

- PROGRAM SCHEDULE -

November 30 - December 2, 2023
Lake Buena Vista, FL

Key Conference Outcomes

- Explore current trends to advance leadership, innovation, and excellence in academic nursing.
- Discover new developments impacting higher education and healthcare delivery.
- Create meaningful change to promote and advance diversity, equity, and inclusion within nursing.
- Learn from peer abstract presentations, addressing key issues and implementation strategies to advance nursing education.

Continuing Education Units (CEUs):

The American Association of Colleges of Nursing is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

For sessions awarding continuing professional development hours (which are denoted with an * throughout the schedule), participants must attend in entirety, evaluate each session electronically, and print the nursing continuing professional development (NCPD) certificate.

Attendees may earn up to 15 Continuing Education Units (CEUs) for Nursing Continuing Professional Development (NCPD). To receive the maximum total of 15 CEUs, participants must attend the full in-person event and after the meeting, view any on-demand session missed due to schedule conflicts (i.e., concurrent sessions). There are no known conflicts of interest concerning planners and presenters. Exhibitors/Sponsors have not been involved with planning the content for sessions awarding contact hours. AACN does not endorse particular products or services being exhibited/showcased.

Speaker Presentations

Speaker presentations and/or handouts are provided via the AACN conference app based on when they were made available to AACN, as well as if each speaker granted permission to publish them. Therefore, not all speaker materials may be accessible prior to or after the meeting. You may contact speakers directly to ask for copies of their presentations and/or handouts.

THE VOICE OF ACADEMIC NURSING

Thursday, November 30

11:00 a.m.-5:00 p.m.

Registration Open

Citron Foyer

1:00-7:00 p.m.

Exhibitor Showcase Open

Palm Event Center

Connect with exhibitors showcasing innovations and capabilities to explore resources, strategies, solutions, and more. The Exhibitor Showcase provides registered attendees a hands-on opportunity to interact with the products that make academic nursing unique.

The Exhibitor Showcase is open Thursday and Friday.

1:00-1:45 p.m.

First-Time Attendee Meet & Greet

Palm Event Center

Connect with fellow first-time attendees, ask questions, and jump start the conference.

We look forward to seeing you!

Hosted by the AACN Transform Planning Sub-Committee

2:00-3:30 p.m.

Welcome and Opening Plenary*

Citron Ballroom

The Power of Choice

Available on demand

An aspiring gymnast in childhood, Melissa Stockwell dreamed of someday representing Team USA at the Olympics Games. As college approached her patriotic dreams shifted to representing her country as a member of the U.S. Army. Upon graduating, she was commissioned and soon thereafter deployed to Iraq, where a roadside bomb made her the first female American soldier to lose a limb in active combat. What followed was a remarkable story of resilience and perseverance, and of the indomitable spirit of a woman who chose not only to survive, but to thrive. Now a paralympic medalist, a world champion, a world record holder, and an Ironman, Melissa's keynote "The Power of Choice" is an emotionally commanding presentation that will both redefine your perception of disability and inspire you to rethink your own limits.

*Speaker: **Melissa Stockwell**, Veteran, Paralympian, Business owner and Co-founder of Dare2tri Paratriathlon Club Colorado Springs, CO*

3:30-4:00 p.m.

Networking Break & Visit Exhibitor Showcase

Palm Event Center

Enjoy refreshments and light snacks in the Exhibitor Showcase.

4:00-5:00 p.m.

Plenary*

Citron Ballroom

Ready or Not: Is Nursing Prepared for the Era of Artificial Intelligence?

Available on demand

Artificial intelligence (AI) is a rapidly increasing presence in our world and daily lives. This technology has the potential to drive unparalleled change in health care and nursing. There have been repeated calls over the last few years for nursing to take a more active role in the exploration and direction of AI in both education and practice, yet these remain largely unanswered. This presentation will include an overview of foundational AI elements, ways this technology is already impacting nursing practice and education, and strategies to integrate learning opportunities that will better position nurses for an AI future.

*Speaker: **Traci Risling**, PhD RN, Associate Professor, College of Nursing, University of Calgary, Alberta, Canada*

Thursday, November 30

5:00-7:00 p.m.

AACN Welcome Reception with Poster Presentations*

Palm Event Center

Kick-off the conference with an engaging opening reception. Take this opportunity to network with friends and colleagues, talk with poster presenters, and visit with exhibitors while enjoying a glass of wine and light fare.

Friday, December 1

6:00-7:00 a.m.

Running and Walking Groups

Meet with other early risers at the hotel entrance for a 30-minute run or 60-minute morning walk.

7:00 a.m.-4:30 p.m.

Registration Open

Citron Foyer

7:30-8:30 a.m.

AACN Breakfast Forums

Breakfast will be available starting at 7:15 a.m. in the Sabal Foyer for attendees of the breakfast forums.

- **Diversity, Equity, and Inclusion Leadership Network (DEILN) Forum Sabal A-C**
Join colleagues to meet, greet, and network with other DEILN members and potential members. You will have the opportunity to meet the steering committee and other members you may have only met or worked with virtually. Learn about the activities of DEILN and share thoughts on future engagement activities. All are welcome to attend.
- **Faculty Leadership Network (FLN) Forum Sabal D**
Join colleagues to celebrate and contemplate future directions for the network. In addition to seeing old friends and meeting new ones, we identify issues of mutual interest and opportunities for engagement in an informal setting. All are welcome to attend.
- **New Dean Dialogue Sabal E-F**
New deans are invited to dialogue with a member of the AACN Board of Directors. Get support and feedback on some of the issues that are most disruptive to the operations of your college and learn about the resources available to you from AACN.

7:30-8:30 a.m.

Essentials Champion Breakfast Meeting

Meyer (3rd Floor)

This informal gathering for breakfast and Essentials conversation is for each school's **one Dean-designated Essentials Champion**. If your school's Dean-designated **Essentials Champion** is not attending Transform, one individual from your school may represent the school and attend the breakfast session. Please come with questions, informal conversation, and plans to meet Dean-designated **Essentials Champions** from other schools!

Friday, December 1

7:30-8:30 a.m.

Solution Circle

Strategies to Onboard and Retain Nursing Faculty

Pindo

Sponsored and presented by Wolters Kluwer

Breakfast will be available starting at 7:15 a.m. for attendees of this session.

Providing professional development for new and continuing nursing faculty and leaders can be challenging and costly. This session will focus on a combination of strategies to utilize resources that enhance faculty success and retention from onboarding to retirement.

AACN has not been involved with the planning of the content for the Solution Circles, nor does it endorse presented products or services. Provided content is the sole responsibility of the presenting sponsor.

8:00-9:30 a.m.

Light Continental Breakfast

Palm Event Center

8:00-9:00 a.m.

Poster Presentations

Palm Event Center

8:00 a.m.-2:00 p.m.

Exhibitor Showcase Open

Palm Event Center

9:00 a.m.-12:30 p.m.

Podium Abstract Presentations*

Available on demand

This is AACN's version of TEDTalks, where during a 60-minute session, three presenters each have 15 minutes to present key points and 5 minutes for Q&A.

Abstract Themes:

- Academic Nursing: Excellence & Innovation
- Leading & Advancing Improvements in Health, Health Care, & Higher Education
- Diversity, Equity, & Inclusion
- AACN *Essentials*

Abstract Time Schedule at-a-Glance:

(See separate schedule for details)

- 9:00-10:00 a.m. Podium Abstracts
10:00-10:15 a.m. Break
- 10:15-11:15 a.m. Podium Abstracts
11:15-11:30 a.m. Break
- 11:30 a.m.-12:30 p.m. Podium Abstracts

12:30-2:00 p.m.

Poster Presentations and Visit Exhibitor Showcase

Palm Event Center

12:30-2:00 p.m.

Lunch (on your own)

Friday, December 1

12:45-1:45 p.m.

NursingCAS Luncheon

Pindo

A Demonstration of AACN's Student Application and Admissions Management Portal

Learn about [NursingCAS](#), AACN's free student admissions application service that provides colleges with a student application and admissions platform to efficiently manage data-driven reviews in a cloud-based software. Learn why 290 colleges of nursing and 115,000 student applicants used NursingCAS to manage their nursing school applications last cycle.

Pre-Registration required [here](#). Limited seating.

2:00-3:00 p.m.

Emerging Solutions*

Available on demand

Answering the Call for Master's-Prepared Nurses at the Point of Care

Citron East/West

Today's healthcare systems are facing multiple challenges, including tremendous workforce shortages, increased complexity of care, rising costs, and decreasing quality outcomes. The Clinical Nurse Leader (CNL) skill set was crafted over 15 years ago to address these very challenges. Hear why chief nursing officers are seeking nurses with CNL competencies, and how systems are turning to the CNL to bridge gaps in health care. The presenters will address the work underway by AACN to update the CNL competencies and education pathways to align with the 2021 *Essentials* and help meet the need for nurse educators. Get a preview of the soon to be released advanced level, master's degree competencies, recommended education pathways, and next steps to develop doctoral level CNL competencies.

*Speakers: **Jacklyn Barber**, EdD, RN, Dean, School of Nursing, Morningside University, Sioux City, IA; **Kristen Noles**, DNP RN, USA Health Performance Improvement Manager, University of South Alabama Health, Mobile, AL; and **Juliann Sebastian**, PhD RN, Dean Emeritus, College of Nursing, University of Nebraska Medical Center, Omaha, NE*

Coaching Toward Competency Using Simulation-based Education

Citron Center

This presentation is focused on systems and individual approaches to mentoring faculty whose primary expectation is teaching excellence. Examples and strategies for the nursing school and the individual faculty to enhance teaching excellence, including teaching scholarship, will be addressed.

*Speakers: **Carol Durham**, EdD, RN, Professor and Director, EISLE, School of Nursing, University of North Carolina, Chapel Hill, NC and **Marie Gilbert**, DNP, RN, School of Nursing, Fresno State, Fresno, CA*

Friday, December 1

Collaborating on LPN to BSN Academic Progression: Four Schools with Grant Funding to Diversify the Nursing Workforce
Sabal A-C

A statewide survey of licensed practical nurses (LPNs) in 2019 found that more than 80% of responding LPNs wanted to continue their education to become an RN and identified barriers to their academic progression. Based on the study findings, four Washington state nursing programs including one private university and three community colleges collaborated to obtain private foundation funding to develop and implement LPN to BSN programs. Collaboration activities included faculty development, development of holistic admissions presentations for prospective students, simulation education, and evaluation of each cohort as they progressed through their respective programs. Many lessons have been learned about addressing adult learning needs of very diverse post-licensure LPN-to-BSN students. These include varied skills upon entry, guiding experienced LPN students to being an RN student, and challenges of meeting clinical requirements of employed students. Outcomes include high retention and graduation rates, high NCLEX pass rates, student satisfaction, and student diversity well beyond the general RN population. As the number of traditional BSN students wane due to demographic shifts, schools should look to LPNs as a pool of potential students to maintain enrollment and meet the workforce demand for diverse BSN graduates.

Speakers: Anna Drury, MSN, RN, Adjunct Faculty Instructor, Nursing Program, Green River College, Auburn, WA; KaraLynn LaValley, PhD RN, Associate Dean, Nursing Program, Green River College, Auburn, WA; Dianne Nauer, EdD(C), APRN, Assistant Professor, College of Arts and Sciences, St. Martin's University, Lacey, WA; Sarah Rapoza, PhD, RN, Associate Professor, Department of Nursing, Columbia Basin College, Pasco, WA; and Teri Woo, PhD, APRN, Director of Nursing, College of Arts and Sciences, Saint Martin's University, Lacey, WA

Connection Before Correction: Leveraging the Teacher-Learner Relationship

Sago (3rd Floor)

In this presentation, educators will reflect on their practice, with a focus on psychological safety and feedback conversations. With the move to competency-based education, there is a need for educators to be highly skilled at holding feedback conversations. This requires a relationship of trust between the teacher and learner. There are evidence-based practices that can help educators craft the trusting teacher-learner relationship that can be leveraged to improve learning outcomes.

Speakers: Mary Fey, PhD, RN, Senior Director, Teaching and Learning, Center for Medical Simulation, Boston, MA and Kate Morse, PhD, RN, Assistant Dean and Associate Professor, College of Nursing and Health Professions, Drexel University, Philadelphia, PA

Scaffolding Competency Across the Curriculum: Aligning Program Outcomes, Course Outcomes, and Student Learning Activities
Citron North

This presentation will highlight strategies for integrating the AACN Essentials into nursing curricula. Examples of competency-based education and assessment that align with these new standards for nursing education will be shared. The backward design associated with implementing the Essentials on a program level as well as a course level will be demonstrated using easy-to-follow processes that faculty can institute at their school.

Speakers: GERALYN Altmiller, EdD, APRN, Professor of Nursing, School of Nursing and Health Sciences, The College of New Jersey, Ewing, NJ and Brittney Hay, DNP, APRN, College of Nursing, University of South Florida, Tampa, FL

Friday, December 1

Strengthening Mindfulness, Self-Care, Well-Being, and Leadership Skills for Emerging Nurses

Sabal E-G

In the ever-changing landscape of healthcare, the importance of mindfulness, self-care, well-being, and leadership skills for professional nurses cannot be overstated. Through the generous support of the Johnson & Johnson Foundation and collaboration with the Johnson & Johnson Center for Health Worker Innovation, AACN initiated a nationwide program named "A Competency-Based Approach to Leadership Development and Resilience for Student Nurses." This initiative is dedicated to nurturing leadership qualities in new nurses while placing a particular emphasis on cultivating essential abilities in mindfulness, self-care, and well-being. AACN brought together a panel of experts to identify effective learning and assessment techniques that promote health, resilience, and overall well-being. Ten schools were chosen to pilot strategies integrating these concepts and related competencies into the entry-level nursing curriculum. During this session, speakers will focus on the significance of these integrations, share strategies to implement them across the curriculum, and highlight opportunities to collaborate with practice partners to prioritize concepts and learning strategies for students and practicing nurses.

Speakers: Donna J. Eull, PhD, RN, Clinical Associate Professor, School of Nursing, University of Minnesota, Minneapolis, MN; Meghan Hixenbaugh, MS, RN, Assistant Professor, Mount Carmel College of Nursing, Lancaster, OH; Laura Kirk, PhD, RN, Clinical Associate Professor, School of Nursing, University of Minnesota, Minneapolis, MN; and Courtney McGuire, MS, BSN, Instructor, Mount Carmel College of Nursing, Lancaster, OH

Facilitators: Teri Pipe, PhD, RN, Member, AACN, Johnson & Johnson Resilience Grant Advisory Group, and Professor, School of Nursing, Core Faculty, Center for Health Minds, University of Wisconsin-Madison and Sherry Chesak, PhD, RN, Johnson & Johnson Resilience Grant Advisory Group, and Professor, School of Nursing, University of Minnesota, Minneapolis, MN, Nurse Scientist, Mayo Clinic, Rochester, MN

Teaching Excellence: Mentoring Non-Tenure Track Faculty

Meyer (3rd Floor)

This presentation is focused on systems and individual approaches to mentoring faculty whose primary expectation is teaching excellence. Examples and strategies for the nursing school and the individual faculty to enhance teaching excellence, including teaching scholarship, will be addressed.

Speaker: Carol Shieh, DNSc, RN, Professor and Executive Associate Dean for Faculty Affairs, School of Nursing, Indiana University, Indianapolis, IN

The HRSA Nursing Workforce Diversity Program: Success, Challenges, and Opportunities

Sabal D

Listen to three HRSA Nursing Workforce Diversity (NWD) Program grantees describe their Nursing Workforce Diversity program and share the challenges and successes encountered. Learn from this comprehensive discussion among grantees the lessons learned and considerations for their next steps. This session brings to the forefront what is possible when engaging in the HRSA Nursing Workforce Diversity Program.

Speakers: Teri A. Murray, PhD, APRN, Professor and Dean Emerita, School of Nursing, Saint Louis University, St. Louis, MO; Shanda Scott, DNP, APRN, College of Nursing, University of South Alabama, Mobile, AL; and Esma Paljevic, EdD, APRN, Associate Professor and Associate Dean, College of Health Professions, Pace University, New York, NY

Friday, December 1

Transforming Nursing through Equity-Centered Trauma-Informed Educational Practice

Areca

The Future of Nursing 2020-2030 is a landmark report that galvanizes the nursing profession to pursue a shared goal of health equity and suggests that nurses have a vital role to play in this effort. As educators and schools are redoubling their efforts to support and graduate a diverse and highly competent student body, there is an urgent need to adopt an academic framework. Equity-centered Trauma-informed Educational Practice (TIEP) provides a framework for examining, scrutinizing, and eliminating the influences and impact of racism and inequitable practices in pedagogy, policy, and teaching/academic practices.

Speaker: Rana Halabi Najjar, PhD, APRN, Associate Professor, School of Nursing, Oregon Health Science Center, Portland, OR

What is Possible! Nurses with Disabilities Challenges and Success

Pindo

The National Organization of Nurses with Disabilities (NOND) is the only organization like it in the world. NOND is celebrating its 20th Anniversary in 2023. Members of the NOND Board of Directors are geographically dispersed across the US, hold various areas of expertise, and are working full or part time within the nursing profession. Currently 100% of NOND Board of Directors are nurses with disabilities. The first session will present real-life stories of nurses with disabilities who are members of the NOND Board of Directors or, who may be members of NOND Advisory Committee. Disability Disclosure will occur, and adaptive devices and other technologies Directors may use in the performance of their jobs will be identified.

Speaker: Karen McCulloh, BSN, RN, NOND Co-Director and Co-Founder, Executive Committee, National Organization of Nurses with Disabilities, Chicago, IL

3:00-3:30 p.m.

Networking Break

3:30-4:30 p.m.

Emerging Solutions*

Available on demand

Answering the Call for Master's-Prepared Nurses at the Point of Care

Citron East/West

Repeated session

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Friday, December 1

Call to Action: Integration of Disability in Nursing Education

Pindo

This presentation will begin with a discussion of general issues related to the health and health care of individuals with disability and discuss issues related to integration of disability in nursing education, along with strategies to do so, to ensure improved health and health care for those with disability.

*Speaker: **Suzanne Smeltzer**, EdD, RN, Professor Emeritus and Research Professor, M. Louise Fitzpatrick College of Nursing, Villanova University, Villanova, PA*

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Citron Center

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*Speakers: **Mary Fey**, PhD, RN, Senior Director, Teaching and Learning, Center for Medical Simulation, Boston, MA and **Kate Morse**, PhD, RN, Assistant Dean and Associate Professor, College of Nursing and Health Professions, Drexel University, Philadelphia, PA*

Future of Nursing: Harnessing Technology and Data

Sabal A-C

Dr. Vicky Tiase, member of the National Academy of Medicine's Future of Nursing 2030 Committee and the appointed informatics expert, will share an overview of The Future of Nursing 2020-2030: Charting a Path to Achieve Health Equity, a consensus study from the National Academy of Medicine. The presentation will include select recommendations that are relevant to both education and the use of technology. In addition, she will discuss the role of informatics in advancing the report's vision, including the strategy and action plans that have been developed.

*Speaker: **Victoria L. Tiase**, PhD, APRN, School of Medicine, University of Utah Health, Salt Lake City, UT*

Mentoring Junior Researchers

Meyer (3rd Floor)

The presentation will focus on techniques to facilitate successful mentoring of junior researchers. Worksheets and checklists to aide mentoring will be offered.

*Speaker: **Tami Wyatt**, PhD, RN, Associate Dean and Professor, University of Tennessee Knoxville, Knoxville, TN*

Friday, December 1

Scaffolding Competency Across the Curriculum: Aligning Program Outcomes, Course Outcomes, and Student Learning Activities

Citron North

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Strengthening Mindfulness, Self-Care, Well-Being, and Leadership Skills for Emerging Nurses

Repeated session

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Facilitators: TERI PIPE, PhD, RN, Member, AACN, Johnson & Johnson Resilience Grant Advisory Group, and Professor, School of Nursing, Core Faculty, Center for Health Minds, University of Wisconsin-Madison and SHERRY CHESAK, PhD, RN, Johnson & Johnson Resilience Grant Advisory Group, and Professor, School of Nursing, University of Minnesota, Minneapolis, MN, Nurse Scientist, Mayo Clinic, Rochester, MN

The HRSA Nursing Workforce Diversity Program: Success, Challenges, and Opportunities

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Repeated session

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Speaker: Rana Halabi Najjar, PhD, APRN, Associate Professor, School of Nursing, Oregon Health Science Center, Portland, OR

6:00 p.m.

Networking Dinners (Optional)

A great opportunity for you to connect with other participants and expand your network while enjoying the local cuisine! Simply choose from our pre-selected restaurants posted at the registration desk and sign-up. Participants are responsible for their own tabs and share transportations costs (if any). The dinners are scheduled for 6:00 p.m. – participants meet at 5:30 p.m. in the hotel lobby.

Saturday, December 2

6:00-7:00 a.m.

Running and Walking Groups

Meet with other early risers at the hotel entrance for a 30-minute run or 60-minute morning walk.

7:00 a.m.-12:00 p.m.

Registration Open

Citron Foyer

7:00-9:00 a.m.

Light Continental Breakfast

Citron Foyer

7:30-8:15 a.m.

Coffee and Conversations

- **AACN Resources for Faculty**
- **Faculty of Minority Serving Schools**
- **Hot Topics for Entry Level Faculty**
- **Hot Topics for Advanced Level Faculty**

Areca

Pindo A

Pindo B

Pindo C

Saturday, December 2

8:15-9:15 a.m.

CCNE Forum on Revision of the Accreditation Standards*

Citron Ballroom

Available on demand

Join CCNE Board and Standards Committee leaders for an important dialogue about CCNE's proposed revisions to the 2018 Standards for Accreditation of Baccalaureate and Graduate Nursing Programs. Learn about the substantive changes and take advantage of this opportunity to offer comments and ask questions about the proposed revisions. Do the proposed revisions adequately assess nursing program quality and effectiveness at the baccalaureate and graduate levels? Do the proposed revisions to the standards and key elements need clarification? What is the timeline for implementation of the revised standards and how might my program be impacted?

Presenters: Lori Escallier, PhD, APRN, Dean and Professor, College of Nursing, State University of New York Downstate Health Sciences University, Brooklyn, NY; Anne Hirsch, PhD, APRN, Professor, University of Washington, Seattle, Washington; Jean D'Meza Leuner, PhD, RN, Dean and Professor, School of Nursing, Auburn University at Montgomery, Montgomery, AL; and Pamela B. Simmons, PhD, APRN (ret.), Senior Director Emerita and Professor, College of Nursing, Northwestern State University, Natchitoches, LA

Facilitator: Jennifer Butlin, EdD, Executive Director, Commission on Collegiate Nursing Education, Washington, DC

9:30-10:30 a.m.

Plenary*

Citron Ballroom

Flourishing in Health Care: Building Individual, Team, and System Resilience

Available on demand

Multiple factors contribute to stress and burnout among nurses and nursing students, which have dire consequences at both the personal and professional level, as well as on safe, effective patient care. **Teri Pipe** and **Sherry Chesak**, members of the Johnson & Johnson Resilience Grant Advisory Group, will outline the importance of building resilience at the individual, team, and system levels; the key factors that are encompassed within each level; and evidence-based methods for engendering resilience among nursing students and nurses in the face of adversity.

Speaker: Teri Pipe, PhD, RN, Professor, School of Nursing, Core Faculty, Center for Health Minds, University of Wisconsin-Madison and Sherry Chesak, PhD, RN, Professor, School of Nursing, University of Minnesota, Minneapolis, MN, Nurse Scientist, Mayo Clinic, Rochester, MN

10:30-11:00 a.m.

Networking Break

11:00 a.m.-12:00 p.m.

Closing Plenary*

Citron Ballroom

Next Generation NCLEX: We have Lift-Off

Available on demand

NCSBN recognizes that the increasingly complex patient care decisions expected of newly licensed registered nurses requires sound clinical judgment. The 2021 NCLEX Practice Analysis highlighted clinical judgment as an essential skill to support the delivery of safe and effective nursing at the entry-level. Launched in April 2023, the Next Generation NCLEX (NGN) features a stronger emphasis on measuring clinical judgment in nurses entering the profession. This session will provide an overview of the NGN and highlight post-launch activities.

Speakers: Jason Schwartz, MS, Director, Outreach, National Council of State Boards of Nursing, Chicago, IL, and Nicole Williams, DNP, RN, Associate Director, Examinations, National Council of State Boards of Nursing, Chicago, IL

PROGRAM ACKNOWLEDGEMENTS

Transform Planning Subcommittee

Jeannette O. Andrews, PhD, University of South Carolina (Chair)

Suling Li, PhD, DePaul University

Angela Clark, PhD, Goldfarb School of Nursing at Barnes-Jewish College

Leesa McBroom, PhD, William Jewel College

Jenny Erkfitz, EdD, Aspen University

Maria McDonald, PhD, University of Virginia

Kathleen Valentine, PhD, Clemson University

Danny Willis, DNS, Saint Louis University

**AACN GRATEFULLY ACKNOWLEDGES CONTRIBUTIONS
BY THE FOLLOWING SPONSORS:**

