th.

The Fall Meeting and the pre-conference will include program sessions that will be invaluable for deans and associate deans faced with the wide assortment of complex faculty issues. Sessions are scheduled on workload, sustaining a positive environment for faculty, developing faculty, and workplace satisfaction.

In addition, informal discussions are scheduled throughout the course of the conference on such topics as the Clinical Nurse Leader, nursing deans who administer non-nursing programs, and the Robert Wood Johnson Foundation Nurse Faculty Scholars Program. Also on the agenda are task force updates, like-schools informal discussions, and the issues forum.

A business meeting and program session hosted by AACN's Organizational Leadership Network (OLN) will be held on Sunday, October 19. Separate registration is required to attend the OLN portion of the Fall Meeting.

A highlight of the conference will be the presentation of the John P. McGovern Award to Susan Hassmiller, senior program officer at the Robert Wood Johnson Foundation. (See our 10 Questions feature with Dr. Hassmiller on p. 3 of this issue of *SYLLABUS*.) A reception will follow Dr. Hassmiller's address to the membership.

For additional information about the 2008 Fall Meeting, please contact Erica Turner at AACN (202/463-6930; eturner@aacn.nche.edu).



10 Questions...with Susan B. Hassmiller, PhD, RN, FAAN



Susan B. Hassmiller, PhD, RN, FAAN

*Senior Program Officer
Robert Wood Johnson Foundation*

Susan Hassmiller is a senior program officer and team leader for the Human Capital Unit at the Robert Wood Johnson Foundation. She works in the areas of nursing, quality improvement, and workforce and leadership development in the health professions. She is also an expert in the areas of disaster preparedness, response, and recovery.

Before joining RWJF in September 1997, Dr. Hassmiller was with the Health Resources and Services Administration, where she was the executive director of the U.S. Public Health Service Primary Care Policy Fellowship and other national and international primary care initiatives. She also has worked in public health settings at the local and state level. Dr. Hassmiller taught public health nursing at the University of Nebraska and at George Mason University in Virginia.

Dr. Hassmiller is a fellow in the American Academy of Nursing. She recently ended a 6-year term on the National Board of Governors for the American Red Cross, where she served as chair of the Disaster and Chapter Services Committee and as a member of the organization's executive committee.

1. What first attracted you to the nursing profession?

My mother was a nurse and sometimes she would bring me to work with her. The patients would tell me how much my mother had helped them. Also, the other nurses told me what a great nurse my mother was. It made me proud and curious at the same time so I decided to try my hand at being a candy striper and then a nurse's aid. You can't beat the satisfaction that comes from helping others with not only the most basic of human needs, and sometimes even saving their lives and everything in between. I can't think of a more important profession.

2. You have volunteered with the American Red Cross since your college days. Can you tell us something about your history with that organization?

I was home from college house-sitting while my parents were on vacation in Mexico City. I saw a newflash on the television that stated there had just been an earthquake right where my parents were vacationing. I panicked and did not know who to call for help. I dialed the operator and told her my parents were in Mexico City where the earthquake had just occurred. She said she could not help me, but knew an organization that could...and right then and there she connected me to the Red Cross. I talked to a wonderful woman who calmed me down and assured me that she would get back to me with news of my parents. I cannot remember how long it was, but she did get back to me with the good news I had been hoping for. When I returned to college I vowed to look up the Red Cross and do whatever I could for the organization that helped me find my parents. Now 33 years later I have been involved in every part of the organization possible from the local level to the national level. I have served as a nurse on a number of disasters, served on the National Board of Governors, where I chaired the committee overseeing all of disaster and chapter services, and am now serving as a Senior Nursing Advisor for National Headquarters. In New Jersey, where I live, I am currently leading an effort to help the state build its disaster nursing capacity. Finally, my husband and I started an endowment at National Headquarters last year to reward one Red Cross chapter a year where they have made the most progress in utilizing Red Cross nurses in their chapter and disaster services.

3. Based on your experience, how important is educational background to the roles performed by the professional nurse?

I can talk about myself as an example. I started out my nursing career as a graduate of a community college and felt that I was quite well-versed in the tasks that I was to carry out. What came for me, with continuing education, was a sense of myself as more of a leader and a decision-maker, someone who had an enhanced sense of judgment on the job. As a new graduate nurse I felt that I could help many people one at a time; as a nurse with more education I felt that I understood more about the systems in which I worked and could not only make a difference with my patients, but also make a difference in the systems for which I worked....and in effect help more people in the end. I felt that I could participate more effectively in how to change patient care for the better.

4. What are your primary responsibilities at RWJF?

I am the team leader for our Human Capital team, whose members are devoted to developing important programs to build the next generation of health care leaders for this nation. We have a special mission to address the nurse and nurse faculty shortage.



10 Questions...with Susan B. Hassmiller, PhD, RN, FAAN

5. What programs are administered by the Foundation's Building Human Capital?

Among many programs, our team holds all of the legacy programs or those programs that do not have a defined end-date, such as all of our fellows and scholars programs. It takes a long time to build human capital. We also have special programming around diversifying the workforce, providing programs to teach health professionals the methodologies around quality improvement and, of course many programs to help us address the nurse and nurse faculty shortage. And we have "pipeline" programs, designed to attract and prepare young people for careers in medicine and dentistry.

6. What prompted RWJF to launch the New Careers in Nursing Scholarship Program with AACN?

We were interested in getting as many diverse nurses to the field as soon as possible and believed that the accelerated second degree program would be the best vehicle for us. This year we provided support for 706 scholarships and will provide at least 1,000 more scholarships over the next 3 years. We are very proud of our partnership with AACN, which has already proven itself to be a great leader and administrator of this program.

7. What issues does the program target?

We are hoping to provide as many scholarships as possible to get as many new nurses into the field as soon as possible. We are also supporting master's level education so that more nurses might become interested in serving as faculty. Schools are encouraged to provide their scholarships to minority students, so that we might produce a workforce that looks more like the population it is serving. We are asking that schools provide mentors for these special men and women to help them understand that they are the future leaders within the nursing profession and should have a direct role in reforming our health care system for the better.

8. What outcomes are you seeing from the Nurse Executive Fellows program?

We now have over 200 Robert Wood Johnson Executive Nurse Fellows nationwide and they are doing exciting things for patients and importantly for many health care systems nationwide, which oversee care for hundreds and thousands of patients at a time. We encourage all of our nurse Fellows to expand beyond their own job, although they stay on the job for the three years they are in the program. They are making large system changes, changing local and state policy, writing books, developing state and national programs that are sustainable and replicable, creating the evidence for how patient care can be improved and disseminating best practices. Many of them have moved beyond specific jobs in nursing to those jobs that have oversight for large health care systems. Most importantly, our Executive Nurse Fellows program has a well-structured alumni organization, where they

stay connected as a support system for one another. Each and every one of our fellows would say that they are able to make the big changes they are making because of the extraordinary and continued support from this special leadership network.

9. Why is it important for nurses to serve on boards?

According to our RWJF national survey of organizations that are leading the way to improve quality improvement in this country, only 2 to 5 percent of all board seats are held by nurses. There are no more informed health professionals than nurses – their voices are an important and should be heeded as well as heard. Nurses know firsthand how to improve patient care; they know how to run quality improvement programs, they know what kind of technology works best; they know how to improve work environments, they know how to alleviate workforce shortages...many of the issues that health care organizations are struggling with. My question is: what organization would NOT want a nurse as part of their leadership team?

10. What advice would you give to a nurse who is looking for a leadership role? What experiences or opportunities should they seek?

Nurses looking for a leadership role need to do three things: First, they need to prepare themselves for a leadership: that means continuing their education, getting extra training through certification programs, applying for fellowship opportunities, and gaining the experience they need to become established as a leaders in specific areas. This preparation process requires writing and speaking whenever they are asked and if they are not asked, then asking to be asked. Second, they need to seek the advice of a mentor and a support group – person or a group of people who can help them identify unique skills and talents, and can move them in the direction of those leadership positions. Third, once a nurse gets prepared for a leadership role, and finds the appropriate support system to move them along, then the nurse should do what I call "step up to the plate." This means volunteering for positions and making known the fact that you are ready to lead. This also means making the case for not just why you should serve, but why a nurse should lead at all. It means a shift in attitude from one of seeing shortfalls to seeing solutions. Being on a board or in any leadership position means being solutions-oriented.



AACN Testifies Before the Democratic National Committee

On Friday, August 1, 2008, the American Association of Colleges of Nursing (AACN) was invited to testify at the National Platform Hearing of the Democratic National Committee in Columbus, Ohio and share nursing education's perspective on healthcare reform. AACN was honored by the invitation to present before the Drafting Committee and articulate the direct link between a robust nursing workforce and access to safe, quality, and affordable health care.

"America is well aware of the current nursing shortage and the serious impact it is having on patient safety and access to essential nursing services," said AACN President Fay Raines. "The public may not know, however, that a shortage of faculty and other capacity barriers in schools of nursing are inhibiting programs from graduating additional highly-educated nurses to meet the growing demand. AACN is grateful to the Democratic National Committee for the opportunity to bring attention to the nurse faculty shortage and the role it plays in the broader nursing shortage."

AACN was asked to provide testimony on behalf of nursing education following a meeting with AACN Executive Director Polly Bednash and Michael Yaki, the National Platform Director for the Democratic National Committee. At that meeting, Dr. Bednash urged Mr. Yaki to place the addressing of the nurse faculty shortage high on the Committee's priority list. She also stressed the need to pass legislation such as the Troop to Nurse Teachers (TNT) Act, which would provide additional faculty to schools of nursing and encourage students to join the military nurse corps. For information about TNT, see <http://www.aacn.nche.edu/Media/NewsReleases/2008/TNTAct.html>.

The decade-long shortage of Registered Nurses (RNs) is hampering efforts to improve the quality of patient care and the availability of nursing services. Research clearly shows that when too few nurses are available to provide care, patient safety is compromised. A 2007 report by the Agency for Healthcare Quality and Research found that the shortage of RNs, in combination with an increased workload, negatively impacts patient mortality and failure to rescue rates.

"AACN is committed to working with both sides of the aisle to address the nursing and nurse faculty shortages," added Dr. Raines. "As the Democratic and Republican parties consider future healthcare reform, our association urges them to place an emphasis on increasing the supply of highly educated nurses. AACN believes attention should be paid to alleviating the nursing education crisis given the impact it has on access to reliable health care. Our nation must work now to strengthen and expand existing federal programs, such as Title VIII of the Public Health Service Act, to effectively mitigate this national concern."

AACN is grateful to Dr. Jeri Milstead from the University of Toledo who presented the testimony at the hearing held in Ohio. The testimony may be accessed online at <http://www.aacn.nche.edu/Government/pdf/dnctestimony08.pdf>. For more information on AACN's legislative efforts to alleviate the nursing shortage, see <http://www.aacn.nche.edu/Government>.



AACN Selects 11 New Minority Nurse Faculty Scholars through The California Endowment and Johnson & Johnson Programs

The American Association of Colleges of Nursing (AACN) is pleased to announce that 11 new Minority Nurse Faculty Scholars have been selected through two separate programs funded by The California Endowment and the Johnson & Johnson Campaign for Nursing's Future. Launched to address the shortage of nurse faculty and enhance diversity within the population of nurse educators, these programs provide generous financial support and professional development to graduate students who agree to teach in a school of nursing after graduation.

"Nursing's academic leaders recognize the need to accelerate faculty development strategies and facilitate academic careers among nurses from groups under-represented in nursing," said AACN President Fay Raines. "AACN is grateful for the generous commitment made by The California Endowment and the Johnson & Johnson Campaign to preparing the next generation of nurse faculty from diverse backgrounds who will serve as mentors, role models, and leaders of the profession."

The California Endowment-AACN Minority Nurse Faculty Scholarship

Launched in February 2006, this scholarship program supports graduate nursing students from under-represented racial and ethnic groups who agree to teach in a California nursing school after graduation. The program features mentorship and leadership development components to ensure successful completion of graduate studies and preparation for the faculty role. Program champions are committed to supporting well-qualified minority students with the long-term goal of improving the nation's ability to provide culturally competent education to a diverse student population.

With 17 Scholars already receiving support through this program, The California Endowment and AACN are pleased to announce that 6 new students have been awarded scholarships. (See accompanying box for winners' names and photos.)

Johnson & Johnson Campaign for Nursing's Future – AACN Minority Nurse Faculty Scholars Program

Modeled after The California Endowment program, this scholarship was launched in September 2007 to support full-time minority students enrolled in graduate nursing programs. This program invites applications from students in master's and doctoral programs across all 50 states who will serve as nurse faculty after earning their graduate degree. Scholarship recipients were selected by a 10-member application review committee, and awards in the amount of \$18,000 each will be disbursed this fall. (See accompanying box for winners' names and photos.)

"AACN applauds this outstanding group of Nurse Faculty Scholars for the commitment they have made to advancing nursing education," added Dr. Raines. "These exceptional students will make excellent faculty members able to educate and inspire future generations of registered nurses."

Enhancing Diversity in the Nursing Workforce

All national nursing organizations, the federal Division of Nursing, the Institute of Medicine, nursing philanthropies, and other stakeholders recognize the importance of recruiting more individuals from under-represented groups into the health professions. Most see this as a national priority given the strong connection between a diverse healthcare workforce

and the ability to provide quality, culturally competent patient care. Though nursing has made great strides in recruiting and graduating new nurses that mirror the patient population, more must be done before adequate representation becomes a reality.

The need to enhance diversity among nursing students is paralleled by the need to recruit more faculty from minority populations. Though nearly a quarter of all baccalaureate and graduate nursing students in this U.S. are members of underrepresented racial or ethnic minority groups, only 10.8% of full-time faculty teaching in these programs are from minority backgrounds according to the latest AACN data.

"A lack of minority nurse educators may send a signal to potential students that nursing does not value diversity or offer career ladder opportunities to advance through the profession," said Dr. Raines. "AACN is addressing this imbalance by working collaboratively with stakeholders to identify minority faculty development strategies, encouraging leadership development for nurses from under-represented groups, and advocating for programs that remove barriers to faculty careers."

For more details on the nurse faculty shortage and efforts to enhance diversity within the nursing profession, see <http://www.aacn.nche.edu/Media/FactSheets/FacultyShortage.htm> and <http://www.aacn.nche.edu/Media/FactSheets/diversity.htm>.

Faculty Scholar Profiles
on Pages 7-8



Johnson & Johnson Campaign for Nursing's Future - American Association of Colleges of Nursing Fall 2008 Minority Nurse Faculty Scholars

Julius O. Kehinde, MSN, RN, is a second year doctoral student at the Medical University of South Carolina. He received his bachelor's degree from Obafemi Awolowo University in Nigeria and his MSN from the University of Phoenix. His research interests include falls prevention in older adults, racial/ethnic health disparities, and barriers to accessing health care services among minorities. Julius works as a charge nurse at Loma Linda University Medical Center. He is a member of Sigma Theta Tau, the Gerontological Society of America and Western Institute of Nursing.



Shevellanie E. Lott, MSN, RN, obtained her BSN from Howard University and her MSN from the University of Phoenix. She has worked in nursing education for 11 years, and is currently an Assistant Professor and the Chairperson of Undergraduate Nursing Education at Hampton University. With a background in intensive care and post anesthesia care nursing, Shevellanie's research interests include studying factors that influence nursing student successes/failures and family/societal stressors.

Melanie Cabezas Phipps-Morgan, MSN, CNM, is a doctoral student at the University of New Mexico. She received her undergraduate degree in Geological Sciences from Brown University, her MSN in Women's Health from the MGH Institute of Nursing Professions, and her certificate in Nurse-Midwifery from the University of California, San Diego. Her nursing experience has included working in inner-city OB/GYN clinics with Latino and Southeast Asian communities, free-standing birthing centers serving migrant farm workers on the Texas-Mexico border, and the Hasidic Jewish community.



Danita R. Potter, MSN, RN, is a third-year PhD student at Hampton University in Virginia. Her research interests include perceptions of nurse caring in African American families of teenage mothers. Danita received a BSN from Grambling State University and an MSN from Alcorn State University. She currently teaches in the College of Health Sciences at the University of Louisiana at Monroe. Danita is an active member of Sigma Theta Tau, National Black Nurses Association, American Nurses Association, and National Coalition of Ethnic Minority Nurses Association.

Wanda M. Thompson, MSN, RN, WHNP-BC, is a second-year PhD student at the University of North Carolina-Greensboro. Her research focuses on interventions aimed at improving physical activity levels of adolescent girls. Wanda received her BSN from North Carolina Central University, an MSN from the University of North Carolina-Greensboro, and a post-graduate degree as a Women's Health Nurse Practitioner from the University of North Carolina-Chapel Hill. She works part-time as a nurse practitioner in the family planning clinic for the Durham County Health Department.





California Endowment-AACN 2008 Minority Nurse Faculty Scholarship Awardees

Margaret Avila, a PhD candidate at the University of San Diego, maintains a clinical focus on Public Health and Social Justice. She currently works as the assistant to the Dean of the Department of Nursing at Mount St. Mary's College in Los Angeles. In October 2007, she was named "Nurse of the Year" by the National Association of Hispanic Nurses.



Jeneva Gularte is currently pursuing a PhD at the University of California-San Francisco with a clinical emphasis on Cardiovascular and Genomics. In addition to her doctoral studies, she works at the Sutter Transplant and Outpatient Heart Specialty Clinic, specializing in heart failure. Jeneva possesses valuable clinical teaching experience that will serve her well in her role as a future nurse faculty member.

Maria Matza is a doctoral student at the University of San Diego working on her PhD. Her clinical interests encompass family health, vulnerable populations-mental health, and Chron's disease. Maria has been teaching at Azusa Pacific University since 2002. For five years, she was President of the Orange County Chapter of the National Association of Hispanic Nurses Association where she provided leadership on a regional level. She continues to serve on their Board of Directors and mentors new leaders. She also served a 6-year term as President of the California School Nurse Organization-Southern Section.



Soo Kyung Park, a PhD candidate at the University of California-San Francisco, is focusing her clinical studies on Pulmonary and ICU Nursing. She is developing strong skills as a nurse scientist by working as a research assistant on a grant from the National Institute of Health. To facilitate her teaching skills, Soo has a minor in Education and plans to complete her doctoral program in May 2009.

Vanessa Parker is in the Clinical Nurse Leader program at California State University-Dominguez Hills. She has held a number of national, regional, and local leadership positions on journal review committees, grant review committees, and health-policy steering committees for HIV, cancer, teen pregnancy, and tobacco. She has a doctoral degree from the University of California School of Medicine in Preventive Medicine-Health Behavior Research and is interested in focusing her nursing on Pediatrics and Education.



Maria Rodriguez is enrolled in a Doctor of Nursing Practice (DNP) program at the University of San Diego. She currently works as the Director of Education at San Diego Kindred Hospital. With plans to complete her DNP degree by 2010, Maria is looking forward to moving ahead in her career as a nurse educator.



Opportunities



**MESSIAH
COLLEGE**

Pediatric Nursing (Term-tenure or Clinical track)

The Department of Nursing in the School of Health and Natural Sciences at Messiah College invites applications for a term-tenure or clinical track position in pediatric nursing.

Responsibilities: Teaching theory and clinical in undergraduate level nursing courses including clinical supervision of undergraduate students of in-patient and out-patient pediatric settings and supervising clinical practicum experiences for senior level students. Additional teaching responsibilities in non-clinical nursing courses are required as well as academic advising; coordinating learning experiences; serving on departmental and college-wide committees, and scholarship and service to meet term-tenure track requirements.

Qualifications: Master's degree in nursing required in pediatric nursing or parent/child nursing with emphasis on care of children and adolescents. Doctorate in nursing or related field strongly preferred (Ph.D., D.N.S, Ed.D.). Candidates with evidence of commitment to pursue doctoral study, or doctoral study in progress highly favored. Eligibility for RN licensure in Pennsylvania required. Evidence of recent clinical competence in nursing of children and adolescents, teaching experience in baccalaureate education preferred; other relevant teaching experience will be considered.

The College: Messiah College is a Christian college of the liberal and applied arts and sciences. The College is committed to an embracing spirit rooted in the Anabaptist, Pietist, and Wesleyan traditions of the Christian Church. Our mission is to educate men and women toward maturity of intellect, character, and Christian faith in preparation for lives of service, leadership, and reconciliation in church and society. Messiah College is a teaching institution which emphasizes instruction but values research and public service. Strong support is given to faculty growth and scholarship.

The mission of the Department of Nursing is to prepare the beginning professional nurse by providing basic professional education from a Christian worldview and within the context of a liberal education. Central to and informing both the nursing program and the curriculum is the Christian worldview with its affirmations about God, humanity, and culture as understood from Scripture and throughout history. The nursing program is an undergraduate, baccalaureate program accredited by CCNE.

Starting Date for the Position: January 2009

Compensation: Salary and rank commensurate with qualifications and experience.

Applications and Nominations: Nominations, as well as applications, are welcome. The search committee will begin screening immediately and continue until a suitable candidate is identified. Submit two copies each of a letter of interest, curriculum vitae, and names of three professional references. Please address all inquiries, applications, and nominations to: **Dr. Carolyn L. Kreamer, Chair, Messiah College Department of Nursing, One College Avenue, P.O. Box 3031, Grantham, PA 17027, (717) 691-6029.**

Messiah College, a Christian college of the liberal and applied arts and sciences, does not discriminate on the basis of age, color, ethnic/national origin, disability, race or gender in its education programs, admissions or employment policies. Women and Minorities are strongly encouraged to apply.

DIRECTOR OF NURSING BETHEL COLLEGE, N. NEWTON, KS.

The Director provides educational and administrative leadership to the Department of Nursing. Duties include managing: class schedules and teaching assignments, departmental budgets, curriculum development and revision, and student recruitment and admission. Ph.D. prepared applicants desired, M.S.N. required. See <http://www.bethelks.edu/hr/openings/> for complete application details. AA/EOE



Cleveland Clinic

www.clevelandclinic.org

Department of Bioethics

The Cleveland Clinic invites applications for the professional staff position of Nurse Ethicist. This position presents an opportunity to provide education, clinical consultation, research subject advocacy, independent research and support to healthcare practitioners regarding bioethical issues.

Candidates must possess a doctoral degree (PhD, J.D., DNSc, DN) or equivalent terminal degree and 3 years of experience as a nurse, clinical nurse specialist or clinical faculty. Demonstrated expertise in clinical and research ethics, with experience in ethics consultation is desired. Excellent communication and interpersonal skills as well as presentation and teaching skills are required.

Be part of one of the nation's most prestigious healthcare organizations built on a commitment of uncompromising patient care, education and research. Cleveland Clinic offers an exciting and collegial work environment with an unmatched quality of life. Northeast Ohio and Cleveland offer a variety of education and entertainment options including professional football, baseball and basketball teams as well as the second largest theatre districts in the U.S.

Interested candidates should forward a CV in WORD format to:

Anthony J. Thomas, Jr., M.D.
Professor of Surgery
Chair, Search Committee, Department of Bioethics
Cleveland Clinic
9500 Euclid Ave. JJ- 60
Cleveland, Ohio 44195
(216) 444-8720
thomasa@ccf.org

The Cleveland Clinic is an equal opportunity, affirmative action employer. Smoke/drug free environment.



American Association of Colleges of Nursing

Director of Faculty Programs

The American Association of Colleges of Nursing, a Washington, DC based higher education association, seeks director to develop and manage program initiatives for faculty constituents.

Responsibilities will include developing regional and online faculty development conferences and managing efforts to increase faculty participation in association programs.

Advanced degree plus 5-7 years professional experience in higher education or program management required. Excellent salary and benefits.

Send letter of interest, resume, and one writing sample to:

Deputy Executive Director, AACN
One Dupont Circle, Suite 530
Washington, DC 20036
or email materials to mokoniew@aacn.nche.edu

ADVANCING HIGHER EDUCATION IN NURSING



Opportunities



3 Faculty Positions: School of Nursing

The School of Nursing is accepting applications for **Open Rank Faculty Position (Assistant/ Associate/ Professor # 56640)**

The School of Nursing is also accepting applications for **Instructor (#56639) and Clinic Director / Instructor (# 56641)**

For more information, contact Dr. Jean Bartels, Search Chair; jbartels@georgiasouthern.edu; 912-478-5455; P.O. Box 8158; Georgia Southern University; Statesboro, GA 30460. Screening begins 10/20/08. Applications consisting of a letter of application, curriculum vita, and the names, addresses, telephone numbers, and e-mail addresses of at least 5 professional references will be accepted until the positions are filled.

Full text advertisements are available at:

www.georgiasouthernhealthscience.com/departments/school-of-nursing/overview/

Georgia Southern seeks to recruit individuals who are committed to excellence in teaching, scholarship, and professional service within the University and beyond and to working in diverse academic and professional communities. Finalists will be required to submit to a background investigation. GA is an open records state. Georgia Southern is an AA/EO institution. Individuals who need reasonable accommodations under the ADA to participate in the search process should contact the Associate Provost.



TEXAS CHRISTIAN UNIVERSITY

The **Harris College of Nursing and Health Sciences at Texas Christian University** is seeking a candidate for a **tenure track position in nursing** with specialization in **Nursing Administration**. Minimum requirements include a doctoral degree in nursing or a related field. This individual

will be intimately involved in the development of a nurse executive track for the existing Doctor of Nursing Practice program and will consult in the new Clinical Nurse Leader program at the masters level. Experience in baccalaureate and/or higher degree nursing education is desired with preference given to candidates with established research programs and a record of scholarly work. Candidates must be eligible for TX RN licensure. Rank and salary are commensurate with education and experience. Positions are dependent on budget approval with a beginning date of **January 2009**. Review of applicants will begin immediately and continue until the positions are filled.

Send a letter of interest, curriculum vita, and names/addresses/telephone numbers of three professional references to:

Kathy Baker, PhD, RN, ACNS-BC, CGRN
Director, Doctor of Nursing Practice Program

TCU Box 298627, Fort Worth, TX 76129

TCU is an AA/EEO employer

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Managing Editor: William O'Connor

Contributing Editor: Robert Rosseter, Associate Executive Director

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