American Association
of **Colleges** *of* **Nursing**

2023 CALL FOR APPLICATIONS
AACN Elevating Leaders in Academic Nursing Program (ELAN)
Session 1- In Person: September 17-22, 2023
Session 2- Virtual: January 26, 2024
Session 3- Virtual: April 19, 2024

PURPOSE

The Elevating Leaders in Academic Nursing Program (ELAN) is designed for aspiring deans and senior faculty in leadership roles. This new program provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and collegial support. The goal of this program is to enhance the executive leadership skills of:

- Individuals in mid to upper-level faculty positions who have experience in academic administration roles and who aspire to lead the nursing academic unit.

This fellowship is designed for those who have experience in academic administration and who aspire to more senior administrative or executive positions within the nursing academic unit. *It is not intended to prepare junior faculty for positions of higher responsibility.*

The year-long program provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and shares growth and development.

BACKGROUND

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

- Financial constraints faced by higher education
- The need to develop effective partnerships with the practice environment to assure the development of training opportunities and appropriately educated professional nurses
- The need for strategies to recruit diverse student populations to the field
- The need to partner with multiple players to meet these challenges

Moreover, there is growing awareness that the aging of the nursing profession also is reflected in the demographics of those individuals who are administering academic nursing programs. One of AACN's overarching goals for the ELAN program is to help change the demographics of chief

academic nursing administrators by preparing a more diverse cadre of faculty for leadership roles earlier in their career.

PROGRAM DESCRIPTION

ELAN features an intensive week long seminar, focused assessment activities, facilitation of a mentorship experience, opportunities for follow-up with seminar faculty, and the sharing of ideas and resources among fellows. The program focuses on key leadership competencies needed in complex nursing education and healthcare environments. ELAN is devoted to general executive leader development. *Note that fiscal and academic issues, while discussed and used as examples, are not the primary focus.* Previous Fellows have evaluated the content very highly, calling it "life changing". Seminar topics include the following:

Introduction of the Key Vision and Framework for a Strategic Intervention on Leadership:
- Theories of leadership
- Relating theory to strategic actions
- Evidence for validation
- Value of a full range assessment and intervention
- Review and evaluation of the strategic assessment

From the Broad to the Specific:
- Strategic assessment of the individual – possibilities for growth and change
- Peer learning and feedback mechanisms
- Case studies for change
- Creating personal models for strategic growth and change

Targeted Cultural Change:
- Linking the individual's assessment to the organizational culture
- Developing plans for intervention
- Establishing long-term networks
- Change and conflict
- Evaluation and redesign

ELIGIBILITY AND SELECTION CRITERIA

ELAN is competitive, resulting in a select group of leadership fellows. Applicants must be nurse educators employed at AACN member institutions, meet the eligibility criteria, and provide evidence of institutional support for this program.

Specific eligibility requirements:
- Educational preparation and licensure in nursing
- Faculty or administrative appointment in a school of nursing
- Progressive experience in academic administrative roles and positions
- Professional goals congruent with the aims of the fellowship program

Applicants selected to participate in ELAN will be expected to:
- Complete all the self-assessment processes prior to the seminar (360 degree review, etc.)
- Attend the **entire** seminar: Session 1- In Person: September 17-22, 2023

- Attend two virtual learning days: Session 2- Virtual: January 26, 2024 & Session 3- Virtual: April 19, 2024
- Facilitate the payment of the $4,000 program fee
- Book and fund any hotel nights outside of the 5-nights covered at the selected location.
- Participate in group discussions during the fellowship year via AACN Connect
- Commit to developing personal and professional skills to assume the role of chief academic administrator of a school of nursing

Priority is given to individuals seeking leadership development in order to transition into the role of dean/director, or who have the potential for long-term commitment to the role of a chief academic administrator of a nursing program. Selected fellows will be expected to attend the entire conference and participate in all educational and evaluation activities.

CONFERENCE DATES AND REGISTRATION FEE

Recognizing individuals' and schools' fiscal constraints, every effort has been made to conserve expenses.

The registration fee of $4,000 includes five nights lodging (private room and bath)**, all meals during the conference** (less one dinner)**, morning and afternoon breaks, and all conference services and materials, including assessment instruments.** Additional nights for those who require it will be arranged by the individual directly with the hotel. Substitution of hotels by fellows is not permitted. Participants are responsible for their own transportation. Further information about the conference and location will be sent to selected fellows, and payment will be due shortly after selection. **Do not send payment with the application.**

APPLICATION PROCESS

Applications must be submitted online. All five elements of the application must be submitted together: Applicant Information, Institution/Program Information, Biographical Information, Identification of Goals and Competencies Statement, and Evidence of Institutional Support Letter. Please adhere to page limitations stated in the application. Please read directions below before accessing the online application.

Applications must be received by AACN no later midnight (EST) on March 15th, 2023 in order to be considered. Incomplete applications will not be forwarded to the selection committee. Final notifications will be made April 2023.

Inquiries about the application may be directed to:

Sean Holloway
Administrative Assistant
(202) 463-6940 ext. 243
sholloway@aacnnursing.org

ONLINE APPLICATION FORM

The online application has five parts:
Part I: Applicant Information

1. Salutation (for example: Mr. Ms. Mrs. Dr.)
2. Name (first and last)
3. Credentials
4. Primary email
5. Secondary email
6. Mobile phone number
7. Work phone number
8. Mailing address

Part II: Institution Information
1. Employing Academic Institution
2. Type of institution – Public or Private
3. Like school type
4. Current title/ Position
5. Describe your position and the scope of responsibilities that you have within this position
6. How long have you been in your current leadership position?
7. Number of direct reports to your current position?
8. Title and name of the person to whom you report
9. Name of the person to whom you report

Part III: Personal Information
1. Brief Biographical Sketch
Please provide a brief biographical Sketch. Max 200 words written in 3rd person. This information will appear to your classmates as part of your personal profile if selected.
2. 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
3. Aside from your current position, what other leadership roles have you served in during your career?
4. Have you attended any internal or external executive programs? Please list the programs and institutions, approximate dates attended, and degree/ certificate earned:
5. What specific trends in academia or organizational initiatives have prompted you to enroll in this program?

Part IV: Identification of Goals and Competencies
1. List 3 goals that you hope to accomplish through your participation in the Elevating Leaders in Academic Nursing (ELAN) program.
2. What are three long-term career goals?

Part V: Evidence of Institution Support
Attach a letter from an administrator at your school on **school letterhead** indicating the school's support of your attendance at the Elevating Leaders in Academic Nursing (ELAN) Program   including payment of your conference fee and transportation, if applicable and limited activities during the fellowship year.

Part VI: Statistical Information *(not required)*
1. Have you ever attended an AACN Conference?
2. Have you ever attended an AACN Leadership Program?
3. Are you a member of an AACN Leadership Network?
4. Gender:
5. Race/Ethnicity:

ACCESS THE ONLINE APPLICATION