2023 ANNUAL REPORT

CO-CREATING
the FUTURE
of ACADEMIC NURSING

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

The Voice of Academic Nursing

HIGHLIGHTS OF THE YEAR

JULY 2022

In response to member questions about the 2021 *Essentials*, the Board of Directors released statements reaffirming AACN's support for the master's degree and outlining expectations for faculty preparation.

AUGUST 2022

Fifty schools of nursing from 28 states were selected to pilot test the LAMP℠ Culture and Climate Survey through an AACN-led initiative funded by Johnson & Johnson.

SEPTEMBER 2022

The *Essentials* Champions program was launched to convene representatives from each member school to explore issues and opportunities related to implementing the new competency standards.

OCTOBER 2022

Facilitated by AACN's top leaders, an invitational Faculty Forum was held with 20 member deans to explore challenges related to the faculty shortage and ways to elevate the faculty role.

NOVEMBER 2022

New AACN data show that the full-time faculty vacancy rate in nursing schools increased to 8.8%, driven largely by noncompetitive salaries and a limited pool of doctoral-prepared faculty.

DECEMBER 2022

AACN responds to CCNE's request for comments on its 2018 accreditation standards, which called for requiring the 2021 *Essentials* as the professional nursing standards and guidelines for schools seeking CCNE accreditation.

JANUARY 2023

AACN announced that the Jonas Philanthropies, one of the nation's leading sources of support for doctoral nursing education, established a new home base for its nursing programs at AACN.

FEBRUARY 2023

AACN released its latest number of institutional members – 868 schools of nursing – which represents a new high for the association in terms of affiliated schools.

MARCH 2023

AACN and the American Organization for Nursing Leadership host an Afternoon of Dialogue to bring academic and practice leaders together to discuss workforce concerns and opportunities to partner around the *Essentials*.

APRIL 2023

As the lead organizer for the Tri-Council for Nursing this year, AACN convened leaders from the ANA, AONL, NLN, and NCSBN to discuss shared advocacy efforts and strategic goals.

MAY 2023

Results from AACN's Fall 2022 annual survey show enrollment declines in baccalaureate, master's, and PhD programs. A less than 1% enrollment increase was realized in DNP programs.

JUNE 2023

Recognizing the threat to advancing DEI, AACN joined with the higher education community in denouncing the Supreme Court decision prohibiting race-conscious admissions practices at colleges and universities.

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 868 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 2023 initiatives, milestones, and achievements spanning July 2022 through June 2023.

CONTENTS

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

Co-Creating the Future

Navigating through the many challenges facing leaders in health care and higher education requires collaboration. Collectively, nursing school administrators are searching for ways to bring more students into their programs given the recent downturn in enrollments. We are also grappling with issues affecting all of academia, including the rising costs of higher education, the college readiness of incoming students, finding qualified faculty, and elevating student wellness.

Cynthia McCurren & Deborah Trautman

Though the work ahead is considerable, together we can find solutions, share resources, and support each other. AACN is here to be your partner in this journey, and we are committed to providing guidance, resources, and inspiration to help all schools thrive.

As your advocate, AACN is making great strides in advancing critical priorities on behalf of our members and mission. We saw the shift to competency-based education (CBE) accelerate this year, with schools embracing this new model for nursing education. In response to member requests, we introduced new CBE training opportunities, new ways to connect via the *Essentials* Champion program, guiding principles and talking points, and a variety of on-demand resources to support *Essentials*' implementation efforts. Our work to advocate for and advance diversity, equity, and inclusion (DEI) became even more critical given the prohibition of race-conscious admission practices and state-level threats to DEI. This year, we realized significant gains from our federal advocacy work, academic-practice collaborations, grant-funded initiatives, leadership development and conference programming, and inclusive stakeholder engagement.

None of this success would have been possible without the support and engagement from deans, faculty, students, and staff at our member schools and from our interprofessional colleagues, generous benefactors, and loyal friends who share a commitment to advancing academic nursing.

Please take a moment to review this annual report and celebrate all that we have achieved together.

Cynthia McCurren

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

Deborah E Trautman

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

ANNUAL STATE OF THE SCHOOLS

Findings published in the annual State of the Schools are based on responses from 974 (90.6%) of the nation's nursing schools with baccalaureate and graduate programs that were surveyed in fall 2022.

Highlights from AACN's 2022 Annual Survey

NURSING PROGRAMS

844	747	659	426	149

ENROLLMENT

254,630	98,734	131,524	41,021	4,381

GRADUATIONS

91,428	61,764	52,121	11,149	713

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

STUDENTS FROM UNDERREPRESENTED RACIAL/ETHNIC GROUPS

43.0%	40.5%	40.7%	35.8%

MALE STUDENTS

12.8%	11.7%	14.8%	11.4%

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

EMPLOYMENT OF NEW GRADUATES

Entry-Level Baccalaureate

77% Employed at Graduation

93% Employed 4-6 Months After Graduation

Entry-Level Master's

67% Employed at Graduation

94% Employed 4-6 Months After Graduation

Employer Education Expectation for New Nurses

Employers Requiring New Nurses to Have a BSN

27.7%

71.7%
Employers Preferring New Nurses with a BSN

NURSE FACULTY POPULATION

Full-Time Faculty
22,838

Part-Time Faculty
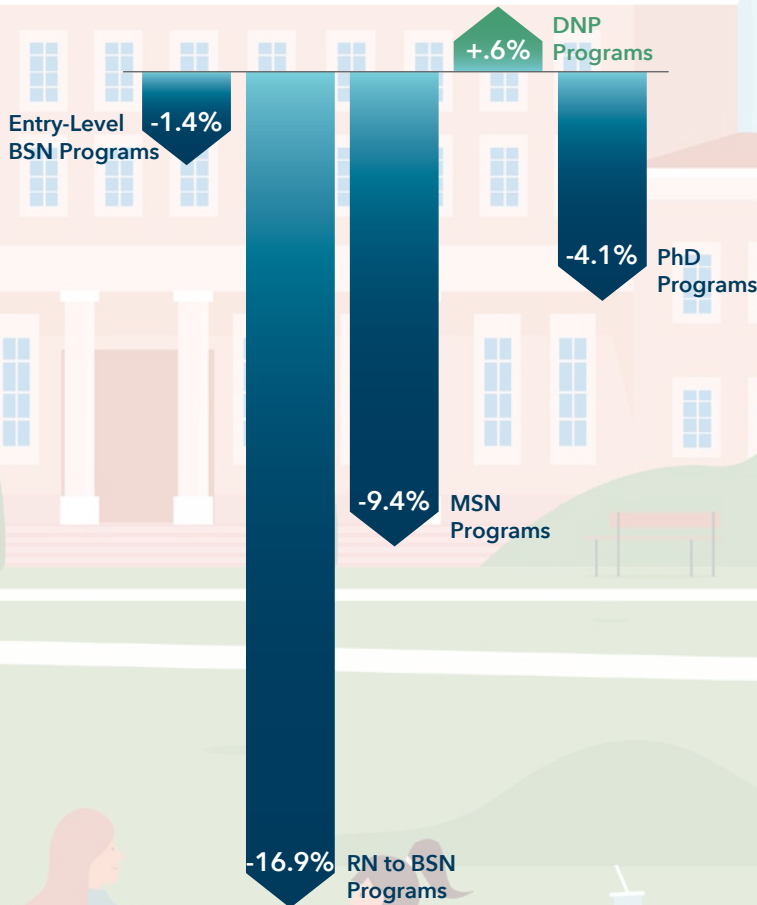**31,783**

Ethnic/Minority Faculty
20.6%

Male Faculty
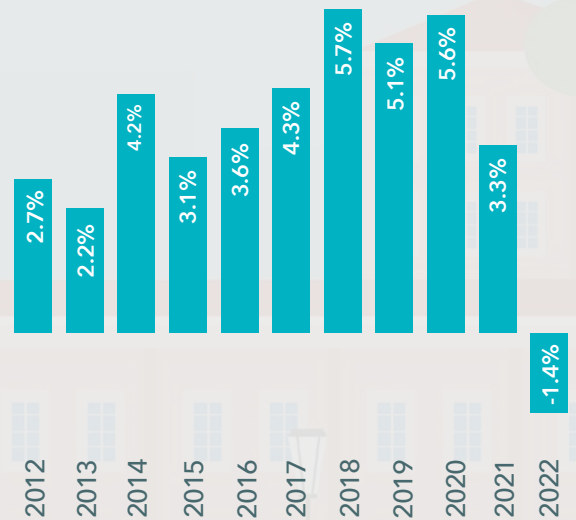**7.8%**

Faculty Vacancy Rate
8.8%

AACN'S DATA COLLECTION

Now in its 42nd 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 – 2021-2022

- DNP Programs: +.6%
- Entry-Level BSN Programs: -1.4%
- PhD Programs: -4.1%
- MSN Programs: -9.4%
- RN to BSN Programs: -16.9%

PERCENTAGE CHANGE IN ENROLLMENT IN ENTRY-LEVEL BACCALAUREATE NURSING PROGRAMS – 2012-2022

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
2.7%	2.2%	4.2%	3.1%	3.6%	4.3%	5.7%	5.1%	5.6%	3.3%	-1.4%

PERCENT OF DIVERSE STUDENTS IN ENTRY-LEVEL BACCALAUREATE NURSING PROGRAMS – 2012-2022

2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
26.7%	27.4%	27.8%	28.1%	27.2%	31.4%	32.2%	33.1%	34.5%	36.2%	38.6%
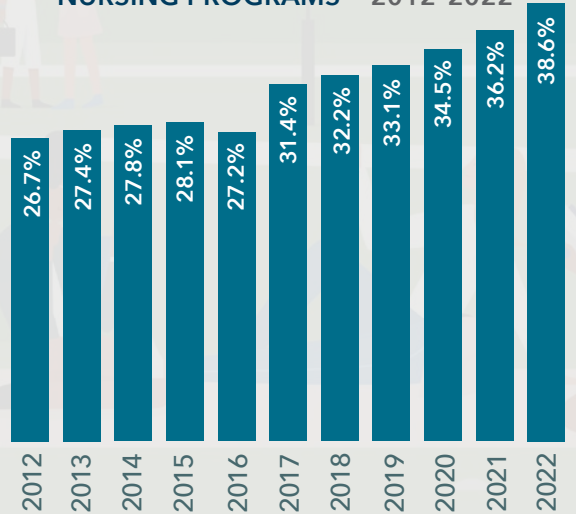
GROWTH IN DOCTORAL NURSING PROGRAMS — 2007–2022

Year	Number of Research-Focused Doctoral Programs	Number of DNP Programs
2007	113	53
2008	116	92
2009	120	120
2010	124	153
2011	126	182
2012	131	217
2013	131	241
2014	134	269
2015	134	292
2016	135	313
2017	138	345
2018	144	363
2019	146	374
2020	147	386
2021	149	407
2022	149	426

■ Number of DNP Programs ■ Number of Research-Focused Doctoral Programs
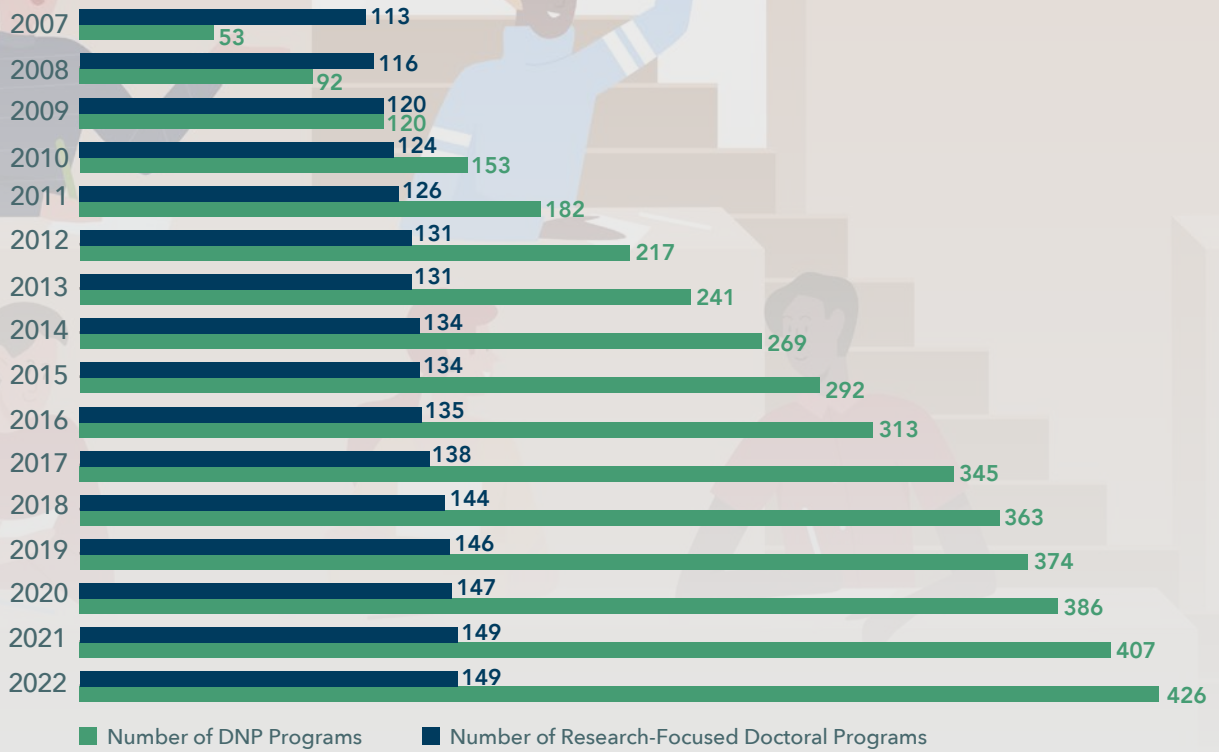
QUALIFIED APPLICATIONS TURNED AWAY FROM ENTRY-LEVEL BACCALAUREATE PROGRAMS — 2012–2022

Year	Value
2012	58,114
2013	57,944
2014	50,681
2015	47,341
2016	50,598
2017	56,397
2018	60,085
2019	67,785
2020	66,274
2021	76,140
2022	66,261
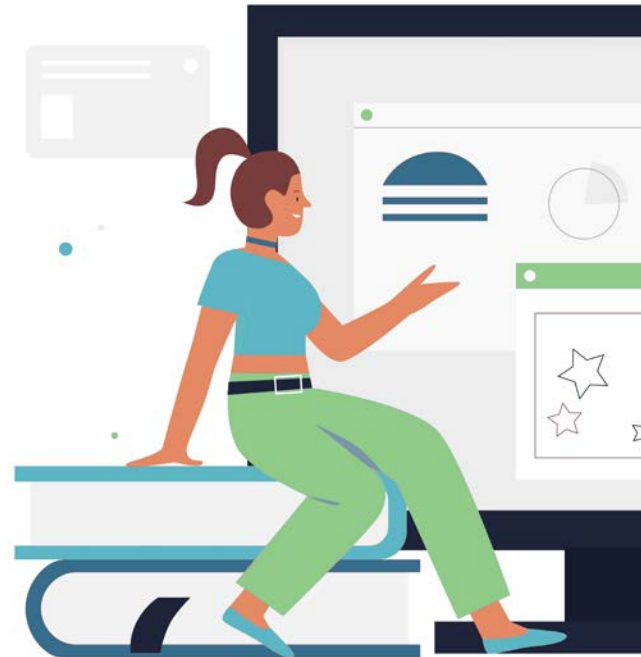
ENROLLMENT IN DNP AND PhD PROGRAMS — 2007–2022

Doctor of Nursing Practice (DNP):
- 2007: 1,874
- 2009: 5,165
- 2010: 7,037
- 2011: 8,973
- 2012: 11,575
- 2013: 14,699
- 2014: 18,352
- 2015: 21,995
- 2016: 25,289
- 2017: 29,093
- 2018: 32,700
- 2019: 36,069
- 2020: 39,530
- 2021: 40,834
- 2022: 41,021

Research-Focused Doctorate (PhD, DNS, EdD):
- 2007: 3,982
- 2008: 3,916
- 2008: 3,475
- 2009: 4,177
- 2010: 4,611
- 2011: 4,907
- 2012: 5,110
- 2013: 5,098
- 2014: 5,045
- 2015: 5,035
- 2016: 4,912
- 2017: 4,632
- 2018: 4,698
- 2019: 4,568
- 2020: 4,626
- 2021: 4,476
- 2022: 4,381

■ Doctor of Nursing Practice (DNP)   ■ Research-Focused Doctorate (PhD, DNS, EdD)

QUALIFIED APPLICATIONS TURNED AWAY FROM GRADUATE PROGRAMS (MASTER'S, PhD, DNP) — 2012–2022

- 2012: 14,659
- 2013: 16,232
- 2014: 15,288
- 2015: 12,548
- 2016: 11,859
- 2017: 11,959
- 2018: 13,697
- 2019: 11,628
- 2020: 12,871
- 2021: 14,743
- 2022: 10,691
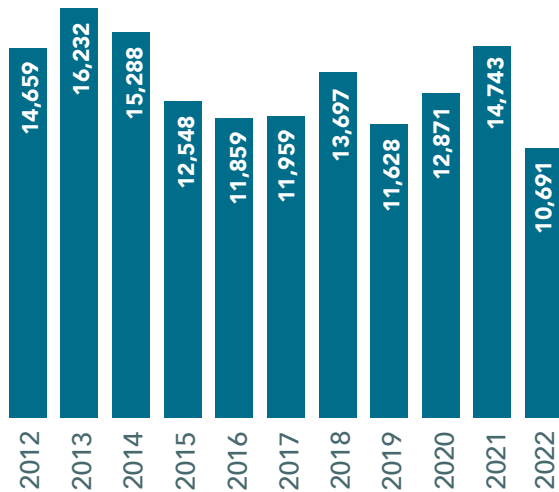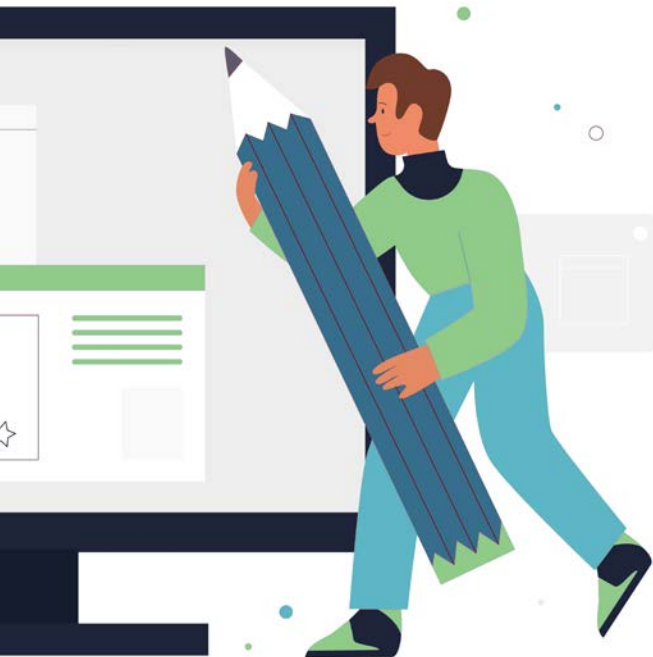
HIGHLIGHTS FROM THE FOUNDATION FOR ACADEMIC NURSING

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 2022, AACN announced the 2022-2023 recipients of the **AACN Faculty Scholars Grant Program**, which was created by the Board of Directors to spotlight the innovative work led by nurse educators to redesign teaching and learning at schools of nursing. The most recent faculty scholars focused their work on leveraging simulation to advance DEI as well as competency-based education. The faculty who received funding include **Dr. Carol Kostovich** from Loyola University Chicago for her project titled *Development, Implementation, and Evaluation of a DEI Toolkit for Simulation*; and the team of **Drs. Kelly Small Casler and Kate Sustersic Gawlik** from The Ohio State University for their project titled *Virtual Reality Simulation to Aid in Competency-based Online NP Curriculum*.

- In January 2023, the Foundation announced the latest two graduate students to receive the **Deborah E. Trautman Future Nurse Leader Scholarship**. This program, which was created by Liaison International in honor of AACN's President and CEO, provides financial support and mentorship to outstanding graduate nursing students who aspire to leadership roles. The 2023 award winners include **Rika Win Kemp**, a BSN to DNP student from the Medical University of South Carolina, and **Nkemdilim Diaz**, a BSN to DNP student from Winona State University in Minnesota.

- The Foundation launched a new scholarship program this year with **QGenda,** a leader in healthcare workforce management solutions, to support students enrolled in AACN member schools. With $5,000 scholarships available to students in undergraduate and graduate programs, QGenda has committed to providing nearly $50,000 in scholarship funding through 2025. In addition to this program, the Foundation awarded scholarships this year through programs funded by Scrubin Uniforms, NurseThink, Hurst Reviews, and Uniform Advantage.

- 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/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**. This goal covers our work to advance the *Essentials* and champion leadership development programs.

A CATALYST FOR TRANSFORMATION

The *Essentials: Core Competencies for Professional Nursing Education* outline the 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. Endorsed by the AACN membership in April 2021, academic nursing is moving toward a new model and framework for nursing education using a competency-based approach.

AACN is committed to facilitating this transition and providing support to assist schools in meeting the new expectations. With efforts coordinated by the *Essentials* Implementation Steering Committee, highlights of this year's work are featured below.

● In July 2022, the AACN Board of Directors issued **two new statements** in response to questions raised by members related to *Essentials* implementation. The statements reaffirmed AACN's support for the master's degree and clarified expectations related to the preparation of faculty to teach in baccalaureate and higher degree nursing programs.

● Results from a **Fall 2022 survey** found that most member schools strongly endorse the new approach to nursing education outlined in the *Essentials* with 85% committed to transitioning to competency-based education. The survey found that 57% of schools have started curriculum mapping on entry-level programs; 48% started mapping advanced-level programs; 55% of schools have allocated resources to implement the *Essentials;* and 47% of schools have identified practice partners to collaborate on this work.

● In January 2023, the Assessment Expert Working Group released a Vision for Sharing Data and Information Across Nursing Education, Practice, and Regulation. This document calls for developing an integrated information system that facilitates the sharing of data and information among schools, healthcare settings, and regulatory bodies. Approved by the AACN Board of Directors, the statement delineates criteria for schools to consider when evaluating technologies, including those focused on *Essentials* implementation.

● In March 2023, AACN released the Guiding Principles for Competency-Based Education

and Assessment, which was developed by the Assessment Expert Working Group. This document outlines the key components of CBE and identifies the Core Principles for Assessment of Learners in Competency-Based Education in nine areas of CBE assessment.

- In May 2023, AACN released a statement to provide guidance to nursing schools on the **time needed for implementation** of the 2021 *Essentials*. AACN recognized that evolving to a new approach to education will take time and that programs may still be engaged in shifting to CBE beyond the initial projected timeframe, which was three years or more.

- To connect more closely with member schools, AACN launched the *Essentials* **Champions program,** which brings together the dean-appointed contact at each member school to hear the latest updates on implementation resources and engage in a robust Q&A. Over 500 Champions have been identified and meet quarterly with AACN staff leaders.

- A series of **regional faculty development workshops** on CBE and *Essentials* implementation was launched with sessions planned for North Carolina, Indiana, and Texas. These workshops quickly sold out, and plans were made to offer a series of five additional workshops in California, Maryland, and Florida to meet the demand for training.

- Nearly two dozen **webinars and conference sessions** were offered on adapting curriculum to align with the new model for nursing education. All webinars and select conference sessions are free and available for on-demand viewing from AACN's website.

- A newly redesigned webpage was launched to better showcase the resources and information available to help schools implement the *Essentials*. An important new feature of the site is a **searchable teaching resource database**, which contains learning strategies, recommended content, and assessment options for each Domain of nursing practice.

- AACN released a series of **talking point documents** to help practice partners, development officers, and students understand the impact transitioning to competency-based education will have on preparing more practice-ready nurses.

- AACN focused its **newsletters, communications, and social media channels** on sharing the latest news related to the *Essentials*, updating frequently asked questions, showcasing video 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/essentials.
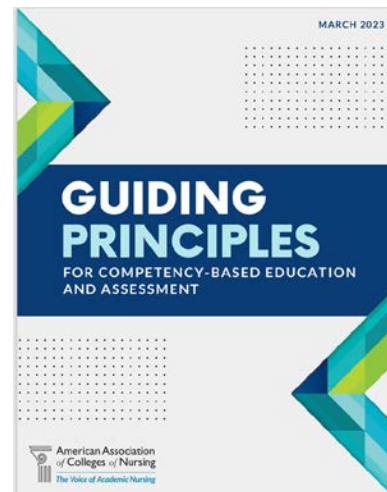
ADVANCING GRANT-FUNDED INITIATIVES

AACN actively pursues grant-funding to launch initiatives that align with our strategic priorities and meet member needs. This year, these initiatives focused on diversity, equity, and inclusion; well-being and resilience; competency-based education; and combatting vaccine hesitancy.

● As one of only 10 national projects funded through the American Nurses Foundation's Reimagining Nursing Initiative, AACN's project on **Competency-Based Education for Practice-Ready Nurse Graduates** is focused on accelerating the transition to competency-based nursing education in support of the 2021 *Essentials*. The Practice Ready Advisory Group and staff worked closely with 10 pilot schools to develop and implement competency-based learning and assessment strategies in Population Health and a second *Essentials* Domain selected by the school. Lessons learned from the pilots, including those centered on academic-practice partner engagement, will be shared with all AACN members.

AMERICAN NURSES FOUNDATION | **Reimagining Nursing**

● With funding from Johnson & Johnson, AACN's initiative titled **A Competency-Based Approach to Leadership Development and Resilience for Student Nurses** was developed to better prepare BSN graduates with learning experiences that foster personal health, resilience, and well-being, as well as new leadership skills. An expert advisory group and AACN staff provided technical assistance to 10 pilot schools to ensure that identified learning strategies were integrated into nursing programs during the Spring 2023 semester. Schools selected measures to assess learning and provided feedback on what strategies were most effective and how implementation efforts could be strengthened. Exemplars will be shared with all nursing schools as part of a national dissemination effort.

● The **Building a Culture of Belonging in Academic Nursing** initiative, also supported by Johnson & Johnson, centers on scaling up the use of AACN's Leading Across Multidimensional Perspectives (LAMP^{SM}) Culture and Climate Survey to better assess the experiences of diverse students, faculty, and staff at nursing schools and identify practices that facilitate student success and a sense of belonging. The LAMP survey instrument was adapted to provide action reports that assess the unique culture and programmatic characteristics of individual schools of nursing. AACN staff provided technical assistance to the 50 schools selected to pilot the new survey. For the final phase of this work, staff will prepare a national report based on findings from the pilots, which will be shared with all member schools.

● AACN was awarded $1 million from the Centers for Disease Control and Prevention to initiate **Building COVID-19 Vaccine Confidence Among Nurses and in Communities**. Through this effort, AACN awarded $70,000 in funding to 10 member schools to launch targeted campaigns to encourage COVID-19 vaccination and increase confidence among nurses in communicating accurate vaccine information. Participating schools used a variety of methods to reach out to local communities at risk, including community events, public service campaigns, social media outreach, vaccination drives, and other strategies. All schools prepared a video overview of their work, which was filmed by AACN-TV and broadly disseminated. Though the project ended in September 2022, all curricular resources and outreach strategies developed through this project are posted on a new website and may be used by schools to address vaccine hesitancy, reach underserved populations, and dispel health misinformation.

LEADERSHIP DEVELOPMENT & MEMBER EDUCATION

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)** for aspiring deans and senior faculty provides participants with 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 experience 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.

In addition, AACN offers self-paced Leadership Education Modules tailored to the needs of academic nursing professionals. These on-demand modules offer 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 that attracted more than 33,500 registrations, AACN's conferences, including the Academic Nursing Leadership Conference, Executive Development Series, Transform 2022, Doctoral Education Conference, CNL Summit, Deans Annual Meeting, and Summer Seminar, attracted more than 3,100 attendees this year.

- Nearly 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, advocacy opportunities, career readiness tools, an online collaboration community, and a monthly newsletter.

- More than 1,800 nursing school faculty and staff at member institutions participate in AACN's eight **Leadership Networks**, which 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.

● AACN continued its work 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. This year, the CNL Competencies Revision Work Group initiated its work to revise the 2013 CNL competencies to align with the 2021 *Essentials*. By the end of the fiscal year, a total of 9,606 program graduates 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 46,500 nurses and other healthcare professionals, representing all 50 states plus 101 countries, have completed a national or international ELNEC train-the-trainer course. These healthcare professionals are sharing their new expertise in educational and clinical settings. In addition, 1,037 undergraduate and 365 graduate programs at schools of nursing have completed the ELNEC Undergraduate/New Nurse Graduate and ELNEC Graduate online curricula via Relias Learning.

● With 311 participating schools, **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.

Strategic Goal #2

IMPROVING HEALTH, HEALTH CARE, AND HIGHER EDUCATION

AACN's goal to serves as **a leading partner in advancing improvements in health, health care, and higher education** extends to our work to build consensus on critical issues and advance our federal advocacy agenda.

In October 2022, AACN held an invitational **Faculty Forum** to explore challenges related to the nurse faculty shortage and identify potential solutions to strengthen faculty recruitment and retention. Led by Board Chair Cynthia McCurren and President/CEO Deborah Trautman, the event was attended by deans from 20 schools of nursing representing a cross-section of the AACN membership. Participants actively engaged in a series of discussions to build a shared understanding of the key drivers of the faculty shortage and consider a preferred path forward. Themes from the conversation included the need to recruit younger and more diverse faculty, faculty development in the teaching role, leveraging academic-practice partnerships, and adapting accreditation standards.

In March 2023, AACN and the American Organization for Nursing Leadership (AONL) hosted an **Afternoon of Dialogue** in Washington, DC to bring academic and practice leaders together to discuss workforce concerns and opportunities to partner around the *Essentials*. Representatives identified key challenges facing academic and practice, as well as shared concerns, which included advancing diversity, equity, inclusion, and belonging; recruiting more diverse nurses and students;

developing leaders; repairing the image of nursing; and leveraging rapidly changing technology.

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 advocacy work this year included:

● Securing $300.472 million for Title VIII Nursing Workforce Development Programs for FY 2023, a $20 million increase over FY 2022 levels.

● Securing $197.693 million for the National Institute of Nursing Research (NINR) for FY 2023, a $16.8 million increase over FY 2022 levels.

● Mobilizing AACN's Advocates, including deans, faculty, students, and other stakeholders, who sent over 2,700 messages to the 118th Congress and nearly 5,000 messages in 2022.

● Working with dozens of federal lawmakers to introduce and re-introduce legislation to benefit nursing education, including the Nurse Corps Tax Parity Act and Nurse Faculty Shortage Reduction

Act, Support Faculty and Expand Access to Nursing School Act of 2023, Educating Future Nurses Act, Providing Real-World Education and Clinical Experience by Precepting Tomorrow's (PRECEPT) Nurses Act, and the Expanding Access to Graduate Education Act, among others.

● Sending letters to all members of the U.S. Senate and U.S. House of Representatives welcoming them to the 118th Congress and outlining federal legislative priorities for academic nursing.
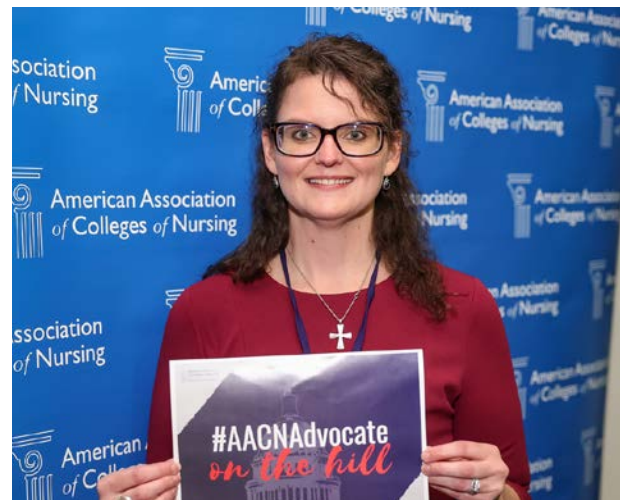
ENSURING PROGRAM INTEGRITY

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 2023, CCNE had accredited:

● 833 Baccalaureate Programs

● 539 Master's Programs

● 354 Doctor of Nursing Practice Programs

● 284 APRN Certificate Programs

● 56 Nurse Residency/Fellowship Programs

Nearly 93% of AACN member schools are affiliated with CCNE as having either accredited or new applicant 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.

● The AACN Board of Directors issued a **Statement on Supporting Diversity, Equity, and Inclusion in Academic Nursing** in April 2023 in response to legislative challenges in several states that threaten the advancement of DEI. The Board re-enforced that "AACN will continue to champion diversity, equity, and inclusion while promoting the development of a more diverse and inclusive student, staff, and faculty population. We stand ready to assist nursing schools in their efforts to ensure equitable health care for all people."

● In June 2023, AACN released a statement denouncing the Supreme Court decision **prohibiting race-conscious admissions practices** at colleges and universities. The removal of racial considerations threatens the work underway to advance DEI and puts the onus on colleges to develop race-neutral programs that advance diversity. AACN created a new online resource section to help schools navigate the issues and adapt their admission programs.

● This year, AACN unveiled the **Leading Across Multidimensional Perspectives (LAMP^{SM}) Culture and Climate Survey** to better understand the experiences of diverse students, faculty, and staff at nursing schools and identify practices that facilitate a sense of belonging. LAMP provides action reports that assess the unique culture and programmatic characteristics of individual schools. Interested schools may sign up via an online inquiry form.

● To promote the adoption of **Holistic Admissions Review**, AACN continued to provide technical assistance to schools receiving funding through the Nursing Workforce Diversity program administered by the Health Resources and Services Administration. A total of 39 grant recipients have executed contracts with AACN to complete training in Holistic Admission Review, which emphasized best practices and maximizing impact.

● AACN's DEI programming continued to flourish and attract broad support from member schools. Membership in the **Diversity, Equity, and Inclusion Leadership Network (DEILN)** increased, the third cohort of the **Diversity Leadership Institute** graduated 39 new fellows, and the **Diversity Symposium** held a successful virtual event. In 2024 the symposium will be offered as a live event planned for New Orleans in February 2024.

● The quarterly *Diversity Digest* highlights DEI-focused programs, strategies, and initiatives led by AACN and our member schools. This newsletter 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 seeks 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 receive up to $10,000 in funding to augment their local efforts. Since 2017, AACN has awarded $420,000 to 42 nursing schools to help bring awareness to this vital program.

<div style="background:#2e9e6e; color:white;">Strategic Goal #4</div>

THOUGHT LEADERSHIP
AND INFORMATION CURATION

The fourth pillar of the association 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. Highlights include:

- The *Journal of Professional Nursing* had another successful year with 814 manuscripts received and a 25% 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 2022, from 2.27 to 2.5.

- Six **Data Spotlights** were distributed via *AACN News Watch* this year covering noteworthy trends, including PhD program enrollment, graduate program areas of study, faculty vacancies, RN to BSN programs, men in nursing, and enrollment and graduations.

- New **communications materials on *Essentials* implementation** were developed, including talking points (practice partners, development officers, and students), comprehensive email updates to members, weekly Essential Updates, three Board statements, and video spotlights.

- The Practice Leadership Network published ***A Framework for Faculty Practice Tool Kit*** to facilitate faculty practice at nursing schools.

- With more than 65,000 subscribers, ***AACN News Watch*** was issued weekly, delivering the latest news, emerging trends, funding opportunities, and new resources of interest to members and the larger academic nursing community.

- Twelve **Rounds with Leadership columns** were prepared and disseminated monthly in *News Watch* and via the national news wires.

- 102 **scholarly articles and national publications** were curated and summarized in *News Watch*, *Faculty Link*, *Diversity Digest*, and other AACN newsletters.

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

- Video spotlights, curated from the expertise of our members, provide an in-depth exploration of how schools are implementing the AACN Essentials and moving toward competency-based education.

PARTNERSHIPS & COLLABORATIONS

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

- In January 2023, AACN announced that **Jonas Philanthropies** established a new home base for its nursing programs at AACN. This strategic move better positions the philanthropy to amplify its work to address inequities in health care and support nursing, including the development of nurse faculty, and nurse leaders. Since 2012, AACN has worked with Jonas Philanthropies to administer the Jonas Scholars program, which has resulted in scholarship funding and leadership development for doctoral students at 157 nursing schools.

- AACN's partnership with the **Arnold P. Gold Foundation** centers on promoting resources available to schools hosting White Coat/Oath Ceremonies, supporting the Hope Babette Tang Essay Contest, and sharing resources related to providing compassionate care. This year,

President/CEO Deborah Trautman served as co-host of the Foundation's annual gala.

- AACN is actively engaged with the **Washington Higher Education Secretariat**, which is convened by the American Council on Education to enhance knowledge sharing and networking with top leaders from higher education organizations.

- AACN continued to play a lead role with the **Interprofessional Education Collaborative** (IPEC) with President/CEO Deborah Trautman serving on the Board of Directors. IPEC offers faculty development institutes, a free webinar series, an Interprofessional Deans Leadership Program, and an awards program with the U.S. Public Health Service.

- The **Vizient-AACN Nurse Residency Program** supports new nurses as they transition into the workforce. 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-

AACN WEBSITE REDESIGN:
WWW.AACNNURSING.ORG

In May 2023, AACN launched a newly redesigned and updated website, aimed at enhancing the user experience with a more contemporary look and feel, bold colors and images, and more tools to locate relevant information quickly and efficiently. The redesign introduced the following improvements:

- New high-priority content areas to showcase leading initiatives, including the *Essentials*, DEI programming, well-being, grant-funded initiatives, and special projects.

- A revamped News & Data section to highlight current and archived news releases, fact sheets,

white papers, position statements, data spotlights, and other publications.

- Dedicated audience landing pages with content tailored to deans, faculty, and students.

- Updated web page layouts that are more user and mobile-friendly.

- Enhanced MyAACN dashboard to personalize the member experience.

- Continued improvement in web accessibility.

- Updated search functionality and a new quick links section for users to locate information and resources efficiently.

- The AACN website redesign represents a significant step forward in delivering a user-centric platform that facilitates access to information and resources for all members and stakeholders.

year nurses was 87.2% at residency sites, much higher than the national average.

● AACN's Dr. Brigit Carter 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 leading with an action-oriented approach to addressing racism in education, practice, policy, and research.

● AACN serves as the convener of the **Nursing Nominations Consortium**, which brings 22 nursing organizations together to support nursing candidates to federal councils and committees. Since 2022, a total of 17 nominations have been advanced by the consortium for appointments to the Medicare Payment Advisory Commission, CDC, and other entities.

● Convened by AACN, the **Nursing Community Coalition** is a coalition of 63 nursing organizations focused on shared federal advocacy efforts related to nursing education, research, and practice.

● 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.

● For more than 50 years, the **Tri-Council for Nursing** has met to advance shared priorities for the profession. The five member organizations – AACN, ANA, AONL, NLN, and NCSBN – work together to identify advocacy goals and issues of common concern. This year, AACN served as the convener of the Tri-Council.

● The **International Council of Nurses** (ICN) accepted two posters for presentation at ICN's biennial Congress in Montreal in July 2023. AACN co-hosted a reception for US nurses at this event in collaboration with the Tri-Council organizations.

● AACN's collaboration with **Apple Education** continued this year with the third 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.

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:* Cynthia Chew, DNP, CPNP-PC, IBCLC, University of Pittsburgh
- *Didactic Teaching Award:* Don Boyd, PhD, CRNA, Columbia University

AACN EXCELLENCE AND INNOVATION IN TEACHING AWARD RECIPIENTS

- Gary Glauberman, PhD, RN, PHNA-BC, NHDP-BC, University of Hawaii at Manoa
- Amanda Veesart, PhD, RN, CNE, Texas Tech University Health Science Center

AACN SCHOLARSHIP OF TEACHING AND LEARNING EXCELLENCE AWARD RECIPIENT

- Kathleen Poindexter, PhD, RN, CNE, ANEF, Michigan State University

RECOGNIZING LEADERSHIP

The **John P. McGovern Award** honors Dr. McGovern for his noted clinical practice and research, and distinguished record of scholarship, skill, 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, and/or higher education. The 2022 award was presented to **Tener Goodwin Veenema**, PhD, MPS, MS, FAAN, professor, Johns Hopkins University Bloomberg School of Public Health.

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 2023 award was presented to **Richard Levin**, MD, president and CEO of the Arnold P. Gold Foundation.

The **Sister Bernadette Armiger Award**, created in honor of AACN's third president, is awarded to a nurse leader who has made significant contributions to AACN and its goals, to nursing education, and to the advancement of the profession. The 2022 award was presented to **Eileen Breslin**, PhD, RN, FAAN, former AACN Board Chair from the University of Texas Health Science Center-San Antonio.

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 2022 this award was presented to **Congresswoman Eddie Bernice Johnson**, the first registered nurse elected to Congress and a leading champion for federal legislation focused on supporting nurses and nursing education. AACN also recognized **Carol Kenner**, PhD, RN, FAAN, from The College of New Jersey 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 2022 awards were presented to **Claflin University, Dominican University,** and **The Ohio State University**.

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 RECIPIENT

- University of Florida College of Nursing and University of Florida Health System

EXEMPLARY ACADEMIC-PRACTICE PARTNERSHIP AWARD RECIPIENTS

- Grand Valley State University College of Nursing and McLaren Health Care
- Illinois State University College of Nursing and Community Health Care Clinic
- Rush University College of Nursing and CommunityHealth

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:

- *Academic Health Centers:* **University of Texas Health Science Center at Houston**
- *Public Colleges/Universities:* **The Ohio State University**
- *Private Colleges/Universities:* **Villanova University**
- *Small/Liberal Arts Colleges:* **Saint Francis University**

FY 2023 FINANCIAL REPORT

June 30, 2023	AACN	CCNE	2023 Total	2022 Total
ASSETS				
Cash and Cash Equivalents	$1,553,250	$3,385,293	$4,938,543	$7,120,917
Accounts Receivable	401,807	60,833	462,640	1,087,691
Contributions and Grants Receivable, Net	2,027,052	-	2,027,052	1,486,646
Prepaid Expenses	620,212	104,908	725,120	759,834
Due from/to CCNE	496,385	(496,385)	-	-
Investments	22,846,826	12,551,369	35,398,195	31,657,134
Deferred Compensation Investments	334,860	51,772	386,632	270,084
Operating Right-of-Use Asset	3,189,070	-	3,189,070	-
Finance Right-of-Use Asset, Net	27,436	-	27,436	-
Property and Equipment, Net	764,502	132	764,634	903,687
Security Deposit	62,340	-	62,340	62,340
TOTAL ASSETS	**$32,323,740**	**$15,657,922**	**$47,981,662**	**$43,348,333**

LIABILITIES AND NET ASSETS	AACN	CCNE	2023 Total	2022 Total
Liabilities				
Accounts Payable	$483,039	$29,559	$512,598	$503,537
Grants Payable	-	-	-	200,000
Accrued Vacation	379,101	66,705	445,806	422,625
Operating Lease Liability	4,512,693	-	4,512,693	-
Finance Lease Liability	28,417	-	28,417	-
Deferred Rent	-	-	-	1,508,811
Deferred Revenue	3,291,310	1,722,547	5,013,857	4,842,965
Deferred Compensation Payable	334,860	51,772	386,632	270,084
TOTAL LIABILITIES	**9,029,420**	**1,870,583**	**10,900,003**	**7,748,022**
Net Assets				
Without Donor Restrictions	20,825,968	13,787,339	34,613,307	33,298,612
With Donor Restrictions	2,468,352	-	2,468,352	2,301,699
TOTAL NET ASSETS	**23,294,320**	**13,787,339**	**37,081,659**	**35,600,311**
TOTAL LIABILITIES AND NET ASSETS	**$32,323,740**	**$15,657,922**	**$47,981,662**	**$43,348,333**

For the year ended June 30, 2023	Without Donor Restrictions			With Donor Restrictions		
	AACN	CCNE	Total	AACN	2023 Total	2022 Total
REVENUES						
Contributions and Grants	$-	$-	$-	$1,262,989	$1,262,989	$3,315,666
Federal Grants	-	-	-	256,379	256,379	1,424,796
Membership Dues	4,948,210	-	4,948,210	-	4,948,210	4,856,423
Registration Fees	3,597,643	32,472	3,630,115	-	3,630,115	2,642,901
Publication Sales	75,731	-	75,731	-	75,731	141,160
Advertising	320,278	-	320,278	-	320,278	363,402
IDS Sales	121,440	-	121,440	-	121,440	116,859
Investment Income (Loss)	1,227,728	787,201	2,014,929	4,689	2,019,618	(2,972,916)
Annual Fees	-	3,011,762	3,011,762	-	3,011,762	2,938,022
Application Fees	-	177,000	177,000	-	177,000	100,500
Site Evaluation Fees	-	990,500	990,500	-	990,500	911,750
New Program Fees	-	112,000	112,000	-	112,000	94,000
CNL Certification Exam Fees	589,438	-	589,438	-	589,438	579,927
Royalties	1,747,411	-	1,747,411	-	1,747,411	2,327,548
Sponsorships	-	-	-	199,705	199,705	112,350
Other	239,934	12,918	252,852	-	252,852	246,829
Net Assets Released from Restrictions	1,557,109	-	1,557,109	(1,557,109)	-	-
TOTAL REVENUES	**14,424,922**	**5,123,853**	**19,548,775**	**166,653**	**19,715,428**	**17,199,217**
EXPENSES						
Program Services						
Grants and Contracts	$1,200,636	$-	$1,200,636	$-	$1,200,636	$1,605,375
Data/Research	553,924	-	553,924	-	553,924	770,138
Academic Nursing	1,672,428	-	1,672,428	-	1,672,428	1,570,816
Government Affairs/Policy	1,268,780	-	1,268,780	-	1,268,780	1,216,786
Communications	1,247,389	-	1,247,389	-	1,247,389	1,198,972
Conferences	2,003,467	-	2,003,467	-	2,003,467	1,472,052
Leadership Programs/Online Learning	950,779	-	950,779	-	950,779	556,805
Student Initiatives	240,021	-	240,021	-	240,021	234,958
Diversity, Equity, and Inclusion	724,527	-	724,527	-	724,527	635,449
Leadership Networks	387,598	-	387,598	-	387,598	295,800
NursingCAS	424,154	-	424,154	-	424,154	345,933
Certification	512,648	-	512,648	-	512,648	546,666
Accreditation	-	3,822,794	3,822,794	-	3,822,794	2,683,584
Foundation	205,091	-	205,091	-	205,091	181,457
TOTAL PROGRAM SERVICES	**11,391,442**	**3,822,794**	**15,214,236**	**-**	**15,214,236**	**13,314,791**
Supporting Services						
General and Administrative	2,552,731	194,054	2,746,785	-	2,746,785	2,394,535
Fundraising	273,059	-	273,059	-	273,059	282,297
TOTAL SUPPORTING SERVICES	**2,825,790**	**194,054**	**3,019,844**	**-**	**3,019,844**	**2,676,832**
TOTAL EXPENSES	**14,217,232**	**4,016,848**	**18,234,080**	**-**	**18,234,080**	**15,991,623**
Change in Net Assets	207,690	1,107,005	1,314,695	166,653	1,481,348	1,207,594
Net Assets, Beginning of Year	20,618,278	12,680,334	33,298,612	2,301,699	35,600,311	34,392,717
NET ASSETS, END OF YEAR	**$20,825,968**	**$13,787,339**	**$34,613,307**	**$2,468,352**	**$37,081,659**	**$35,600,311**

CO-CREATING *the* **FUTURE** *of* ACADEMIC NURSING

RECOGNIZING CLINICAL NURSE LEADER (CNL) CHAMPIONS

Each year, AACN and the Commission on Nurse Certification recognize leaders in CNL practice and education who have made a significant impact on advancing this important role. Recipients this year include:

- *CNL Visionary Award:* **Robert Rose**, MS, RN, NEA-BC, Atrium Health
- *CNL Educator Award:* **Jeanne Bernier**, MSN, RN, CNL, Mississippi College
- *CNL Vanguard Award:* **Chrissy Bass**, MS, RN, NEA-BC, Atrium Health Carolinas Medical Center

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)

- **Hideyo Tsumura,** PhD student, Duke University, *Identification of Postoperative Pulmonary Complication Risk by Phenotyping Adult Surgical Patients Who Underwent General Anesthesia with Mechanical Ventilation*

EXCELLENCE IN ADVANCING NURSING PRACTICE AWARD (DNP)

- **Mitchel Erickson**, DNP student, *University of California San Francisco, Assessing the Impact of Introduced Structured Medication Reconciliation to Older Adults in the Emergency Department*

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 2023, two students were honored for their project titled *The Magic of Collaboration and Innovation! A PhD-DNP-Led Center for Nursing Excellence and Innovation to Promote Nursing Science and Sustain Practice Changes.* The winners were DNP student **Kaylan Branson**, MSN, RN, CPN, CNL, University of Texas Medical Branch, and PhD student **Julie Van Orne**, MSN, RN, CPN, CNL, Texas Woman's University.

GOVERNANCE AND ORGANIZATION

AACN is governed by a 14-member Board of Directors, representing both schools of nursing and practice. The Board consists of 4 officers and 9 members-at-large, each elected by the membership for two-year terms. Two representatives from the practice community are included and AACN's President/CEO serves as an ex-officio member. 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

Julie Zerwic, University of Iowa (Co-Chair); Maureen Swick, Consultant (Co-Chair); Bimbola Akintade, East Carolina University; Jackie Dunbar-Jacob, University of Pittsburgh; Kristine L'Ecuyer, Saint Louis University; Kathryn Wirtz Rugen, Veterans Health Administration; Susan Ruppert, University of Texas Health Science Center-Houston; Jean Giddens, Virginia Commonwealth University (Board Liaison); Susan Corbidge, Chief Essentials Program Officer (Staff Liaison); Joan Stanley, Chief Academic Officer (Staff Liaison)

AUDIT COMMITTEE

Victoria Niederhauser, University of Tennessee Knoxville; Julie Swann, Emory Saint Joseph Hospital; Heather Shelford, Director of Finance and Administration (Staff Liaison)

DIVERSITY, EQUITY, AND INCLUSION COMMITTEE

Elias Provencio-Vasquez, University of Colorado Anschutz (Chair); Patricia A Cowan, University of Arkansas for the Medical Sciences; Mario Ortiz, Binghamton University; Kendra Barrier, Louisiana State University Health Sciences Center; Aziza Mahmud Pérez, Ponce Health Sciences University; Melissa Joy Roberts, University of Missouri Kansas City; Vivienne Friday, Goodwin University; Demetrius Porche, Louisiana State University Health Science Center (Board Liaison); Brigit Carter, Chief Diversity, Equity, & Inclusion Officer (Staff Liaison)

FINANCE COMMITTEE

Judith Karshmer, Arizona State University (Chair); Stephen Cavanagh, University of California-Davis; Julie Sanford, The University of Alabama; Heather Shelford, Director of Finance and Administration (Staff Liaison)

FOUNDATION FOR ACADEMIC NURSING

Darlene Curley, Healthcare Advisor (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; Katie Fioravanti, Foundation Director (Staff Liaison)

GOVERNANCE COMMITTEE

Jean Giddens, Virginia Commonwealth University (Chair); Deborah Jones, University of Texas Medical Branch; Jerry Mansfield, Nurse Executive; Deborah Trautman, American Association of Colleges of Nursing; Jennifer Ahearn, Chief Operating Officer (Staff Liaison)

GOVERNMENT AFFAIRS COMMITTEE

Angela Amar, New York University (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; Brenda Petersen, University of Southern Maine; Shannon Smith, Claflin University; Lachel Story, University of Southern Mississippi; Deborah Jones, University of Texas Medical Branch (Board Liaison); Rachel Stevenson, Director of Government Affairs (Staff Liaison)

MEMBERSHIP COMMITTEE

Linda S. 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 South Florida; Robin Newhouse,

Indiana University (Board Liaison); Beth Aronson, Director of Membership and Business Development (Staff Liaison)

NOMINATING COMMITTEE

Sally Maliski, University of Kansas (Chair); Mary Anne Krogh, South Dakota University; Diane Shea, Emmanuel College; Tanya Sudia, Augusta University; Wendy Likes, University of Tennessee Health Science Center; Susan Bakewell-Sachs, Oregon Health & Science University (Past Board Chair); Jennifer Ahearn, Chief Operating Officer (Staff Liaison)

PROGRAM COMMITTEE

Shirleatha Dunlap, University of South Carolina Upstate (Chair); Jeanette O. Andrews, University of South Carolina; Donna S. Havens, Villanova University; Cynthia Rubenstein, Randolph-Macon University; Victoria Niederhauser, University of Tennessee Knoxville (Board Liaison); Cynthia Leaver, Director of Academic Nursing Development (Staff 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; Joan Stanley, Chief Academic Officer (Staff Liaison)

DIVERSITY SYMPOSIUM SUBCOMMITTEE

Marilyn Harrington, University of Mississippi Medical Center (Co-Chair); Masako Mayahara, Rush University; Brenda Moore, Texas Women's University; Nora Montalvo-Liendo, Texas A&M University; Paula Alexander-Delpech, Frontier Nursing University; Carolyn Montoya, University of New Mexico; Nicole Crenshaw, University of Miami; Lisa Muirhead, Emory University; Michelle DeCoux Hampton, San Jose State University; Patsy R Smith, University of Oklahoma Health Sciences Center; Terrica Durbin, Western Carolina University; Dian Squire, Loyola University Chicago; Sally Ellis Fletcher, University of Missouri Kansas City; Linda Treitler,

Nova Southeastern University; Lenetra Jefferson, Troy University; Patricia A Varga, Alverno College; Shelly A Johnson, Florida A&M University; Wanda Thruston, Director of Diversity, Equity, and Inclusion (Staff Liaison)

DOCTORAL CONFERENCE SUBCOMMITTEE

Donna Havens, Villanova University (Chair); Emerson Ea, New York University; Juan Gonzalez, University of Miami; Roberta Haley, Chaminade University; Valerie Howard, University of North Carolina at Chapel Hill; Lusine Poghosyan, Columbia University; Aaron Sebach, Wilmington University; Cynthia Leaver, Director of Academic Nursing Development (Staff Liaison)

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; Cynthia Leaver, Director of Academic Nursing Development (Staff Liaison)

PHD PRE-CONFERENCE SUBCOMMITTEE

Rosalie Mainous, University of Kentucky (Chair); Jane Georges, University of San Diego; Ronald Hickman, Case Western Reserve University; Mikyoung Lee, Texas Woman's University; Brenda Morris, Arizona State University; Cassandra Godzik, Director of Nursing Education Initiatives (Staff Liaison)

TRANSFORM CONFERENCE SUBCOMMITTEE

Jeanette O. Andrews, University of South Carolina (Chair); Angela Clark, Goldfarb School of Nursing at Barnes-Jewish College; Jenny Erkfitz, Aspen University; Suling Li, DePaul University; Leesa McBroom, William Jewel College; Maria McDonald, University of Virginia; Kathleen Valentine, Clemson University; Danny Willis, Saint Louis University; Cynthia Leaver, Director of Academic Nursing Development (Staff Liaison)

TASK FORCES AND ADVISORY GROUPS

ESSENTIALS-FOCUSED ADVISORY GROUPS

ASSESSMENT EXPERT WORKING GROUP

Bimbola Akintade, Easy Carolina University (Chair); Jonathon 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 Science Center San Antonio; Margaret Rauschenberger, Alverno College; Janelle Sokolowich, Western Governors University; Susan Corbridge, Chief Essentials Program Officer (Staff Liaison)

PRACTICE-READY ADVISORY GROUP

Susan Ward, Nebraska Methodist College (Chair); Debra Barksdale, University of North Carolina Greensboro; Greg Eagerton, University of Alabama at Birmingham; Denise Neill, Texas A&M University – Commerce; Kristen Ostrem-Niemcewicz, University of New Mexico; Tricia Templet, University of Louisiana at Lafayette; Susan Corbridge, Chief Essentials Program Officer (Staff Liaison)

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, Ohio State University; Alison Whelan, Association of American Medical Colleges; Maria Wilson, University of Alabama at Birmingham; Joan Stanley, Chief Academic Officer (Staff Liaison)

CNL COMPETENCIES REVISION WORK GROUP

Juliann Sebastian, University of Nebraska Medical Center (Chair); Jacklyn Barber, Morningside University, Grace Buttriss, Northeastern University – Charlotte; Sarah Craig, University of Virginia; Sonya Curtis, U.S. Department of Veteran Affairs; Lindell Joseph, University of Iowa; Kristen Noles, University of South Alabama Health System; Robert Rose, Atrium Health; Tanya Sudia, Augusta University; Joan Stanley, Chief Academic Officer (Staff Liaison)

HEALTH POLICY ADVISORY COUNCIL

Cindy Cooke, University of Mary North Dakota (Chair); Natalie Baker, University of Alabama at Birmingham; Garrett Chan, University of California San Francisco; Mollie Cummins, University of Utah; Josh Hamilton, Rasmussen University; M. Lindell Joseph, University of Iowa; J. Michael Leger, University of Texas Medical Branch; 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; Brenda Baker, Director of Policy (Staff Liaison)

JOHNSON & JOHNSON RESILIENCE GRANT ADVISORY GROUP

Adejoke Bolanle Ayoola, Calvin University; Sherry S. Chesak, Mayo Clinic; Kate Gawlik, Ohio State University; Teri Pipe, Arizona State University; Allison P. Squires, New York University; Deborah Stamps, Rochester Regional Health; Alice Teall, Ohio State University; Cheryl Woods Giscombe, University of North Carolina at Chapel Hill; Joan Stanley, Chief Academic Officer (Staff Liaison)

JOURNAL OF PROFESSIONAL NURSING EDITORIAL BOARD

Patricia Gonce Morton, University of Utah (Editor); Laura Porter Kimble, Emory University; April Braswell, University of North Carolina Wilmington; Karen Devereaux Melillo, University of Massachusetts Lowell; Susan Bindon, University of Maryland; Sarah Elizabeth Newton, Oakland University; Daisha J Cipher, University of Texas at Arlington; Elizabeth Palmer, Indiana University of Pennsylvania; Amy Daniels, University of Maryland; Kelly Powers, University of North Carolina Charlotte; Andra Davis, University of Portland; Janet Reilly, University of Wisconsin Green Bay; Susan Forsyth, California State University East Bay; Janet Tillman, East Carolina University; Nelda Godfrey, University of Kansas; Robert Welton, University of Maryland

Medical Center; Susan Sweat Gunby, Mercer University; Janet Winter, Grand Valley State University; Katherine Hall, East Tennessee State University; William O'Connor, Editorial Director (Staff Liaison)

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; Stephanie Wurth, NursingCAS Director (Staff Liaison)

LEADERSHIP NETWORK STEERING COMMITTEES

BUSINESS OFFICERS OF NURSING SCHOOLS (BONUS)

Chair: Susan Griffin, Rochester University
Chair-Elect: Jeannette Russell, California Baptist University
Secretary: Marcia Thomas, Yale University
Membership Committee Chair: Todd Fraser, University of Florida
Planning Committee Chair: Bill Kilbride, University of Massachusetts-Amherst
Special Projects Committee Chair: Patty Rodriguez, UT Health San Antonio
Communications Committee Chair: Vincent Fields, Coppin State University

Nominating Committee Chair: James Batchelder, East Tennessee State University
Past Chair: Karis Wolfe, West Virginia University
AACN Staff Liaison: Jennifer Ahearn, Chief Operating Officer

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
Staff Liaison: Brigit Carter, Chief Diversity, Equity, & Inclusion Officer

GRADUATE NURSING ADMISSIONS PROFESSIONALS (GNAP)

Chair: Vickie Samuel, University of Alabama

Chair-Elect: Scott Ranges, University of South Carolina

Conference Planning Chair: Jada Russell, University of Tennessee, Knoxville

Secretary: Rene Hamer, University of South Carolina

Hospitality and Conference Committee: Grace Woodbury, University of Utah

At Large: Carrie Radmall, University of Utah

Communications Chair: Lauren Watt, Vanderbilt University

Past Chair: Nora Harrington, Duke University

Staff Liaison: Beth Aronson, Membership Director

FACULTY LEADERSHIP NETWORK (FLN)

Chair: Lynn Nichols, University of Alabama Birmingham

Chair-Elect: Debbie DeMeester, Indiana University

Secretary: Phillip Moore, University of Tennessee Knoxville

Collaborative Community: Heather Ferrillo, Sacred Heart University

Collaborative Community: Julie Slade, Chatham University

Collaborative Community: Maryellen Potts, University of Kansas

Program Planning Committee: Katie Pawloski, Utica University

Webinar Planning Chair: Marilyn O'Mallon, Boise State University

Webinar Planning: Stephanie Gustman, Ferris State University

Webinar Planning: Cheryl Ann Green, Southern Connecticut State University

Webinar Planning: LaDonna Northington, University of Mississippi Medical Center

Webinar Planning: Tami Rogers, Rasmussen University

Fall Program Planning Chair: Cynthia Wall, University of Texas Health Science Center San Antonio

Fall Program Planning: Mary Ann McLaughlin, Neumann University

Past Chair: Jenny Erkfitz, Aspen University

Staff Liaison: Beth Aronson, Membership Director

NURSING ADVANCEMENT PROFESSIONALS (NAP)

Chair: Angela Cao, University of Michigan

Secretary: Amanda Rebeck, University at Buffalo SUNY

Program Chair: Kerrie Moore, University of Kentucky

Membership and Nominating Chair: Courtney Shaul, Ohio State University

Communications: G. Elizabeth Maxwell, East Carolina University

Past Chair: Olivia Frazier, University of Massachusetts Amherst

Member: Emily Craig, University of Alabama at Birmingham

Staff Liaison: Katie Fioravanti, Foundation Director

ORGANIZATIONAL LEADERSHIP NETWORK (OLN)

Chair: Denise Neill, Texas A&M University-Commerce

Secretary: Linda Streit, Mercer University

Conference Planning Co-Chair: Carlise Hunt, Auburn University

Conference Planning Committee: Jeanne Jenkins, Florida Southern College

Communications Planning Co-Chair: Kendra Barrier, Louisiana State University Health Science Center

Communications Planning Committee Co-Chair: Cynthia O'Neal, University of Texas Health Science Center San Antonio

Communications Planning Committee: Judy Kreye, Walsh University

Communications Planning Committee: Monica Kennison, Berea College

Past Chair: Sheryl Sandahl, College of St Scholastica

Staff Liaison: Beth Aronson, Membership Director

PRACTICE LEADERSHIP NETWORK (PLN)

Chair: Brenda Douglass, Johns Hopkins University

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

Communications: Mariya Tankimovich, Pennsylvania State University

Program Planning Chair: Jean Boucher, University of Massachusetts-Worchester

Past Chair: Kathryn Fiandt, University of Nebraska Medical Center

Staff Liaison: Beth Aronson, Membership Director

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 of Buffalo

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

Webinar Planning Committee: Shirley Giouard, SUNY Downstate Medical Center

Past Chair: Tanya Sudia, Augusta University

Staff Liaison: Beth Aronson, Membership Director

MEMBERSHIP

EMERITUS MEMBERS
Last affiliation

Christine Alichnie, *Bloomsburg University*
Janet Allan, *University of Maryland*
Linda Amos, *University of Utah*
Carole Anderson, *The Ohio State University*
Kathleen Gainor Andreoli, *Rush University*
Jean Bartels, *Georgia Southern University*
Judy Beal, *Simmons University*
Eileen Breslin, *University of Texas Health Science Center-San Antonio*
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*
Jackie Dunbar-Jacob, *University of Pittsburgh*
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 Ctr*

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*
Jane Kirschling, *University of Maryland*
Janet Krejci, *Marquette University*
Norma Lang, *University of Wisconsin-Madison*
Andrea Lindell, *University of Cincinnati*
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: (standing) Deborah Jones, Demetrius Porche, Victoria Neiderhauser, Robin Newhouse, Lin Zhan, Julie Swann, Stephen Cavanagh, and Ora Strickland; (seated) Julie Sanford, Jean Giddens, Cynthia McCurren, Deborah Trautman, and Judith Karshmer. [Note: Rhoberta Haley from Chaminade University of Honolulu was elected to fill an unexpired term on the Board in September 2023].

BOARD OF DIRECTORS

Chair
Cynthia McCurren, PhD, RN, FAAN
University of Michigan Flint

Chair-Elect
Jean Giddens, PhD, RN, FAAN
Virginia Commonwealth University

Treasurer
Judith Karshmer, PhD, PMHCNS-BC, RN, FAAN
Arizona State University

Secretary
Julie Sanford, DNS, RN, FAAN
The University of Alabama

Members-At-Large
Stephen Cavanagh, PhD, MPA, RN, FACHE, FAAN
University of California-Davis

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

Jerry Mansfield, PhD, RN, NEA-BC
Nurse Executive

Robin Newhouse, PhD, RN, NEA-BC, FAAN
Indiana University

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

Julie Swann, MBA, MHA, BSN, RN, NEA-BC
Emory Saint Joseph Hospital

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

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

Brigit Carter
Chief Diversity, Equity, and Inclusion Officer

Susan Corbridge
Chief Essentials Program Officer

Robert Rosseter
Chief Communications Officer

Joan Stanley
Chief Academic Officer

George Zangaro
Chief Policy and Scientific Officer

Dawn Alexander
Office Services Assistant

Beth Aronson
Director of Membership and Business Development

Caleb Atencio
Policy Administrative Assistant

Katherine Avery
NursingCAS Admissions and Outreach Coordinator

Brenda Baker
Director of Policy

Peri Beckerman
Membership Assistant

Alexa Betances
Foundation Coordinator

Nadja Beverage
Director of Conferences

Bridget Bingle
Nursing Education Coordinator

Noah Brown
Jonas Grant Manager

Paige Burger
Administrative Coordinator

Carrie Byrne
Data Coordinator

Anthony Castillo
Staff Accountant

Tony Dempsey
Information Technology Director

Christine Downing
Associate Director of Diversity, Equity, and Inclusion

Stephanie Duke
Database and Applications Manager

Katie Fioravanti
Foundation Director

Lynn Gardner
Certification Director

Cassandra Godzik
Director of Nursing Education Initiatives

Nicholas Havey
Director of Institutional Research and Data Services

Sean Holloway
Online Learning Coordinator

Nicole Huber
Policy Coordinator

Allison Jacobs
Associate Director of Special Projects

Taylor Jaczko
Associate Director of NursingCAS Marketing & Analytics

Abigail Jones
Conference Coordinator

Ruby Karar
CNC Certification Assistant

Jenny Keyt
Data Manager

Lavelle Lamb-Anthony
Human Resources Specialist

Cynthia Leaver
Director of Academic Nursing Development

Tessa Markham
Communications Assistant

Amy McElroy
Director of Communications and Content Strategy

Shelley McKearney
IPEC Associate Director

Mariah McLemore
Conference Coordinator

Grace Meiser
Essentials Program Assistant

William O'Connor
Editorial Director

Marta Okoniewski
Director of Student Engagement

Anne Pearson
Student Services Assistant

Aishina Shaffer
Essentials Communications Specialist

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

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

Rachel Corn
CCNE Accreditation Assistant

Monica Fritz
CCNE Accreditation Coordinator

Blaine Hoffman
CCNE Engagement Coordinator

Sonya Lane
CCNE Administrative Assistant

Priya Lorenzen
CCNE Associate Director

Daniel Michalski
CCNE Director of Accreditation Services

Lina Nandy
CCNE Director of Program Monitoring

Dylan Pelton
CCNE Accreditation Operations Coordinator

Megan Terpstra
CCNE Accreditation Assistant

Madeline Wales
CCNE Accreditation Coordinator

Mary Wells
CCNE Accreditation Manager

Taylor Wells
CCNE Accreditation Assistant

American Association
of Colleges *of* Nursing

The Voice of Academic Nursing

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

AACNNURSING.ORG