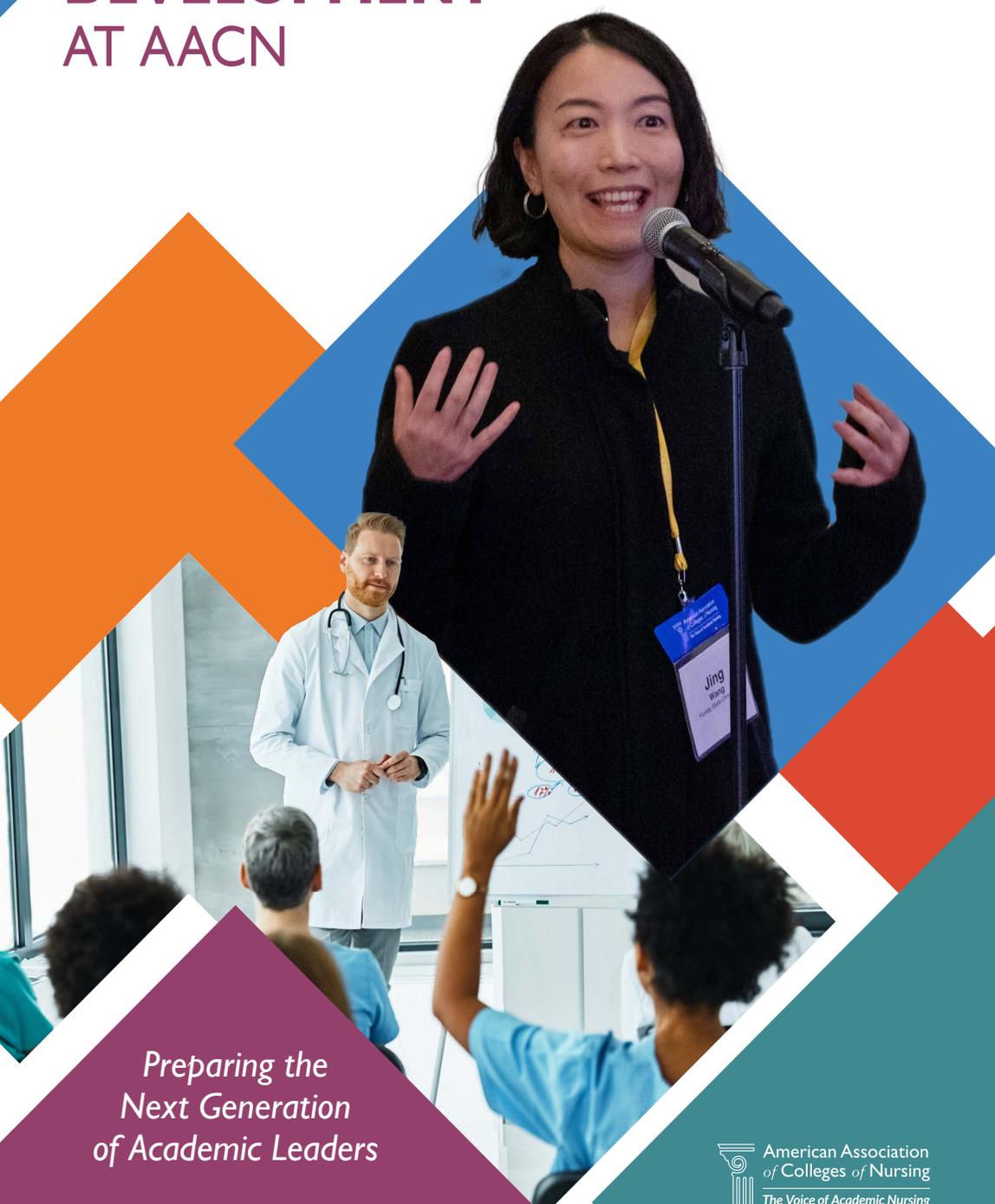


# LEADERSHIP DEVELOPMENT AT AACN

AACNLEADS  
TRANSFORMING ACADEMIC NURSING LEADERSHIP



*Preparing the  
Next Generation  
of Academic Leaders*

 American Association  
of Colleges of Nursing  
*The Voice of Academic Nursing*

*“ Leadership development is an essential, intentional journey. The skills we learn to be excellent nurses and to be effective educators are different from those leadership skills needed to advance nursing academics. To effectively lead in today’s complex nursing academic environments, nurse leaders must invest in professional development opportunities that build skills to advance policy, impact change, promote innovation, lead strategy, and effectively negotiate.”*

Victoria Niederhauser,  
DrPH, RN, FAAN  
Dean & Professor,  
University of  
Tennessee-Knoxville

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 for 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 AACN members have access to enrichment experiences tailored to their needs, AACN has launched **AACN LEADS**. Designed to provide a variety of learning opportunities to all individuals from novice faculty to seasoned administrator, **AACN LEADS** encompasses a portfolio of leadership development opportunities designed to help you maximize your impact, influence, and success.

This brochure provides an overview of the many leadership development programs and opportunities available to individuals from AACN member schools. For more details, see [www.aacnursing.org/Leadership-Development](http://www.aacnursing.org/Leadership-Development).



# AACN LEADS PROGRAMS

## Leadership Education Modules

AACN offers a series of educational modules as a resource for nursing professionals at all levels, including those aspiring to leadership roles. This on-demand series offers guidance and practical strategies on how to navigate real-world challenges and amplify your effectiveness. Content is designed to stimulate fresh thinking and provide solutions to some of your most pressing challenges. Modules will enrich your understanding of key principles and practices needed for leaders to succeed in the academic arena.

## 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, two virtual learning sessions, and peer group work over the course of a year. Applications are competitive, and the deadline to apply is mid-spring for an immersion experience in the summer.

## Advancing Academic Leadership for Deans (AALD)

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 conference. The application opens each fall until all available slots are filled or the start of the first face-to-face experience in March.

## Peer-to-Peer: AACN's Dean Mentoring Program

This free program pairs experienced deans with early career deans, who will receive guidance, insights, and strategies for leading within the academic nursing environment. The Mentor Dean and Mentee Dean are matched for the academic year. Mutual goals will be developed by the participants, which may include guidance to address specific challenges, navigating the academic environment, networking and partnership building, and connecting with AACN programs and resources.

## Senior Academic Nursing Leaders 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 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, held every other year.

# AACN LEADS

## Forge Your Path in Academic Nursing

AACN LEADS offers diverse learning opportunities for those at every stage in their career in nursing education. Whether you're a current or aspiring faculty leader, a new or experienced dean, LEADS allows you to embark on the path that suits your current position, empowering you to excel and thrive at every stage of your leadership journey.

### Senior Academic Nursing Leaders

AACN-Wharton Executive Leadership Program

### Peer-to-Peer

AACN's Dean Mentoring Program

### Deans Early to Their Role

Advancing Academic Leadership for Deans (AALD) Program

### Aspiring Deans and Faculty Leaders

Elevating Leaders in Academic Nursing (ELAN) Program

Your Road to Success

All Academic Nursing Leaders  
Leadership Education Modules



# ADDITIONAL LEADERSHIP DEVELOPMENT OPPORTUNITIES

## 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 eight 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.

## Diversity Leadership Institute

AACN's Diversity Leadership Institute provides an overview of the current state of diversity, equity, and inclusion (DEI) in academic nursing and the role of Diversity Officers in nursing education and practice. Program facilitators frame DEI within the context of higher education and academic nursing while presenting high-involvement strategies and practices that can be deployed at schools of nursing.

## Executive Development Series

AACN's Executive Development Series (EDS) increases the knowledge and skills needed for successful leadership in a school of nursing. 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 is open to all faculty as well as deans/directors, and the spring EDS is open to only those in deans/directors roles.

## Summer Seminar

Every July, deans and faculty gather to discuss issues in higher education and engage in executive development focused on academic leadership. Participants are encouraged to relax, renew, and refresh in unique settings conducive to learning. Themes address contemporary issues in health care and higher education and provide executive development for aspiring, new, and experienced deans and other academic leaders. Teams are encouraged to attend.

## Conferences & Digital Conference Library

Take advantage of live, virtual, and hybrid 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 to revisit favorite sessions by noted thought leaders. 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 of interest to you on your own schedule with access to over 300 free on-demand webinars in addition to the 40+ presentations delivered each year.

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).





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**Please contact Dr. Cynthia Leaver, Director of Academic Nursing Development, at [cleaver@aacnnursing.org](mailto:cleaver@aacnnursing.org) if you have any questions about any of AACN's leadership programs.**



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