LEADERSHIP DEVELOPMENT AT AACN

Preparing the Next Generation of Academic Leaders
As academic nursing leaders we have to stay abreast of regional and national trends that are impacting nursing and higher education. Deans and faculty have a responsibility to use their expertise to shape the future of nursing education in order to address health disparities and to improve access to quality, safe patient-centered care for all. The American Association of Colleges of Nursing provides a wide array of opportunities for nursing leaders to add their voices to these important conversations—I hope that you will consider volunteering your time and expertise to advance AACN’s work on behalf of academic nursing.”

Jane Kirschling, PhD, RN, FAAN
Dean and Professor
University of Maryland
School of Nursing

Leadership development has been a cornerstone of AACN’s programs and services since the association’s inception more than 50 years ago. Designed to provide enrichment experiences to today’s top administrators and prepare the next generation of academic leaders, AACN’s diverse menu of offerings serves all members of the nursing school enterprise, including deans, associate deans, program directors, faculty at all levels, and administrative staff.

To ensure that all AACN members have access to enrichment experiences tailored to their needs, AACN has launched AACN LEADS. Though several existing programs are being reconceptualized to meet contemporary leadership development needs, several new programs have been introduced and are currently taking shape under the banner of AACN LEADS.

This brochure provides an overview of the many leadership development programs and opportunities available to individuals affiliated with AACN member schools. For more details, see www.aacnnursing.org/Leadership-Development.
AACN LEADS PROGRAMS

Advancing Academic Leadership for New Deans
This program provides an intensive 13-month experience led by the Center for Creative Leadership (CCL). The comprehensive program includes four face-to-face meetings, including three of which are tied to AACN meetings. Participants will develop and implement a leadership project at their home institutions utilizing the principles they are learning. At the end of the program, the top leadership projects implemented from those in the cohort will be selected for presentation at an AACN meeting. Registration opens each fall and is open until the available slots are filled or the start of the first face-to-face experience in October.

Elevating Leaders in Academic Nursing (ELAN)
This program is designed for aspiring deans and senior faculty in leadership roles. This year-long fellowship 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. Built on the success of the Leadership for Academic Nursing Program (LANP), the same creative team has expanded and updated ELAN, making attendance key to the development of a skill set necessary for those aspiring to a deanship or a higher level of administrative responsibility. The fellowship features a six-day immersion experience and two virtual meetings over the course of a year. Applications are competitive, and the deadline to apply is mid-spring for an immersion experience in July.

Senior Academic Nursing Leadership Program
The AACN-Wharton Executive Leadership Program is a world-class enrichment program for seasoned academic nursing leaders hosted on-campus at the top-ranked Wharton School in Philadelphia, PA. The curriculum has been revised for 2020 and is designed to provide the concepts and tools needed to enhance leadership capacity and hone the skills essential to moving forward with a strategic vision. This program addresses issues related to managing and leading change, influencing and galvanizing a diverse set of stakeholders, and building enterprising relationships in highly volatile environments. Participants leave equipped with an advanced set of negotiation, leadership, and influencing skills, and the confidence and ability to serve on or lead high-powered boards. Selection is competitive and applications are due in late-spring for the August leadership experience.
MentorLINK
AACN’s new mentoring program brings together experienced deans with deans/directors who are both new to their role and/or looking for wisdom on how to overcome challenges in their settings and to maximize their impact. This structured, 7-month experience guarantees contact at least once a month and features leadership development webinars, creation of a 5-year career plan, and time for networking with your mentor at national AACN meetings. All elements incorporate the principles of commitment, mutual respect, empathy, flexibility, and advocacy. Applications open in the spring with the program starting in early fall.

Leadership Education Modules
AACN is developing a series of educational modules focused on leadership development, which can be accessed by members on demand. Each module covers a constellation of leadership principles and is multi-modal, which means they feature curated content and exercises designed to build new skills and amplify effectiveness. Modules will spotlight insights and lessons learned from former AACN leaders. The first modules will launch in 2020.

OTHER LEADERSHIP DEVELOPMENT OPPORTUNITIES

Be a Leader Among Leaders
Offered during the AACN Deans Annual Meeting, the Be a Leader Among Leader session provides an overview of opportunities available for members to volunteer with the Association to impact nursing education at the national level through participation on task forces, advisory committees, the Board of Directors, and in other high-profile capacities. These opportunities facilitate leadership development and allow members to concentrate on areas of particular interest. Volunteering for these positions happens year-round and you can update your preferences on your MyAACN dashboard under volunteer and engagement opportunities.

New Dean Dialogue
AACN schedules a New Dean Dialogue at many of our conferences to give deans the opportunity to connect with a member of the Board of Directors or the Membership Committee in a small informal setting. In addition, during the Academic Nursing Leadership Conference and AACN Deans Annual Meeting there is a Membership Orientation where we encourage those new to their role or new to the association to learn about AACN’s membership benefits and opportunities for engagement.
Leadership Networks
AACN’s Leadership Networks provide information, networking, and professional development for nursing school faculty and staff. The Networks bring peer professionals together to share best practices and success stories, sharpen leadership skills, and take full advantage of AACN resources. Professionals engaged in a variety of functions within the nursing academic unit are represented among the seven networks. The Networks foster professional growth and development, information sharing, communication, and discussion of key issues among nursing school faculty and staff at member institutions. Networking within these groups will be facilitated through programs, meetings, and electronic communications.

Membership is available in seven Leadership Networks:
- Business Officers of Nursing Schools (BONUS)
- Faculty Leadership (FLN)
- Graduate Nursing Admissions Professionals (GNAP)
- Nursing Advancement Professionals (NAP)
- Organizational Leadership (OLN)
- Practice Leadership (PLN)
- Research Leadership (RLN)

Executive Development Series
AACN’s Executive Development Series (EDS) increases the knowledge and skills needed for successful leadership in a school of nursing at a time of complex and accelerating change. Featuring noted experts in leadership development, the format of the EDS meetings encourages discussion among participants as well as application of program content to one’s own setting. Topics change each year and offer insights into the responsibilities faced by nursing school leaders in a variety of administrative roles. The fall EDS takes place prior to an AACN faculty-focused conference and is open to all faculty as well as deans/directors. The spring EDS takes place as a pre-conference to the AACN Deans Annual Meeting and offers leadership development specific to those in dean or director roles.
Summer Seminar

Every July, interested deans and faculty gather to discuss issues in higher education and engage in executive development focused on strategies for academic leadership. Participants are encouraged to relax, renew, and refresh in unique settings conducive to executive development. Themes and topics address contemporary issues in nursing higher education and provide executive development for aspiring, new, and experienced deans as well as others in academic leadership positions. Leadership teams within the academic setting are encouraged to attend.

Conferences & Recordings

Take advantage of live events as well as audio and video recordings from select conferences. These recordings provide a great opportunity to tune in for those unable to attend the conference and a chance for participants to virtually relive their favorite sessions by noted thought leaders and experts. See AACN’s website for details on upcoming conferences and for on-demand recordings of past conference sessions.

Webinars

These one-hour sessions cover varied topics and are an excellent source for professional development and continuing education credit. Learn more about the topics effecting you on your own schedule with access to over 200 on-demand webinars free of charge in addition to the 40+ presentation delivered each year.
AACN Connect
Free for faculty and deans/directors from AACN member schools, AACN Connect is an online collaboration community that facilitates the sharing of best practices, curriculum concerns, innovations, feedback, and networking with colleagues nationwide. The platform provides a convenient way for AACN members to ask for expert advice, seek practical solutions to everyday challenges, identify new approaches to teaching, and share the latest news impacting academic nursing.

**LEADERSHIP OFFERINGS AT A GLANCE**

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Find out more about all of the leadership development programs and opportunities available through AACN on the web at [www.aacnnursing.org/Leadership-Development](http://www.aacnnursing.org/Leadership-Development).
Designed to provide a variety of learning opportunities to all individuals along the leadership continuum, from novice faculty to seasoned administrator, AACN LEADS introduces a portfolio of programs for new, early career, and experienced deans, associate deans, program directors, and faculty. AACN uses the acronym LEADS to intentionally match specific levels of programming with the audiences served:

**Leveraging Your Potential:** For Faculty  
**Elevating Your Influence:** For Aspiring Deans and Faculty in Leadership Roles  
**Advancing Your Impact:** For New Deans  
**Determining the Future:** For Early Career Deans  
**Seizing Opportunity:** For Experienced Deans

Please contact Cynthia Leaver, AACN Director of Academic Nursing Development, at cleaver@aacnnursing.org if you have any questions about any of AACN's leadership programs.