

HONORS BESTOWED AT 2023 ACADEMIC NURSING LEADERSHIP CONFERENCE



Dr. Juliann Sebastian received AACN Emeritus Membership from Board Chair Dr. Cynthia McCurren (left) and President/CEO Dr. Deborah Trautman (right).

At the 2023 Academic Nursing Leadership Conference, AACN presented several awards to individuals and member institutions for their outstanding contributions to nursing education, research, and practice. The conference was held October 28-30 in Washington, DC.

Dr. Peter Buerhaus was honored with the **John P. McGovern Invitational Lectureship Award**. Dr. Buerhaus is a healthcare economist and professor of nursing and director of the Center for Interdisciplinary Health Workforce Studies at the College of Nursing at Montana State University. This award honors John P. McGovern for his distinguished record of scholarship, skill, and service. Award recipients are chosen by the AACN Board of Directors based on their notable contributions to nursing, health care, or higher education.

To honor her exceptional leadership in service to AACN's mission, **Dr. Juliann Sebastian** was awarded **Emeritus Membership**. This honor is granted to institutional representatives who have retired from the deanship and to whom the honorary title emeritus has been conferred by their respective institutions. Dr. Sebastian began her AACN service in 2000 through her participation with the Executive Development Series Subcommittee. Her service on the AACN Board of Directors started in 2008 as a member-at-large, and she rose to leadership as Chair-Elect and then Board Chair from 2016-2018, during which time she contributed to milestone initiatives that advanced AACN's role as the voice of academic nursing.

The **2023 Lois Capps Policy Luminary Award** was presented to **Dr. Susan Hassmiller**. This award recognizes leadership in advancing health care and the nursing profession at the federal level. Dr. Hassmiller is a national leader in nursing and has held leadership positions in some of the nation's most prominent healthcare organizations. She is an elected member of the National Academy of Medicine and is a fellow in the American Academy of Nursing where she holds the Living Legend status. During her 25 years at the Robert Wood Johnson Foundation, she served as the Senior Advisor for Nursing and the Senior Scholar-In-Residence/Senior Advisor to the President at the National Academy of Medicine.

INSIDE SYLLABUS:

**MEET THE NEW AACN
FACULTY SCHOLAR GRANT
RECIPIENTS**

**Q&A WITH PHILIP DICKISON,
CEO OF NCSBN**

**APPLY NOW FOR THE
INCLUSIVE EXCELLENCE IN
NURSING EDUCATION AWARD**

**AACN MEMBER INSTITUTIONS
HONORED AT ACADEMIC
NURSING LEADERSHIP
CONFERENCE**

**REGISTER NOW FOR THE 2024
DIVERSITY SYMPOSIUM**

**UPCOMING CONFERENCES
AND MORE**



VISIT THE ESSENTIALS RESOURCE CENTER ON AACN'S WEBSITE

[AACN's Essentials Resource Center](#) is the go-to place for all your *Essentials* needs, including links to guides, webinars, a teaching resource database, a discussion corner, and much more.

MEET THE NEW AACN FACULTY SCHOLAR GRANT RECIPIENTS

The [Foundation for Academic Nursing](#), the philanthropic arm of AACN, has announced the 2023-2024 recipients of the AACN Faculty Scholars Grant. The nurse educators to receive funding this year include Dr. Michael L. Jones from East Carolina University for his project titled Recruitment of Middle School African American Males to the Nursing Profession; and Dr. Catherine Horvath from Georgetown University for her project titled Development, Implementation and Evaluation of a DEIB and Anti-Racism-Focused CRNA Preceptor Module.

The AACN Board of Directors initiated the [Faculty Scholars Grant Program](#) in 2019 to spotlight the innovative work led by nurse educators to redesign teaching and learning at schools of nursing. Initial funding for this program – which is now administered by the Foundation for Academic Nursing – was provided by more than 150 member schools and colleague organizations that contributed to AACN’s 50th Anniversary Celebration program.

“In keeping with our strategic priorities, AACN was intentional this year about considering only faculty projects focused on advancing diversity, equity, and inclusion,” said Dr. Deborah Trautman, AACN’s President and Chief Executive Officer. “Given the importance of advancing DEI and to address emerging legislative threats in many states, the need for focused scholarship in this area has become more urgent. We congratulate this year’s winners for their innovative projects, which focus on diversifying the nursing student population and combatting structural racism.”

Following a competitive process involving 60 applications from faculty nationwide, the following researchers were selected to receive \$25,000 to support their scholarly efforts:



Michael L. Jones, PhD, MBA/HCM, RN, is a Clinical Associate Professor and the inaugural Associate Dean for Culture, Engagement, and Professional Development at the East Carolina University (ECU) College of Nursing in Greenville, North Carolina. In this role, Dr. Jones is responsible for providing leadership

and administrative oversight for researching, developing, implementing, and maintaining a range of successful practices for supporting the ECU College of Nursing’s cultural climate that values and prioritizes cultural awareness and represents populations served by ECU, which includes students, faculty, and staff. Dr. Jones’ research focuses on improving the health and wellbeing of underrepresented populations using community-based participatory and patient-centered research

practices and programming. He has served on various state, regional, and national boards and committees, including the Patient-Centered Outcomes Research Institute Advisory Panel on Clinical Trials, for which he is the immediate past chair. Dr. Jones received the 2013 Mississippi State Medical Association Excellence in Medicine Wellness Promotion Award for his work addressing health disparities. Most recently, he was selected to participate in AACN’s 2024 Diversity Leadership Institute.



Catherine Horvath, DNP, CRNA, CNE, CHSE, FAANA, is an Associate Professor and Assistant Program Director in the Doctor of Nurse Anesthesia Practice Program at Georgetown University in Washington DC. Dr. Horvath has extensive knowledge of nurse anesthesia

program administration, teaching pedagogy, and simulation best-practices. She speaks and publishes on wellness topics for anesthesia students and providers. In addition to her education role, she has practiced as a CRNA for the last 31 years. Dr. Horvath completed her Bachelor of Science in Nursing from the University of Virginia, earned a certificate of nurse anesthesia from New England Medical Center in Boston MA, Master of Science in Nurse Anesthesia from Northeastern University, and Doctor of Nursing Practice from Georgetown. She was an Instructor and Assistant Professor at Georgetown University from 2008-2019, where she served as director of various anesthesia courses and as simulation director. From 2019-2023 Dr. Horvath served as Program Director for the inaugural Johns Hopkins Doctor of Nursing Practice Nurse Anesthesia Program. In 2023, she returned to Georgetown’s School of Nursing and the DNAP program.

The Foundation for Academic Nursing is currently seeking support from philanthropies, corporate donors, and individuals looking to advance AACN’s goals and priorities. Your support will help to expand our impact and usher in new innovations in nursing education and practice. Those wishing to contribute to support the AACN Faculty Scholars Grant program and other initiatives are encouraged to donate online via the AACN website. For more information, please contact AACN’s Foundation Director, Dr. Katie Fioravanti, at kfioravanti@aacnnursing.org.

Visit the [website](#) for information on the award-winning projects launched by the [AACN Faculty Scholars Grant recipients](#). A call for applications for the next round of funding through this program will be issued in May 2024.

Q&A with Philip Dickison



PHILIP DICKISON **Chief Executive Officer, National Council of State Boards of Nursing**

Philip Dickison, PhD, RN, assumed the duties of Chief Executive Officer of the National Council of State Boards of Nursing (NCSBN) on October 1, 2023. Previously, he had served as NCSBN's chief operating officer (COO), a post he had held since 2017. In that capacity, he traveled extensively representing NCSBN across the globe. He has nearly four decades of experience in organizational leadership, strategic planning, and not-for-profit business operations working with government regulatory bodies, licensure testing, and educational institutions both nationally and internationally. Prior to his appointment as COO, he served NCSBN as chief officer, examinations, for 7 years. His knowledge and experience in testing have made him a renowned leader in the world of psychometrics and an in-demand speaker on the subject.

Dr. Dickison is a registered nurse with a lifelong dedication to patient care. Active in the certification and licensure community for more than 30 years, prior to joining NCSBN in 2010, he was director of health professions testing at Elsevier, Inc. and associate director at the National Registry of Emergency Medical Technicians. He also served 11 years in the United States Air Force as an emergency medical technician, paramedic, and a medical service specialist.

What motivated you to become a nurse?

I was a military medic for 11 years and a noncommissioned officer in the U.S. Air Force in charge of a neonatal intensive care unit. I worked closely with nurses, and I will say that from watching them and learning from them, it inspired my passion and gave me confidence that I could be a nurse. From those experiences, I was able to understand the role and importance of nurses in the healthcare system. Nurses provide holistic care and see the whole person not just the illness or injury.

What are the main priorities for NCSBN?

On the heels of the COVID-19 pandemic, the healthcare environment continues to evolve at an exponential pace. How NCSBN can respond to these changes is a priority in light of the nursing shortage approaching crisis levels. I believe that NCSBN and nursing regulation need

to remain agile and flexible in order to respond effectively.

NCSBN is steadfastly dedicated to its mission of public protection.

NCLEX, the world's premier licensure examination, needs to continue to evolve to reflect current nursing practice. We will continue to champion regulatory solutions to address borderless healthcare delivery through the Nurse Licensure Compact and the APRN Compact. Cutting-edge research in the area of nursing workforce data has become a hallmark of NCSBN and will continue to be significant area of inquiry for us.

What goals do you have in mind as you begin your tenure as CEO?

NCSBN's mission of public protection is so crucial that I want everyone to know what we and our members do in pursuit of that mission. We know that when someone is sick or hurt, they place their trust in a nurse to provide the highest

quality of care, safeguard their well-being and be their advocate. In this relationship there is respect, empathy, and compassion. NCSBN works every day to ensure that the nurses caring for these patients are safe and competent to do so.

NCSBN leads regulatory excellence by fostering innovation in education and practice, and facilitating policies that protect and promote the welfare of the public. It makes the nursing workforce safer through the use of premier licensure examinations, disseminating trailblazing research, and spearheading advancements in regulatory science.

How can nurse educators and students help to advance NCSBN's priorities?

I would like for educators and nursing students to embrace NCSBN's mission of public protection and carry it with them through their academic career and into practice. To recognize the special relationship of trust and respect that occurs between a patient and a nurse and to continually work toward enhancing and strengthening that relationship.

What was the impetus behind launching the Next Generation NCLEX® (NGN)?

The new iteration of the NCLEX exam, which has as its core the [NCSBN Clinical Judgment Measurement Model](#) (NCJMM), was more than a decade in research and development. We know that entry-level nurses are required to make increasingly complex decisions while delivering patient care, and that these decisions often require the use of clinical judgment to care for patients safely and effectively. NCSBN knew that changes needed to be made in the NCLEX to obtain a valid measurement of clinical judgment and decision making within the context of a standardized, high-stakes examination.

Continued on page 4

Q&A with Philip Dickison

Q&A continued from page 3

NCSBN undertook the creation of an exam that accurately reflects the increasing acuity and complexity of client care and the role of the nurse in safely managing that care. NCSBN made the world's premier licensure exam even better through increased precision and items that look more like real life nursing practice.

What has been the impact of changing the NCLEX exam?

NCSBN successfully launched the NGN (Next Generation NCLEX) on April 1, 2023. Anecdotally, reports were that candidates liked the new format and responded positively to the changes made in the exam. When the first quarter passing rates for the NGN were released many were pleased to see that there was an increase in the number of both registered nurse and licensed practical/vocational nurse candidates who successfully passed the exam (exam passing rates for April 1 – June 30, 2023 and July 1 – Sept. 30, 2023, can be found [here](#).) These passing rates are similar to statistics reported prior to the pandemic.

Do the 2021 AACN *Essentials* and the move to competency-based education align with NGN?

These AACN *Essentials* were included in the research on practice and in the practice analyses that informed the development of NGN. The *Essentials* call for clinical judgment competencies, and clinical judgment is at the core of the NGN. To put it succinctly, they align quite well.

How can AACN member schools work with their respective state boards of nursing to protect against credential fraud?

AACN should collaborate with their member schools to partner with regulators and NCSBN to develop best practices

on credentialing and fraud. The Nursing Code of Ethics is a great basic foundation from which to build. We need to keep those who are ethical and honest, and then address those who want to commit fraud. Obviously, innovation in security measures also needs to be part of that equation.

What are the biggest challenges facing professional nursing today?

There are many, including the most obvious one – the nursing shortage. The world is changing rapidly and, along with it, health care. Nursing and nursing regulation need to be flexible enough to not only weather the changes but use them as a springboard to change the profession, so it is able to meet the challenges of the future.

What advice do you have for nurses who aspire to leadership positions, whether in education or practice?

I think you need to include regulation as part of the leadership in the nursing profession. Nurses should aspire to lead in regulation. It is important that we have insightful leaders to evolve regulation to ensure that all those in the profession are safe and competent to practice now and in the future.

I also believe that all nurses regardless of their title are leaders, and we should encourage them to think that way. For those who aspire to leadership roles, my advice is to seek out individuals you admire, watch what they do, and consider why they do it. Ask someone to serve as a mentor for you. Don't be discouraged if they say no. Seek out different points of view from a variety of people and be open to innovative ideas and different opinions.

APPLY NOW FOR THE INCLUSIVE EXCELLENCE IN NURSING EDUCATION AWARD

Nominations for [AACN's 2024 Inclusive Excellence in Nursing Education Award](#) are now open.

This award recognizes outstanding contributions made by schools of nursing that champion diversity, inclusion, and sustainability in nursing education. Annual awards may be made to one AACN member school.

Diversity is defined as individual attributes that extend beyond race, age, and gender to also include, but are not limited to, characteristics such as national origin, immigrant status, language, color, disability, ethnicity, religion, sexual orientation, gender identity, socioeconomic status, veteran status, and family structures. Inclusion is defined as a culture that encourages collaboration, flexibility, and fairness as well as leverages diversity so that all individuals can participate and contribute to their full potential. An inclusive environment must be created for diversity to flourish. Sustainability occurs when structures and strategies to manage diversity and institutionalize a culture of inclusion are in place.

Visit the [AACN website](#) to see the full criteria, application, and submission process, and to apply.

News & Information

REGISTER NOW FOR THE 2024 DOCTORAL EDUCATIONAL CONFERENCE

“Courage & Commitment: Reimagining Doctoral Nursing Education” is the theme for [AACN's 2024 Doctoral Education Conference](#), to be held January 18-20 in Naples, FL. The conference will explore national trends in doctoral nursing education, strategies to increase enrollment, and ways to increase or maintain rigor in terminal degree programs. With content addressing both the practice and the research doctorate, and the willingness to debate the provocative issues that surround doctoral education, this conference provides ample opportunity for the development of teaching, research, and administrative roles. The conference is designed with ample opportunity to meet with friends and colleagues, learn from and interact with renowned experts, and take away successful strategies to help you succeed and excel in your role as an academic nursing leader. Deans, directors, and faculty who teach in doctoral programs, as well as those with a primary responsibility for advancing a research agenda are encouraged to attend.

AACN MEMBER INSTITUTIONS HONORED AT ACADEMIC NURSING LEADERSHIP CONFERENCE

At the 2023 Academic Nursing Leadership Conference (ANLC) held in Washington, DC, AACN recognized the contributions to nursing education, research, and practice made by several member institutions.

The Innovations in Professional Nursing Education Award recognizes pioneering initiatives launched by AACN member institutions. At the ANLC, three awards were presented:

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

The Exemplary Academic-Practice Partnership Awards are presented annually to AACN member schools and their practice partners recognizing highly productive and model academic-practice partnerships. Awards were presented to:

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

The New Era for Academic Nursing Award recognizes AACN member institutions that have successfully implemented recommendations from AACN's report *Advancing Healthcare Transformation: A New Era for Academic Nursing*. This year's award went to the **University of Texas Health Science Center at Houston Cizik School of Nursing and Memorial Hermann-Texas Medical Center**.

To see photos of the award winners, visit AACN's [website](#).



AACN UPCOMING CONFERENCES

[Doctoral Education Conference](#)

January 18-20, 2024 | Naples, FL

Pre-Conferences:

PhD Pre-Conference

January 17, 2024

Faculty Practice Pre-Conference

January 17, 2024

Research Leadership Network (RLN) Program

January 18, 2024

[Diversity Symposium](#)

February 5-7, 2024 | New Orleans, LA

Pre-Conference

DEILN Workshop

[Nursing Advancement Professionals Conference](#)

March 22-23, 2024 | Washington, DC

[Executive Development Series for Deans](#)

March 22-23, 2024 | Washington, DC

[Deans Annual Meeting](#)

March 23-25, 2024 | Washington, DC

[Student Policy Summit](#)

March 24-25, 2024 | Washington, DC

[Graduate Nursing Admissions Professionals Conference](#)

April 1-3, 2024 | Lake Buena Vista, FL

[Business Officers of Nursing Schools Annual Meeting](#)

April 24-26, 2024 | Salt Lake City, UT

REGISTER NOW FOR THE 2024 DIVERSITY SYMPOSIUM

AACN invites academic nursing administrators, faculty, and staff to attend the [2024 Diversity Symposium](#) in New Orleans, February 5-7, 2024. This national forum features thought leaders and visionaries who offer valuable guidance for schools transitioning from awareness to action in preparing students to provide equitable health care across settings. This year's theme is Unlocking the Power of Nursing's PEARLS: Practice, Education, Access, Research, Leadership, and Scholarship.

For the past three years, AACN has worked as a member of the National Commission to Address Racism in Nursing to amplify, understand, and change how racism negatively impacts colleagues, patients, families, communities, and the healthcare system. At the symposium, a panel will provide insights into this important work and the opportunity for continued dialogue. The session that follows will include an Anti-Racism Strategy breakout session. Panelists include:

- **Dr. G. Rumay Alexander**, Professor, The University of North Carolina at Chapel Hill; ANA Scholar-in-Residence
- **Dr. Kenya Beard**, Dean and Chief Nursing Officer, Professor, School of Nursing, Mercy University
- **Dr. Ernest J. Grant**, Vice Dean, Diversity Equity, and Inclusion, Duke University School of Nursing

To register for the Diversity Symposium, visit AACN's [website](#).



Dr. G. Rumay Alexander, Dr. Kenya Beard, Dr. Ernest Grant

ABOUT SYLLABUS

Syllabus is published bimonthly by the American Association of Colleges of Nursing (AACN). Address Changes: Send to Syllabus, AACN, 655 K Street, NW, Suite 750, Washington, DC 20001.

Managing Editor: William O'Connor

Contributing Editor: Robert Rosseter,
Chief Communications Officer

Space in *Opportunities* is available for advertising position openings, availabilities, and consultant and other services.

All advertising is subject to the publisher's approval.

Publications of the American Association of Colleges of Nursing serve to advance the quality of baccalaureate and graduate nursing education, promote nursing research, and develop academic leaders. AACN therefore reserves the right to unilaterally reject, omit, or any advertisement that is not in the best interest of the objectives and policies of the Association, or that is not in keeping with the generally scholarly and professional nature of AACN publications. The publication of any advertisement by AACN is neither an endorsement of the advertiser nor the product or services advertised.

AACN promotes equal employment opportunity as required by law, and accepts only advertisements that are not discriminatory on the basis of race, color, religion, sex, national origin, age, handicap, sexual orientation, veteran status, or for any other reason not related to individual merit.

Rates: The classified ad rate is \$14 per line for AACN members; \$18 per line for nonmembers (approximately 40 characters and spaces per line).

Deadlines: *Opportunities* is published bimonthly beginning with the January issue. Deadline for including, changing, or cancelling ads is the 15th of the month preceding publication date. Advertisers are invoiced with proof of publication.

Send Copy To: All copy must be submitted electronically, preferably in Word format (or PDFs for display ads) to Bill O'Connor (boconnor@aacnnursing.org)



IMPROVE YOUR ADMISSIONS PROCESS: JOIN [NursingCAS](#) TODAY!