



## 2020 CALL FOR APPLICATIONS

### *AACN Elevating Leaders in Academic Nursing Program (ELAN)*

*July 26-31, 2020-Oakridge Hotel & Conference Center - Chaska, MN*

#### **PURPOSE**

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The Elevating Leaders in Academic Nursing Program (ELAN) is designed for aspiring deans and senior faculty in leadership roles. This new program provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and collegial support. The goal of this program is to enhance the executive leadership skills of:

- Individuals in mid to upper-level faculty positions who have experience in academic administration roles and who aspire to lead the nursing academic unit.

This fellowship is designed for those who have experience in academic administration and who aspire to more senior administrative or executive positions within the nursing academic unit. *It is not intended to prepare junior faculty for positions of higher responsibility.*

The year-long program provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and shares growth and development.

#### **BACKGROUND**

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The development of high-level leadership skills in faculty and administrators in schools of nursing is vital to the success of the baccalaureate and graduate nursing enterprise given the complex challenges being faced by these organizations. Individuals in leadership roles at schools of nursing are challenged by an array of complex issues including:

- Financial constraints faced by higher education
- The need to develop effective partnerships with the practice environment to assure the development of training opportunities and appropriately educated professional nurses
- The need for strategies to recruit diverse student populations to the field
- The need to partner with multiple players to meet these challenges

Moreover, there is growing awareness that the aging of the nursing profession also is reflected in the demographics of those individuals who are administering academic nursing programs. One of AACN's overarching goals for the ELAN program is to help change the demographics of chief academic nursing administrators by preparing a more diverse cadre of faculty for leadership roles earlier in their career.

## PROGRAM DESCRIPTION

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ELAN features an intensive week long seminar, focused assessment activities, facilitation of a mentorship experience, opportunities for follow-up with seminar faculty, and the sharing of ideas and resources among fellows. The program focuses on key leadership competencies needed in complex nursing education and healthcare environments. ELAN is devoted to general executive leader development. *Note that fiscal and academic issues, while discussed and used as examples, are not the primary focus.* Previous Fellows have evaluated the content very highly, calling it “life changing”. Seminar topics include the following:

Introduction of the Key Vision and Framework for a Strategic Intervention on Leadership:

- Theories of leadership
- Relating theory to strategic actions
- Evidence for validation
- Value of a full range assessment and intervention
- Review and evaluation of the strategic assessment

From the Broad to the Specific:

- Strategic assessment of the individual – possibilities for growth and change
- Peer learning and feedback mechanisms
- Case studies for change
- Creating personal models for strategic growth and change

Targeted Cultural Change:

- Linking the individual’s assessment to the organizational culture
- Developing plans for intervention
- Establishing long-term networks
- Change and conflict
- Evaluation and redesign

## ELIGIBILITY AND SELECTION CRITERIA

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ELAN is competitive, resulting in a select group of leadership fellows. Applicants must be nurse educators employed at [AACN member institutions](#), meet the eligibility criteria, and provide evidence of institutional support for this program.

Specific eligibility requirements:

- Educational preparation and licensure in nursing
- Faculty or administrative appointment in a school of nursing
- Progressive experience in academic administrative roles and positions
- Professional goals congruent with the aims of the fellowship program

Applicants selected to participate in ELAN will be expected to:

- Complete all the self-assessment processes prior to the seminar (360 degree review, etc.)
- Attend the **entire** seminar, Sunday, July 26-Friday, July 31, 2020
- Facilitate the payment of the \$4,000 program fee
- Book and fund any hotel nights outside of the 6-nights covered at the Oakridge Conference

- Center.
- Participate in group discussions during the fellowship year via AACN Connect
- Commit to developing personal and professional skills to assume the role of chief academic administrator of a school of nursing

Priority is given to individuals seeking leadership development in order to transition into the role of dean/director, or who have the potential for long-term commitment to the role of a chief academic administrator of a nursing program. Selected fellows will be expected to attend the entire conference and participate in all educational and evaluation activities.

## **CONFERENCE DATES AND REGISTRATION FEE**

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Recognizing individuals' and schools' fiscal constraints, every effort has been made to conserve expenses.

**The registration fee of \$4,000 includes five nights lodging** (private room and bath), **all meals during the conference** (less one dinner), **morning and afternoon breaks, and all conference services and materials, including assessment instruments.** Additional nights for those who require it will be arranged by the individual directly with the hotel. Substitution of hotels by fellows is not permitted. Participants are responsible for their own transportation. Further information about the conference and location will be sent to selected fellows, and payment will be due shortly after selection. **Do not send payment with the application.**

## **APPLICATION PROCESS**

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**Applications must be submitted online.** All five elements of the application must be submitted together: Applicant Information, Institution/Program Information, Biographical Information, Identification of Goals and Competencies Statement, and Evidence of Institutional Support Letter. Please adhere to page limitations stated in the application. Please read directions below before accessing the online application.

**Applications must be received by AACN no later midnight (EST) on March 15th, 2020 in order to be considered.** Incomplete applications will not be forwarded to the selection committee. Final notifications will be made no later than May 15<sup>th</sup>, 2020.

Inquiries about the application may be directed to:

**Sean Holloway**  
Administrative Assistant  
(202) 463-6940 ext. 243  
[sholloway@aacnnursing.org](mailto:sholloway@aacnnursing.org)

## **ONLINE APPLICATION FORM**

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The online application has five parts:

**Part I: Applicant Information**

**Part II: Institution Information**

### **Part III: Personal Information**

Please **attach a MS-Word document file (no PDF files)** in the online application that includes the information listed below. Your responses should be typed in 12-point font, use the following headings, have one inch margins, and be no more than five pages in length.

#### **PLEASE DO NOT SUBMIT YOUR COMPLETE CURRICULUM VITA!**

(Attach a MS-Word document addressing only the items below)

1. Professional Education
2. Professional Experiences - list position titles, locations, and inclusive dates
3. Management/Administrative Experience - with emphasis on academic programs
4. Presentations
5. Publications
6. Membership in Professional Organizations
7. Honors/Awards

### **Part IV: Identification of Goals and Competencies**

1. Specify up to four goals or competencies that you hope to accomplish as a result of participating in ELAN.
2. Discuss your long-term commitment to obtaining the role of chief academic administrator of a school of nursing and describe activities you plan to accomplish at your school during the fellowship year to better prepare yourself for the role of academic executive.

### **Part V: Evidence of Institution Support**

- **Attach a letter** in the online application from an administrator at your school on **school letterhead** indicating the institution's support of your attendance at ELAN in July 2020 (*including payment of your conference fee*), as well as its support of limited activities during the fellowship year (in order to allow time for you to complete assessments, participate in webinars, monitor projects, and work with your mentor).

### **Part VI: Statistical Information (optional)**

1. Participation in past AACN offerings
2. Optional Information

**[ACCESS THE ONLINE APPLICATION](#)**

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