Finance and Audit Committees
March 2021

Finance Committee
The AACN Finance Committee meets regularly to oversee the Association’s finances. January 2021 financial statements were recently reviewed by the Committee and Board of Directors. As of January 31st, AACN had received 76% of budgeted revenue for the current fiscal year and expenses were at 46% of total budget. AACN is on target to remain within budget.

Special initiatives may be approved to enhance ongoing work and fulfill strategic plan initiatives. Budgets specific to each initiative are approved by the Finance Committee and Board. Currently, $1.9 million is designated for special initiatives through FY22 and include Leadership Development Programs, Revision of the Essentials, the Foundation for Academic Nursing, CNL Certification Exam Review Modules, and a new Study to Assess the Current State of Graduates from DNP Programs.

As set forth in the Financial Management Guidelines, the Committee works with RBC Wealth Management to monitor the Association’s investment portfolio. The Committee recently met with the investment manager to review the performance of the portfolio along with investment recommendations. AACN’s diversified investment portfolio continues to perform well.

One of the Committee’s primary responsibilities is to propose the annual operating budget to the Board. The budget is tied to the strategic goals and initiatives and is built upon projected revenues and expenses, exclusive of grant funding. The Board ratified the Committee’s recommendation to approve a balanced budget for FY22 (July 1, 2021-June 30, 2022) with forecasted growth of 12%. AACN’s reliance upon dues revenue remains on target with similar associations as non-dues revenue diversifies and increases. For FY22, 59% of revenue is expected to come from sources other than membership dues. In light of current economic conditions related to the pandemic, institutional membership dues will remain at $5,539.

Audit Committee
The Audit Committee recently met with the Association’s audit firm Councilor, Buchanan & Mitchell, PC (CBM) to review the IRS Form 990 prior to filing.

Finance Committee members are:
- Lin Zhan, PhD, Chair, University of Memphis
- Jean Giddens, PhD, Virginia Commonwealth University
- Terri Weaver, PhD, University of Illinois-Chicago

Audit Committee members are:
- Judith Karshmer, PhD, Arizona State University
- Victoria Niederhauser, PhD, University of Tennessee Knoxville

Heather S. Shelford, AACN Staff Liaison
FY21 Revenue January 2021

Revenue YTD: $8,207,683
Budget: $10,749,393

FY21 Expenses January 2021

Remaining in Budget: 54%
Spent: 46%

FY21 Revenue vs Budget January 2021

- Membership Dues
- Network Fees
- Registration Fees
- Investment Income
- Publications Income
- Advertising Income
- Royalties
- IDS Reports
- Other

Spent: 80%
Remaining in Budget: 20%
FY22 BUDGETED REVENUE

- Institutional Dues: 41%
- Network Fees: 1%
- Registration Fees: 23%
- Exhibits/Sponsorships: 3%
- Investment Income: 4%
- Publications/IDS Reports: 1%
- Advertising Income: 3%
- Royalties: 22%
- Other: 2%

FY22 BUDGETED EXPENSES

General and Administrative expenses are allocated across all programs

- Conferences: 20%
- Publications: 4%
- Data/Research: 8%
- Government Affairs & Policy: 16%
- Communications: 11%
- NursingCAS: 5%
- Academic Nursing: 13%
- Network Programs: 3%
- Student Initiatives: 4%
- Interprofessional/Practice Partnerships: 3%
- Leadership Programs: 6%
- Diversity: 7%
During the previous year, AACN had to make the difficult decision to transition in-person conferences to virtual conferences due to the public health concern posed by the Coronavirus, and in consideration of the critical leadership roles AACN members play on campus and in their home communities related to care delivery and prevention. Despite these unprecedented times, AACN has successfully pivoted from in-person to virtual events and offers alternative programming for postponed events.

The Program Committee is pleased to report that AACN conferences continue to offer high quality and innovative learning experiences promoting excellence and empowering leaders at all levels of academic nursing. Overall, conference registrations have been high showcasing the continued need to connect and learn with peers, experts and thought leaders, as well as strategic partners.

AACN is hopeful to return to a combination of virtual and in-person (hybrid) events beginning late Fall 2021 and will continue to monitor the guidelines by the CDC, state officials, and other stakeholders to ensure the health and safety of participants when attending conferences. The following events will be offered as hybrid learning opportunities:

- **Academic Nursing Leadership Conference**  
  *October 30-November 1, 2021 in Washington DC*

- **Transform 2021**  
  *December 2-4, 2021 in Dallas, TX*

- **Doctoral Education Conference**  
  *January 20-22, 2022 in Naples, FL*

- **Deans Annual Meeting**  
  *March 26-28, 2022 in Washington, DC*

**Digital Conference Library:**

AACN’s [online library](#) gives the academic nursing community access to a comprehensive collection of knowledge and resources from AACN’s conferences. High-quality content from industry experts and thought leaders is made available at the conclusion of an event, offering a great opportunity for on-demand online learning and collection of CEUs at the same time. Conference participants in particular benefit from a complimentary 6-months access pass post-event and an opportunity to earn additional CEUs.
Trendsetters and Leaders:
Planning committees continue to develop high-level programming in alignment with AACN’s vision, mission, and values, to ensure the development of leaders at all levels in academic nursing as well as the enhancement of members’ ability to lead with excellence. Thought-provoking views and trend-setting ideas position individuals within academic nursing to grow and learn in their professional roles and to engage with peers in dialogue and discussion. Speaker highlights include(d):

**Dr. Darrell Kirch**
President Emeritus, Association of American Medical Colleges, and Adjunct Professor of Psychiatry and Behavioral Sciences, Stanford University School of Medicine

**Dr. Michael M. Crow**
President, Arizona State University
(2021 Doctoral Education Conference: How COVID-19 Kicked Open the Door to Innovation in Doctoral Education)

**Brigadier General (Ret.) Clara Adams-Ender**
Former 18th Chief Army Nurse Corps, and Former Deputy Commander General, Military District Washington
(2021 Doctoral Education Conference: The Time is Now: Will the Real Future Nurse Scientists Stand Up?)

**Dr. Donald Berwick**
Lecturer of Health Care Policy, Department of Health Care Policy, Harvard Medical School; President Emeritus and Senior Fellow, Institute for Healthcare Improvement; Former Administrator of the Centers for Medicare & Medicaid Services
(2021 Geraldine “Polly” Bednash Lectureship Award Recipient; 2021 Deans Annual Meeting: The Moral Determinants of Health)

**John F. Edwards**
Award-Winning International Speaker, Author & Talent Development Expert
(2021 Academic Nursing Leadership Conference)

**Anna Quindlen**
Bestselling Author, Pulitzer Prize-winning journalist, and Social Critic
(2022 Deans Annual Meeting: Health Care in an Information Age)

**Dr. Jennifer Arnold**
Medical Director, Center for Medical Simulation and Innovative Education at Johns Hopkins All Children’s Hospital, Neonatologist
(2022 Academic Nursing Leadership Conference: Think Big: Overcoming Obstacles and Utilizing Strengths to Re-Envision and Thrive)

**Sherry Turkle**
Best-selling author, researcher, and MIT professor
(2022 Academic Nursing Leadership Conference: Humans First, Technology Second: Generational Communication, Leadership, and Reclaiming Conversation)
### ACADEMIC NURSING LEADERSHIP CONFERENCE

<table>
<thead>
<tr>
<th>Theme: Driving Innovation and Excellence in Uncertain Times</th>
<th>Date/Location: October 1-30, 2020</th>
<th>Registrants:</th>
<th>Evaluation*:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virtual Event</td>
<td></td>
<td>2020: 637</td>
<td>2020: 4.42</td>
</tr>
<tr>
<td></td>
<td></td>
<td>2019: 676</td>
<td>2019: 4.46</td>
</tr>
</tbody>
</table>

* Overall score on a 5-point scale

For the first time in AACN’s 50-year history the Academic Nursing Leadership Conference was offered as a virtual event giving academic nursing leaders access to a month-long learning experience during October 2020. This virtual experience provided participants access to forward-thinking exchanges, offering interactive plenary and concurrent sessions, panel discussions, and engaging networking opportunities with peers.

**Program Committee:** Janie Heath, Chair, University of Kentucky; Diane Salvador, Elmhurst University; Shirleatha Lee, University of South Carolina Upstate; Robyn Nelson, West Coast University; Linda S. Thompson, University of Massachusetts Boston; Victoria Niederhauser, Board Liaison, University of Tennessee Knoxville

### TRANSFORM 2020

| Theme: n/a | Date/Location: Originally scheduled for December 3-5, 2020 | Location: Hyatt Regency Dallas in Dallas, TX
|------------|-----------------------------------------------------------|-------------------------------------------------|

The launch of the Transform Conference has been postponed to December 2021 - Hybrid Event.

This first of its kind conference addresses the unique needs of faculty teaching at both the undergraduate and graduate levels. Nurse faculty from baccalaureate and/or master’s programs will come together to learn from thought leaders and first movers who are redefining how professional nurses are educated and how they practice. New developments in academic nursing along with the latest innovations impacting higher education and healthcare delivery will be presented during interactive deep-dive sessions.

**Subcommittee:** Shirleatha Lee, Chair, University of South Carolina Upstate; Angela Clark University of Cincinnati; Catherine Wilson Cox, George Washington University; Stephan Davis, Georgia State University; Juan M. Gonzalez, University of Miami, Antwinett Lee, Seattle Pacific University; Suling Li, Lewis University; Leesa McBrown, William Jewel College; Karen Worthy, University of South Carolina; Dana Zaichkin, Pacific Lutheran University

### FACULTY DEVELOPMENT CONFERENCE

<table>
<thead>
<tr>
<th>Theme: n/a</th>
<th>Date/Location: December 3-5, 2020</th>
<th>Postponed to December 2021 - Hybrid Event.</th>
</tr>
</thead>
</table>

**Subcommittee:** Robyn Nelson, Chair, West Coast University; Rachel Choudhury, Unitek College; Michelle Edmonds, Jacksonville University; Brad Harrell, University of Memphis; Voncella McCleary-Jones, Wichita State University; Melissa (Missi) Stec, SUNY Downstate; Sally Maliski, University of Kansas
### FALL FACULTY FORUM

**Theme:**  
Exploring Disruption and Innovation in Nursing Education

**Date/Location:**  
December 7-9, 2020  
*Virtual Event*

**Registrants:**  
2020: 740  
2020: 4.61

**Abstract Submissions:**  
158

**Abstract Acceptances:**  
82 Posters

AACN’s Fall Faculty Forum was offered in place of Transform 2020 and the Faculty Development Conference and was scheduled for December 7-9, 2020 as a virtual event. This event connected nursing faculty with peers and thought leaders to explore the disruption and innovation occurring in nursing education but focused also on a variety of topics related to AACN’s work on re-envisioning the Essentials. In addition to generous networking opportunities, faculty had been invited to submit for virtual poster abstracts, which showcased the use of technology, digitally innovative learning and teaching strategies, and competency-based assessment methods currently in use that will facilitate the transition to the new Essentials.

The Transform 2020 and the Faculty Development Conference Subcommittees have planned the Fall Faculty Forum.

### EXECUTIVE DEVELOPMENT SERIES (EDS)

**Theme EDS for Faculty:**  
n/a

**Date/Location:**  
December 3-5, 2020  
Hyatt Regency Chicago  
Chicago, IL

Postponed to December 2021 - In-Person event.

**Theme EDS for Deans:**  
The Inner Game of Leading Change

**Date/Location:**  
March 19-20, 2021  
The Fairmont  
Washington, DC

Postponed to June 2021 - Virtual Event.

Subcommittee: Diane Salvador, Elmhurst University; Haifa AbouSamra, The University of South Dakota; Patricia Sharpnack, Ursuline College; Cindy Rubenstein, Randolph-Macon College

### DOCTORAL EDUCATION CONFERENCE

**Theme:**  
Re-Imagining the Future of Doctoral Education in Nursing

**Date/Location:**  
January 20-22, 2021  
*Virtual Event*

**Registrants:**  
2021: 816  
2020: 822  
2019: 695

**Evaluation*:**  
2021: 4.21  
2020: 4.27  
2019: 4.31

* Overall score on a 5-point scale

The 2021 Doctoral Education Conference originally scheduled for January 21-23 at the Hotel Del Coronado in Coronado, CA was transitioned into a virtual conference for January 20-22, 2021.

Subcommittee: Janie Heath, Chair, University of Kentucky; Kathleen Becker, University of Southern California; Shelley Conroy, Baylor University; Rhonda Maneval, Pace University; Linda Thompson, University of Massachusetts Boston; Shelly Wells, Northwestern Oklahoma State University; and Julie Zadinsky, Augusta University
**AACN DEANS ANNUAL MEETING**

**Theme:**
*Inspiring Fortitude: Ushering in the Future of Academic Nursing*

**Date/Location:**
March 21-23, 2021
Pre-Event Sessions March 19
Virtual Event

**Registrants:**
- 2021: 452 (as of 3/5)
- 2020: Postponed to March 2021
- 2019: 395

**Evaluation*: 2021: pending
2019: 4.65

* Overall score on a 5-point scale

The 2021 Deans Annual Meeting has transitioned into a virtual event offering for March 21-23 with pre-meetings sessions offered March 19. The Executive Development Series for Deans will be offered as a virtual learning experience June 7-8, 2021.

*Program Committee: Janie Heath, Chair, University of Kentucky; Diane Salvador, Elmhurst University; Shirleatha Lee, University of South Carolina Upstate; Robyn Nelson, West Coast University; Linda S. Thompson, University of Massachusetts Boston; Victoria Niederhauser, Board Liaison, University of Tennessee Knoxville*

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**SUMMER SEMINAR**

**Theme:**
*Meetings of the Minds: Create an Engaging, Productive Workplace Culture*

**Date/Location:**
July 18-21, 2021
The Fairmont Le Château Frontenac
Quebec City, QC, Canada

**Postponed to July 2022 - In-Person event.**

The 2021 Summer Seminar will be postponed to July 17-20, 2022.
Location: Sonnenalp Hotel in Vail, CO

*The Summer Seminar is planned by the Program Committee.*

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**DEMOGRAPHIC SNAPSHOTs**

2019-2021 AACN Conferences

**AACN MEMBERS BY SCHOOL TYPES AND REGION**

<table>
<thead>
<tr>
<th>AACN Members by School Types</th>
<th>AACN Members by Region</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Health Centers 8.6%</td>
<td>NORTH-EAST 22%</td>
</tr>
<tr>
<td>Public Schools 28.5%</td>
<td>WEST 14%</td>
</tr>
<tr>
<td>Small Schools 24.2%</td>
<td>MID-WEST 30%</td>
</tr>
<tr>
<td>Private Schools 38.7%</td>
<td>SOUTH 34%</td>
</tr>
</tbody>
</table>
ACADEMIC NURSING LEADERSHIP CONFERENCE 2020 - Virtual Event

Attendees
- 630+ Attendees
- 32% Associate/Assistant Dean
- 68% Chief Academic Nursing Officer

Attendance by School Types
- Academic Health Center: 25.2%
- Public School: 22.5%
- Small School: 24.6%
- Private School: 27.7%

Attendance by Region
- NORTH-EAST: 16%
- WEST: 16%
- MID-WEST: 30%
- SOUTH: 38%

ACADEMIC NURSING LEADERSHIP CONFERENCE 2019 - In-Person Event

Attendees
- 650+ Attendees
- 27% Associate/Assistant Dean
- 73% Chief Academic Nursing Officer

Attendance by School Types
- Academic Health Center: 20.0%
- Public School: 22.7%
- Small School: 28.9%
- Private School: 28.4%

Attendance by Region
- NORTH-EAST: 23%
- WEST: 16%
- MID-WEST: 27%
- SOUTH: 34%

AACN DEANS ANNUAL MEETING 2021 - Virtual Event

Attendees
- 100% Chief Academic Nursing Officer

Attendance by School Types
- Academic Health Center: 20.0%
- Public School: 21.4%
- Small School: 31.5%
- Private School: 27.1%

Attendance by Region
- NORTH-EAST: 21%
- WEST: 17%
- MID-WEST: 27%
- SOUTH: 35%

Note: Data as of March 3, 2021

AACN DEANS ANNUAL MEETING 2019 - In-Person Event

Attendees
- 100% Chief Academic Nursing Officer

Attendance by School Types
- Academic Health Center: 22.0%
- Public School: 23.6%
- Small School: 25.6%
- Private School: 28.8%

Attendance by Region
- NORTH-EAST: 10%
- WEST: 20%
- MID-WEST: 30%
- SOUTH: 40%
DOCTORAL EDUCATION CONFERENCE 2021 - Virtual Event

Attendees
- 9% Other
- 12% Chief Academic Nursing Officer
- 14% Program Director
- 23% Associate / Assistant Dean
- 42% Faculty

OVER 800 ATTENDEES

Attendance by School Types
- Academic Health Center: 46.1%
- Public School: 28.4%
- Small School: 5.9%
- Private School: 19.6%

Attendance by Region

DOCTORAL EDUCATION CONFERENCE 2020 - In-Person Event

Attendees
- 6% Other
- 13% Chief Academic Nursing Officer
- 14% Program Director
- 29% Associate / Assistant Dean
- 38% Faculty

OVER 800 ATTENDEES

Attendance by School Types
- Academic Health Center: 31.1%
- Public School: 28.7%
- Small School: 10.7%
- Private School: 29.4%

Attendance by Region

FALL FACULTY FORUM 2021 - Virtual Event

Attendees
- 9% Other
- 12% Program Director
- 16% Associate / Assistant Dean
- 35% Faculty

OVER 700 ATTENDEES

Attendance by School Types
- Academic Health Center: 36.8%
- Public School: 22.2%
- Small School: 15.5%
- Private School: 25.5%

Attendance by Region
OVER 650 ATTENDEES

Faculty 42%
Program Director 19%
Associate / Assistant Dean 30%
Chief Academic Nursing Officer 8%
Other 7%

Academic Health Center 21.9%
Public School 25.4%
Small School 24.6%
Private School 28.1%

12% WEST
30% MID-WEST
39% SOUTH
19% NORTH-EAST
This report addresses the activities and progress to date on AACN’s diversity and inclusion initiatives from fall 2020 – spring 2021. Activities are strategically aligned with the AACN goal of advancing diversity and inclusivity in academic nursing and organized to reflect the conceptual model of Inclusive Excellence that frames this body of work. The dimensions included in this report will be access and success, pedagogy and scholarship, climate and intergroup relations, and institutional viability and vitality.

I. Access and Success

1. The *Holistic Review White Paper* was released December on the web and has been viewed **1,061 times**. The white paper has been downloaded 453 times and is ranked as #2 most frequently downloaded document from the AACN website.

2. Dr. Vernell DeWitty, AACN’s Director for Diversity, Equity, and Inclusion, co-authored a paper *Recruiting Underrepresented Students for Nursing Schools*, published in the February 2021 issue of *Creative Nursing*.

3. The Department of Health and Human Services, Health Resources and Services Administration (HRSA-21-020) released a call for applications to increase Nursing Workforce Diversity (NWD) grant, with a requirement for technical assistance. AACN entered into agreements with **71** nursing schools to offer this support if their applications are funded. HRSA indicated up to 29 nursing schools will be awarded these 4 years grants of up to $555,000 each year.

II. Pedagogy and Scholarship

The first *Diversity Symposium*, *Diversity…Essential for Inclusive Excellence*, was held as a virtual offering on December 2-3, 2020, with a total **806** individual registrants. There were **60 submissions** in response to the call for podium and abstract presentations, resulting in nine podium presentations and 31 poster showcases. Overall, 95% of participants (N=498) rated the program as excellent or above average. The opening keynote presented by Dr. Damon Williams received excellent ratings by 85% of participants in content, expertise, and effectiveness.
III. Climate and Intergroup Relations

Beta-testing for the Leading Across Diverse Perspectives (*LAMP*) survey is being conducted January – March 2021. A total of 40 nursing schools are participating in this testing. We expect that the psychometric properties from the initial testing in 2019 will remain constant and/or improve with this larger sample population. With the confirmation of the beta-testing we expect that the survey will become available for the membership upon request.

The *Diversity Digest Newsletter* was initiated during winter 2019 and is issued quarterly. A summary of the distribution, including most viewed articles is in table below.

<table>
<thead>
<tr>
<th>Diversity Digest Newsletter</th>
<th>Distribution</th>
<th>Most Viewed Articles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 2020</td>
<td>29,332</td>
<td>Responding to Microaggressions</td>
</tr>
<tr>
<td>Summer 2020</td>
<td>30,348</td>
<td>Talking About Racism Diversity and Inclusive Teaching</td>
</tr>
<tr>
<td>Fall 2020</td>
<td>30,257</td>
<td>A Student’s Reflection on Her Nursing Education Journey</td>
</tr>
<tr>
<td>Winter 2021</td>
<td>30,390</td>
<td>Inclusive Excellence Plan is Key to Fulfilling Higher Purpose</td>
</tr>
</tbody>
</table>

IV. Building Institutional Viability and Vitality

In early 2021 AACN launched a new program offering, the *Diversity Leadership Institute*. This 6-month program was started in January and will end June 2021. The core purpose of the Institute is to build institutional capacity and structures for diversity by preparing leaders with the knowledge and skills to lead their institutions’ missions for diversity.
A. AACN Diversity Leadership Institute

B. Diversity, Equity, and Inclusion Group (DEIG) becomes DEIG Leadership Network

The Diversity, Equity, and Inclusion Group (DEIG) has been an integral part of AACN’s diversity and inclusion efforts for the past 3 years. Recently, DEIG members served as the Program Planning Committee for the inaugural Diversity Symposium and are working to develop a Diversity Toolbox that will benefit all AACN members. Effective July 1, 2021, DEIG will transition and become the DEIG Leadership Network affording its 110 members the recognition and status as other AACN Leadership Networks.

C. Commission on Racism in Nursing

AACN joined with other leading nursing organizations in early January for the inaugural meeting convened by the American Nurses Association to launch the National Commission to Address Racism in Nursing. The Commission will examine the issue of racism within nursing nationwide and describe the impact on nurses, patients, communities, and healthcare systems to motivate all nurses to confront systemic racism. The Commission will meet monthly to explore and understand the issues of systemic racism within nursing through varied insights and perspectives to include subject matter experts and scholars on the issue. Later this year, the Commission will host a virtual summit focused on activism and publish findings and a set of priority recommendations to address racism in nursing.
FY2021 MEMBERSHIP HIGHLIGHTS
- Membership with AACN includes 839 institutional members.
- AACN acquired 11 new institutional members.
- The institutional membership renewal rate in FY21 was 98%.

The following 11 new schools were granted membership with AACN in Fiscal Year 2021:
- Gurnick Academy of Medicine (CA)
- Humboldt State University (CA)
- Iona College (NY)
- Lakeland University (WI)
- Manchester University (IN)
- Manhattanville College (NY)
- Ottowa University (KS)
- Rowan University (NJ)
- Stephen College (MO)
- University of Pikeville (KY)
- Warner Pacific University (OR)

The following deans are attending the Spring Annual Meeting as prospective member guests:
- Sasha Rarang, Angeles College (CA)
- Megan Lanpher, Bob Jones University (SC)
- Jennifer Litchfield, Becker College (MA)
- Rhonda Reader, Bryant & Stratton College (NY)
- Michele Dickens, Campbellsville University (KY)
- Deborah Kelly, Clarion University (PA)
- Karen Estridge, Heidelberg University (OH)
- Aleesa Kittrell, Iowa Wesleyan University (IA)
- Teresa Hunter, Langston University (OK)
- Anna Valdez, Sonoma State University (CA)
- Maria Fletcher, Saint Joseph’s College (IN)
- Martha Scheckel, University of St. Thomas (MN)

The following 3 schools have an application in process:
- Columbia International University (SC)
- Sonoma State University (CA)
- Valencia College (FL)
MEMBERSHIP COMMITTEE

- The Board of Directors and Membership Committee will welcome new members, new deans and prospective members on Friday, March 19 at 11:00 a.m. during the new member orientation session.
- The membership committee will host the New Dean Dialogue, during the coffee and conversations program on Monday, March 22 at 10 a.m.

LEADERSHIP NETWORK HIGHLIGHTS

- Currently there are 1,535 individual leadership network members. This represents a decrease of 60 members from FY20 when we had 1595 members.

Membership Committee Members:
- Lynette Landry, Chair, California State University Channel Islands
- Janice Strom, Board Liaison, Aurora University
- Deborah Jones, University of Texas-Medical Branch
- Laurie M. Lauzon Clabo, Wayne State University
- Melissa Milner, Adams State University
- Betty Napoleon, Baldwin Wallace University
Over the past five-months, AACN witnessed the 2020 Elections, a shift from the 116th to the 117th Congress, an attack on the nation’s Capitol, and the inauguration of the Biden-Harris Administration. Throughout this unique political climate, COVID-19 continues to dominate the federal landscape and policy conversations. To help articulate and cement academic nursing’s continued commitment to be more inclusive, invest in transformative research, rethink models of care, support the current and future nursing workforce, and advance higher education, AACN unveiled the 2021-2022 Federal Policy Agenda. Themes in this agenda were woven throughout AACN’s letters to the new Congress and new Administration as we continue to move key legislation and policy forward in a nonpartisan/bipartisan manner. Below is a summary of our continued and expansive work throughout this public health challenge. For further information, visit AACN’s Government Affairs and Policy website.

Advance Higher Education
- On February 22, AACN joined with other higher education organizations to support S.264, the Dream Act of 2021, which would allow some undocumented young people, who have already invested in our country and in whom the country has already invested, to earn lawful permanent residence in the United States, and ultimately a path to full citizenship.
- On February 11, AACN encouraged Congress to invest in the future of academic nursing (FAAN Act), safeguard and enhance federal student loans and aid for nursing students, and guarantee the safety of nurses and nursing students, including the need for PPE during COVID-19.
- On February 4, the Future Advancement of Academic Nursing (FAAN) Act (S.246/H.R.851) was reintroduced. This bicameral legislation would invest $1 billion into schools of nursing to ensure nursing education pathways remain strong during current and future public health challenges, such as the COVID-19 pandemic. Since its introduction, AACN members have sent 535 messages to the House and Senate in support of this bill.
- On January 29, AACN joined other higher education organization’s to reinforce our willingness to contribute to the administration’s COVID-19 response efforts.
- On January 28, AACN joined with health profession practice and education organizations urging Congressional Leadership to support the Strengthening America’s Health Care Readiness Act (S.54). This bipartisan bill would invest $1 billion in the Nurse Corps Scholarship and Loan Repayment Programs and $5 billion in the National Health Service Corps (NHSC), in addition to creating a demonstration program allowing NHSC members to serve in an emergency capacity.
- On November 20, AACN signed onto an American Council on Education letter urging the Secretary of Education to extend borrower protections for student loans through the end of January 2021.
On October 26, AACN signed onto an American Council on Education letter to U.S. Immigration and Customs Enforcement opposing a proposed rule that would limit colleges and universities ability to recruit and retains students both born in the U.S. or abroad.

**Pursue Transformative Research**
- In December, AACN was pleased to see Congress pass H.R. 133, the Consolidated Appropriations Act, 2021, which appropriated $42.934 billion for the National Institutes of Health, including $174.958 million, or a $5.844 million increase, to NINR in FY 2021. See [AACN’s FY 2021 Funding Chart](#).
- In December, AACN joined with Research!America and the Ad Hoc Group for Medical Research to outline continued research priorities to Congress and the incoming Administration.
- On November 20, AACN reiterated our FY 2021 funding request to appropriators requesting at least $177.976 million for the National Institute of Nursing Research (NINR).
- Throughout the past five-months, AACN, along with coalition partners, have advocated through multiple letters and conversations for additional funding for research, not only at NIH and NINR, but at the Veterans Administration (VA), Centers for Disease Control and Prevention (CDC), and Agency for Healthcare Research and Quality (AHRQ) as well.
- AACN continued its partnership with NIH’s All of Us Research program to gather data from one million or more people living in the U.S. to accelerate research and improve health. Since our partnership began in 2017, AACN has received $870,000 and has provided $310,000 in grants to nearly 40 member schools.
- AACN continues its partnership with the National Institute on Drug Abuse (NIDA) by awarding grants to graduate students from AACN member schools who are enrolled in programs focused on substance use disorder treatment practices. Over the past four years, AACN has disbursed more than $40,000 to our member schools through this initiative.

**Develop a Robust Workforce**
- On February 3, AACN sent letters to Acting Secretaries of the Department of Education, Labor, Health and Human Services, Homeland Security, and FEMA outlining our commitment to working with these agencies toward implementation of *Executive Order 13996: Establishing the COVID-19 Pandemic Testing Board and Ensuring a Sustainable Public Health Workforce for COVID-19 and Other Biological Threats*.
- On January 19, AACN launched a new [national campaign](#) to accelerate the engagement of nursing schools in efforts to vaccinate the public against COVID-19. Through this initiative, AACN received more than 320 responses from schools pledging their support to safely engage faculty, students, and other stakeholders in the work underway to administer the vaccine and educate citizens on protecting themselves against this public health threat.
- On January 18, AACN encouraged the Biden-Harris Presidential Transition Team to utilize nursing faculty, students, and staff to address COVID-19, including in vaccination distribution and administration efforts.
On December 14, AACN sent a letter to the former Health and Human Services Secretary, Alex Azar, commenting on the Regulatory Relief to Support Economic Recovery RFI with recommendations on regulations the Administration should continue to implement for the betterment of our nation’s health care and workforce.

In December, AACN was pleased to see Congress pass H.R. 133, the Consolidated Appropriations Act, 2021, which appropriated $264.472 million, or a $4.5 million increase, to Title VIII Nursing Workforce Development Programs in FY 2021. See AACN’s FY 2021 Funding Chart.

On November 20, AACN reiterated our FY 2021 funding request to appropriators requesting at least $269.972 million.

AACN leads an Ad Hoc group called the Nominations Consortium, which works to put forth qualified applicants for federal councils, taskforces, and committees. AACN recognizes that nurses should be full partners, with physicians and other health professionals, in redesigning health care in the United States. Through these efforts, AACN has either taken the lead or has supported more than 50 nominations since 2019. Through these efforts, we have successfully put nurses on high-level posts, including on the Medicare Payment Advisory Commission (MedPAC), National Institute for Occupational Safety and Health (NIOSH), Physician-Focused Payment Model Technical Advisory Committee (PTAC), the National Advisory Council on Nurse Education and Practice (NACNEP), and Patient-Centered Outcomes Research Institute (PCORI), among others.

Redefine Models of Care

On February 11, AACN encouraged Congress to invest in the future of academic nursing and support schools of nursing with enhanced public health infrastructure during COVID-19.

In January, AACN continued its support of the Improving Social Determinants of Health Act of 2021 (S.104/H.R. 379), which would work to improve health outcomes and reduce health inequities by supporting the Centers for Disease Control and Prevention (CDC), and enhancing the capacity of public health agencies and community organizations to address social determinants of health.

Also on October 5, AACN signed onto an Advanced Practice Registered Nurse Workgroup letter providing comment on the 2021 Medicare Physician Fee Schedule proposed rule regarding the supervision of diagnostic tests by certain non-physician providers, telehealth, and an Executive Order protecting and improving Medicare for our nation’s seniors.

On October 5, AACN signed onto a Patient Quality of Life Coalition letter providing comment on the calendar year 2021 Medicare Physician Fee Schedule proposed rule regarding evaluation and management visits and audio-only visits that will allow patients with serious illnesses to better access palliative care services.

AACN worked with coalition partners on additional initiatives, including but not limited to, advancing permanent telehealth reform, outlining CMS blanket waivers that should be extended or made permanent, support for Indian Health Services and Bureau of Indian Affairs to combat the COVID-19 pandemic, and the continued need for PPE for healthcare systems, facilities, providers, educators, and students.
Communications

October 2020 - March 2021

Become an AACN Advocate Today!

Government Affairs and Policy Activity

Advocacy + Policy

Capitol Hill Meetings: 37
Hearings and Briefings: 46
Administration Meetings: 38
Coalition Meetings: 71
Stakeholder Meetings: 104

Communications

Tweets: 73
Action Alerts: 4
Washington Weekly Topics: 62
Letters to the Hill and the Administration: 30

AACN Advocates are deans, directors, faculty, students, and other vested stakeholders who advance the voice of academic nursing in health care, higher education policy, and beyond. This grassroots network has more than 10,000 AACN Advocates and counting!

Thanks to our AACN Advocates, we have:

- Passed the Title VIII Nursing Workforce Reauthorization Act (H.R. 728/S. 1399), which was included in the CARES Act (H.R. 748), and signed into law by the President in 2020!
- Sent over 1,600 emails advocating for increased funding of the Title VIII Nursing Workforce Development Programs and the National Institute of Nursing Research in Fiscal Year (FY) 2021.
- Sent more than 350 welcome messages to new and returning members of the 117th Congress.
- Supported other nursing education legislative efforts, including sending more than 500 messages (and counting!) supporting the reintroduction of the Future Advancement of Academic Nursing (FAAN) Act (S. 246/H.R. 851).

CLICK HERE Become an AACN Advocate Today!
The AACN Essentials Task Force was charged with re-envisioning the Essentials, which includes delineating the expected competencies of graduates of baccalaureate, master’s, and DNP programs and identifying the necessary curricular elements that must be present in these programs. The final draft document, AACN Essentials - Re-Envisioning the Future of Nursing Education, was approved by the AACN Board of Directors in January 2021 and sent to the membership on February 19, 2021. The document will be brought forth by the Essentials Task Force to the AACN membership on March 23, 2021 during the AACN Business Meeting. The following is a summary of the milestones and processes that have been achieved in addressing the charge. All feedback from each of the meetings and conferences described below was reviewed and considered as the Task Force engaged in an iterative process to develop the final document.

- In preparation for seeking extensive feedback from diverse academic and practice stakeholders from September 2018 through February 2020, the task force engaged in multiple in-depth discussions and reviewed the literature focused on both current and future nursing education, health care, and higher education as well as how to evolve to a preferred future.
- Five working meetings for faculty, deans, practice partners, and other organizational representatives were held February-June 2020. Two face-to-face meetings (247 participants representing over 140 schools) focused on entry-to-professional nursing education, and the three virtual meetings (470 participants representing 288 schools) which followed focused on advanced nursing education. Registrants were asked to complete pre-work prior to the meetings, which included reviewing a video providing an overview of the Essentials work, a competency-based education video, AACN’s Vision for Academic Nursing white paper, and the draft Essentials document. Strong engagement and discussion by attendees at the meetings focused on the ten domains, domain descriptors, competencies, and sub-competencies; feedback was actively solicited from the attendees.
- Over the past two years, numerous presentations have been made by Task Force members to organizations and groups, including the AACN Diversity, Equity and Inclusion Group, ANA Standards Committee, AONL regional groups, AACN-AONL Advisory Group, CCNE Board, CNC Board, CRNA organizational leadership, NCSBN education consultants, NONPF, Texas Education/Practice Summit, and Vizient Strategic Planning Committee and membership.
- Schools were asked to participate in two National Faculty Meetings (NFM) with faculty at each member’s school of nursing. A video presentation, discussion questions, and electronic survey were sent by the task force leadership team to all AACN member schools asking them to schedule a full faculty meeting and to invite practice partners if possible. Two-hundred seventy schools participated and submitted feedback from the first NFM held fall/winter 2019-2020. Two-hundred seventy-two schools, which included over 7,600
faculty, participated and submitted feedback from the second NFM held fall/winter 2020-2021.

- Three invitational forums were held in December 2020. Thirty-eight nursing organizations, including 15 specialty nursing organizations, 18 APRN organizations, and 5 accrediting and licensing organizations, participated in these forums which provided opportunities to share information, address questions, and seek input.

Next Steps and Implementing the Essentials

Individuals are strongly encouraged to read the Roadmap document that describes the plan and next steps for supporting and facilitating the work to implement the re-envisioned Essentials. Due to the recognized enormity and transformative nature of the work, the pathway to fully implementing the new Essentials will be an extended process that may take three years or longer. AACN is committed to supporting implementation of the Essentials, including appointment of an advisory group to oversee and monitor the implementation, extensive learning opportunities for faculty and deans, ongoing engagement with stakeholders and organizations, and development of an Essentials tool kit.

A template and process for developing the Essentials tool kit has been developed. Work to populate the tool kit has begun; initial work includes materials focused on competency-based education, Domain 3, and Domain 5. This continuously evolving tool kit will serve as an important resource for faculty and others in implementing the re-envisioned Essentials. Tool kit components include suggested content, learning resources, curricular opportunities, and assessment methods. Several specialty groups and organizations have been invited to provide resources for possible inclusion in the tool kit.

For additional information and a list of all Task Force members, please visit our website Essentials Task Force.
This report addresses the progress and activities related to the Research-Focused Doctoral Program Pathways to Excellence Task Force from October 2020 – March 2021.

The task force is charged with revising AACN’s 2010 position statement on *The Research-Focused Doctoral Program in Nursing: Pathways to Excellence*. The goal is to develop a vision and recommendations for research-focused doctoral programs and graduates. The task force will consider trends in higher education, nursing education, nursing research, other health disciplinary research, and career trajectories for research scientists, faculty, and other leadership roles.

Since its work began in August 2020, the task force has held 8 meetings via Zoom to review the charge and initiate work on the position statement revision. These discussions have led to conducting a review of the literature (ROL) to guide the work of the task force. The ROL has identified over 197 peer-reviewed manuscripts addressing elements in the charge. In addition, the task force has heard from many national thought leaders with insight on the challenges and opportunities faced by research-focused faculty and students on how to best address the production of nurse scientists. Those consulted include Shirley Moore, PhD, RN, FAAN, NINR’s National Advisory Council for Nursing Research (NACNR); Julie Fairman, PhD, RN, FAAN, Director, RWJF Future of Nursing Scholars Program; Stephen Ferrara, DNP, FNP-BC, FAANP, Interim Executive Director, Jonas Nursing & Veterans Healthcare; and Althea Hicks, EdD, MPH, Grants and Program Manager, Jonas Nursing & Veterans Healthcare.

The task force presented updates and held guided listening sessions at the Nursing Science and the Research-Focused Doctorate Pre-Conference and Doctoral Education Conference to solicit input from those in attendance. Data gathered at these two sessions have been compiled and are supporting the task force work.

In an additional effort to collect current data, two national surveys have been developed to inform the work of the task force. One survey is for deans at institutions conferring a terminal research-focused degree, and the second is targeted to research-focused doctoral students. The task force used an iterative process to develop the surveys and has received approval from the Institutional Review Board. The data from the surveys will inform the task force in shaping the recommendations to be included in the position statement. This data collection effort will be completed by March 30.

More information about the task force charge and members are posted online.
Membership Report on Faculty Initiatives
March 2021

Faculty Link Newsletter
AACN Faculty Link newsletter is distributed monthly to over 44,000 students, faculty and deans at AACN member schools. Faculty Link features announcements about free webinars on faculty development topics with CE offerings, Leadership Networks, funding opportunity alerts, awards and scholarship programs, government advocacy resources, and bulletins on nursing education news. To access the Faculty Link Newsletter, go to: www.aacnnursing.org/FacultyLink

To subscribe to AACN Faculty Link, login to your MyAACN Dashboard, select My Subscriptions on your Dashboard, select Faculty Link, scroll down and select Update Subscriptions.

AACNConnect
AACN Connect is the premier online community for AACN members to communicate and engage across the nation! The platform provides a convenient way for members to ask for expert advice, seek practical solutions to everyday challenges, identify best practices, and share the latest news impacting academic nursing. While every member with a valid My AACN account is invited to engage we know that some members will utilize this tool to post, while others will prefer to read and not reply. Access the community from your MyAACN Dashboard, the daily digest in your inbox, or www.aacnnursing.org/AACN-Connect

Faculty Webinars
AACN continues to offer a rich portfolio of webinars focused on AACN’s strategic goals and priorities. Between November 2020 and March 2021, AACN offered 16 webinars with 2,950 individual registrations. This includes the COVID-19 response series as well. All webinars are free to AACN members and many offer CE credit upon completion of the live session or viewing the recording.

<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
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<tbody>
<tr>
<td>11/10/2020</td>
<td>Overview of Funding Opportunities: Bureau of Health Workforce Nursing Programs</td>
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<td>11/11/2020</td>
<td>Mindsets and Mindfulness During the COVID-19 Pandemic</td>
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<td>11/12/2020</td>
<td>Transition to RN Practice: Are Pre-licensure Program Graduates Ready?</td>
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<td>11/12/2020</td>
<td>2020 USPHS IPEC Award: An Interprofessional Approach to International Outreach Experiences</td>
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<td>12/9/2020</td>
<td>IPE Insights &amp; Strategies from 2019 IPEC Leadership Program Alumni (ILDP)</td>
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<td>12/10/2020</td>
<td>Crisis Standards for Care and Staffing for Surge During COVID-19 *</td>
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<td>1/12/2021</td>
<td>Navigating Nominations</td>
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<td>1/19/2021</td>
<td>COVID-19 Vaccine: Key Considerations for Academic Nursing *</td>
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<td>2/10/2021</td>
<td>Working Together to Improve Cardiovascular Population Health using the Million Hearts® Initiative</td>
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<td>2/11/2021</td>
<td>Academic Practice Partnerships During Pandemic and Beyond*</td>
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<td>Wellbeing and Resiliency *</td>
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<td>Promoting Health &amp; Well-Being Within &amp; Across Health Professions Learners</td>
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<td>2/24/2021</td>
<td>Resiliency and Self-Care</td>
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<td>3/11/2021</td>
<td>Zoom3: Interprofessional Education in the Age of COVID-19</td>
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<tr>
<td>3/17/2021</td>
<td>Preparing Nursing Students to Effectively Address Vaccine Hesitancy</td>
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*Titles ending with an * were provided in response to COVID-19*

Webinars are available for synchronous engagement or accessible on-demand. Both formats offer free CE’s. To access go to: [www.aacnnursing.org/webinars](http://www.aacnnursing.org/webinars)

Upcoming webinar topics will include immunization, innovations, interprofessional innovations, disaster preparation, holistic admissions, diversity and inclusion, and competency-based education. Don’t miss out on topics that matter the most to you! To sign up for webinar alert emails announcing new webinar offerings, sign in to your MyAACN Dashboard at: [www.aacnnursing.org/MyAACN](http://www.aacnnursing.org/MyAACN), select My Subscriptions, select Webinar and Conference Emails, and select Update Subscription.

**Faculty Awards**
Faculty Awards are the excellent opportunity to acknowledge your faculty. Don’t miss an opportunity to highlight the excellence at your school of nursing.

- Excellence and Innovation in Teaching Award
  - Applications open, closing 6/03/2021
- Novice Faculty Teaching Award: **Novice Faculty Excellence in Didactic Teaching Award, Novice Faculty Excellence in Clinical Teaching Award**
  - Applications open, closing 6/03/2021
- Scholarship of Teaching and Learning Excellence Award
  - Applications open, closing 6/03/2021

**Outstanding Dissertation and DNP Project Awards**

- Outstanding Dissertation and DNP Project Awards: **Excellence in Advancing Nursing Science Award, Excellence in Advancing Nursing Practice Award**.
  - Applications open, closing 8/28/2021

Learn more about all AACN awards online: [www.aacnnursing.org/Awards](http://www.aacnnursing.org/Awards)

**Nursing Faculty Development Opportunities and Resources brochure**
AACN encourages professional growth and engagement in the organization through an extensive array of faculty services. To learn more check out the [Faculty Development Brochure](#)
This report provides an overview on the status of AACN’s leadership development programs that are offered under the banner AACN LEADS.

**Elevating Leaders in Academic Nursing (ELAN):** This 12-month program is managed by AACN and facilitated by Voyagers Consulting the group that produced the Leadership for Academic Nursing Program (LANP). This program focuses on aspiring deans and senior faculty in leadership roles, offering development of high-level leadership skills. New experiential learning models are incorporated, allowing for application of concepts learned throughout the weeklong intensive. The 6-day in-person intensive is followed by two virtual sessions, team mentoring, as well as participation in a private AACN Connect Community. Applications for Cohort 3 closed on March 15, 2021. Cost: $4,000.

**Advancing Academic Leadership for New Deans:** This 13-month program is designed by the Center for Creative Leadership and is co-managed with AACN. The pool of participants are deans new to the role. Each cohort has four face to face meetings. Participants are expected to implement an independent project within their setting applying the program principles they are learning. Starting March 2021, the program transitioned to a spring start. Applications for Cohort 3 will open October 2021. Cost: $4,000.

**MentorLINK: Connecting for Success:** This 8-month program is managed by AACN and was built in collaboration with the Nebo Company. This program is designed as a high-level, interactive mentorship program. The registration for mentees is open to all deans. The program features scheduled webinars on thought leader topics and incorporates guaranteed touch points between mentor and mentee pairs. Applications for Cohort 3 are open, closing August 31, 2021. Cost: $549.

**Leadership Education Modules:** AACN is producing a series of educational modules focused on leadership development. The modules will be high level, interactive, multimodal, and include fireside chats with academic nurse leaders. The modules will complement the structured leadership programming and will be appropriate for all level of academic leadership. The modules will be available in 2021 and will cost $79 per module with packages available.

**Experienced Dean Program:** For 2022, AACN is offering the AACN-Wharton Executive Leadership Program, shifted from 2021 to allow for an in person opportunity. This 4-day intensive is offered by the Wharton School of the University of Pennsylvania, in collaboration with AACN. The Program is taught by Wharton faculty who present relevant and timely content designed to advance senior academic administrators to a higher level of leadership. Application deadline is March 31, 2022. Cost: $6,995.
For more details on these programs and program alumni, see the AACN LEADS homepage at https://www.aacnnursing.org/Academic-Nursing/Professional-Development/LEADS

AACN Leadership Development Programing Portfolio: Leadership development has been a cornerstone of AACN’s programs and services since the association’s inception nearly 50 years ago. Learn more in the brochure.

**Summer Seminar:** The Summer Seminar invites academic nursing leaders, individually and in teams, to discover key elements for creating a positive organizational culture that celebrates the individual and bonds the collective. This refreshing, stimulating, invigorating and interactive program will elevate individual leadership skills, strengthen team relationships, and magnify the impact of leading change and moving an agenda forward. Dates and registration information to be announced.

**Executive Development Series for Deans:** An annual offering, the EDS for Deans is designed for nursing academic leaders to gain high-level leadership and management skills. Tailored to the challenges and opportunities of those that serve as the Chief Academic Nursing Officer (Deans/Directors). EDS for Deans, *The Inner Game of Leading Change*, will be offered virtually on June 7-8, 2021. The complexity of the healthcare and higher education sectors demands that leaders and institutions be agile and change capable. In this series, participants will explore how their performance in an ever-changing, complex world is equal to what they are capable of when they remove self-limiting interferences.

**Executive Development Series for Faculty:** A pre-conference offering that takes place prior to Transform 2021, this program offers faculty the opportunity for high-level leadership development.

**AACN Leadership Network Programs:** AACN's Leadership Networks provide information, networking, and professional development for nursing school faculty and staff. AACN’s Leadership Networks bring peer professionals to share best practices, success stories, sharpen leadership skills, and take full advantage of AACN resources for networking and professional development opportunities.
This report addresses the progress and activities of the AACN-AONL Advisory Board since October 2020. Topics covered include Preceptor Survey and Tri-Council for Nursing Meeting.

**Preceptor Survey**
The American Organization for Nursing Leadership (AONL) will complete the preceptor survey of its members, which will inform a joint statement from AACN and AONL about paid clinical experiences.

**Tri-Council for Nursing Meeting**
- First Tri-Council meeting convened in December 2020; there was a great deal of positive feedback about the meeting.
- The discussion focused on education, practice, and regulation.
- Tri-Council members disseminated the report in early 2021.
- This committee will review and discuss the report.
- Themes included: equity/health equity, ethics, nursing workforce, innovation, interprofessional emergency planning and response, mental health, and wellbeing, (nursing workforce particularly relevant).
- In addition, the committee will review the 2020 Thought Leaders Report.
This report addresses the activities and progress of AACN’s work with Interprofessional Education and Collaborative Practice initiatives since October 2020. Highlights include: 1) 2020-2021 IPEC Webinar Series; 2) Winter 2021 IPEC Membership Meeting; 3) 2021 U.S. Public Health Service (USPHS) IPEC Award; 4) December 2020 Virtual IPEC Faculty Development Institute; 5) May 2021 Virtual IPEC Faculty Development Institute; 6) June 2021 IPEC Interprofessional Leadership Development Program (ILDP); and 7) Interprofessional Professionalism Collaborative (IPC) activities.

2020-2021 IPEC Webinar Series
IPEC and AACN have co-hosted three webinars. These free presentations are available for all IPEC and AACN members and non-members. Archived recordings can be accessed online.

- 82 live attendees joined the November 12, 2020 webinar titled *2020 USPHS IPEC Award: An Interprofessional Approach to International Outreach Experiences*. The webinar showcased the recent winners of the 2020 Public Health Excellence in Interprofessional Education Collaboration Award.
- 151 live attendees joined the February 23, 2021 webinar titled *Promoting Health & Well-Being Within & Across Health Professions Learners*. In collaboration with the American Psychological Association, IPEC addressed the mental health and wellness needs of interprofessional learners.

Winter 2021 IPEC Membership Meeting
On January 26, 2021, IPEC held their virtual Member Meeting. The meeting included a keynote address titled *Achieving Social Justice & Health Equity* from Dr. Michael Spencer (Presidential Term Professor, Director, Native Hawaiian, Pacific Islander & Oceanic Affairs, University of Washington, School of Social Work) and a member forum titled *Strategies for Reducing Health Disparities*.

2021 USPHS IPEC Award
8 applications were received for the 2021 award cycle. Applications are currently being reviewed. Applicants will be notified of their status by March 22, 2021.

December 2020 Virtual IPEC Faculty Development Institute
124 participants attended IPEC’s first virtual program. The online program took place over the span of 4 non-consecutive days on December 1, 3, 8, and 10, 2020. The theme of the event was
Building Interprofessional Education for Collaborative Practice. Participants viewed asynchronous online learning modules in addition to attending synchronous sessions allowing for live interaction with expert speakers and IPEC leaders.

May 2021 Virtual IPEC Faculty Development Institute
Registration is open for the Virtual May 2021 IPEC Institute taking place over the span of 4 non-consecutive days on May 18, 20, 25, and 27, 2021. The theme of the event is *Building Interprofessional Education for Collaborative Practice and Health Equity*. Participants will view asynchronous online learning modules in addition to attending synchronous sessions allowing for live interaction with expert speakers and IPEC leaders. There are currently 54 registrations.

June 2021 IPEC Interprofessional Leadership Development Program (ILDP)
Registration is open for the virtual June 2021 IPEC ILDP taking place June 8-10, 2021. The theme of the event is *How will the events of 2020 shape the future of interprofessional education and collaborative practice?* This event is for deans and campus-wide leaders of IPE. The ILDP is facilitated by the Academy for Advancing Leadership and includes internationally recognized IPE leaders. There are currently 14 registrations.

IPC Activities
- The Interprofessional Professionalism Collaborative (IPC) has developed three goals and three sub-groups to work on each goal. The IPC meets monthly to advance these goals.
  - Group 1: Disseminate and socialize a plan to advance interprofessional professionalism.
  - Group 2: Facilitate implementation of the IPP Tool Kit within education and practice environments.
  - Group 3: Advocate for research and research funding opportunities to focus on the interprofessional professionalism construct.
- The IPC is dedicated to providing resources such as the IPP Tool Kit for educators and practitioners to effectively apply behaviors that reflect interprofessional professionalism (IPP). To that end, the IPC has developed an IPP Tool Kit Survey, which will be disseminated to educators and practitioners for feedback and suggested improvements.
This report addresses the activities and progress of the Vizient/AACN Nurse Residency Program (NRP) since March 2020. Highlights include NRP updates, October 2020 Strategic Planning Meeting, and 2021 Nursing Leadership Series.

NRP Updates:
- Maintained membership through COVID-19 (member engagement connections)
- New Jersey state collaborative virtual onboarding
- 4 state collaboratives (Hawaii, Maryland, Pennsylvania, and New Jersey)
- 1 city-wide collaborative (New York City)
- Virtual onboarding and seminar content delivery
- Over 27,000 Nurse Residents enrolled in 2019; 22,621 completed the 2020 NRP
- 53 new participating organizations 2020 despite COVID-19
- $500K investment in IT – dashboard platform
- Research – RFP and internal (COVID-19 and accreditation studies)

Virtual Strategic Planning Meeting, October 2020
The Strategic Planning Meeting was held on October 12, 2020.

- AACN’s Chief Academic Officer, Joan Stanley, from the Essentials Task Force presented on the re-envisioning of the Essentials. Currently the curriculum of the Vizient-AACN is based on the 2008 Baccalaureate Essentials. Vizient is committed to transitioning the curriculum to be based on the new Essentials.
- Proposed chapters for the new NRP Curriculum include:
  - Knowledge, Critical Thinking and Clinical Judgment
  - Communication and Interprofessional Partnerships
  - Patient Safety and Patient and Family Centered Care
  - Leadership and Systems-Based Practice
  - Development of the Professional Nurse
  - Evidence Based Practice

2021 Nursing Leadership Series
On February 25, 2021, Kathy McGuinn, AACN’s Director of Interprofessional and Practice Partnerships, Special Advisor for Quality Initiatives, participated in a panel discussion for Vizient’s Nursing Leadership Series. The presentation, Bridging the Gap from Education to Practice in a Complex Pandemic World, was very well received. There were 300 practice participants in the audience, including CNOs, directors, and managers. Other panelists were Debra Albert, CNO of NYU; Kimberly Glassman, Senior Associate Dean, NYU; and Evy Olson, Associate VP of Vizient Nursing Programs. The presentation provided an excellent opportunity to highlight the re-envisioned Essentials.
Since October 2020, the following activities have been undertaken by the GNSA Leadership Council and AACN staff in support of this initiative.

**Membership:** AACN staff continue to monitor the GNSA membership numbers and devise strategies to help grow this national network of graduate students. The current GNSA membership consists of 9,295 members. As the numbers continue to grow, staff will focus on engagement among the various GNSA leadership groups, including the Leadership Council, GNSA Liaisons, and Advocacy Leaders. The chart below outlines the GNSA membership by program. This continues to be monitored to help improve programmatic focus. Another major strategy in membership growth is to ensure that there are GNSA members at every AACN member institution. Currently, there are 559 AACN member institutions with GNSA members out of a universe of 589 nursing schools with graduate nursing programs. Approximately 32% of the GNSA membership are in doctoral level programs, and 68% of the membership are in master’s level programs.

![GNSA Membership by Program](image)

**Leadership Council:** The members of the 2019-2021 Leadership Council continue to hold monthly meetings. In October, the group held two virtual strategic planning sessions to discuss future GNSA activities. The discussion included a review of the Leadership Council goals with specific focus on measured outcomes and future GNSA programming. The group also had a conversation around race and racism, which was facilitated by Dr. Vernell DeWitty.

The following programs and services have been provided to GNSA members since October.

*Monthly GNSA Bulletin:* The Leadership Council has instituted a theme for every issue of the Bulletin. The members write introduction pieces for the Bulletin and then continue that
discussion in the GNSA Connect community. The Bulletin is distributed on the first Wednesday of every month with open rates that reflect industry standards.

Webinars: Between October 2020 and March 2021, four webinars were offered. The table below identifies the Webinar titles and registration numbers.

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<tr>
<th>Title</th>
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<td>Considerations in Negotiating Your Salary</td>
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<td>Publishing 101 for Graduate Students: Learning the Publishing Process</td>
<td>349</td>
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*Webinar was offered in collaboration with Jonas Nursing and Veterans Healthcare.

Webinars planned for the remainder of spring 2021 will focus on mentoring and submitting a doctoral program application.

Graduate Nursing Career Network (GNCN): Key positions are highlighted in the Bulletin to bring more GNSA members to engage with this important resource. AACN staff also requested that AfterCollege participate in the 2021 GNSA Virtual Career Fair to provide informational content on preparing for an interview.

GNSA Connect - Student Collaboration Community: AACN staff continue to post a weekly “Tip Tuesday” to encourage interaction among GNSA members. In addition, conversations continue among members focused on resources and opportunities.

GNSA Liaisons: Currently, there are 102 Liaisons representing AACN member institutions. In November, a GNSA Liaison Town Hall call was hosted to capture the current challenges students are experiencing and allow members to informally connect. Another Town Hall call will be offered in early March, with a guest speaker on mental health. Feedback during the November Town Hall call identified mental health and wellness as one of the major challenges students are experiencing. As a result, we hope to address this issue in depth in March.

Social Media: AACN staff work to post continually on social media (Facebook, Twitter, and Instagram) and encourage collaboration through these platforms. Currently there are 1,614 Facebook, 1,086 Twitter, and 266 Instagram followers. Staff continue to implement a Takeover Tuesday strategy to engage GNSA members in being active on social media.

GNSA Advocacy Leaders: The 2020-2021 GNSA Advocacy Leaders group launched with a kick-off call in October and another in January. The call in October focused on the election outlook and wrapping up the 116th Congress. In January, the group learned about the 117th Congress as well as the policy priorities impacting nursing education. The next two calls for the group will be held in April and June.
**GNSA Award:** The 2021 cycle for the PhD-DNP Collaboration Award is currently open. AACN staff will continue to advertise this opportunity to the membership to increase award application submissions.

**GNSA Virtual Career Fair:** The GNSA Virtual Career Fair will be held on March 30-31, 2021. Staff are currently working on identifying nursing employers that will participate in the fair as well as potential information sessions that can be offered to the attendees.

**GNSA 2021 Conference:** As a result of the ongoing pandemic, staff are currently considering alternate dates for the conference. The event was supposed to be held in August 2021, but staff are now considering March 2022 or August 2022 as alternate dates. Feedback is currently being gathered from members to determine the best date for the event in 2022.

**Marketing:** AACN staff continue to market the GNSA directly to faculty and deans. In addition, staff are reviewing opportunities to develop a virtual brochure with members of the Leadership Council.
Since October 2020, the following activities have been initiated by AACN and Liaison International staff to support the centralized application service.

NursingCAS Cycle: The NursingCAS 2019–20 Cycle closed on January 31, 2021, and has generated over 85,000 submitted applications, an increase of 9.6% from last year. The 2020-21 Cycle (August 2020 – January 2022) is open and has generated over 43,000 applications to date. Processing times remain smooth with transcripts being verified and applications processed within 1.8 days on average. The NursingCAS 2021-22 Cycle will open on August 12, 2021, and will provide prospective nursing students the opportunity to research and apply to over 290 participating colleges and universities. Planning is underway to ensure the product meets the needs of member colleges. Enhancement ideas were solicited from all NursingCAS users in January 2021, and over 40 requests were submitted. Liaison will evaluate the feasibility of each request and provide feedback to AACN to determine upgrades for the system for the 2021-22 cycle. The NursingCAS Advisory Committee will review the enhancements and provide feedback based on the greatest need and impact. The upgrades will be aimed at enhancing the applicant experience and nursing admissions processes.

Nursing School Outreach: NursingCAS continues to expand its reach to nursing programs. Since the start of the 2020-21 cycle in August, an additional 18 schools have joined NursingCAS.

As conferences remain a popular venue for nursing schools to learn about and join NursingCAS, the team presented and exhibited at several virtual events. These conferences included the Academic Nursing Leadership Conference, Fall Faculty Forum (exhibit only), Doctoral Education Conference, and CNL Summit (exhibit only). The team will also hold a session and exhibit at the upcoming Deans Annual Meeting later this month.

<table>
<thead>
<tr>
<th>Date</th>
<th>Name of the Event</th>
<th># Registrants</th>
<th># Attendees</th>
<th>Attendance Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thu. 10/22</td>
<td>AACN’s NursingCAS Demo</td>
<td>18</td>
<td>11</td>
<td>61%</td>
</tr>
<tr>
<td>Fri. 10/23</td>
<td>Kira Talent Webinar</td>
<td>40</td>
<td>20</td>
<td>50%</td>
</tr>
<tr>
<td>Tue. 10/27</td>
<td>AACN’s NursingCAS Demo</td>
<td>55</td>
<td>35</td>
<td>63%</td>
</tr>
<tr>
<td>Wed. 10/28</td>
<td>Kira Talent Webinar</td>
<td>60</td>
<td>35</td>
<td>58%</td>
</tr>
<tr>
<td>Thu. 10/29</td>
<td>Enrollment Marketing (EMP) Webinar</td>
<td>93</td>
<td>56</td>
<td>60%</td>
</tr>
<tr>
<td>Fri. 10/30</td>
<td>AACN’s NursingCAS Demo</td>
<td>59</td>
<td>39</td>
<td>66%</td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>325</td>
<td>196</td>
<td>60%</td>
</tr>
</tbody>
</table>
Discover Nursing Virtual Fair
NursingCAS hosted its second annual virtual fair on Wednesday, October 7, 2020. The event was a huge success with 115 colleges of nursing attending and 3,348 registered students. Last year, the fair had 62 colleges and 1,758 students (see table below). This Virtual Fair was offered only to NursingCAS participating schools, and programs were allowed to chat virtually with prospective students in their personalized chat rooms in a live, online event. NursingCAS will offer this event again in Fall 2021.

<table>
<thead>
<tr>
<th>Participating Schools</th>
<th>Virtual Fair 2020</th>
<th>Virtual Fair 2019</th>
<th>% changes between 2020 and 2019</th>
<th>Increase or Decrease</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participating Schools</td>
<td>115</td>
<td>62</td>
<td>85%</td>
<td>Increase</td>
</tr>
<tr>
<td>Registrants</td>
<td>3,348</td>
<td>1,758</td>
<td>90%</td>
<td>Increase</td>
</tr>
<tr>
<td>Attendees</td>
<td>1,032</td>
<td>554</td>
<td>86%</td>
<td>Increase</td>
</tr>
</tbody>
</table>

NursingCAS Student Webinars: Preparing and Strengthening Your NursingCAS Application
In December 2020, AACN hosted its first two student webinars for NursingCAS applicants. During the webinars, the applicants got an overview of the NursingCAS application portal, received guidance on requesting transcripts and submitting coursework entry, learned about common application mistakes, and had the opportunity to ask questions.

Over 4,000 students registered for the webinars, and over 1,300 students attended the live events. In the 3 weeks following the webinars, NursingCAS experienced a 12% increase in submitted applications, a 14% increase in applicants, and a 57% increase in fee waiver requests compared to the same dates last year. In the last 2 months (January and February 2021), the webinar recording has been viewed over 2,400 times. See the table below for more information.
<table>
<thead>
<tr>
<th>Date/Name of the Event</th>
<th>Registrants</th>
<th># Attendees</th>
<th># of Students viewed Recording (Post)</th>
<th>TOTAL Attended/Viewed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparing &amp; Strengthening Your NursingCAS Application</td>
<td>1,793</td>
<td>604</td>
<td>772</td>
<td>1,376</td>
</tr>
<tr>
<td>Preparing &amp; Strengthening Your NursingCAS Application</td>
<td>2,238</td>
<td>698</td>
<td>1,710</td>
<td>2,408</td>
</tr>
</tbody>
</table>

**Customer Relationship Management (CRM) Tool:** AACN’s NursingCAS team continues to implement features of its CRM tool, provided by Liaison International, to encourage “in progress” applicants to submit an application. The CRM is an email communication tool that increases AACN’s ability to reach students. Additional information is provided to assist students with application instructions and customer support. The system will continue tracking these recipients in the future to see which additional emails they open to determine their level of interest in the nursing profession. Most recently, AACN implemented a second email in the automated email campaign. Since its launch on December 5, 2020, over 59,000 students have received the email and were provided statistics and information on the nursing profession. This campaign garnered 24,251 (41%) opened emails, which is well above the target industry benchmark of 20%.

### NursingCAS Email Campaigns through CRM

<table>
<thead>
<tr>
<th>“Welcome” 2020-2021 Cycle</th>
<th>“Why Nursing is the Best Profession for You” 2020-2021 Cycle</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Goal</strong></td>
<td></td>
</tr>
<tr>
<td>This email is the first touchpoint with new NursingCAS applicants. It provides resources to help applicants get started in NursingCAS and promotes the fee waiver. This is an automated email, and it goes out every 24 hours.</td>
<td>The goal of this email to inform the applicants about the profession and to inspire them to pursue nursing. This email covers information on the need for nurses, nursing specialties, wages, work settings, etc. This is an automated email, and it goes out to in-progress applicants 14 days after the Welcome email.</td>
</tr>
<tr>
<td><strong>Emails Sent</strong></td>
<td>78,577</td>
</tr>
<tr>
<td><strong>Emails Opened</strong></td>
<td>45,899</td>
</tr>
<tr>
<td><strong>Open Rate</strong></td>
<td>58.41%</td>
</tr>
<tr>
<td><strong>Top Links Recipients Clicked On</strong></td>
<td>1) Log back into NursingCAS 2) Applicant Help Center 3) Fee Waiver Eligibility</td>
</tr>
</tbody>
</table>
AACN received its second five-year award from the Centers for Disease Control and Prevention (CDC) in August 2017. With this funding, AACN supports the efforts of nursing programs to strengthen the public health nursing workforce and enhance population health within nursing curricula to improve health. AACN is one of four national organizations that participate in the Academic Partnerships to Improve Health (APIH) initiative. The other funded organizations are: Association of American Medical Colleges (AAMC), Association of Schools and Programs of Public Health (ASPPH), and the Association for Prevention Teaching and Research (APTR).

Strategic directions and related activities of the current AACN Cooperative Agreement (Specific activities are identified for each strategic focus):

- Promote the establishment of institutional policies and systems that support population health education.
  - Continued the dialogue with NCSBN leadership to address population health and social determinants of health (SDOH) concepts and their enhancement in the job analysis (JA) and NCLEX®.
  - Continued the dialogue with the APRN certification organizations to enhance the inclusion of population health and SDOH content in JAs and APRN certification exams.
  - Developed national, population health competencies and progression indicators—Population Health and Interprofessional (IP) Partnerships are two domains in the final DRAFT Essentials.
- Promote educational enhancements that include transdisciplinary and IP population health training.
  - Compiled learning materials and faculty resources to promote/facilitate the integration of population health competencies and experiences into the baccalaureate curriculum. These will be considered for inclusion in the Essentials Tool Kit currently under development.
  - Reviewed funded case studies by Rutgers University and University of Texas Health Science Center at Houston focused on population health and SDOH concepts across the continuum of care.
  - Reformatted Public/Population Health Vignette to measure baccalaureate nursing student competencies to be more user friendly and engaging for online use.
  - Presented a session at AACN’s 2021 Fall Faculty Forum titled Nursing Practice within a Population Context: Exemplars in Practice and Education.
  - Disseminated online training module developed with the other three APIH partners focused on IP and response/planning for a public health emergency:
Navigating a Foodborne Outbreak: Preparation for Interprofessional Practice. Of the 11,601 completers, 62% were currently enrolled in a nursing program. To access the module, visit: https://navigatinganoutbreakmodule.org/.

- Increase the number of nursing students (graduate and baccalaureate) working in IP teams within the community to address population health or public health issues.
  - Enhanced and developed resources that promote/facilitate the development of partnerships between schools of nursing, other health professionals, and public health or community partners.
  - Continuation award made to Fairfield University to evaluate and disseminate their Public/Population Health Learning Hub to support partnerships with health departments, non-health sector, and other community agencies. The Fairfield’s Learning Hub focuses on issues of food insecurity, including the impact of COVID-19 on food pantries.

- Promote applied team-based public health and population health experiences in diverse settings that address leading causes of death and illness.
  - Collaborated with The Ohio State University College of Nursing and Camden Coalition to disseminate and increase the use of IP modules and population health resources/tools by nursing students, schools of nursing, and nurses.
    - Hosted two webinars with The Ohio State University titled Boosting Resiliency and Well-being During COVID-19: Evidence-based Interventions that Work and Working Together to Improve Cardiovascular Population Health Using the Million Hearts Initiative.

- Administer CDC Fellowships
  - AACN provided oversight for one fellowship this fiscal year: Design, Evaluation, and Project Management of the Immunization for Undergraduate Nursing Project Fellowship

AACN continues to be an active member of the Healthy People Curriculum Task Force and the Nursing Educators Expert Working Group of the Immunization Resources for Undergraduate Nursing’s (IRUN). To access the resources, visit https://www.irunursing.org/.

All population health and public health resources, initiatives, and awards can be accessed at https://www.aacnnursing.org/Population-Health-Nursing.
The following is a summary of the Commission on Nurse Certification’s (CNC) activities supporting the Clinical Nurse Leader (CNL®) Certification Program.

**ADMINISTRATION**

**CNCBOC and Committees**

- The CNCBOC conducted a conference call on October 26, 2020 and the Annual Business Meeting was held on February 19, 2021 where the FY2022 budget was approved.
- Marketing Committee and CNL Ambassadors meeting was held October 16, 2020.
- The Item Writing Committee held a four 4-hour web-meeting on February 23, 2021 to write new items for the exam. The remaining three meetings are scheduled this month.
- Exam Review Committee will review all items on the updated exam and approve Form 11 by March 20, 2021. The updated exam will be administered beginning April 19, 2021.
- Call for Volunteers was posted for the following positions with terms beginning in July:
  - CNC Board of Commissioners: 2 academia and 2 practice positions
  - Marketing Committee: 1 practice position
  - Item Writing Committee: 5 positions
- For a full list of CNC’s Leadership visit: [https://www.aacnnursing.org/CNL-Certification/Commission-on-Nurse-Certification/Governance](https://www.aacnnursing.org/CNL-Certification/Commission-on-Nurse-Certification/Governance).

**NCCA Accreditation**

CNC continues to maintain its accreditation status for the CNL Certification Program with the National Commission for Certifying Agencies through January 31, 2024. The annual fee has been submitted and staff is working on developing the annual report due to NCCA by July.

**PROGRAM DATA**

A total of 8,353 nurses have earned the CNL credential since 2006. View the current Certification Program statistics at: [https://www.aacnnursing.org/Portals/42/CNL/CNLStats.pdf](https://www.aacnnursing.org/Portals/42/CNL/CNLStats.pdf).

<table>
<thead>
<tr>
<th>Future Exam Dates</th>
<th>Registration Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Spring 2021</strong></td>
<td>April 19 - May 14, 2021</td>
</tr>
<tr>
<td><strong>Summer 2021</strong></td>
<td>July 12 – August 6, 2021</td>
</tr>
</tbody>
</table>
MARKETING

- February 24, 2021 – CNC hosted the Virtual CNL Research Symposium: *Back to Basics! How CNLs Evaluate and Apply Research*. A total of 145 individuals registered for our 10th year program. Speakers included: Marilyn H. Oermann, PhD, RN, ANEF, FAAN, Miriam Bender, PhD, RN, CNL, Veronica Rankin, DNP, RN-BC, NP-C, CNL, NE-BC, Helen Lach, PhD, RN, CNL FGSA, FAAN, and Bridget Graham, MSN, RN-BC, CNL.
- March 19, 2021 – CNC will celebrate Certified CNL Day with the theme: *CNLs Innovating Through Unprecedented Times*. CNC has developed online promotional materials for CNLs, employers and non-certified nurses to download. CNC will also host its CNL Day Webinar on March 19th at 2 pm ET. CNC also announced the “I Have the CNL Power” Essay Writing Contest open to students, CNLs, faculty and nursing executives. The contest deadline is March 5th.
- CNC also continues to post ads in Minority Nurse and Nurse Leader magazines.