



PURPOSE

The Advancing Academic Leadership for Deans is a program designed specifically for individuals who are new to the dean roll. Co-created by AACN and the Center for Creative Leadership (CCL), this program provides participants with an assessment experience, a range of content and exercises related to successful leadership, and the opportunity to establish a peer network that fosters long-term partnerships and collegial support.

This fellowship is designed for those new to the role of dean. ***It is not intended to prepare junior faculty for positions of higher responsibility.***

Advancing Academic Leadership for Deans is a 13-month program offering four face-to-face meetings with work done virtually between sessions. Individuals will conduct a Learning Development project at their institution, and the top four projects will be presented at the AACN Conference.

BACKGROUND

The development of high-level leadership skills in faculty and administrators is vital to the success of the baccalaureate and graduate nursing enterprise given the complex challenges faced by these organizations. Individuals in leadership roles at schools of nursing are challenged by an array of complex issues. Some sample content featured in this program includes:

- Boundary Spanning Leadership (BSL)
- Building Effective Teams
- Building Resiliency and Learning Agility
- Direction-Alignment-Commitment (DAC)
- Diversity, Equity, and Inclusion
- Emotional Intelligence (EI)
- Creating High Performance Cultures with Better Conversations Everyday
- Strategic Thinking, Acting and Influencing
- Advancing Policy

PROGRAM DESCRIPTION

AACN, in collaboration with the Center for Creative Leadership, has developed an innovative, forward thinking, year-long immersion program for new deans.

Program Structure

- Pework: assessment battery, reading, and case studies
- 4 face-to-face meetings
- Learning Development project
- Private online community
- Program fee: \$4,500

Fellowship meeting dates:

- **March 26&27, 2026** - Deans Annual Meeting in Washington, DC
- **June 10-12, 2026** - Center for Creative Leadership in Greensboro, NC.
- **October 28, 2026** - AACN Headquarters during the Academic Nursing Leadership Conference in Washington, DC
- **March 12&13, 2027** - Deans Annual Meeting in Washington, DC

dates subject to modification as needed

Interession Web-Based Instruction and Support

- Provided by CCL on current leadership topics and evidence-based strategies to support a successful transition to the role of chief academic officer.

***It is expected that all events will be attended in order to complete this fellowship.
Specific timing for events will be available at time of acceptance.***

ELIGIBILITY AND SELECTION CRITERIA

The Advancing Academic Leadership for Deans program is offered as a first come, first served opportunity resulting in a select group of leadership fellows to fill a limited number of seats. Applicants must be nurse educators employed at [AACN member institutions](#) and meet the eligibility criteria below.

Specific eligibility requirements:

- Terminal degree (of any type), and current licensure in nursing
- Appointment as the chief academic nursing officer
- Letter indicating institutional support for the program, both financially and in terms of release time to attend sessions
- Commitment to complete all aspects of the program

Applicants selected to participate in Advancing Academic Leadership for Deans will be expected to:

- Complete all the self-assessment processes by the designated date
- Attend all four face-to-face meetings
- Complete a year-long Learning Development project
- Participate in group discussions during the program year via AACN's Online Community - AACN Connect
- Commit to developing personal and professional skills to lead in the role of chief academic administrator of a school or college of nursing

CONFERENCE DATES AND REGISTRATION FEE

Recognizing fiscal constraints, every effort has been made to minimize expenses.

The registration fee of \$4,500 includes all curriculum and materials, presentations by international leaders in leadership development, self-assessment instruments and resultant reports, and support for the Learning Development project.

March 26 & 27, 2026 Deans Annual Meeting in Washington, DC

- Included: some meals and breaks
- Not Included: Registration for the annual meeting. One extra room night in order to arrive at this annual meeting a day earlier than you might typically attend.

June 10-12, 2026 Center for Creative Leadership Greensboro, North Carolina

- Included: breakfast, lunch, and one dinner

October 28, 2026 Academic Nursing Leadership Conference in Washington, DC

- Included: breakfast, lunch, and one dinner
- Not Included: Registration for the conference. One extra room night in order to arrive at this conference a day earlier than you might typically attend.

March 12 & 13, 2027 Deans Annual Meeting in Washington, DC

- Included: breakfast, lunch, and one dinner
- Not Included: Registration for the annual meeting. One extra room night in order to arrive at this annual meeting a day earlier than you might typically attend.

APPLICATION PROCESS

All applications must be submitted online. This application form will be open until January 15, 2025. In preparation for your application, please review this full call for applications and the online application.

Applications must be received by AACN no later than midnight (EST) on January 15, 2026 in order to be considered. Incomplete applications will not be reviewed. Upon successful completion of your application, AACN staff will determine the cohort. Decisions will be made based on eligibility. At that time, institutions will receive an invoice for the \$4,500 program fee. Upon formation of the cohort, pre-work for the fall face-to-face first meeting will begin February 2026.

For additional questions, please contact AACN's Associate Director of Online Learning and Engagement [Alexa Tehansky](#) at 202-463-6930 ext. 265.

ONLINE APPLICATION FORM

The online application has six parts:

Part I: Applicant Information

1. Name (first and last)
2. Primary email
3. Secondary email
4. Mobile phone number
5. Work phone number
6. Mailing address

Part II: Institution Information

7. Employing Academic Institution
8. Current title/ Position
9. Do you identify as the Chief Nurse Academic Officer of your institution? Yes or No
10. Type of institution Public/ Private
11. Type of institution Public/ Private/AHC/Small School*
** AACN categorizes membership by 4 school types: Schools or Colleges that are affiliated with an Academic Health Center, Public institutions that do not have AHC, Private institutions that do not have AHC (faith based, proprietary, other), and small schools associated with liberal arts colleges and universities.*
12. Describe your position and the scope of responsibilities that you have within this position
13. How many years have you been in your current leadership position?
14. Number of direct reports to your current position?
15. Title and name of the person to whom you report
16. If you have not yet started your new position, anticipated start date:

Part III: Personal Information

17. Brief Biographical Sketch
This information will appear to your classmates as part of your personal profile if selected. Please provide a brief biographical Sketch. Max 200 words written in 3rd person.
18. Extended Biographical information
Please **attach a MS-Word document file (no PDF files)** in the online application that includes the information listed below. Your responses should be typed in 12- point font, use the following headings, have one-inch margins, and be no more than five pages in length. These bios will be used in the materials produced and disseminated to all members of the cohort. PLEASE DO NOT SUBMIT YOUR COMPLETE CURRICULUM VITAE! Attach a MS-Word document addressing only the items below:
 - a. Professional Education
 - b. Professional Experiences - list position titles, locations, and inclusive dates
 - c. Management/Administrative Experience - with emphasis on academic programs
 - d. Presentations
 - e. Publications
 - f. Membership in Professional Organizations
 - g. Honors/Awards
19. Have you attended any internal or external executive programs? Please list

the programs and institutions, approximate dates attended, and degree/certificate earned:

20. What trends in academia, organizational initiatives, or professional advancements have prompted you to enroll in this program? *

Part IV: Identification of Goals and Competencies

21. List 3 goals that you hope to accomplish through your participation in the Advancing Academic Leadership for Deans program.
22. What are three long-term career goals?

Part V: Evidence of Institution Support

23. **Attach a letter** in the online application portal from an administrator at your school on **school letterhead** indicating the institution's support of you to attend all sessions of the Advancing Academic Leadership for Deans program (*including payment of your program fee of \$4,000), travel expenses, and support of intercession activities during the year including the development and implementation of the Learning Development project.*

Part VI: Statistical Information (*not required*)

24. Have you ever attended an AACN Conference?
25. Have you ever attended an AACN Leadership Program?
26. Are you a member of an AACN Leadership Network?
27. Gender:
28. Race/Ethnicity:

[ACCESS THE ONLINE APPLICATION](#)