

Setting a New Standard for Nursing Education

2024
ANNUAL
REPORT



American Association
of Colleges of Nursing

The Voice of Academic Nursing

HIGHLIGHTS OF THE YEAR

JULY 2023

AACN Board and staff members represented the association at the 29th International Council of Nurses Congress in Montreal. Posters were presented on the Culture and Climate Survey and the *Essentials*.

AUGUST 2023

AACN hosted leaders from the American Nurses Foundation in Washington, DC, to provide updates on our grant initiative *Competency-Based Education for Practice-Ready Nurse Graduates*.

SEPTEMBER 2023

Through the *All of Us Research* program, AACN joined with NIH to award \$10,000 grants to 6 member schools to increase participation from underrepresented communities in biomedical.

OCTOBER 2023

AACN announced that 8 nursing students were selected to serve two-year terms on the Leadership Council of the Graduate Nursing Student Academy.

NOVEMBER 2023

New AACN data show that the full-time faculty vacancy rate at nursing schools reached 7.8%, driven largely by noncompetitive salaries and a limited pool of doctoral-prepared educators.

DECEMBER 2023

The National Commission to Address Racism in Nursing, a program of the American Nurses Association, awarded new funding to AACN to incorporate anti-racist teaching and learning resources into our faculty tool kit.

JANUARY 2024

The Foundation for Academic Nursing, AACN's philanthropic arm, announced the latest graduate students to receive the Deborah E. Trautman Future Nurse Leader Scholarship.

FEBRUARY 2024

AACN joined with The Arnold P. Gold Foundation to present the inaugural Interprofessional Humanism in Healthcare Award at the Gold Humanism Summit in Atlanta.

MARCH 2024

AACN released its latest number of institutional members – 879 schools of nursing – which represents a new high for the association in terms of affiliated schools.

APRIL 2024

Results from AACN's Fall 2023 annual survey showed enrollment increases in entry-level BSN and DNP programs; enrollment continued to decline in RN to BSN, master's, and PhD programs.

MAY 2024

With advocacy and support from AACN and the Nursing Community Coalition, Congress reintroduced a bipartisan, bicameral resolution celebrating National Nurses Week.

JUNE 2024

AACN and the American Organization for Nursing Leadership convened the inaugural meeting of the Academic-Practice Advisory Committee focused on advancing shared priorities.

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 879 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 2024 initiatives, milestones, and achievements spanning July 2023 through June 2024.

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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

Setting a New Standard for Nursing Education

AACN was established in 1969 to focus exclusively on supporting the nation's nursing schools with baccalaureate and higher degree programs. In our first 55 years, we have seen incredible growth from 121 member institutions in our inaugural year to 879 today. Our diverse community of members – encompassing hundreds of small liberal arts colleges, public and private schools, academic health centers, and HBCUs among other types of schools – all share a commitment to preparing highly educated nurses and facilitating their transition to practice.

AACN thrives because so many of our member deans, faculty, students, and administrative staff contribute their expertise to advancing our mission. These statistics illustrate a high level of member engagement, which is critical to moving our work forward:

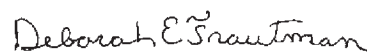
- 255 deans are engaged on the Board of Directors; on Committees, Subcommittees, Task Forces, and Advisory Groups; and as State Grassroots Liaisons.
- 750 faculty and nursing school staff participate in Leadership Network Committees as well as regular Committees, Subcommittees, Task Forces, and Advisory Groups.
- 179 graduate students serve on the Graduate Nursing Student Academy Leadership Council and as School Liaisons and Policy Advocates.

As an engaged community of leaders, AACN members are setting a new standard for nursing education with groundbreaking work underway to transform how nurses are prepared and how they practice. Faculty from coast to coast are striving to advance competency-based education, shape health policy, connect more closely with practice, and lead scholarly pursuits that improve health and health care. Their efforts are helping to accelerate the drive toward health equity and increase access to quality care.

Please take a moment to review this report and assess our progress in fiscal year 2024. We hope this work will inspire you to engage more closely with AACN while continuing to champion excellence and innovation at your school of nursing.



Jean Giddens, PhD, RN, FAAN, ANEF
Chair, AACN Board of Directors



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



Jean Giddens & Deborah Trautman

ANNUAL STATE OF THE SCHOOLS

Findings published in the annual State of the Schools are based on responses from 975 (90.1%) of the nation's nursing schools with baccalaureate and graduate programs that were surveyed in fall 2023.

Highlights from AACN's 2023 Annual Survey

NURSING PROGRAMS



● Entry-Level Baccalaureate.....	858
● RN to Baccalaureate.....	706
● Master's Programs.....	656
● Doctor of Nursing Practice	433
● Research-Focused Doctorate	151

ENROLLED STUDENTS



● Entry-Level Baccalaureate.....	255,455
● RN to Baccalaureate.....	88,960
● Master's Programs.....	130,348
● Doctor of Nursing Practice	41,831
● Research-Focused Doctorate	4,244

PROGRAM GRADUATES



● Entry-Level Baccalaureate.....	91,654
● RN to Baccalaureate.....	52,803
● Master's Programs.....	50,127
● Doctor of Nursing Practice	11,718
● Research-Focused Doctorate	742

UNDERREPRESENTED STUDENTS



● Baccalaureate Programs.....	46.7%
● Master's Programs.....	42.8%
● Doctor of Nursing Practice	42.1%
● Research-Focused Doctorate	38.1%

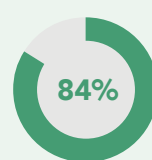
MALE STUDENTS



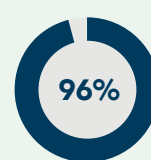
● Baccalaureate Programs.....	13.0%
● Master's Programs.....	12.0%
● Doctor of Nursing Practice	15.4%
● Research-Focused Doctorate	12.4%

EMPLOYMENT OF NEW GRADUATES

Entry-Level Baccalaureate

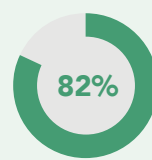


Employed at Graduation

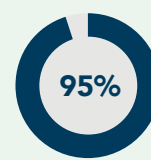


Employed 4-6 Months After Graduation

Entry-Level Master's



Employed at Graduation



Employed 4-6 Months After Graduation

Employer Education Expectation for New Nurses

25%

Employers Requiring
New Nurses to Have a BSN



69.8%

Employers Preferring
New Nurses with a BSN

NURSE FACULTY POPULATION

Full-Time Faculty
24,492

Part-Time Faculty
32,812

Underrepresented
Faculty
22%

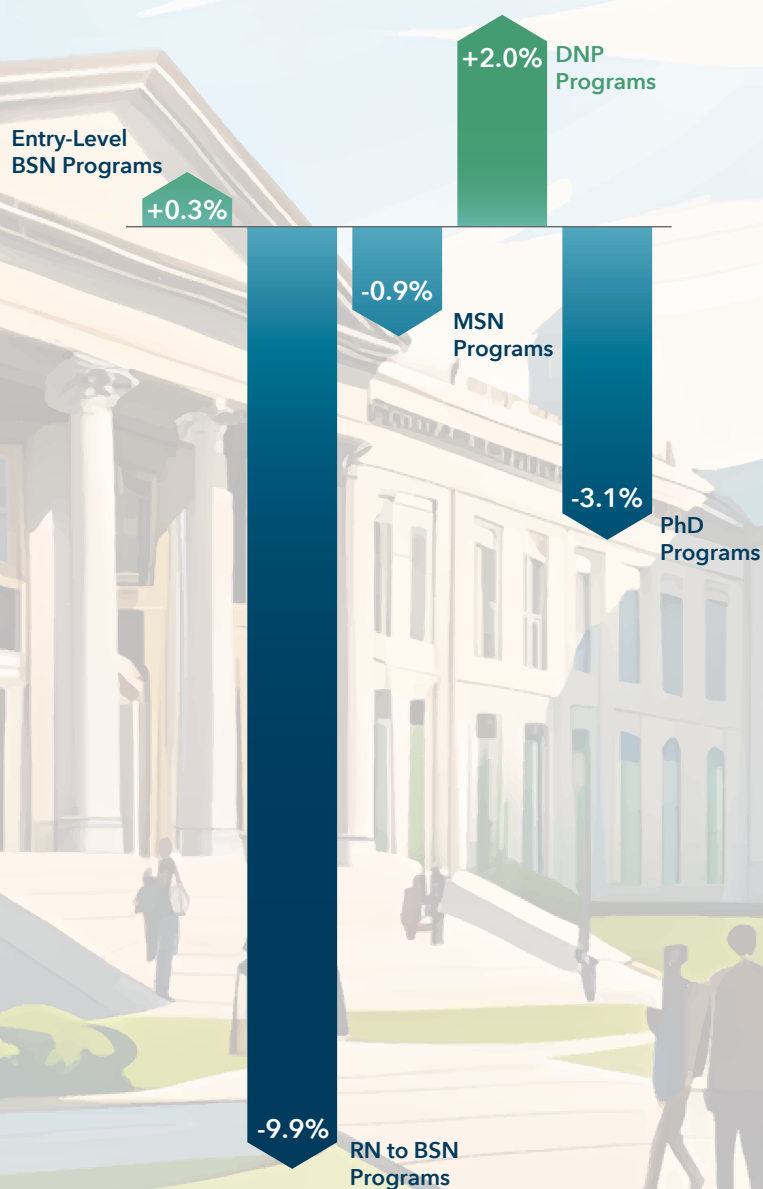
Male Faculty
9.1%

Faculty Vacancy Rate
7.8%

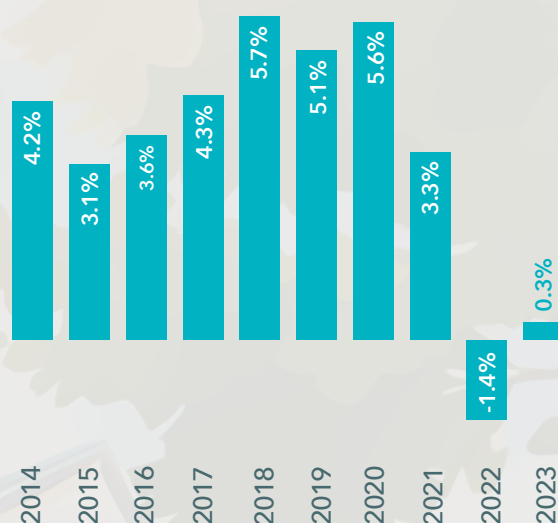
AACN'S DATA COLLECTION

Now in its 43rd 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.

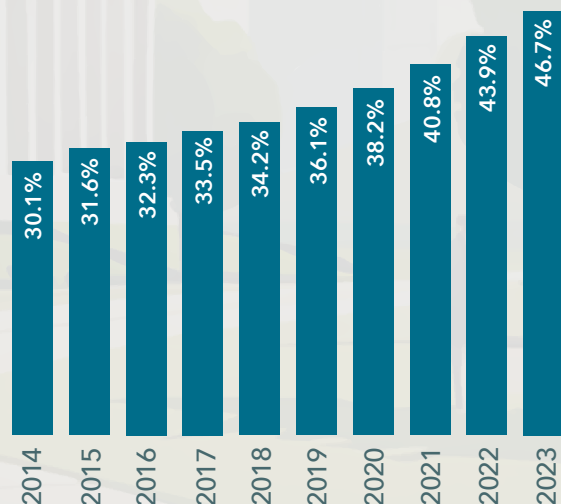
ENROLLMENT CHANGES – 2022-2023



PERCENTAGE CHANGE IN ENROLLMENT IN ENTRY-LEVEL BACCALAUREATE PROGRAMS – 2014-2023

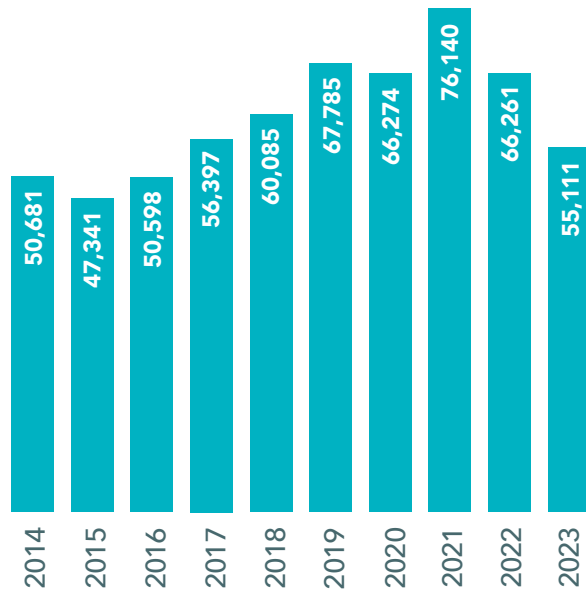


PERCENT OF DIVERSE STUDENTS IN ENTRY-LEVEL BACCALAUREATE PROGRAMS – 2014-2023

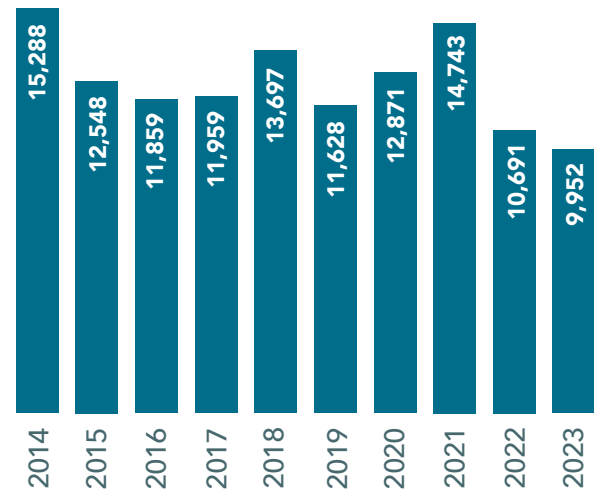


Setting a New Standard for Nursing Education

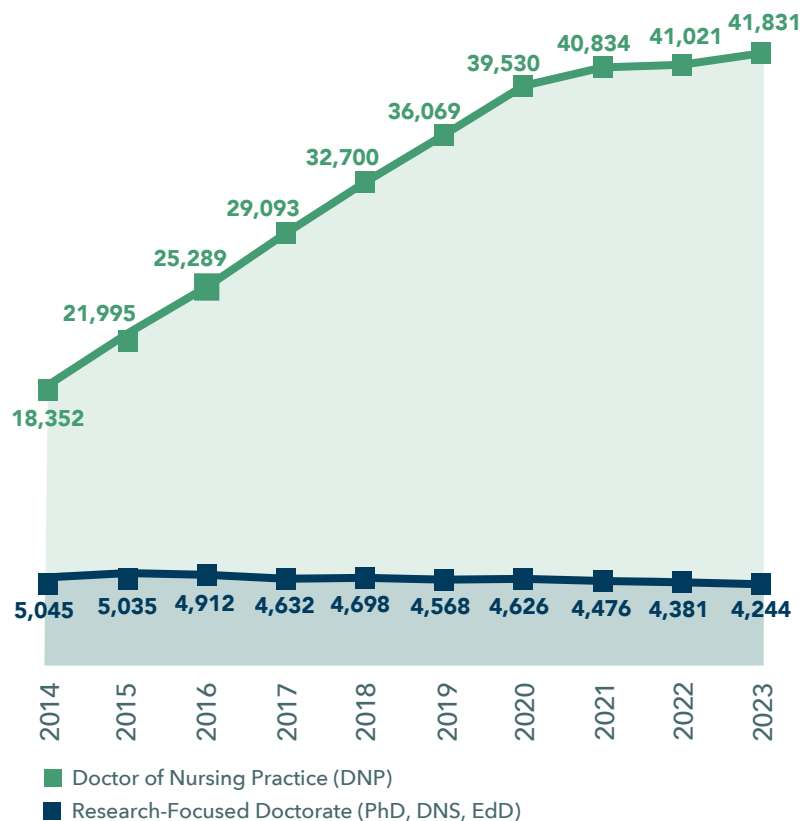
**QUALIFIED APPLICATIONS TURNED AWAY
FROM ENTRY-LEVEL BACCALAUREATE
PROGRAMS — 2014–2023**



**QUALIFIED APPLICATIONS TURNED AWAY
FROM GRADUATE NURSING PROGRAMS
(MASTER'S, PHD, DNP) — 2014–2023**



ENROLLMENT IN DNP AND PhD PROGRAMS — 2014–2023



HIGHLIGHTS FROM THE FOUNDATION FOR ACADEMIC NURSING

The Foundation for Academic Nursing, AACN's philanthropic arm, was launched in 2020 to support AACN's mission and strategic goals. In its first 4 years of operation, the Foundation received and administered \$3 million in grant funding, with nearly two-thirds of these funds disbursed to AACN member schools. In addition to administering 7 scholarship programs, the Foundation has distributed over \$200,000 in support to 8 faculty researchers in their work to lead innovation in nursing education.

Highlights of the Foundation's work this year include:

- In January 2024, AACN announced that Uniform Advantage, a leading retailer of medical scrubs and uniforms, committed \$30,000 to support a scholarship open to graduate nursing students at member schools. First launched in 2019, the **Uniform Advantage-GNSA Scholarship** was created to support nursing students pursuing master's or doctoral degrees who are members of AACN's Graduate Nursing Student Academy. This new funding commitment will ensure continuation of this scholarship through 2028.
- In January 2024, the Foundation announced the latest graduate students to receive the **Deborah E. Trautman Future Nurse Leader Scholarship**. Created by Liaison International in honor of AACN's President/CEO, this program provides financial support and mentorship to outstanding graduate students who aspire to leadership roles. The 2024 award winners include Amit Dhir, a PhD student from Johns Hopkins University, and Karla Kerkove, PhD student from the University of Nebraska Medical Center.
- In October 2023, AACN selected the latest recipients of the **AACN Faculty Scholars Grant**, which was created by the Board of Directors to spotlight the innovative work led by faculty to redesign teaching and learning at schools of nursing. This year's recipients include Dr. Michael L. Jones from East Carolina University for his project *Recruitment of Middle School African American Males to the Nursing Profession*; and Dr. Catherine Horvath from Georgetown University for her project *Development, Implementation and Evaluation of a DEIB and Anti-Racism-Focused CRNA Preceptor Module*.
- 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/donate.



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 and student initiatives.

A CATALYST FOR TRANSFORMATION

Endorsed by AACN members in April 2021, [*The Essentials: Core Competencies for Professional Nursing Education*](#) outlines 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 education. This historic decision is transforming academic nursing with schools moving to adapt their programs using a competency-based approach to nursing education.

In April 2024, the AACN Board of Directors issued a [statement](#) reaffirming the association's support for full implementation of the *Essentials*. The statement underscores the need to reduce variability across nursing education programs to enhance the practice readiness of new graduates. AACN recognizes that program accreditation by CCNE is an important step toward meeting the *Essentials*, though fully implementing the *Essentials* requires nursing programs to transition to competency-based education (CBE); demonstrate how the competencies and sub-competencies are achieved, and meet other criteria specific to entry- and advanced-level programs.

With efforts coordinated by the *Essentials* Implementation Steering Committee, AACN is committed to supporting schools redesigning their programs. Highlight this year include:

- Developed by the Assessment Expert Working Group, AACN published two guides to facilitate implementation efforts, including [Guiding Principles on Competency-Based Education and Assessment](#) and the [Essentials Competency Assessment Framework](#). Combined, the documents create a common understanding of CBE for the learner and the assessor.
- The [Essentials Coaching Program](#) was launched to provide expert coaches to schools needing guidance and faculty development related to *Essentials* implementation. Coaching is available in virtual, hybrid, and in-person formats.
- [Vendor Showcases](#) were offered for nursing school faculty and staff looking to leverage technology and innovations to transform curriculum and transition to CBE.
- The *Essentials* Champions program was expanded to more than 700 dean-appointed contacts from member schools who are leading implementation and sharing success strategies.
- Regional faculty development workshops, conference sessions, and a diverse menu of webinars were offered to facilitate member education on CBE and curriculum redesign. Webinars and conference sessions are archived and available for viewing on-demand.
- The *Essentials* Tool Kit was updated, including the searchable [teaching resource database](#) containing learning strategies, recommended content, and assessment options that schools can consider when adapting their programs.

For the latest information on resources, opportunities, and programming on the *Essentials*, see www.aacnnursing.org/AACN-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; and competency-based education.

- AACN made great progress in leading a three-year grant-funded initiative titled **Competency-Based Education for Practice-Ready Nurse Graduates**. With \$1.5 million in support from the American Nurses Foundation (ANF), AACN is providing technical assistance to 10 member schools working to pilot *Essentials* content in prelicensure programs, specifically focusing on Population Health and another Domain selected by each school. AACN is one of only 10 national projects funded through the ANF's Reimagining Nursing Initiative.
- In December 2023, the **National Commission to Address Racism in Nursing**, an initiative of the American Nurses Association, awarded funding to AACN to incorporate anti-racist teaching and learning resources and measurement tools for nurse educators into the online DEI Faculty Tool Kit. The resources developed by AACN will include strategies to promote anti-racism in academic environments, including skills to develop critical consciousness in faculty, staff, and students through catalyzing reflection and updated pedagogy and teaching methods.
- In December 2023, AACN completed work on the **Building a Culture of Belonging in Academic Nursing** initiative funded by Johnson & Johnson. This project centered on scaling up AACN's Leading Across Multidimensional Perspectives (LAMPSM) 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. With assessment data collected from constituent groups, this tool equips educators with valuable information needed to initiate change, target areas of growth, and most importantly, improve student outcomes.
- In March 2024, AACN launched the online [Developing Nurse Well-Being and Leadership Tool Kit](#), the final deliverable from the Johnson & Johnson funded initiative titled **A Competency-Based Approach to Leadership Development and Resilience for Student Nurses**. The tool kit features dozens of teaching strategies, assessment measures, faculty suggestions, and key resources that can be used by nurse educators to adapt curriculum. Individual pages were created to highlight four core content areas – Well-Being, Self-Care, Resilience, and Leadership – with each page detailing the *Essentials* competencies addressed, integrative learning strategies, assessment guidance, and resources available to assist curriculum designers.



LEADERSHIP DEVELOPMENT & MEMBER EDUCATION

The association's 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.

In September 2023, AACN launched the [Peer-to-Peer Dean Mentoring Program](#) for early to mid-career deans. This free program connects Guiding Deans (experienced mentors) with Learning Deans (mentees) to help foster collaborative partnerships that will enable participants to navigate the higher education and healthcare landscape with confidence. Mentors will share their experience and expertise, while mentees bring fresh perspectives and innovative ideas to the mentor, creating a reciprocal learning environment. Response to this program is robust.

Ongoing LEADS programs include:

- The **Elevating Leaders in Academic Nursing (ELAN)** program 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 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.

AACN also 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 an array of opportunities for member education and student engagement:

- AACN is the **preferred provider of professional development opportunities** for deans, faculty, and students from baccalaureate and higher degree programs. In addition to offering 32 webinars, which attracted more than 44,000 registrations, AACN's conferences, including the Academic Nursing Leadership Conference, Executive Development Series, Transform 2023, Doctoral Education Conference, Deans Annual Meeting, and Diversity Symposium attracted more than 2,600 attendees this year.
- More than 12,000 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, the Digital Innovators Program with Apple Education, leadership development opportunities, a customized career center, an online collaboration community, and a monthly newsletter.
- With nearly 300 participating schools, **NursingCAS** provides colleges a robust admissions platform to efficiently manage nursing program enrollment. NursingCAS has enormous potential to produce vital data that can positively impact the profession and influence policy. The enrollment management software 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.

- More than 1,900 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. By the end of the fiscal year, a

total of 7,817 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 47,600 nurses and other healthcare professionals, representing all 50 states plus 114 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, 1,213 undergraduate and 406 graduate programs have accessed the ELNEC Undergraduate and ELNEC Graduate online curricula via Relias Learning.



Strategic Goal #2

IMPROVING HEALTH, HEALTH CARE, AND HIGHER EDUCATION

AACN's goal to serve 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. For a more expansive look at our work with partner organizations, see pages 15-16.

In June 2024, AACN and our colleagues at the American Organization for Nursing Leadership (AONL) announced the creation of a new joint committee focused on priority issues for academic and practice leaders. For nearly a decade, AACN and AONL have worked closely together to address key concerns and develop strategies to meet the challenges facing the nursing profession. This collaboration has led to the creation of the **AACN/AONL Academic-Practice Advisory Committee**, which is composed of dyads of leaders from schools of nursing and healthcare organizations. Members will evaluate emerging challenges impacting the health professions workforce; provide guidance and information on exemplary academic-practice partnerships; and develop strategic priorities to guide its work.

In the **government affairs and policy arena**, AACN is a recognized leader and authority on policies impacting nursing education, research, and practice. The association's federal policy agenda focuses on legislative priorities in four areas: Education, Research, Workforce, and Models of Care. Highlights of AACN's government affairs and policy work this year included:

- Securing \$305.472 million for Title VIII Nursing Workforce Development Programs for FY 2024, a \$5 million increase over FY 2023 levels.
- Securing \$197.693 million for the National Institute of Nursing Research (NINR) for FY 2024, comparable to the FY 2023 level.
- Mobilizing AACN's Advocates, including deans, faculty, students, and other stakeholders, who sent nearly 7,000 messages to the 118th Congress.
- Advocating for the Future Advancement of Academic Nursing (FAAN) Act, which was reintroduced in February 2024 by Senate Nursing Caucus Co-Chair Jeff Merkley (D-OR) and House Nursing Caucus Vice Co-Chair, and nurse, Lauren Underwood (D-IL-14).
- Working with dozens of federal lawmakers to introduce and re-introduce legislation to benefit nursing education and the workforce, including the Stop Nurse Shortages Act, Educating Future Nurses Act, Nurse Corps Tax Parity Act, and the Nurse Faculty Shortage Reduction Act, among others.
- Doubled the number of comments to federal agencies and the Hill as we work to support NINR, advance future cures, and address the needs of academic nursing.



Strategic Goal #3

ADVANCING DIVERSITY, EQUITY, AND INCLUSION

Our third goal - **AACN is a resolute leader for diversity, equity, and inclusion (DEI) 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. As a core value of the association, AACN's work this year related to DEI included:

- In February 2024, AACN announced the launch of the newly revised **Leading Across Multidimensional Perspectives (LAMPSM) Culture and Climate Survey** to all schools of nursing. This instrument was developed to better assess the experiences of diverse nursing faculty, students, and staff while identifying practices that facilitate student and professional success. AACN recently concluded its work on the Johnson & Johnson-funded project centered on scaling up the use of LAMP for a national audience. AACN will continue to provide technical assistance and support to schools wishing to administer the survey with the goal of creating an inclusive environment where all possess a strong sense of belonging.
- AACN expanded its engagement with the Josiah Macy Jr. Foundation focused on **removing barriers to inclusion for nurses with disabilities** in academic and practice settings. The foundation invited AACN's Chief Diversity, Equity, and Inclusion Officer Dr. Brigit Carter to serve on the Macy Foundation's Disability in Nursing Advisory Committee to identify funding opportunities to enhance education on dismantling ableism in nursing. This work includes administering the Disability Inclusion in Nursing grants program, which supports innovations that foster inclusive and equitable learning and working environments.
- To promote the adoption of **Holistic Admissions Review**, AACN provided technical assistance to schools receiving funding through the Nursing Workforce Diversity program administered by the Health Resources and Services Administration. A total of 40 grant recipients have executed contracts with AACN to complete training in Holistic Admission Review, which emphasizes 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 fourth cohort of the **Diversity Leadership Institute** graduated 42 new fellows, and the **Diversity Symposium** held its first in-person event in New Orleans in February 2024 with sessions reflecting the theme: *Unlocking the Power of Nursing's PEARLS: Practice, Education, Access, Research, Leadership, and Scholarship*.
- The **Diversity Digest** was issued quarterly to highlight 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. This initiative provides \$10,000 grants to AACN member schools and their community partners that commit to increasing awareness of the *All of Us* program. In September 2023, six schools received funding: Duke University, Loyola University–Chicago, University of North Carolina–Greensboro, University of Rochester, University of Texas Health Science Center–Houston, and Washington State University.

Strategic Goal #4

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**. Through our work in this area, AACN strives to bring the association's mission and message before the larger nursing community.

- In February 2024, AACN compiled learnings from schools that piloted the LAMPSM Culture and Climate Survey in a monograph titled [*Building a Culture of Belonging in Academic Nursing*](#). This publication addresses how values, beliefs, norms, and behaviors influence an organization's culture as well as how connected individuals feel with the campus and the nursing profession. Recommendations are made for faculty and academic administrators on how to create a culture that respects the needs of all individuals and aligns values with actions.
- In April 2024, the AACN Board of Directors endorsed a white paper titled [*Practice Experiences in Entry-Level Post-Licensure Nursing Programs*](#). This document replaces a previous version released in 2012. The new white paper reflects changes in healthcare and aligns with the expectations for entry-level post-licensure programs outlined in the latest *Essentials*. The paper features ten examples of practice experiences with the relevant *Essentials* domains, competencies, sub-competencies, and concepts for each learning experience identified to assist with curriculum design.



This year's highlights for Goal 4 also include:

- The ***Journal of Professional Nursing*** had another successful year with 907 manuscripts received and a 15% acceptance rate. The journal's Impact Factor, which measures the frequency with which articles are cited, increased in 2023, from 2.5 to 2.8.
- New **communications materials on *Essentials* implementation** were updated and disseminated, including talking points (practice partners, development officers, and students), comprehensive email updates to members, weekly *Essentials* updates, an online frequently asked questions resource, and video spotlights.
- With more than 52,000 subscribers, ***AACN News Watch*** was issued each week covering 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.
- 100 **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 Twitter, LinkedIn, Facebook, YouTube, and Instagram.

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. Below is a sampling of our collaborative work this year with external organizations.

AACN-AONL Academic-Practice Advisory

Committee: In June 2024, AACN and the American Organization for Nursing Leadership announced the formation of the Academic-Practice Advisory Committee. The committee is comprised of dyads of educators and practice colleagues from collaborating institutions to enrich the dialogue and enhance the group's impact.

Arnold P. Gold Foundation: In September 2023, AACN and the Gold Foundation announced the creation of the Interprofessional Humanism in Healthcare Award. Offered to recognize model collaborations between physicians and nurses committed to providing compassionate care, this new honor marks a deepening of the 10-year collaboration between the two sponsors.

Campaign for Nursing: The Future of Nursing: Campaign for Action, together with AARP and the Robert Wood Johnson Foundation, launched a new awards program in July 2023 to recognize nurses who model equity-minded thought leadership. With awards in five categories, AACN is cosponsoring



PROMOTING PROGRAM INTEGRITY THROUGH ACCREDITATION

Officially recognized by the U.S. Department of Education as a national accreditation agency, the Commission on Collegiate Nursing Education (CCNE) is an autonomous arm of AACN responsible for promoting the quality and integrity of baccalaureate and graduate nursing programs, entry-to-practice nurse residency programs, and nurse practitioner/fellowship/residency programs. CCNE serves the public interest by assessing and identifying programs that engage in effective educational practices. As of January 2024, CCNE had accredited more than 2,000 programs at nearly 875 institutions in the U.S. and its territories, including:

- 846 Baccalaureate Degree Programs
- 551 Master's Degree Programs
- 373 Doctor of Nursing Practice Programs
- 306 Post-Graduate APRN Certificate Programs

- 75 Entry to Practice Nurse Residency Programs
- 3 Nurse Practitioner Residency/Fellowship Programs

Approximately 91% of AACN member schools are affiliated with CCNE as having either accredited or new applicant programs.

In November 2023, CCNE announced that U.S. Department of Education renewed its **recognition as a national nursing accrediting agency** for 5 years. The Department found that CCNE is a reliable authority to determine the quality of nursing education programs at the baccalaureate, master's, doctoral, and certificate levels, including programs offering distance education.

In March 2024, CCNE Board of Commissioners approved revised **Standards for Accreditation of Baccalaureate and Graduate Nursing Programs**.

The revised Standards document is the result of a comprehensive 18-month review process that included national forums and significant input by CCNE's community of interest through broad-based calls for comment. The 2018 Standards remain in effect through December 31, 2024.

Setting a New Standard for Nursing Education

the Equity-Minded Educator Award to honor faculty whose efforts demonstrate excellence in diversifying the nursing student body, advance.

Jonas Nursing: As the homebase for the nursing programs supported by the Jonas Philanthropies, AACN worked closely with administrators this year to expand support for doctoral nursing students with an interest in serving as faculty. Since 2008, Jonas has distributed over \$27 million in scholarships to more than 1,400 doctoral nursing students who have achieved success as faculty, clinical leaders, and researchers. In FY 2024, Jonas Nursing announced its support for the eighth cohort of Jonas Scholars, with \$24,000 in support available to PhD and DNP students over a two-year. In addition to funding, Scholars also benefit from mentored experiences with nursing leaders and programming focused on transitioning to a teaching role.

Interprofessional Education Collaborative (IPEC): AACN continued to actively support 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.

Convened by AACN, the **Nursing Community Coalition** includes 64 nursing organizations focused on advancing federal advocacy priorities related to education, research, and practice.

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. This year, 25 nominations were advanced by the consortium for federal appointments.

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 to identify advocacy goals and issues of common concern. This year, the Tri-Council hosted a reception at the ICN Congress and issued a statement supporting the NCHSE National Health Science Standards.

The **Vizient-AACN Nurse Residency Program** supports new nurses as they transition into the workforce. Since 2002, more than 250,000 residents have completed this program. With 675 sites in 46 states, the District of Columbia, and two foreign countries, the retention rate of first-year nurses was 87.2% at residency sites, much higher than the national average.



EXCELLENCE AND ACCOLADES

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 2023 award was presented to **Peter Buerhaus**, PhD, RN, FAAN, Professor of Nursing and Director of the Center for Interdisciplinary Health Workforce Studies, Montana State University College of Nursing.

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 2024 award was presented to **Cynda Rushton**, PhD, RN, FAAN, professor, Johns Hopkins Berman Institute of Bioethics and School of Nursing.

Created by the Board of Directors in January 2024, **Distinguished AACN Partner Award** honors individuals who have had a significant and sustained relationship with AACN to advance academic

nursing. The inaugural award winners included **David Benton**, RGN, PhD, FRCN, FAAN, former CEO of the National Council of State Boards of Nursing, and **Loressa Cole**, DNP, MBA, RN, NEA-BC, FAAN, former CEO of the American Nursing Association Enterprise.

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:* **Leesha Simons**, MSN, RN, Joyce University of Nursing & Health Sciences
- *Didactic Teaching Award:* **Erin Tharalson**, DNP, RN, ANP-BC, CWS, Arizona State University



Setting a New Standard for Nursing Education

AACN EXCELLENCE AND INNOVATION IN TEACHING AWARD RECIPIENT

- **Tiffany Kelley**, PhD, MBA, RN-BC, University of Connecticut

AACN SCHOLARSHIP OF TEACHING AND LEARNING EXCELLENCE AWARD RECIPIENT

- **Maja Djukic**, PhD, RN, FAAN, UT Health Houston

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 2023, this award was presented to **Susan Hassmiller**, PhD, RN, FAAN, study director of the landmark *Future of Nursing* report and former Senior Adviser to the President of the National Academy of Medicine. 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 INCLUSIVE EXCELLENCE

AACN created the **Inclusive Excellence, Belonging, and Sustainability in Nursing Education Award** to recognize outstanding contributions made by schools of nursing to create inclusive learning environments. The 2023 awards were presented to **Frontier Nursing University, University of Florida, and University of South Carolina Upstate**.



RECOGNIZING MODEL PARTNERSHIPS

Each year, AACN recognizes highly productive and sustainable collaborations with Exemplary Academic-Practice Partnership Awards. The 2023 winners include:

- **Duke University School of Nursing and Duke University Health System**
- **University of Tennessee Health Science Center College of Nursing and Le Bonheur Children's Hospital**
- **University of Alabama at Birmingham School of Nursing and the Jefferson County Department of Health**

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 Rochester**
- **Public Colleges/Universities: University of North Carolina Greensboro**
- **Private Colleges/Universities: Southern New Hampshire University**

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 2024, two students were honored for their collaborative efforts include **Genesis Clark-Singh**, MSN, RN, DNP Student from Grand Canyon University, and **Nicole Schumacher**, MSN, FNP-C, ANVP-BC, CCRN, PhD Student from the University of Tennessee Health Science 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)

- **Ruth Tretter**, PhD student, Idaho State University, *Exploring RV-Dwelling American Nomads' Experiences When Seeking Healthcare*

EXCELLENCE IN ADVANCING NURSING PRACTICE AWARD (DNP)

- **Christina Jones**, DNP student, Arizona State University, *Teen Mental Health Literacy: A School District's Post-Pandemic Response*
- **Amber High**, DNP student, University of Texas Medical Branch, *A Novel Peer Support Project: Quality Improvement for Workforce Well-being*

FY 2024 FINANCIAL REPORT

June 30, 2024

	AACN	CCNE	2024 Total	2023 Total
ASSETS				
Cash and Cash Equivalents	\$6,004,803	\$1,471,535	\$7,476,338	\$4,938,543
Accounts Receivable	519,038	14,127	533,165	462,640
Contributions and Grants Receivable, Net	2,012,862	-	2,012,862	2,027,052
Prepaid Expenses	697,324	90,160	787,484	725,120
Due from/to CCNE	249,099	(249,099)	-	-
Investments	20,888,406	15,226,254	36,114,660	35,398,195
Deferred Compensation Investments	478,958	83,419	562,377	386,632
Operating Right-of-Use Asset	2,642,298	-	2,642,298	3,189,070
Finance Right-of-Use Asset, Net	20,981	-	20,981	27,436
Property and Equipment, Net	629,665	103	629,768	764,634
Security Deposit	62,340	-	62,340	62,340
TOTAL ASSETS	\$34,205,774	\$16,636,499	\$50,842,273	\$47,981,662

LIABILITIES AND NET ASSETS

Liabilities				
Accounts Payable	\$881,823	\$188,743	\$1,070,566	\$512,598
Accrued Vacation	457,131	71,845	528,976	445,806
Operating Lease Liability	3,761,643	-	3,761,643	4,512,693
Finance Lease Liability	22,790	-	22,790	28,417
Deferred Revenue	3,560,902	1,454,655	5,015,557	5,013,857
Deferred Compensation Payable	478,958	83,419	562,377	386,632
TOTAL LIABILITIES	9,163,247	1,798,662	10,961,909	10,900,003

Net Assets

Without Donor Restrictions	22,745,183	14,837,837	37,583,020	34,613,307
With Donor Restrictions	2,297,344	-	2,297,344	2,468,352
TOTAL NET ASSETS	25,042,527	14,837,837	39,880,364	37,081,659
TOTAL LIABILITIES AND NET ASSETS	\$34,205,774	\$16,636,499	\$50,842,273	\$47,981,662

**For the year ended
June 30, 2024**

For the year ended June 30, 2024	Without Donor Restrictions			With Donor Restrictions	2024 Total	2023 Total
	AACN	CCNE	Total	AACN		
REVENUES						
Contributions and Grants	\$-	\$-	\$-	\$1,002,556	\$1,002,556	\$1,262,989
Federal Grants	-	-	-	219,890	219,890	256,379
Membership Dues	5,174,009	-	5,174,009	-	5,174,009	4,948,210
Registration Fees	3,799,030	22,770	3,821,800	-	3,821,800	3,630,115
Publication Sales	67,696	-	67,696	-	67,696	75,731
Advertising	290,551	-	290,551	-	290,551	320,278
IDS Sales	120,869	-	120,869	-	120,869	121,440
Investment Income	1,926,268	1,450,543	3,376,811	8,900	3,385,711	2,019,618
Annual Fees	-	3,140,449	3,140,449	-	3,140,449	3,011,762
Application Fees	-	143,500	143,500	-	143,500	177,000
Site Evaluation Fees	-	1,044,750	1,044,750	-	1,044,750	990,500
New Program Fees	-	54,000	54,000	-	54,000	112,000
CNL Certification Exam Fees	548,133	-	548,133	-	548,133	589,438
Royalties	2,853,814	-	2,853,814	-	2,853,814	1,747,411
Sponsorships	-	-	-	218,210	218,210	199,705
Other	294,452	34,113	328,565	-	328,565	252,852
Net Assets Released from Restrictions	1,620,564	-	1,620,564	(1,620,564)	-	-
TOTAL REVENUES	16,695,386	5,890,125	22,585,511	(171,008)	22,414,503	19,715,428
EXPENSES						
Program Services						
Grants and Contracts	\$1,251,888	\$-	\$1,251,888	\$-	\$1,251,888	\$1,200,636
Data/Research	574,653	-	574,653	-	574,653	553,924
Academic Nursing	1,652,332	-	1,652,332	-	1,652,332	1,672,428
Government Affairs/Policy	1,359,647	-	1,359,647	-	1,359,647	1,268,780
Communications	1,181,159	-	1,181,159	-	1,181,159	1,247,389
Conferences	1,942,168	-	1,942,168	-	1,942,168	2,003,467
Leadership Programs/Online Learning	982,709	-	982,709	-	982,709	950,779
Student Initiatives	250,338	-	250,338	-	250,338	240,021
Diversity, Equity, and Inclusion	1,079,973	-	1,079,973	-	1,079,973	724,527
Leadership Networks	394,297	-	394,297	-	394,297	387,598
NursingCAS	449,432	-	449,432	-	449,432	424,154
Certification	501,863	-	501,863	-	501,863	512,648
Accreditation	-	4,635,739	4,635,739	-	4,635,739	3,822,794
Foundation	209,536	-	209,536	-	209,536	205,091
TOTAL PROGRAM SERVICES	11,829,995	4,635,739	16,465,734	-	16,465,734	15,214,236
Supporting Services						
General and Administrative	2,638,394	203,888	2,842,282	-	2,842,282	2,746,785
Fundraising	307,782	-	307,782	-	307,782	273,059
TOTAL SUPPORTING SERVICES	2,946,176	203,888	3,150,064	-	3,150,064	3,019,844
TOTAL EXPENSES	14,776,171	4,839,627	19,615,798	-	19,615,798	18,234,080
Change in Net Assets	1,919,215	1,050,498	2,969,713	(171,008)	2,798,705	1,481,348
Net Assets, Beginning of Year	20,825,968	13,787,339	34,613,307	2,468,352	37,081,659	35,600,311
NET ASSETS, END OF YEAR	\$22,745,183	\$14,837,837	\$37,583,020	\$2,297,344	\$39,880,364	\$37,081,659

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 nine members at large, including two practice members, each elected by the membership for two-year terms. 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

Julie Zerwic, University of Iowa (Co-Chair); Dale Beatty, Stanford Health Care (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; Julie Sanford, The University of Alabama (Board Liaison); Susan Corbridge, 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

Aziza Mahmud Perez, Ponce Health Sciences University (Chair); Eileen Collins, University of Illinois Chicago; Allyssa Harris, Prairie View A&M University; Mario Ortiz, Binghamton University; Michael Williams, California State University Long Beach; Demetrius Porche, Louisiana State University Health

Science Center (Board Liaison); Paula Alexander-Delpech, Frontier Nursing University (DEILN Liaison); Brigit Carter, Chief Diversity, Equity, & Inclusion Officer (Staff Liaison)

FINANCE COMMITTEE

Judith Karshmer, Arizona State University (Chair); Stephen Cavanagh, University of California-Davis; Lin Zhan, University of California-Los Angeles; Heather Shelford, Director of Finance and Administration (Staff Liaison)

FOUNDATION FOR ACADEMIC NURSING

Darlene Curley, Healthcare Advisor (Chair); George Haddad, Liaison International, Inc.; Lepaine Sharp-McHenry, University of Nebraska Medical Center; Deborah Trautman, American Association of Colleges of Nursing; Katie Fioravanti, Foundation Director (Staff Liaison)

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Julie Sanford, The University of Alabama (Chair); Deborah Jones, University of Texas Medical Branch; Kim Hunter, University of Iowa Hospitals and Clinics; Deborah Trautman, American Association of Colleges of Nursing; Jennifer Ahearn, Chief Operating Officer (Staff Liaison)

GOVERNMENT AFFAIRS COMMITTEE

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Setting a New Standard for Nursing Education

Frontier Nursing University; Nicole 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; Masako Mayahara, Rush University; Nora Montalvo-Liendo, Texas A&M University; Carolyn Montoya, University of New Mexico; Lisa Muirhead, Emory University; Patsy Smith, University of Oklahoma Health Sciences Center; Dian Squire, Loyola University Chicago; Linda Treitler, Nova Southeastern University; Patricia Varga, Alverno College; Christine Downing, Associate Director of Diversity, Equity, and Inclusion (Staff Liaison)

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LEADERSHIP PROGRAMS SUBCOMMITTEE

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TASK FORCES AND ADVISORY GROUPS

AACN/AONL ACADEMIC-PRACTICE ADVISORY COMMITTEE

(Academic-Practice Dyads) KT Waxman, University of California San Francisco, and Dale Beatty, Stanford Health; Sheila Melander, University of Kentucky, and Kim Tharp-Barrie, Norton Healthcare; Kim Bro, Mount Mercy University, and Carmen Kleinsmith, Unity Point Health; Beth NeSmith, Augusta University; Susan Grant, Wellstar Health System; Renee Mcleod-Sordjan, Dean and Professor, Hofstra University, and Stefanie Keating, Northwell Health; Yolanda Ogbolu, University of Maryland, and Karen Doyle, University of Maryland Medical Center; Joy Parchment, University of Central Florida, and Tanya Osborne-McKenzie, Dignity Health St. Joseph's Hospital and Medical Center; Angela Clarke, Goldfarb School of Nursing at Barnes-Jewish College, and Angelleen Peters-Lewis, Barnes-Jewish Hospital; Grace Buttriss, Northeastern University, and Robert Rose, Atrium Health, North Carolina; Kristen Abbott-Anderson, University of Wisconsin-Eau Claire, and Rhonda Kazik, Essentia Health; Kathy Rugen, Veterans Health Administration, and Danille McCamey, Johns Hopkins University; Susan Corbridge, Chief Essentials Program Officer (AACN Staff Liaison); Lori Wightman, Senior Director Professional Practice (AONL Staff Liaison); Cassandra Godzik, Director of Nursing Education Initiatives (AACN Staff Liaison)

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Suzan Kardong-Edgren, MGH Institute of Health Professions; Cynthia O'Neal, UT Health San Antonio; Margaret Rauschenberger, Alverno College; Janelle Sokolowich, Chamberlain University; Susan Corbridge, Chief Essentials Program Officer (Staff Liaison)

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SCENARIOS SUBGROUP

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PRACTICE-READY ADVISORY GROUP

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Setting a New Standard for Nursing Education



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CNL COMPETENCIES REVISION WORKGROUP

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