

# REIMAGINING

## NURSING EDUCATION



2022  
ANNUAL  
REPORT



American Association  
of Colleges of Nursing

*The Voice of Academic Nursing*

## HIGHLIGHTS OF THE YEAR

### JULY 2021

In keeping with AACN's strategic goals and objectives, AACN launched its 8th Leadership Network: the Diversity, Equity, and Inclusion Leadership Network (DEILN).

### AUGUST 2021

AACN joined with national nursing organizations to issue a *Joint Statement in Support of COVID-19 Vaccine Mandates for Healthcare Personnel*.

### SEPTEMBER 2021

AACN announced that 30 nursing faculty from across the nation have been selected to participate in the inaugural Digital Academy offered in collaboration with Apple Education.

### OCTOBER 2021

New results from an annual AACN survey show that the national nurse faculty vacancy rate in baccalaureate and higher degree programs climbed to 8.0%, the highest rate since 2013.

### NOVEMBER 2021

With funding provided by Johnson & Johnson, AACN published the Trailblazing Innovation Faculty Tool Kit, which was developed to help prepare nurses to serve as leaders, advocates, and risk-takers using lessons learned from the documentary *5B*.

### DECEMBER 2021

AACN awarded funding to four member schools to support local efforts to accelerate health research and advance precision health care through the *All of Us* Research program.

### JANUARY 2022

In partnership with the National Institute of Drug Abuse, AACN awards Substance Use Disorders (SUD) Training Awards to two graduate nursing students working to advance research and adoption of evidence-based SUD treatment.

### FEBRUARY 2022

AACN released its latest number of institutional members—852 schools of nursing—which represents a new high for the association in terms of affiliated schools.

### MARCH 2022

With funding from the Centers for Disease Control and Prevention, AACN launched a \$1 million initiative to address COVID-19 vaccine hesitancy and health misinformation.

### APRIL 2022

AACN members vote to endorse a new position statement on *The Research-Focused Doctoral Program in Nursing: Pathways to Excellence*.

### MAY 2022

Through its Reimagining Nursing Initiative, the American Nurses Foundation awards \$1.5 million in funding to AACN to launch a three-year effort to accelerate the adoption of competency-based nursing education.

### JUNE 2022

Following a two-year survey effort, AACN issues a report on *The State of Doctor of Nursing Practice Education in 2022*, which features insights from employers, graduates, and program administrators on the value and impact of DNP education.

## OUR MEMBERS

In 1969, the American Association of Colleges of Nursing (AACN) was established to answer the need for an organization dedicated exclusively to furthering nursing education in America's universities and four-year colleges. Representing schools of nursing at 852 public and private institutions, AACN provides programs and services to schools offering baccalaureate- and graduate-degree nursing education programs.

## OUR MISSION

As the collective voice for academic nursing, AACN serves as the catalyst for excellence and innovation in nursing education, research, and practice.

## OUR VISION

Nurses are transforming health care to improve health and health equity.

## OUR VALUES

Diversity, Equity, and Inclusion. Excellence. Innovation. Integrity. Leadership.

*This report highlights the association's FY 2022 initiatives, milestones, and achievements spanning July 2021 through June 2022.*

## CONTENTS

FY 2023-2025 Strategic Plan Goals and Objectives.....	<b>2</b>
Letter from the Board Chair and President/CEO .....	<b>3</b>
Annual State of the Schools .....	<b>4</b>
Establishing the Foundation for Academic Nursing .....	<b>8</b>
Driving Innovation and Excellence: Strategic Goal #1 .....	<b>9</b>
Implementing the AACN <i>Essentials</i> .....	<b>11</b>
Securing Funding for Priority Initiatives .....	<b>12</b>
Improving Health, Health Care, and Higher Education: Strategic Goal #2.....	<b>13</b>
Advancing Diversity, Equity, and Inclusion: Strategic Goal #3 .....	<b>15</b>
Thought Leadership and Information Synthesis: Strategic Goal #4 .....	<b>16</b>
Partnerships and Collaborations.....	<b>17</b>
Excellence and Accolades.....	<b>19</b>
2022 Financial Report.....	<b>22</b>
Governance and Organization .....	<b>24</b>
Committees .....	<b>24</b>
Task Forces and Advisory Groups.....	<b>28</b>
Leadership Network Steering Committees .....	<b>30</b>
Membership.....	<b>32</b>
Board of Directors .....	<b>34</b>
AACN Staff.....	<b>35</b>

FY 2023-2025

## STRATEGIC PLAN GOALS AND OBJECTIVES

### GOAL 1

AACN is the driving force for leadership, innovation, and excellence in academic nursing.

#### OBJECTIVES:

- Lead innovations in academic nursing that facilitate competency-based education and improve health care.
- Advance research and scholarship in nursing.
- Develop leaders and inspire excellence at all levels in academic nursing.

### GOAL 2

AACN is a leading partner in advancing improvements in health, health care, and higher education.

#### OBJECTIVES:

- Accelerate the integration of academia and practice.
- Work in partnership to improve health and health equity, strengthen the nursing workforce, and transform healthcare delivery.
- Promote wellness within academic nursing.

### GOAL 3

AACN is a resolute leader for diversity, equity, and inclusion within nursing.

#### OBJECTIVES:

- Advance a culture that promotes and advances diversity, equity, and inclusion in academic nursing.
- Promote policies, practices, and partnerships that advance health equity and just care.
- Advocate for and advance anti-racist policies and practices throughout academic nursing.

### GOAL 4

AACN is the authoritative source of knowledge to advance academic nursing.

#### OBJECTIVES:

- Serve as the leading information resource and thought leader on issues and trends impacting academic nursing.
- Influence and impact the development of the preeminent future nursing workforce.
- Generate and curate knowledge and timely information to inform decision-making in academic nursing.

# LETTER FROM THE BOARD CHAIR AND PRESIDENT/CEO

## Reimagining Nursing Education

As part of our work to lead transformation in academic nursing, the AACN Board of Directors and senior staff refreshed our strategic plan this year, which will shape our priorities through 2025. Central to this work was a re-evaluation of the association's mission, vision, and values to ensure that they remain relevant and future focused.

By the end of the process, AACN's leaders were intentional about continuing with the association's mission statement, which defines our overall purpose:

**As the collective voice for academic nursing, AACN serves as the catalyst for excellence and innovation in nursing education, research, and practice.**

In reassessing our vision, which conveys our future view of AACN and the nursing profession, the need for greater clarity about what we strive to achieve came into focus. As a result, the vision statement evolved from *Nurses are transforming health care and improving health* to **Nurses are transforming health care to improve health and achieve health equity.**

Consistent with this critical change, AACN's values, which outline our core principles and help to drive decision-making, also needed updating. In addition to retaining the values of **Leadership, Innovation, Diversity and Inclusion, and Integrity**, we added **Equity** and **Excellence** to convey more accurately what we prioritize and how we conduct business.

Stewarding our mission, vision, and values is foundational to AACN's goal setting and priorities. This year, progress toward implementing the new *Essentials* accelerated with schools nationwide leading the call to reimagine nursing education with guidance and support from AACN. The association was pleased to receive \$3 million in funding from the American Nurses Foundation, Centers for Disease Control and Prevention, and Johnson & Johnson to support new projects in priority areas, including diversity, equity, and inclusion; nurse well-being and resilience; competency-based education; and combatting vaccine hesitancy. Our work to sustain excellence in doctoral nursing education culminated with the endorsement of the Pathways to Excellence position statement and the publication of *The State of Doctor of Nursing Practice Education in 2022* report.

All of AACN's work and achievements are driven by the support and engagement of our members to whom we are most grateful. Please take a moment to review our collective success over the last year and consider where you and your faculty, staff, and students can engage more deeply with AACN in the coming year.

*Cynthia McCurren*

Cynthia McCurren, PhD, RN  
Chair, AACN Board of Directors

*Deborah E. Trautman*

Deborah Trautman, PhD, RN, FAAN  
President and Chief Executive Officer



Cynthia McCurren & Deborah Trautman

## ANNUAL STATE OF THE SCHOOLS

Findings published in the annual State of the Schools are based on responses from 964 (91.2%) of the nation's nursing schools with baccalaureate and graduate programs that were surveyed in fall 2021.

### Highlights from AACN's 2021 Annual Survey

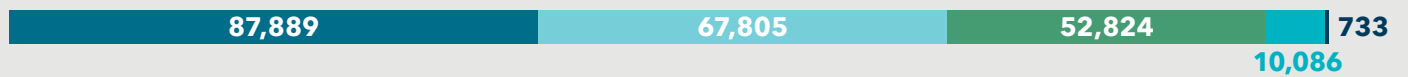
#### NURSING PROGRAMS



#### ENROLLMENT



#### PROGRAM GRADUATIONS



- Entry-Level Baccalaureate
- RN to Baccalaureate
- Master's Programs
- Doctor of Nursing Practice
- Research-Focused Doctorate

#### STUDENTS FROM UNDERREPRESENTED RACIAL/ETHNIC GROUPS



#### MALE STUDENTS



- Baccalaureate Programs
- Master's Programs
- Doctor of Nursing Practice
- Research-Focused Doctorate

#### EMPLOYMENT OF NEW GRADUATES

##### Entry-Level Baccalaureate



##### Entry-Level Master's



#### Employer Education Expectation for New Nurses

Employers Requiring New Nurses to Have a BSN

**40.6%**



**77.4%**

Employers Preferring New Nurses with a BSN

#### NURSE FACULTY POPULATION

Full-Time Faculty  
**22,372**

Part-Time Faculty  
**32,895**

Ethnic/Minority Faculty  
**19.2%**

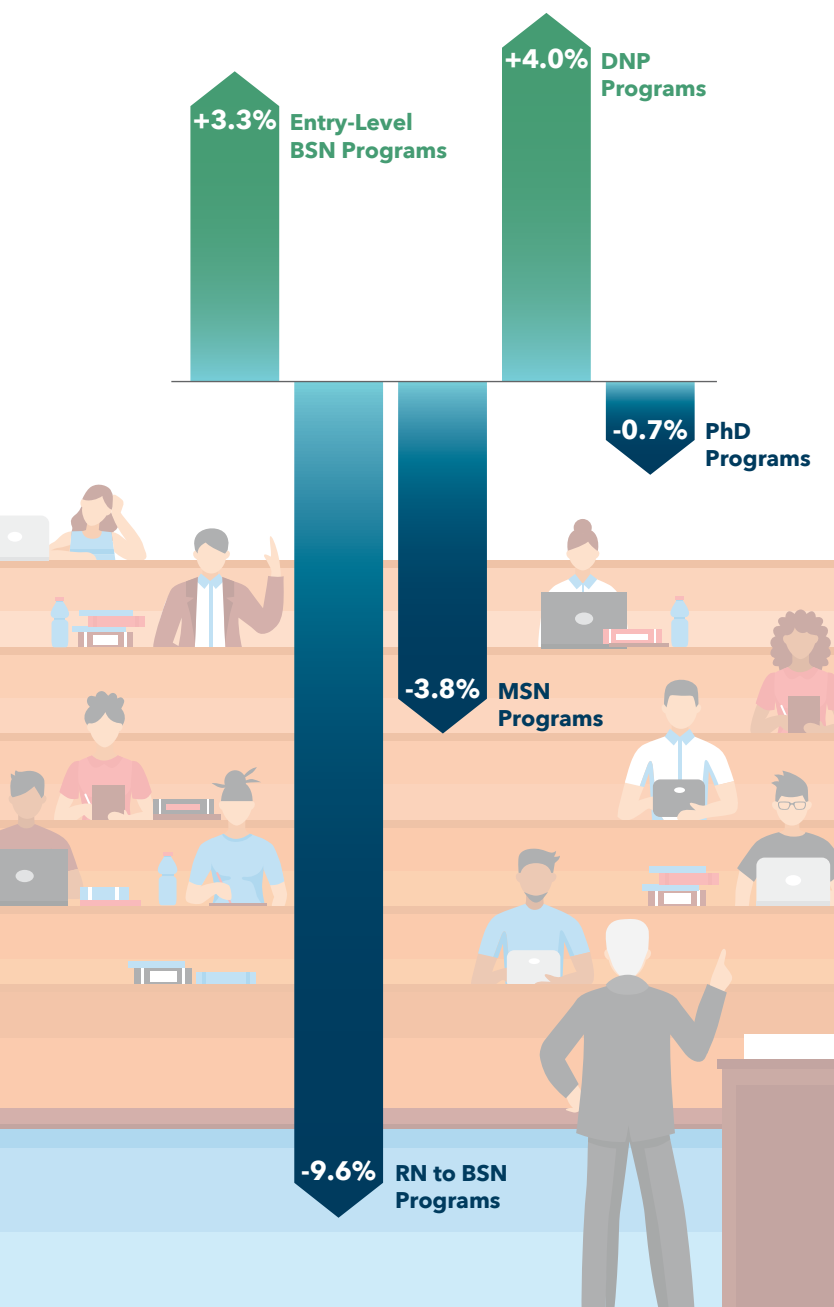
Male Faculty  
**7.4%**

Faculty Vacancy Rate  
**8.0%**

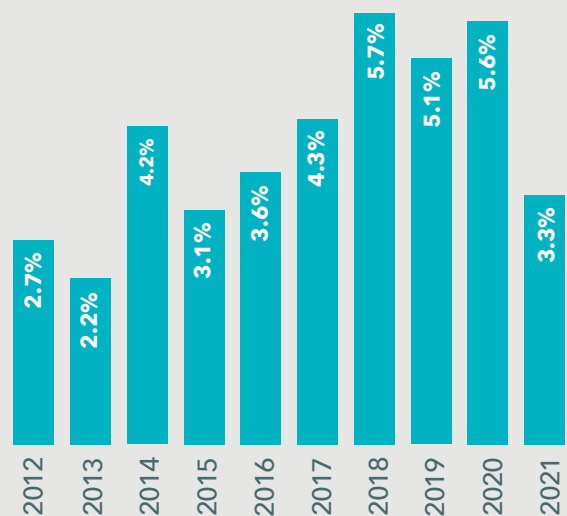
## AACN'S DATA COLLECTION

Now in its 41st year, AACN's annual survey compiles data and information that forms the basis for the nation's premier database on trends in nursing school enrollment and graduations, student and faculty demographics, and faculty and deans' salaries. Custom data reports are available for schools and other stakeholders interested in preparing benchmarking reports and market analyses.

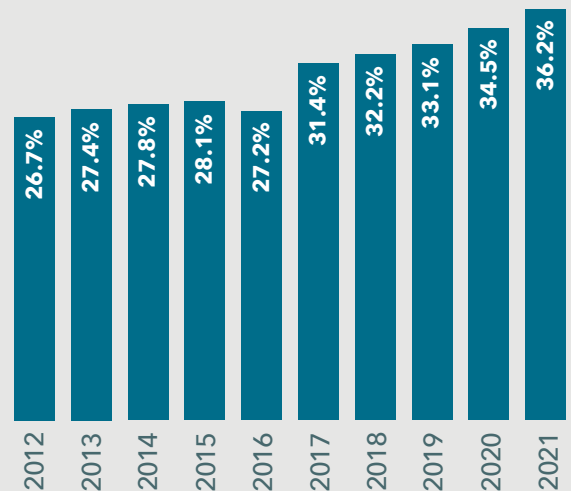
### ENROLLMENT CHANGES – 2020-2021



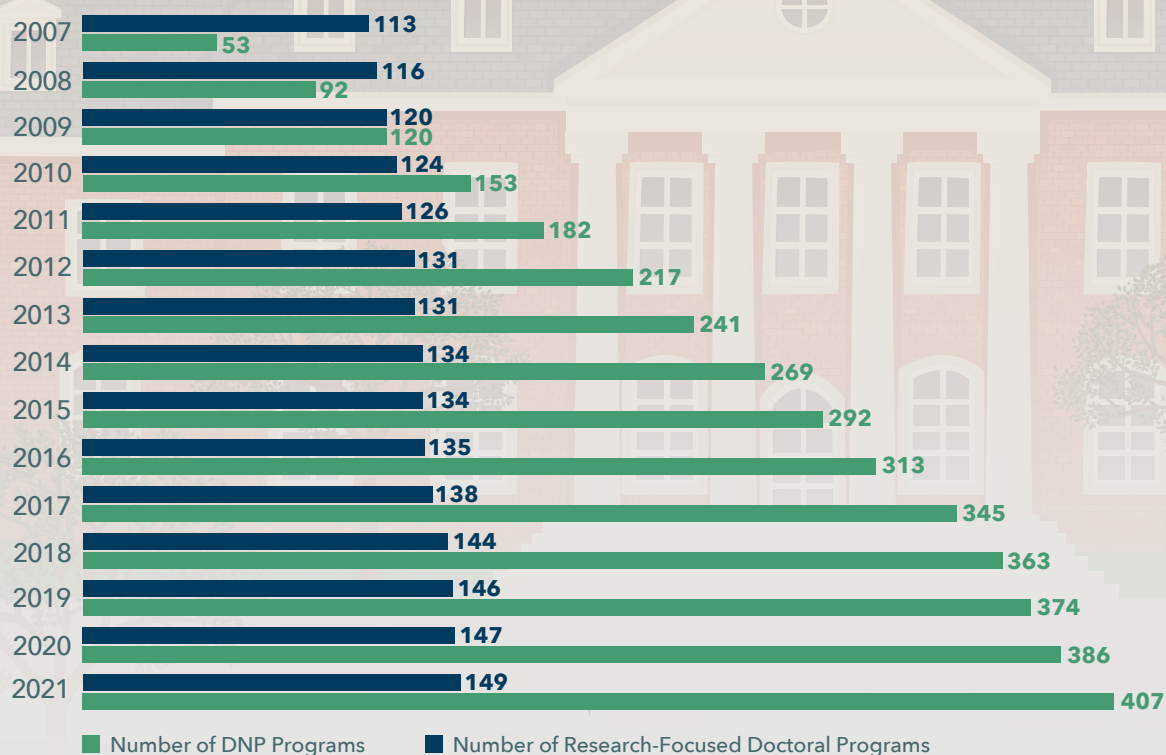
### PERCENTAGE CHANGE IN ENROLLMENT IN ENTRY-LEVEL BACCALAUREATE NURSING PROGRAMS – 2012-2021



### PERCENT OF DIVERSE STUDENTS IN ENTRY-LEVEL BACCALAUREATE NURSING PROGRAMS – 2012-2021



### GROWTH IN DOCTORAL NURSING PROGRAMS – 2007-2021



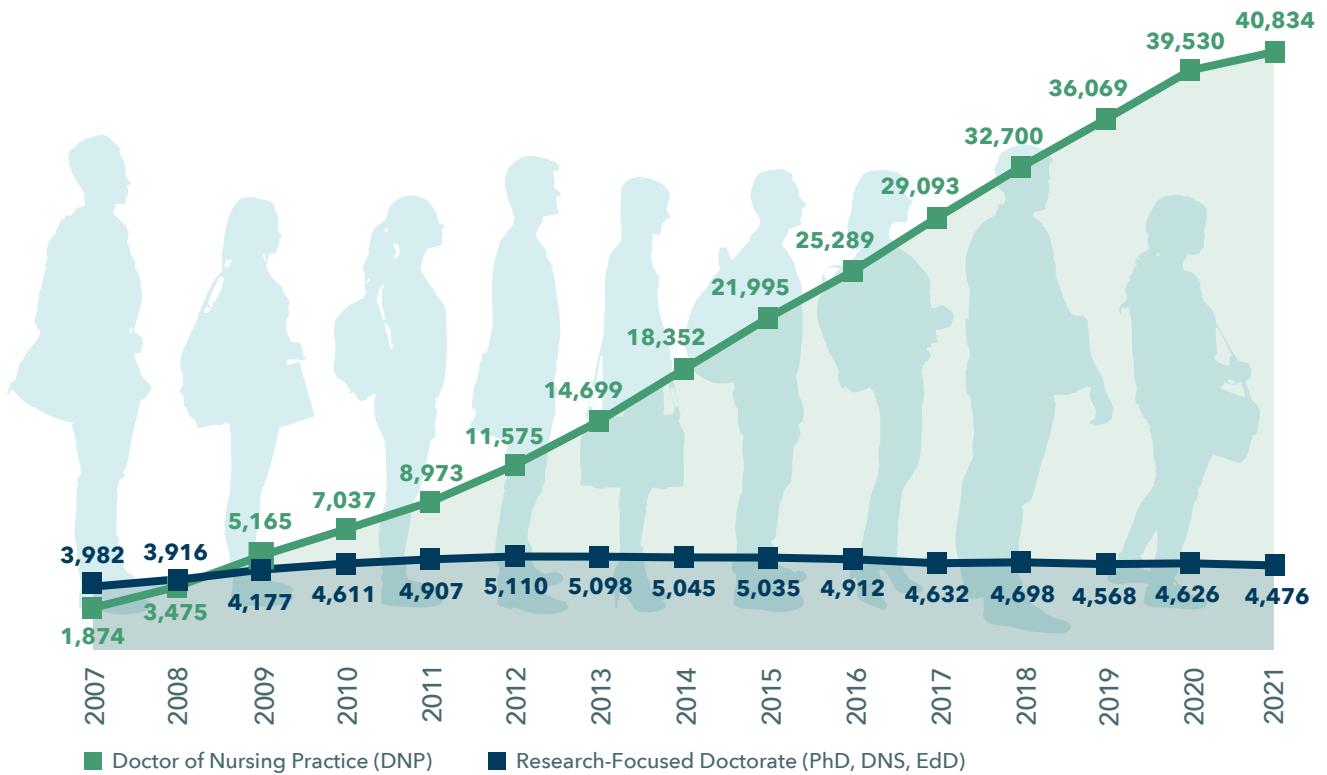
In June 2022, AACN released a new report titled *The State of Doctor of Nursing Practice Education in 2022*. Key findings include:

- The number of DNP programs and enrolled students has steadily increased. DNP graduates are highly satisfied with their education.
- Increases in the number of DNP programs and students have occurred in both BSN-to-DNP and MSN-to-DNP tracks. Since 2010, the majority of DNP students were enrolled in BSN-to-DNP tracks.
- Racial/ethnic and gender diversity of DNP students continue to increase.
- DNP graduates add unique value in key areas such as evidence-based practice, organizational change, quality improvement, and leadership.
- Isolating differences in the clinical skills of MSN and DNP graduates is difficult.
- Data do not currently exist to carry out DNP outcome studies.
- Some employers are uncertain about the skill set of DNP graduates and what roles they are prepared to assume.
- Stakeholders have numerous suggestions on how to improve DNP education, including greater standardization in curriculum and rigor.

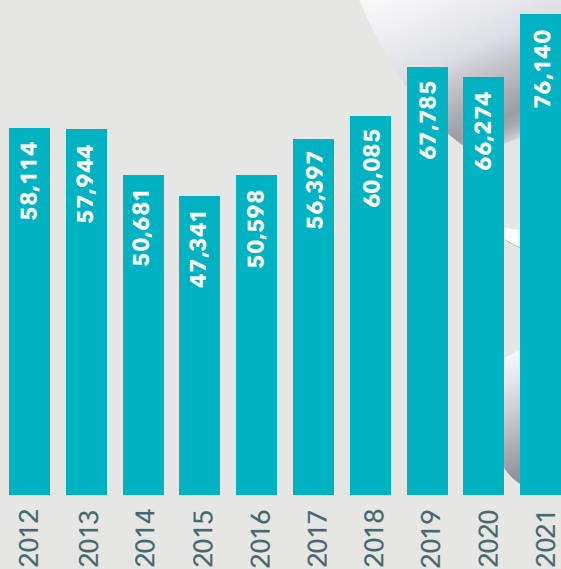




## ENROLLMENT IN PhD AND DNP PROGRAMS – 2007-2021



## QUALIFIED APPLICATIONS TURNED AWAY FROM ENTRY-LEVEL BACCALAUREATE PROGRAMS – 2012-2021



## QUALIFIED APPLICATIONS TURNED AWAY FROM GRADUATE PROGRAMS (MASTER'S, PhD, DNP) – 2012-2021



## ESTABLISHING THE FOUNDATION FOR ACADEMIC NURSING

The Foundation for Academic Nursing is dedicated to coordinating and disseminating grant funding to member schools in support of the association's mission and strategic goals. Guided by an advisory committee with education, corporate, and philanthropic leaders, the Foundation works to strengthen the nursing workforce by supporting nurse educators and students in reaching their full potential. Highlights of the Foundation's work this year include:

- In October 2021, AACN announced the 2021-2022 recipients of the **AACN Faculty Scholars Grant Program**, which was created by the AACN Board of Directors to spotlight the innovative work led by nurse educators to redesign teaching and learning at schools of nursing. The faculty who received funding to launch scholarly projects were Dr. Laurie Kennedy-Malone from the University of North Carolina at Greensboro for her work on *Enhancing Nurse Practitioner Competency-Based Education and Assessment with Innovative Video Simulations*, and Dr. Kristen Munyan from Oakland University for her work on *Enhancing Laboratory Infrastructure to Support At-Risk and ESL Students*.
- In January 2022, the Foundation announced the latest recipients of the **Deborah E. Trautman Future Nurses Leader Scholarship**, funded by Liaison International, to support the leadership development of graduate students in schools affiliated with NursingCAS. Student awardees include Madalyn Baczowski, DNP student from the University of Michigan, and Amy Hu, DNP student from San Jose State University.
- The Foundation launched two new scholarships this year to support students enrolled in AACN member schools. **NurseThink**, a leading provider of student and faculty development tools, partnered with AACN to launch a scholarship focused on preparing future faculty. Open to all graduate students at AACN member schools who

are members of the Graduate Nursing Student Academy, the scholarship provides \$10,000 in funding each year through 2026. **Scrubin Uniforms**, an AACN partner since 2020, launched a new scholarship program, which provides \$2,500 scholarships to students enrolled in schools with a formal affiliation with this apparel and PPE provider.

- The Foundation is grateful to all the **individual and corporate donors** who contributed directly to support AACN's philanthropic efforts this year. To review the current list of donors and to make a contribution, see [www.aacnnursing.org/Foundation-for-Academic-Nursing/Donors](http://www.aacnnursing.org/Foundation-for-Academic-Nursing/Donors).





## Strategic Goal #1

# DRIVING INNOVATION AND EXCELLENCE

The association's work to transform academic nursing and chart the future of nurse education falls under our first strategic goal: **AACN is the driving force for innovation and excellence in academic nursing.**

- In April 2022, AACN members voted to endorse a new position statement, titled ***The Research-Focused Doctoral Program in Nursing: Pathways to Excellence***, which promotes quality and innovation in nursing PhD programs. This new vision for the research-focused doctorate provides a roadmap for preparing the next generation of nursing scientists needed to advance scholarship, lead research efforts, and build the foundation for nursing practice. The new statement has helped to stimulate national dialogue about the future of the PhD and how to cultivate interest among students in careers as nurse researchers, faculty, and leaders.
- In June 2022, AACN released a report titled ***The State of Doctor of Nursing Practice Education in 2022***, which provided the latest national data on trends in DNP programs; insights from employers, graduates, and program administrators on the value and impact of DNP education; and recommendations for ongoing engagement with practice partners and certification organizations to support the DNP for entry into advanced practice nursing. (See also page 6.)
- In April 2022, the National Task Force on Quality Nurse Practitioner Education, a coalition of 19 national nursing organizations, developed a new set of standards designed to ensure quality in graduate programs that prepare nurse practitioners (NPs). The new criteria, titled ***2022 Standards for Quality Nurse Practitioner Education*** (6th edition), will be used by nursing colleges and universities nationwide to update

curriculum and clinical experiences to better prepare graduates for contemporary NP practice. AACN joined with the National Organization of Nurse Practitioner Faculties to co-facilitate the task force that produced the new standards.

- AACN continued its work this year to advance the **Clinical Nurse Leader (CNL®)** role as the key to improving care coordination, minimizing risks, advancing quality improvement strategies, and implementing evidence-based solutions at the point of care. By the end of the fiscal year, a total of 8,978 program graduates have completed the certification process developed by the Commission on Nurse Certification (CNC) and are now certified CNLs.
- Since 2000, AACN and the City of Hope have collaborated on the **End-of-Life Nursing Education Consortium (ELNEC)** project, which is focused on improving palliative care. To date, over 45,737 nurses and other healthcare professionals, representing all 50 states, plus 101 international countries have completed a national or international ELNEC train-the-trainer course. These healthcare professionals are sharing this new expertise in educational and clinical settings. In addition, over 908 undergraduate and 337 graduate programs at schools of nursing

have accessed and completed the ELNEC Undergraduate/New Nurse Graduate and ELNEC Graduate online curricula via Relias Learning.

- With 289 schools now participating in this service, **NursingCAS** provides colleges a robust admissions platform to efficiently manage application reviews using cloud-based software. NursingCAS has enormous potential to produce vital data that can positively impact the profession and influence policy, and it gives schools the power to run custom and comparative reports on-demand while also providing transcript verification and GPA calculations. AACN encourages all schools to join this free service and take part in this important initiative for the nursing profession.



## ENSURING PROGRAM INTEGRITY

Officially recognized by the U.S. Secretary of Education as a national accreditation agency, the Commission

on Collegiate Nursing Education (CCNE) is an autonomous arm of AACN responsible for ensuring the quality and integrity of baccalaureate, graduate, and residency programs in nursing. CCNE serves

the public interest by assessing and identifying programs that engage in effective educational practices. As of January 2022, CCNE has accredited:

- 822 Baccalaureate Programs
- 529 Master's Programs
- 341 Doctor of Nursing Practice Programs
- 271 APRN Certificate Programs
- 49 Nurse Residency/Fellowship Programs

Almost 92% of AACN member schools are affiliated with CCNE as having either accredited or new applicant programs.

## IMPLEMENTING THE AACN ESSENTIALS

Approved by the AACN membership, *The Essentials: Core Competencies for Professional Nursing Education* outline the necessary curriculum content and expected competencies of graduates from baccalaureate, master's, and Doctor of Nursing Practice programs, as well as the clinical support needed to ensure quality nursing education. The *Essentials* call for preparing nurses using a competency-based approach that will help to clarify the unique contributions that nurses make to health and health care.

AACN recognizes that this groundbreaking shift in how nurses are prepared in the U.S. will take three years or more to fully implement. AACN is committed to facilitating this transition and providing support to assist schools in meeting the new expectations. This year, AACN took the following steps to facilitate *Essentials* implementation:

- Appointed an Implementation Steering Committee and 18 Working Groups—one for each *Essentials* Domain and Concept—to facilitate the transition to competency-based education and assessment, engage stakeholders, develop tool kit resources, and identify opportunities for faculty preparation.
- Established a Technology Working Group to explore and recommend prioritized development of digital tools, services, and education to support implementation of the new *Essentials*.
- Offered 12 webinars and 17 conference sessions focused on adapting curriculum to align with the new model and framework for nursing education. All webinars are free and available for on-demand viewing from AACN's website. This year, more than 25,400 faculty registered to attend the *Essentials* webinars.
- Hosted four invitational *Essentials in Action* focus groups with faculty from like-school groups—small/liberal arts, public, private, and Academic Health Centers—to assess facilitators and barriers to implementing the new competency standards.



- Launched the *Essentials* Discussion Corner, an online forum for faculty and deans to have robust conversations about the *Essentials*, discuss details about their school's implementation efforts, and share insights to help inform decision-making and next steps.
- Added new resources to the *Essentials* Implementation Tool Kit, including ten curriculum mapping tools to help schools align their programs with the new competency expectations.
- Issued a call for manuscripts to AACN's *Journal of Professional Nursing* for articles focused on how to integrate the *Essentials* into the curriculum and implement competency-based education.
- Focused AACN's communications on sharing the latest news related to the *Essentials*, developing frequently asked questions, showcasing individual school spotlights, and presenting other opportunities that support implementation efforts.

For the latest information on resources, opportunities, and programming on the *Essentials*, see [www.aacnnursing.org/AACN-Essentials](http://www.aacnnursing.org/AACN-Essentials).

## SECURING FUNDING FOR PRIORITY INITIATIVES

**A**ACN actively pursues grant funding to launch initiatives that align with our strategic priorities and meet member needs. This year, the association received \$3 million in grant funding from a variety of sources to commence projects focused on diversity, equity, and inclusion; nurse well-being and resilience; competency-based education; and combatting vaccine hesitancy.



**Reimagining  
Nursing**

In May 2022, the American Nurses Foundation (ANF) announced a \$1.5 million award to AACN for a three-year project, titled **Competency-Based Education for Practice-Ready Nurse Graduates**.

The ANF launched the Reimagining Nursing Initiative (RNI) to support opportunities for transformative change in nursing that lie at the intersection of education, regulation, and practice. With 347 applications submitted, AACN was one of only 10 grantees to receive RNI funding. Through this project, AACN will provide funding and technical assistance to 10 schools looking to pilot the *Essentials*, specifically focusing their efforts on Population Health and another Domain selected by each school.

In January 2022, AACN received \$1 million in funding from the Centers for Disease Control and Prevention to launch an initiative titled **Building COVID-19 Vaccine Confidence Among Nurses and in Communities**. Through this effort, AACN awarded funding to ten schools to launch targeted campaigns in their local areas to encourage COVID-19 vaccination and increase confidence in nurses to communicate accurate vaccine information. Funded schools include Emory University, Fayetteville State University, Florida State University, Loma Linda University, McKendree University, Tennessee Tech University, University of Alabama Tuscaloosa, University of Houston, University of Missouri, and University of Pennsylvania.

In January 2022, AACN commenced two new initiatives funded by Johnson & Johnson including:

- **A Competency-Based Approach to Leadership Development and Resilience:** AACN convened an expert advisory group to design innovative learning strategies and clinical experiences to build leadership skills and assess leadership development. This work entailed defining how best to prepare nurses with strong skills in resilience, self-care, and well-being. AACN will pilot test the new content at ten schools, assess impact, disseminate results, and offer faculty development opportunities focused on new content integration.
- **Building a Culture of Belonging in Academic Nursing:** Focused on creating more inclusive learning environments, this project entailed scaling up the use of AACN's Leading Across Multidimensional Perspectives© (LAMP) Culture and Climate Survey to better assess the experiences of diverse students and identify practices that facilitate student success and a sense of belongingness. AACN created a digital platform to provide schools with ready access to the survey and action reports generated to drive institution-level decision-making.

In November 2021, AACN launched the **Trailblazing Innovation Faculty Tool Kit** to help prepare future nurses to serve as leaders, advocates, problem-solvers, and risk-takers throughout the healthcare system. With funding provided by Johnson & Johnson, this teaching resource centers on the themes highlighted in the award-winning documentary *5B*, which provides a powerful look at the tremendous impact nurses can have on responding to public health threats, providing care to patients and communities at risk, and implementing new standards of care.



## Strategic Goal #2

# IMPROVING HEALTH, HEALTH CARE, AND HIGHER EDUCATION

**A**ACN's goal to serve as a **leading partner in advancing improvements in health, health care, and higher education** extends to our leadership development programming, member education, and federal advocacy agenda.

Our signature leadership development program—**AACN LEADS**—offers an array of enrichment opportunities for new, early career, and experienced deans, associate deans, program directors, and faculty. Programs offered include:

- The **Elevating Leaders in Academic Nursing (ELAN)** program for aspiring deans and senior faculty offers a year-long 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 **Advancing Academic Leadership for New Deans** program, which is geared toward new and transitioning deans, is an intensive 13-month program that includes an in-depth skills assessment, a series of in-person meetings, and a personalized leadership development project.
- The **AACN-Wharton Executive Leadership Program**, a world-class enrichment experience for seasoned academic nursing leaders, addresses issues related to managing change, influencing a diverse set of stakeholders, and building enterprising relationships.
- **MentorLINK: Connecting for Success** brings experienced deans together with new and early career deans seeking for advice on how to overcome challenges and maximize their impact in an interprofessional academic environment.

In addition, AACN offers self-paced **Leadership Education Modules** tailored to meet the needs of academic nursing professionals. These on-demand modules provide guidance and practical strategies on navigating real-world challenges and amplifying effectiveness. Four modules are available: Leadership Principles and Practices for Academic Nursing Leaders; Ethical Leadership in Nursing Education; Emotional Intelligence in Enhancing Leadership Impact; and Leading through Crisis and Disaster Preparedness.

In addition to AACN LEADS, the association provides leadership development opportunities throughout our programming.

- AACN is the **preferred provider of professional development opportunities** for deans, faculty, and students from baccalaureate and higher degree programs. In addition to offering 50 webinars throughout the year, which attracted more than 33,500 registrations, AACN's conferences, including the Academic Nursing Leadership Conference, Executive Development Series, Transform 2021, Doctoral Education Conference, CNL Summit, and Deans Annual Meeting, attracted more than 3,300 live and virtual attendees this year.





- More than 10,000 students in master's and doctoral programs were enrolled in the **Graduate Nursing Student Academy (GNSA)**, which provides high-value programs, resources, and services to meet the professional development of student leaders. GNSA members have access to a free webinar series granting CE credits, leadership development opportunities, a customized career center, an online collaboration community, and a monthly newsletter.
- More than 1,800 nursing school faculty and staff at member institutions participate in AACN's **Leadership Networks**, which provide an invaluable link to peer professionals at nursing schools nationwide. Networks include Organizational Leadership, Faculty Leadership, Research Leadership, Practice Leadership, Business Officers of Nursing Schools, Nursing Advancement Professionals, Graduate Nursing Admissions Professionals, and Diversity, Equity, and Inclusion Leadership.

In the **government affairs and policy arena**, AACN is a recognized leader and authority on policies impacting nursing education, research, and practice. With a special emphasis on helping nursing schools weather the pandemic, AACN focused its advocacy work on providing new resources and support for schools of nursing. Highlights of AACN's government affairs and policy work this year include:

- On May 26, 2022, AACN Board Chair Cynthia McCurren testified before the House Appropriation Subcommittee on Labor, Health and Human Services, Education, and Related Agencies to discuss the importance of increased funding for Title VIII Nursing Workforce Development Programs and the National Institute of Nursing Research (NINR).
- On March 11, 2022, AACN commended Congress for passing H.R. 2471, the Consolidated Appropriations Act, 2022, which funded the federal government for the remainder of FY 2022 and provided increased investments for nursing education and research, including \$280.472 million for the Title VIII Nursing Workforce Development Programs, a \$16 million or 6.05% increase over FY 2021 levels, and \$180.862 million for NINR, a \$5.905 million increase.
- On January 19, 2022, AACN President and CEO Deborah Trautman participated in a roundtable discussion with U.S. Department of Health and Human Services Secretary Xavier Becerra to discuss the challenges facing health care, the importance of diversifying the workforce, and ways the agency can address the needs of the healthcare community.
- On December 13, 2021, AACN submitted comments regarding the NINR Strategic Plan 2022-2026, which called for increased funding for research in nursing interventions, informatics, and value-based care.
- On November 19, 2021, AACN commended Congress for including major investments in nursing education in the Build Back Better Act (H.R. 5376). AACN celebrated the inclusion of \$500 million to help enroll and retain nursing students; recruit and retain diverse nursing faculty; expand clinical education opportunities; and modernize nursing education programs.



## Strategic Goal #3

# ADVANCING DIVERSITY, EQUITY, AND INCLUSION

Our third goal—**AACN is a resolute leader for diversity, equity, and inclusion within nursing**—underscores the association’s commitment to promoting a diverse nursing workforce, creating inclusive learning environments, ending structural racism, and striving toward health equity.

- This year, AACN launched its eighth Leadership Network—the **Diversity, Equity, and Inclusion Leadership Network (DEILN)**. Members explore an array of priority issues, including enhancing diversity in student and faculty populations, addressing the social determinants of health, and advancing health equity. DEILN offers opportunities for members nationwide to share evidence-based practices, pose questions, disseminate information about available resources, and learn from each other. This network is of particular interest to diversity officers and administrators responsible for multicultural/diversity affairs.
- AACN published a new **Diversity, Equity, and Inclusion (DEI) Faculty Tool Kit** to guide nursing schools looking to expand and advance DEI initiatives. The tool kit features a rich array of strategies and tools for building inclusive teaching and learning environments that welcome, value, and affirm all students. To help showcase tool kit resources, AACN offered an Inclusive Excellence Webinar Series, which featured dialogue and discussion led by DEILN members who contributed to the tool kit. The four-part series is available on-demand and awards continuing education credits on completion.
- AACN hosted the second cohort of the **Diversity Leadership Institute**, which is designed to prepare academic nursing leaders with the skills needed to advance DEI initiatives. Under the direction of subject matter experts, participants initiate and develop a program focused on advancing DEI goals at their home institutions. Following a competitive application process, 44 individuals were selected to participate in the program offered January through June 2022.
- AACN hosted two conferences this year focused on diversity, equity, and inclusion that were highly praised by attendees. In November 2021, AACN held the second virtual **Diversity Symposium**, which attracted more than 590 faculty, deans, staff, and diversity officers. In April 2022, AACN hosted the **Advancing Nursing Workforce Diversity Impact Summit** to showcase best practices and evidence-based strategies for developing inclusive learning environments. Representatives from 31 nursing schools shared the lessons learned and outcomes following the implementation of projects supported by Nursing Workforce Diversity Grants funded by the Health Resources and Services Administration.
- The **Diversity Digest** is a quarterly newsletter that highlights DEI-focused programs, strategies, and initiatives led by AACN and our member schools. This publication spotlights the latest news, data, research, resources, and success stories related to bringing more faculty and students from underrepresented backgrounds into nursing. Subscriptions are free for all.
- This year, AACN continued its collaboration with the National Institutes of Health to promote the **All of Us Research Program**, which is seeking greater representation from historically underrepresented communities in biomedical research. Through this initiative, AACN member schools of nursing and their community partners who commit to increasing awareness of the *All of Us* Research Program can receive up to \$10,000 in funding to augment their local efforts. Since 2017, AACN has awarded \$367,000 to 40 nursing schools to help bring awareness to this vital program.

## Strategic Goal #4

# THOUGHT LEADERSHIP AND INFORMATION SYNTHESIS

The fourth pillar of the association's strategic plan calls for AACN to serve as **the authoritative source of knowledge to advance academic nursing.**

As the national voice for academic nursing, AACN strives to bring the association's mission and message before the larger nursing community. Publication highlights include:

- An updated position statement, titled **The Research-Focused Doctoral Program in Nursing: Pathways to Excellence**, which sets forth the expectations and recommendations to meet the growing need for nurse scientists who can develop the science, steward the profession, and educate new nurse researchers.
  - Showcasing the latest data on trends in DNP programs, a report on **The State of Doctor of Nursing Practice Education in 2022** highlights insights from employers, graduates, and program administrators on the value and impact of the practice doctorate. Released in June 2022, the report includes recommendations for action, engagement, and study needed to shape the future of the DNP.
  - The **Journal of Professional Nursing** had another successful year with 723 manuscripts received and a 23% acceptance rate. The journal's Impact Factor, which measures the frequency with which the average article in a journal is cited in a particular year, increased in 2021, from 2.10 to 2.27. The journal's five-year Impact Factor is 2.78.
- Ten new **Data Spotlights** were distributed via *AACN News Watch* this year covering noteworthy trends, including faculty vacancies, the shortage of clinical learning sites, qualified applications turned away, and increases in student diversity.

**AACN's website**—[www.aacnnursing.org](http://www.aacnnursing.org)—continues to be a primary channel for communication with members and external stakeholders. New web resources were created this year focused on AACN's priorities areas, including Well-Being and Resilience, *Essentials* Implementation, and the Diversity, Equity, and Inclusion. AACN continued this year to update a special section on COVID-19 Resources for Nurse Educators.

With more than 46,000 subscribers, **AACN News Watch** is a weekly email advisory covering the latest news, emerging trends, funding opportunities, and new resources of interest to members and the larger academic nursing community. Special emphasis is placed on covering AACN's leading initiatives, including political advocacy efforts, publications, conferences, collaborations, and other activities aimed at meeting the information needs of members.

AACN strengthened its **social media** presence this year through enhanced content and focused outreach initiatives using a variety of platforms, including Twitter, LinkedIn, Facebook, YouTube, and Instagram.

## WEBSITE ANALYTICS

**5.4 Million**   
Web Page Views

**2 Million**   
User Sessions

**5,140**   
Web Pages  
& Documents

**337,657**   
Document  
Downloads



## PARTNERSHIPS & COLLABORATIONS

**A**cross all of our strategic goals, AACN seeks collaboration and synergy with a wide community of stakeholders to advance our mission and meet member needs.

- Since 2012, AACN has collaborated with the **Jonas Philanthropies** to expand the number of doctoral-prepared faculty and clinicians. The Jonas Scholars initiative has provided financial support and leadership development to more than 1,000 Scholars in all 50 states who have transitioned into roles as faculty, clinical leaders, and researchers. AACN is currently providing support for 75 students in the seventh cohort of the Jonas Scholars program.
- AACN's long-time partnership with **The Arnold P. Gold Foundation** centers on providing support for schools hosting White Coat/Oath Ceremonies, supporting the Hope Babette Tang Essay Contest, and promoting resources related to providing compassionate care.
- The **Vizient-AACN Nurse Residency Program** supports new nurses as they transition into professional roles. Since 2002, more than 200,000 residents have completed this program. With 600 sites in 47 states, the District of Columbia, and two foreign countries, the retention rate of first-year nurses was 86.1% at residency sites, which is more than 10% higher than the national average.
- AACN expanded its work with the **ALL IN: Wellbeing First for Healthcare** initiative by serving as a lead collaborator on this national "call to action." With funding from #FirstRespondersFirst and the Dr. Lorna Breen Heroes' Foundation, the campaign identifies and promotes strategies, resources, and policies that champion mental health and resilience of healthcare providers.

- AACN's Dr. Vernell DeWitty serves on the **National Commission to Address Racism in Nursing**, which brings national nursing organizations together to better understand the impact of systemic racism on nurses of color. The Commission is developing an action-oriented approach to addressing racism in education, practice, policy, and research. The Commission reported its initial findings in May 2022 and released a series of action reports in June 2022.
- AACN serves as the convener of the **Nursing Nominations Consortium**, a group of more than 30 nursing organizations that work collaboratively to recommend nursing candidates to federal councils and committees. Since 2021, a total of 27 nominations have been advanced by the consortium for appointments to the Medicare Payment Advisory Commission, CDC, and other entities.
- At the annual conference of the **American Organization for Nursing Leadership (AONL)** in April 2022, AACN President and CEO Deborah Trautman joined with AONL CEO Robyn Begley to present a joint session titled *Collaborators in Transformation: The Academic-Practice Partnership*. This well-attended session focused on the importance of preparing practice-ready graduates and the need to strengthen the integration of academia and practice.
- In June 2022, AACN joined with our colleagues at the **National League for Nursing** to issue a joint video celebrating academic nursing's response to COVID-19 while highlighting lessons learned and future priorities. Titled *Paving the Way Forward: Academic Nursing's Role in Moving Toward a Post-Pandemic Future*, this video showcases 12 academic nursing leaders who were chosen to participate in this project by the two collaborating organizations.
- AACN joined with other national nursing organizations to support two policy briefs developed by the **National Council of State Boards of Nursing**, which focused on high priority issues. These included a *Policy Brief on Clinical Experiences for Unvaccinated Nursing Students* released in September 2021, and a statement on the *Dissemination of Non-scientific and Misleading COVID-19 Information by Nurses* issued in December 2021.
- On March 15, 2022, AACN and the other members of the **Tri-Council for Nursing**—the American Nurses Association, American Organization for Nursing Leadership, National Council of State Boards of Nursing, and National League for Nursing—issued an urgent appeal to support Ukraine's healthcare workers.
- The association continues to play a leading role with the **Interprofessional Education Collaborative (IPEC)**. With AACN's Deborah Trautman serving on the Board of Directors, IPEC offers a wide range of programs, including faculty development institutes, a free webinar series, an Interprofessional Deans Leadership Program, and a joint awards program with the U.S. Public Health Service.
- With funding provided by the **National Institute on Drug Abuse (NIDA)**, AACN awarded \$10,000 in grants this year to support evidence-based practice proposals focused on Substance Use Disorder Treatment. In January 2022, AACN announced the 2022 NIDA training award recipients: R. Shavon Clark, DNP Student, University of South Florida, and Nadia Oyama, DNP Student, Chaminade University of Honolulu.
- AACN's collaboration with **Apple Education** expanded this year with the second Digital Innovators Program for members of the Graduate Nursing Student Academy. This program provides instruction and mentoring to students wishing to embed technology and creativity into their teaching as future faculty. In addition, the Digital Bootcamp was re-envisioned this year as the Digital Academy focused on faculty development for 30 nurse educators.



## EXCELLENCE AND ACCOLADES

### RECOGNIZING FACULTY EXCELLENCE

AACN is committed to recognizing excellence and innovation led by faculty at AACN member schools. Using a competitive nomination process, AACN honors are presented each year to novice and experienced educators. This year's recipients include:

#### AACN NOVICE FACULTY TEACHING AWARDS RECIPIENTS

- *Clinical Teaching Award:* James Alberding, DNP, CRNA, APN, University of Tennessee Knoxville
- *Didactic Teaching Award:* Tracy Vitale, DNP, RNC-OB, C-EFM, NE-BC, Rutgers University
- **AACN Excellence and Innovation in Teaching Award Recipient**
  - Kathleen Halcomb, EdD, APRN, Frontier Nursing University
- **AACN Scholarship of Teaching and Learning Excellence Award Recipient**
  - Angela McNelis, PhD, RN, FAAN, ANEF, CNE, George Washington University

### RECOGNIZING LEADERSHIP

The **John P. McGovern Award** honors Dr. McGovern for his distinguished record of scholarship, clinical practice, and service. Award recipients are chosen by the AACN Board of Directors based on their scholarship and the notability of their contributions to nursing, health care, or higher education. The 2021 award was presented to **Lt. Gen. Dorothy A. Hogg**, retired Surgeon General, Headquarters U.S. Air Force, and the first Surgeon General of the U.S. Space Force.

The **Geraldine "Polly" Bednash Lectureship Award** is presented by the AACN Board of Directors to an individual for their noteworthy contributions to nursing, health care, higher education, and/or interprofessional education. The 2022 award was presented to **George Thibault**, MD, past president of the Josiah Macy Jr. Foundation, who currently serves on the boards of the Arnold P. Gold Foundation and the Accreditation Council for Graduate Medical Education.

## RECOGNIZING ADVOCACY

AACN created the **Lois Capps Policy Luminary Award** to recognize an outstanding nursing leader for his or her public policy achievements. In October 2021, this award was presented to **Rear Admiral Susan Orsega**, MSN, FNP-BC, FAANP, FAAN, who serves as the Senior Advisor to the Assistant Secretary for Health and the U.S. Surgeon General. AACN also recognized **Janie Heath**, PhD, APRN-BC, FAAN, FNAP, FAANP, RN, from the University of Kentucky with the **AACN Advocate of the Year Award**.

## RECOGNIZING EFFORTS TO ENHANCE DIVERSITY, EQUITY, AND INCLUSION

AACN created the **Excellence in Diversity, Inclusion, and Sustainability in Nursing Education Lectureship Award** to recognize outstanding contributions made by schools of nursing that champion diversity and inclusive learning environments. The 2021 awards were presented to **Augusta University**, **Frontier Nursing University**, and **University of Illinois Chicago**.



## RECOGNIZING MODEL PARTNERSHIPS

AACN recognizes the power of partnerships through two awards programs, including the New Era for Academic Nursing Award and the Exemplary Academic Practice Partnership Award.

### NEW ERA FOR ACADEMIC NURSING AWARD

- University of Illinois Chicago College of Nursing and their practice partner University of Illinois Chicago Health Systems

### EXEMPLARY ACADEMIC PRACTICE PARTNERSHIP AWARDS

- University of Mississippi Medical Center School of Nursing, Jackson Public Schools, and South Delta School District
- Hofstra-Northwell School of Nursing and Physician Assistant Studies and Northwell Health System
- University of Tennessee-Knoxville College of Nursing and Cherokee Health Systems

## RECOGNIZING INNOVATION

In addition to the teaching awards, the **Innovations in Professional Nursing Education Award** recognizes the work of member schools to re-envision traditional models for nursing education and lead programmatic change. Awards were presented in like-school categories as follows:

- *Public Colleges/Universities:*  
**The Ohio State University**
- *Private Colleges/Universities:*  
**University of Indianapolis**

## RECOGNIZING CLINICAL NURSE LEADER (CNL) CHAMPIONS

In February 2022, AACN and the Commission on Nurse Certification announced the latest winners of the annual CNL awards, which recognize the innovative work of certified CNLs in practice and education. **Lauren Salinas**, MSN, RN, CNL, CCRN from the Texas Children's Hospital, and **Sorayah Bourenane**, MSN, RN, CEN, CNL from the University of Texas MD Anderson Cancer Center were presented with the CNL Vanguard Award for exemplary practice as a CNL. In addition, the CNC awarded **CNL Innovation in Practice Awards** to **Brianna Bagalio**, MSN, RN, CNL, CCRN, Dartmouth-Hitchcock Medical Center; **Anita Catlin**, PhD, FNP, CNL, FAAN, Kaiser Permanente–Vallejo; and **Kimberly Hill**, MSN, RN, CNL, CCRN, Dartmouth-Hitchcock Medical Center.

For the first time ever, a **CNL Lifetime Achievement Award** was presented to Marjorie Wiggins, DNP, MBA, RN, the Chief Nursing Officer for MaineHealth, who has been a long-time champion of the CNL role. Her thought leadership was critical to developing this role and integrating CNLs across practice settings.

## RECOGNIZING STUDENT EXCELLENCE

Each year, AACN presents awards for outstanding PhD dissertations and DNP final projects completed by students at member schools. Awards were given in two categories:

### EXCELLENCE IN ADVANCING NURSING SCIENCE AWARDS (PHD)

- **Raymond Romano, III, PhD, MPH, FNP, University of Tennessee Health Science Center, Early Diagnosis of Alzheimer's Disease in Primary Care Setting**

### EXCELLENCE IN ADVANCING NURSING PRACTICE AWARD (DNP)

- **Bridget A. Chandler, DNP, FNP-BC, ARNP, MIS, University of Washington, Case Study: Seattle Public Schools' (SPS) 2019-20 Immunization Campaign to Protect Health and Prevent School Exclusion**



## RECOGNIZING STUDENT COLLABORATION

Sponsored by the Graduate Nursing Student Academy, the **GNSA Award for PhD-DNP Collaboration Excellence** recognizes the work underway by doctoral students who are partnering on projects that translate research into practice and generate new knowledge. In January 2022, two students from different universities were honored for their collaboration focused on a project titled *We Matter! Development of a Program to Increase HCP's Awareness of Weight Bias*. The winners included DNP student **Habibah Williams**, MSN, AGACNP-BC, University of Virginia, and PhD student **Aislinn Woody**, BSN, RN, University of Central Florida.

## FY 2022 FINANCIAL REPORT

June 30, 2022

	AACN	CCNE	2022 Total	2021 Total
<b>ASSETS</b>				
Cash and Cash Equivalents	\$4,099,918	\$3,020,999	\$7,120,917	\$6,428,077
Accounts Receivable	965,086	122,605	1,087,691	876,749
Contributions and Grants Receivable, Net	1,486,646	-	1,486,646	335,302
Prepaid Expenses	673,968	85,866	759,834	694,802
Due from/to CCNE	193,351	(193,351)	-	-
Investments	20,267,028	11,390,106	31,657,134	32,635,943
Deferred Compensation Investments	244,295	25,789	270,084	218,655
Property and Equipment, Net	903,211	476	903,687	1,476,721
Security Deposit	62,340	-	62,340	62,340
<b>TOTAL ASSETS</b>	<b>\$28,895,843</b>	<b>\$14,452,490</b>	<b>\$43,348,333</b>	<b>\$42,728,589</b>
<b>LIABILITIES AND NET ASSETS</b>				
<b>Liabilities</b>				
Accounts Payable	\$347,927	\$32,886	\$380,813	\$322,961
Agency Payable	119,608	-	119,608	93,575
Grants Payable	200,000	-	200,000	-
Refundable Advances	-	-	-	1,184,369
Accrued Vacation	366,969	55,656	422,625	431,263
Obligation under Capital Lease	2,330	787	3,117	20,796
Deferred Rent	1,338,186	170,625	1,508,811	1,661,754
Deferred Revenue	3,356,552	1,486,413	4,842,965	4,402,499
Deferred Compensation Payable	244,294	25,789	270,083	218,655
<b>TOTAL LIABILITIES</b>	<b>5,975,866</b>	<b>1,772,156</b>	<b>7,748,022</b>	<b>8,335,872</b>
<b>Net Assets</b>				
Without Donor Restrictions	20,618,278	12,680,334	33,298,612	33,866,714
With Donor Restrictions	2,301,699	-	2,301,699	526,003
<b>TOTAL NET ASSETS</b>	<b>22,919,977</b>	<b>12,680,334</b>	<b>35,600,311</b>	<b>34,392,717</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$28,895,843</b>	<b>\$14,452,490</b>	<b>\$43,348,333</b>	<b>\$42,728,589</b>



For the year ended June 30, 2022	Without Donor Restrictions			With Donor Restrictions	2022 Total	2021 Total
	AACN	CCNE	Total	AACN		
<b>REVENUES</b>						
Contributions and Grants	\$910,506	\$234,324	\$1,144,830	\$2,170,836	\$3,315,666	\$1,617,150
Federal Grants	-	-	-	1,424,796	1,424,796	377,274
Membership Dues	4,856,423	-	4,856,423	-	4,856,423	4,793,527
Registration Fees	2,607,063	35,838	2,642,901	-	2,642,901	1,904,894
Publication Sales	141,160	-	141,160	-	141,160	38,130
Advertising	363,402	-	363,402	-	363,402	309,047
IDS Sales	116,859	-	116,859	-	116,859	114,038
Investment (Loss) Income	(1,839,300)	(1,123,854)	(2,963,154)	(9,762)	(2,972,916)	4,650,313
Annual Fees	-	2,938,022	2,938,022	-	2,938,022	2,890,228
Application Fees	-	100,500	100,500	-	100,500	84,000
Site Evaluation Fees	-	911,750	911,750	-	911,750	1,389,500
New Program Fees	-	94,000	94,000	-	94,000	92,000
CNL Certification Exam Fees	579,927	-	579,927	-	579,927	605,240
Royalties	2,327,548	-	2,327,548	-	2,327,548	2,424,455
Sponsorships	-	-	-	112,350	112,350	62,800
Other	245,603	1,226	246,829	-	246,829	259,359
Net Assets Released from Restrictions	1,922,524	-	1,922,524	(1,922,524)	-	-
<b>Total Revenues</b>	<b>12,231,715</b>	<b>3,191,806</b>	<b>15,423,521</b>	<b>1,775,696</b>	<b>17,199,217</b>	<b>21,611,955</b>
<b>EXPENSES</b>						
<b>Program Services</b>						
Grants and Contracts	1,605,375	-	1,605,375	-	1,605,375	492,960
Data/Research	770,138	-	770,138	-	770,138	584,205
Academic Nursing	1,570,816	-	1,570,816	-	1,570,816	1,268,355
Government Affairs/Policy	1,216,786	-	1,216,786	-	1,216,786	995,251
Communications	1,198,972	-	1,198,972	-	1,198,972	1,018,912
Conferences	1,472,052	-	1,472,052	-	1,472,052	713,597
Leadership Development	556,805	-	556,805	-	556,805	538,148
Student Initiatives	234,958	-	234,958	-	234,958	183,773
Diversity, Equity, and Inclusion	635,449	-	635,449	-	635,449	405,099
Leadership Networks	295,800	-	295,800	-	295,800	189,484
NursingCAS	345,933	-	345,933	-	345,933	278,795
Certification	546,666	-	546,666	-	546,666	514,545
Accreditation	-	2,683,584	2,683,584	-	2,683,584	2,140,381
Foundation	181,457	-	181,457	-	181,457	239,643
<b>Total Program Services</b>	<b>10,631,207</b>	<b>2,683,584</b>	<b>13,314,791</b>	<b>-</b>	<b>13,314,791</b>	<b>9,563,148</b>
<b>Supporting Services</b>						
General and Administrative	2,213,461	181,074	2,394,535	-	2,394,535	2,070,592
Fundraising	282,297	-	282,297	-	282,297	90,600
<b>Total Supporting Services</b>	<b>2,495,758</b>	<b>181,074</b>	<b>2,676,832</b>	<b>-</b>	<b>2,676,832</b>	<b>2,161,192</b>
<b>Total Expenses</b>	<b>13,126,965</b>	<b>2,864,658</b>	<b>15,991,623</b>	<b>-</b>	<b>15,991,623</b>	<b>11,724,340</b>
Change in Net Assets	(895,250)	327,148	(568,102)	1,775,696	1,207,594	9,887,615
Net Assets, Beginning of Year	21,513,528	12,353,186	33,866,714	526,003	34,392,717	24,505,102
<b>Net Assets, End of Year</b>	<b>\$20,618,278</b>	<b>\$12,680,334</b>	<b>\$33,298,612</b>	<b>\$2,301,699</b>	<b>\$35,600,311</b>	<b>\$34,392,717</b>

## GOVERNANCE AND ORGANIZATION

AACN is governed by a 14-member Board of Directors, representing both schools of nursing and practice. The Board consists of four officers and seven members at large, each elected by the membership for two-year terms. Two representatives from the practice community are also elected to serve on the Board. AACN's President/CEO serves as an ex-officio member of the Board. Members of the association's Nominating Committee are also elected by the AACN membership to serve two-year terms.

The chair of the AACN Board of Directors appoints members to serve on a number of committees that inform the Board's work, including the Diversity, Equity, and Inclusion, Finance, Government Affairs, Membership, and Program Committees. In addition, the Board appoints task forces and advisory groups as issues arise that require study and action.

## COMMITTEES

### AACN ESSENTIALS IMPLEMENTATION STEERING COMMITTEE

Jackie Dunbar-Jacob, University of Pittsburgh (Co-Chair); Maureen Swick, Atrium Health (Co-Chair); Bimbola Akintade, East Carolina University; Kristine L'Ecuyer, Saint Louis University; Susan Ruppert, University of Texas Health Science Center-Houston; Holisa Wharton, Lander University; Ann H. White, University of Southern Indiana; Jean Giddens, Virginia Commonwealth University (Board Liaison)

### AACN ESSENTIALS ASSESSMENT EXPERT WORKING GROUP

Bimbola Akintade, East Carolina University (Chair); Jonathan Amiel, Columbia University; David Cella, Northwestern University; Phil Dickison, National Council of State Boards of Nursing; Carol Fowler Durham, University of North Carolina at Chapel Hill; Robert Englander, University of Minnesota; Kara Hedvig Evans, Atrium Health; Suzan Kardong-Edgren, MGH Institute of Health Professions; Cynthia O'Neal, University of Texas Health San Antonio; Margaret Rauschenberger, Alverno College; Janelle Sokolowich, Western Governors University

### AACN ESSENTIALS TECHNOLOGY WORKING GROUP

David Bowersox, Duke University; Mary Joy Garcia Dia, New York Presbyterian Hospital; Tao Le, University of Louisville; Janelle Sokolowich, Western Governors University; Melissa Stec, Emory University; Dan Weberg, The Ohio State University; Alison Whelan, Association of American Medical Colleges; Marisa Wilson, The University of Alabama at Birmingham

### AACN ESSENTIALS IMPLEMENTATION WORKING GROUPS

#### DOMAIN WORKING GROUPS

##### Domain 1 - Knowledge for Nursing Practice:

Marlaine Smith, Florida Atlantic University; Peggy Chinn, University of Connecticut, Leslie Nicoll, Maine Desk, LLC

##### Domain 2 - Person-Centered Care:

Sandy Rajamohan, Roberts Wesleyan College; Rick Zoucha, Duquesne University; Adrian Hordon, Landmark Health; Susan Brasher, Emory University; Catherine Johnson, Duquesne University

##### Domain 3 - Population Health:

Susan Swider, Rush University; Lisa Campbell, The University of Texas at Tyler; Judy Didion, Oakland University;

Marva Price, Duke University; Gina Johnson, The University of Kansas; Susan Harrington, Grand Valley State University

**Domain 4 - Scholarship for Nursing Practice:** Robin Newhouse, Indiana University; Rosanne Burson, University of Detroit Mercy; Katherine Moran, Grand Valley State University

**Domain 5 - Quality and Safety:** Gerry Altmiller, The College of New Jersey; Gail Armstrong, Oregon Health & Science University; Marjorie Godfrey, University of New Hampshire

**Domain 6 - Interprofessional Partnerships:** Jane Kirschling, University of Maryland; Brenda Zierler, University of Washington; Mayumi Willgerodt, University of Washington; Lisa Singleterry, Western Michigan University

**Domain 7 - Systems-Based Practice:** Rachel Start, Rush University Medical Center; Jerry Mansfield, Mount Carmel Health System/Trinity Health; Kimberly S. Glassman, New York University; Lydia Rotondo, University of Rochester; Shannon Sapp Layton, The University of Alabama at Birmingham; Ana Stoehr, George Mason University

**Domain 8 - Information and Healthcare Technologies:** Marisa Wilson, The University of Alabama at Birmingham; Alvin Jeffery, Vanderbilt University; Susan Newbold, Nursing Informatics Boot Camp; Dan Weberg, The Ohio State University; Dorcas Kunkel, Jacksonville University; Debra Wolf, Chatham University

**Domain 9 - Professionalism:** Nelda Godfrey, The University of Kansas; Darlene Del Prato, SUNY Polytechnic Institute; Susan Strouse, Grand Valley State University; Amy Hite, Pittsburg State University

**Domain 10 - Personal, Professional, and Leadership Development:** Debra Albert, New York University–Langone Health; Curry Bordelon, University of Alabama Birmingham; Jose Rodriguez, Uniformed Services University



## CONCEPT WORKING GROUPS

**Clinical Judgement:** Mary Ann Cantrell, Villanova University; Laura Klenke-Borgmann, University of Kansas Medical Center

**Communication:** Joy Goldsmith, University of Memphis; Smita Banerjee, Memorial Sloan Kettering Cancer Center; Laureen Donovan, Shepherd University; Elaine Wittenberg, California State University–Los Angeles

**Compassionate Care:** Lisa Beasley, University of Tennessee Health Science Center; Weihua Zhang, Emory University; Ab Brody, New York University; Tina Antill Keener, West Virginia University

**Diversity, Equity, and Inclusion:** Margo Brooks Carthon, University of Pennsylvania; Brigit Maria Carter, Duke University; Billie Vance, West Virginia University; Lisa Muirhead, Emory University

**Ethics:** Carol Taylor, Georgetown University; Pamela Grace, Boston College; Sarah Vittone, Georgetown University

**Evidence-Based Practice:** Kim Olszewski, Bloomsburg University; Lynn Gallagher-Ford, Ohio State University; Julie Slade, Chatham University; Sheila Quinn, Stockton University; Cindy Zellefrow, Ohio State University

**Health Policy:** Mikki Meadows-Oliver, New York University; Garrett Chan, HealthImpact; Nancy Rudner, University of Alabama Birmingham; Alex Hoyt, MGH Institute of Health Professions

**Social Determinants of Health:** Sabita Persaud, Notre Dame of Maryland University; Marisa Wilson, University of Alabama Birmingham; Kumhee Ro, Seattle University; Dula Pacquiao, Rutgers University

### AUDIT COMMITTEE

Susan Mullaney, UnitedHealth Group; Victoria Niederhauser, University of Tennessee Knoxville

### DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Elias Provencio-Vasquez, University of Colorado Anschutz (Chair); Jose Alejandro, Mount Saint Mary's University; Patricia Cowan, University of Arkansas for Medical Sciences; Rolanda Johnson, Vanderbilt University; Tracey Murray, Coppin State University; Deborah Stamps, Rochester Regional Health; Julie Zerwic, University of Iowa; Demetrius Porche, Louisiana State University Health Science Center (Board Liaison)

### FINANCE COMMITTEE

Lin Zhan, University of California Los Angeles (Chair); Stephen Cavanagh, University of California-Davis; Julie Sanford, University of Mississippi Medical Center

### FOUNDATION FOR ACADEMIC NURSING

Darlene Curley, Healthcare Consultant (Chair); George Haddad, Liaison International, Inc.; Jane Kirschling, University of Maryland; Richard Levin, The Arnold P. Gold Foundation; Lepaine Sharp-McHenry, Simmons University; Cynthia McCurren, University of Michigan-Flint (Board Liaison); Deborah Trautman, American Association of Colleges of Nursing

### GOVERNANCE COMMITTEE

Jean Giddens, Virginia Commonwealth University (Chair); Deborah Jones, University of Texas Medical Branch; Jerry Mansfield, Mount Carmel Health System/Trinity Health; Deborah Trautman, American Association of Colleges of Nursing

### GOVERNMENT AFFAIRS COMMITTEE

Angela Amar, University of Nevada-Las Vegas (Chair); Tina Decker, Trinity Christian College; Marla De Jong, University of Utah; Lori Escallier, SUNY Downstate Health Sciences University; Cheryl Giefer, Pittsburgh State University; Carol Musil, Case Western Reserve University; Shannon Smith, Claflin University; Lachel Story, University of Southern Mississippi; Barbara Wolfe, University of Rhode Island; Deborah Jones, University of Texas Medical Branch (Board Liaison)

### MEMBERSHIP COMMITTEE

Linda Comer, Florida Southern College (Chair); Maija Anderson, Morgan State University; Cathy Brownell, Le Moyne College; Mary Lopez, Western University of Health Sciences; Usha Menon, University of Southern Florida; Pier Broadnax, University of the District of Columbia (Board Liaison)

### NOMINATING COMMITTEE

Jacklyn Barber, Morningside University (Chair); Nancy Fahrenwald, Texas A&M University Health Science Center; Shirleatha Lee, University of South Carolina Upstate; Wendy Likes, University of Tennessee Health Science Center; Sally Maliski, University of Kansas; Susan Bakewell-Sachs, Oregon Health & Science University (Past Board Chair)

## PROGRAM COMMITTEE

Shirleatha Lee, University of South Carolina Upstate (Chair); Jeanette O. Andrews, University of South Carolina; Donna S. Havens, Villanova University; Robyn Nelson, CNI College; Cynthia Rubenstein, Randolph-Macon University; Victoria Niederhauser, University of Tennessee Knoxville (Board Liaison)

## CNL SUMMIT SUBCOMMITTEE

Tanya Sudia, Augusta University (Chair); Grace Buttriss, Northeastern University; Tymeeka Davis, Department of Veterans Affairs; Tiffany Eichorn, St. Lucie Medical Center; Tobie Olsan, University of Rochester; Robert Rose, Atrium Health

## DIVERSITY SYMPOSIUM SUBCOMMITTEE

Marilyn Harrington, University of Mississippi Medical Center (Co-Chair); Brenda Moore, Texas Woman's University (Co-Chair); Paula Alexander-Delpech, Frontier Nursing University; Nichole Crenshaw, University of Miami; Michelle DeCoux Hampton, San Jose State University; Terrica Durbin, Western Carolina University; Sally Ellis Fletcher, University of Missouri Kansas City; Lenetra Jefferson, Troy University; Shelly Johnson, Florida A&M University; Masako Mayahara, Rush University; Nora Montalvo-Liendo, Texas A&M University; Carolyn Montoya, University of New Mexico; Lisa Muirhead, Emory University; Patsy R. Smith, University of Oklahoma Health Sciences Center; Dian D. Squire, Loyola University Chicago; Linda Treitler Nova Southeastern University; Patricia Varga, Alverno College

## DOCTORAL CONFERENCE SUBCOMMITTEE

Donna Havens, Villanova University (Chair); Emerson Ea, New York University; Juan Gonzalez, University of Miami; Roberta Haley, Chaminade University; Lusine Poghosyan, Columbia University; Aaron Sebach, Wilmington University

## EXECUTIVE DEVELOPMENT SERIES SUBCOMMITTEE

Cindy Rubenstein, Randolph-Macon College (Chair); Laurie Ann Ferguson, Emory & Henry College; Mary Ellen Glasgow, Duquesne University; Carol Romano, Uniformed Services University; Mayola Rowser, Barnes-Jewish College

## FACULTY DEVELOPMENT CONFERENCE SUBCOMMITTEE

Robyn Nelson, CNI College (Chair); Valerie Howard, University of North Carolina at Chapel Hill; Robin Newhouse, Indiana University

## PHD PRE-CONFERENCE SUBCOMMITTEE

Ronald Hickman, Case Western Reserve University (Chair); Jane Georges, University of San Diego; Mikyoung Lee, Texas Woman's University; Brenda Morris, Arizona State University

## TRANSFORM CONFERENCE SUBCOMMITTEE

Jeanette O. Andrews, University of South Carolina (Chair); Angela Clark, University of Cincinnati; Jenny Erkfitz, Aspen University; Suling Li, DePaul University; Leesa McBroom, William Jewel College; Marla McDonald, University of Virginia; Kathleen Valentine, Clemson University; Danny Willis, Saint Louis University



## TASK FORCES AND ADVISORY GROUPS

### HEALTH POLICY ADVISORY COUNCIL

Cindy Cooke, University of Mary, North Dakota (Chair); David Auerbach, Montana State University; Susan Birch, University of Washington; Garrett Chan, University of California San Francisco; Mollie Cummins, University of Utah; Josh Hamilton, Rasmussen University; Lisa Kane Low, University of Michigan; Mikki Meadows-Oliver, Quinnipiac University; Betty Rambur, University of Rhode Island; Cheryl Taylor, Southern University and A&M College

### JOURNAL OF PROFESSIONAL NURSING EDITORIAL BOARD

Patricia Gonce Morton, University of Utah (Editor); Susan Bindon, University of Maryland; Amy Daniels, University of Maryland; Andra Davis, University of Portland; Nelda Godfrey, University of Kansas; Susan Sweat Gunby, Mercer University; Katherine Hall, East Tennessee State University; Karen Devereaux Melillo, University of Massachusetts Lowell; Elizabeth Palmer, Indiana University of Pennsylvania; Kelly Powers, University of North Carolina Charlotte; Janet Reilly, University of Wisconsin Green Bay; Lynette Savage, University of Providence; Janet Tillman, East Carolina

University; Robert Welton, University of Maryland Medical Center; Janet Winter, Grand Valley State University

### LEADERSHIP, RESILIENCE, AND WELL-BEING ADVISORY GROUP

Michael Ackerman, Ohio State University; Adejoke Bolanle Ayoola, Calvin University; Sherry Chesak, Mayo Clinic; Janie Heath, University of Kentucky; Teri Pipe, Arizona State University; Allison P. Squires, New York University; Deborah Stamps, Rochester Regional Health; Cheryl Woods Giscombe, University of North Carolina at Chapel Hill

### NURSING CENTRALIZED APPLICATION SERVICE (NURSINGCAS) ADVISORY GROUP

Lisa Rosenberg, Rush University Medical Center (Chair); Tami Buedefeldt, Oregon Health & Sciences University; Chad Oppelt, The College of St. Scholastica; Cathy Wilson, Johns Hopkins University

## RESEARCH-FOCUSED DOCTORAL PROGRAM PATHWAYS TO EXCELLENCE TASK FORCE

Marion Broome, Duke University (Chair); Jane Georges, University of San Diego; Mikyoung Lee, Texas Woman's University; Shevellanie Lott, Hampton University; Jerry Mansfield, Mount Carmel Health System/Trinity Health; Patricia McMullen, The Catholic University of America; Suzanne Prevost, University of Alabama; Linda Scott, University of Wisconsin-Madison; Joan Vitello, University of Massachusetts Medical School; Terri Weaver, University of Illinois Chicago



## LEADERSHIP NETWORK STEERING COMMITTEES

### BUSINESS OFFICERS OF NURSING SCHOOLS (BONUS)

- Chair:** Karis Wolfe, West Virginia University  
**Chair-Elect:** Susan Griffin, Rochester University  
**Secretary:** Becky Keck, Vanderbilt University  
**Membership Committee Chair:** Todd Fraser, University of Florida  
**Planning Committee Chair:** Bill Kilbride, University of Massachusetts-Amherst  
**Special Projects Committee Chair:** Patty Rodriguez, University of Texas Health San Antonio  
**Communications Committee Chair:** Rhonda Owens, Rush University  
**Nominating Committee Chair:** Jeannette Russell, California Baptist University  
**Past Chair:** Nancy Halderman, Indiana Wesleyan University

### DIVERSITY, EQUITY, AND INCLUSION LEADERSHIP NETWORK (DEILN)

- Chair:** Kendra Barrier, Louisiana State University Health Sciences Center  
**Chair-Elect:** Patricia Bradley, Villanova University  
**Secretary:** Mitchell Wharton, University of Rochester  
**Past Chair:** Rolanda Johnson, Vanderbilt University

### GRADUATE NURSING ADMISSIONS PROFESSIONALS (GNAP)

- Chair:** Dominique Crutchfield, University of Tennessee-Health Science Center  
**Communications Committee Chair:** Vickie Samuel, University of Alabama  
**Communications Committee:** Nora Harrington, Duke University  
**Program Committee:** Nicole Clowdus, California Baptist University  
**Program Committee:** Jada Russell, University of Tennessee Knoxville  
**Survey Committee:** Scott Ranges, University of South Carolina  
**Hospitality:** Carrie Radmall, University of Utah  
**Hospitality:** Lauren Watt, Vanderbilt University



### FACULTY LEADERSHIP NETWORK (FLN)

- Chair:** Lynn Nichols, University of Alabama Birmingham  
**Chair-Elect:** Debbie DeMeester, Indiana University  
**Secretary:** Phillip Moore, University of Tennessee-Knoxville  
**Collaboration Community:** Heather Ferrillo, Sacred Heart University  
**Collaboration Community:** Julie Slade, Chatham University  
**Collaborative Community:** Maryellen Potts, University of Kansas  
**Program Planning Committee Chair:** Cynthia Wall, UT Health San Antonio  
**Program Planning Committee:** Mary Ann McLaughlin, Gwynedd Mercy University  
**Webinar Planning Committee Chair:** Marilyn O'Mallon, Boise State University  
**Webinar Planning Committee:** Stephanie Gustman, Ferris State University  
**Webinar Planning Committee:** Cheryl Ann Green, Southern Connecticut State University  
**Webinar Planning Committee:** LaDonna Northington, University of Mississippi Medical Center  
**Webinar Planning Committee:** Tami Rogers, Rasmussen University  
**Webinar Planning Committee:** Cheryl Ann Green, Southern Connecticut State University  
**Past Chair:** Jenny Erkitz, Aspen University



## NURSING ADVANCEMENT PROFESSIONALS (NAP)

**Chair:** Olivia Frazier, University of Massachusetts-Amherst

**Chair-Elect:** Stephanie Hoenig, Michigan State University

**Secretary:** Amanda Rebeck, University at Buffalo, SUNY

**Member:** Angela Cao, University of Massachusetts-Amherst

**Member:** Emily Craig, The University of Alabama at Birmingham

**Member:** Courtney Shaul, The Ohio State University

## ORGANIZATIONAL LEADERSHIP NETWORK (OLN)

**Chair:** Sheryl Sandahl, The College of St. Scholastica

**Chair-Elect & Conference Planning Chair:** Denise Neill, Texas A&M University-Commerce

**Secretary:** Linda Streit, Mercer University

**Conference Planning Co-Chair:** Carlise Hunt, Auburn University

**Communications Committee Chair:** Monica Kennison, Berea College

**Communications Committee:** Kendra Barrier, Louisiana State University Health Science Center

**Communications Committee:** Cynthia O'Neal, University of Texas Health San Antonio

**Past Chair:** Jennifer Manning, Louisiana State University Health Science Center

## PRACTICE LEADERSHIP NETWORK (PLN)

**Chair:** Molly Bradshaw, Eastern Kentucky University

**Chair-Elect:** Brenda Douglass, Johns Hopkins University

**Secretary:** Gloria Loera, Texas Tech University Health Science Center-El Paso

**Communications Chair:** Mariya Tankimovich, Pennsylvania State University

**Program Planning Chair:** Jean Boucher, University of Massachusetts-Worcester

**Program Planning Co-Chair:** Rowena Bermundo, Roseman University of Health Sciences

**Past Chair:** Kathryn Fandt, University of Nebraska Medical Center

## RESEARCH LEADERSHIP NETWORK (RLN)

**Chair:** Judith Hupcey, Pennsylvania State University

**Chair Elect:** Donna Neff, University of Central Florida

**Secretary:** Libby Richards, Purdue University

**Collaboration Community Committee:** LuAnn Etcher, Sacred Heart University

**Collaboration Community Committee:** Lisa Kitko, Pennsylvania State University

**Communication Committee:** Amelia Malcolm, Brenau University

**Program Planning Committee:** Katie Pawloski, Utica University

**Program Planning Committee:** Annette Wysocki, University at Buffalo

**Webinar Planning Committee:** Teresa Dodd-Butera, Azusa Pacific University

**Webinar Planning Committee:** Shirley Girouard, SUNY Downstate Medical Center

**Past Chair:** Tanya Sudia, Augusta University





## MEMBERSHIP

In addition to its 852 institutional members, the title of Emeritus, Honorary, and Honorary Associate member are conferred to individuals at the discretion of the Board of Directors.

### EMERITUS MEMBERS

#### *Last affiliation*

Christine Alichnie, *Bloomsburg University*  
Janet Allan, *University of Maryland*  
Linda Amos, *University of Utah*  
Carole Anderson, *The Ohio State University*  
Jean Bartels, *Georgia Southern University*  
Judy Beal, *Simmons University*  
Billye Brown, *University of Texas-Austin*  
Rita Carty, *George Mason University*  
Patricia T. Castiglia, *The University of Texas at El Paso*  
Nancy DeBasio, *Research College of Nursing*  
Tina DeLapp, *University of Alaska-Anchorage*  
Barbara Durand, *Arizona State University*  
Claire Fagin, *University of Pennsylvania*

Harriet Feldman, *Pace University*  
Greer Glazer, *University of Cincinnati*  
Philip Greiner, *San Diego State University*  
Carolyn Gunning, *Texas Woman's University*  
Peggy Hewlett, *University of South Carolina*  
Martha Hill, *Johns Hopkins University*  
Vickie Lambert, *Augusta University*  
Jeanette Lancaster, *University of Virginia*  
John Martin Lantz, *University of San Francisco*  
Teresa G. Leon, *New Mexico State University*  
Judith Lewis, *D'Youville College*  
Ada Lindsey, *University of Nebraska Medical Center*  
Kathleen Ann Long, *University of Florida*  
E. Jane Martin, *West Virginia University*  
Shirley Martin, *University of Missouri-St. Louis*  
Jeri Milstead, *University of Toledo*  
Jeanne Novotny, *Texas Tech University Health Science Center-El Paso*  
Grace Anne Peterson, *Concordia University Wisconsin*  
Kathleen Potempa, *University of Michigan*

C. Fay Raines, *University of Alabama in Huntsville*  
 Estelle Rosenblum, *University of New Mexico*  
 June Rothberg-Blackman, *Adelphi University*  
 Joyce Shoemaker, *University of Toledo*  
 Luth Tenorio, *Seattle University*  
 Suzanne Van Ort, *University of Arizona*  
 Joanne Warner, *University of Portland*  
 Pamela Watson, *University of Texas Medical Branch*  
 Terri Weaver, *University of Illinois Chicago*  
 Rosalee Yeaworth, *University of Nebraska Medical Center*

### HONORARY MEMBERS

Lea Acord, *Marquette University*  
 Evelyn Barritt, *University of Iowa*  
 Marion Broome, *Duke University*  
 Margaret Faut Callahan, *Loyola University Chicago*  
 Michael Carter, *University of Tennessee Memphis*  
 Ann Cary, *Florida Gulf Coast University*  
 Geraldene Felton, *University of Iowa*  
 Joyce Fitzpatrick, *Case Western Reserve University*  
 Patricia Forni, *University of Oklahoma*  
 Ada Sue Hinshaw, *Uniform Services University of the Health Sciences*  
 Sharon Hoffman, *Spalding University*  
 Jean Johnson, *The George Washington University*  
 Judith Karshmer, *Arizona State University*  
 Mi Ja Kim, *University of Illinois-Chicago*  
 Janet Krejci, *Marquette University*  
 Norma Lang, *University of Wisconsin-Madison*  
 Andrea Lindell, *University of Cincinnati Medical Center*  
 Shevellanie Lott, *Hampton University*  
 Clair Martin, *Cumberland University*  
 Myrna Pickard, *University of Texas-Arlington*  
 Barbara Redman, *Wayne State University*  
 Eleanor Sullivan, *University of Kansas*  
 Heidi Taylor, *West Texas A&M University*  
 Connie Vance, *The College of New Rochelle*  
 Kathryn Vigen, *North Park University*  
 Madeline Wake, *Marquette University*  
 Jean Watson, *University of Colorado Denver*  
 Carolyn Williams, *University of Kentucky*

### HONORARY ASSOCIATE MEMBERS

Geraldine Polly Bednash, *retired AACN CEO*  
 Lois Capps, *U.S. House of Representatives*  
 Darlene Curley, *Jonas Philanthropies*  
 Patrick DeLeon, *Office of U.S. Senator Daniel Inouye*  
 Ann Douglas, *Oakland University*  
 Barbara Mikulski, *U.S. Senator*





**AACN Board of Directors:** (pictured standing) Ora Strickland, Christine Verni, Stephen Cavanagh, Demetrius Porche, Jerry Mansfield, Deborah Jones, Victoria Niederhauser, Susan Mullaney, Pier Broadnax; (seated) Lin Zhan, Jean Giddens, Cynthia McCurren, Deborah Trautman, and Julie Sanford. [Note: Rita Trofino from Saint Francis University was elected to fill an unexpired term on the board in September 2022].

## BOARD OF DIRECTORS

### Chair

**Cynthia McCurren**, PhD, RN  
*University of Michigan Flint*

### Chair-Elect

**Jean Giddens**, PhD, RN, FAAN  
*Virginia Commonwealth University*

### Treasurer

**Lin Zhan**, PhD, RN, FAAN  
*University of California Los Angeles*

### Secretary

**Julie Sanford**, DNS, RN, FAAN  
*University of Mississippi Medical Center*

### Members-At-Large

**Pier Broadnax**, PhD, RN  
*University of the District of Columbia*

**Stephen Cavanagh**, PhD, MPA, RN, FACHE, FAAN  
*University of California-Davis*

**Deborah Jones**, PhD, RN  
*University of Texas Medical Branch*

**Jerry Mansfield**, PhD, RN, NEA-BC  
*Mount Carmel Health System/Trinity Health*

**Susan Mullaney**, DNP, APRN, GNP-BC,  
GS-C, FAANP  
*UnitedHealth Group*

**Victoria Niederhauser**, DrPH, RN, PPCNP-BC, FAAN  
*University of Tennessee Knoxville*

**Demetrius Porche**, DNS, PhD, ANEF, FACHE,  
FAANP, FAAN  
*Louisiana State University Health Sciences Center*

**Ora Strickland**, PhD, RN, FAAN  
*Florida International University*

**Christine Verni**, EdD, FNP-BC, APRN  
*Niagara University*

### Ex Officio Member

**Deborah Trautman**, PhD, RN, FAAN  
*AACN President and Chief Executive Officer*

## AACN STAFF

**Deborah Trautman**  
*President and Chief Executive Officer*

**Jennifer Ahearn**  
*Chief Operating Officer*

**Susan Corbridge**  
*Chief Essentials Program Officer*

**Robert Rosseter**  
*Chief Communications Officer*

**Joan Stanley**  
*Chief Academic Officer*

**George Zangaro**  
*Chief Policy and Scientific Officer*

**Shaima Abdul-Aziz**  
*Membership Coordinator*

**Dawn Alexander**  
*Office Services Assistant*

**Beth Aronson**  
*Director of Membership and Business Development*

**Katherine Avery**  
*NursingCAS Admissions and Outreach Coordinator*

**Alexa Betances**  
*Foundation Assistant*

**Nadja Beverage**  
*Director of Conferences*

**Bridget Bingle**  
*Nursing Education Coordinator*

**Paige Burger**  
*Administrative Assistant*

**Carrie Byrne**  
*Data Assistant*

**Anthony Castillo**  
*Staff Accountant*

**Tony Dempsey**  
*Information Technology Director*

**Christine Downing**  
*Associate Director of Diversity, Equity, and Inclusion*

**Stephanie Duke**  
*Database and Application Services Manager*

**Di Fang**  
*Director of Institutional Research and Data Services*

**Katie Fioravanti**  
*Foundation Director*

**Sonia Garfinkel**  
*Administrative Assistant*

**Max Garrison**  
*Communications Coordinator*

**Nuria Gramkee**  
*CNC Manager*

**Sean Holloway**  
*Online Learning Coordinator*

**Nicole Huber**  
*Government Affairs and Policy Assistant*

**Allison Jacobs**  
*Associate Director of Population Health Initiatives*

**Jenny Keyt**  
*Data Manager*



**Lavelle Lamb-Anthony**

*Human Resources Specialist*

**Cynthia Leaver**

*Director of Academic Nursing Development*

**Colleen Leners**

*Director of Policy*

**Judy Ly**

*Government Affairs and Policy Manager*

**Sandra Maroa**

*Essentials Program Assistant*

**Amy McElroy**

*Director of Communications and Content Strategy*

**Kathy McGuinn**

*Director of Interprofessional Education and Practice Partnerships*

**Shelley McKearney**

*IPEC Associate Director*

**Marilyne Njuraita**

*Student Services Assistant*

**William O'Connor**

*Editorial Director*

**Marta Okoniewski**

*Director of Student Engagement*

**Ana Ortiz Lopez**

*NursingCAS Outreach Manager*

**Allison Record**

*All of Us Grant Assistant*

**Sofia Ruiz**

*Conference Coordinator*

**Heather Shelford**

*Director of Finance and Administration*

**Rachel Stevenson**

*Director of Government Affairs*

**Alexa Tehansky**

*Associate Director of Online Learning and Engagement*

**Gene Throwe**

*Office Manager*

**Phyllis Todd**

*Executive Assistant*

**Wanda Thruston**

*Director of Diversity, Equity, and Inclusion*

**Kate Waggoner**

*Conference Coordinator*

**Jessica Washington**

*Associate Director of Marketing*

**Stephanie Wurth**

*Director of Application Services and Strategic Partnerships*

## COMMISSION ON COLLEGIATE NURSING EDUCATION

**Jennifer Butlin**

*CCNE Executive Director*

**Benjamin Murray**

*CCNE Deputy Executive Director*

**LaKisha Dillingham**

*CCNE Accreditation Manager*

**Monica Fritz**

*CCNE Accreditation Assistant*

**Sonya Lane**

*CCNE Administrative Assistant*

**Priya Lorenzen**

*CCNE Associate Director*

**Daniel Michalski**

*CCNE Director of Accreditation Services*

**Lina Nandy**

*CCNE Director of Program Monitoring*

**Pamela Pecku**

*CCNE Accreditation Coordinator*

**Genelee Pena**

*CCNE Accreditation Operations Coordinator*

**Megan Terpstra**

*CCNE Accreditation Assistant*

**Mary Wells**

*CCNE Accreditation Manager*

**Julie Yelle**

*CCNE Accreditation Coordinator*





American Association  
*of Colleges of Nursing*

---

*The Voice of Academic Nursing*

655 K Street, NW, Suite 750  
Washington, DC 20001

**AACNNURSING.ORG**