**HONORS BESTOWED AT 2018 ACADEMIC NURSING LEADERSHIP CONFERENCE**

At AACN’s Academic Nursing Leadership Conference, held in Washington, DC, October 27-30, members and guests gathered to honor four distinguished and deserving individuals.

Prior to the association’s Business Meeting, AACN Chair of the Board of Directors Ann Cary presented Dr. Jane Kirschling with the Sister Bernadette Armiger Award, which is bestowed annually to an individual who has made outstanding contributions to the association, to nursing education, and to the advancement of the nursing profession. The award was established to honor the distinguished service of AACN’s third president. Dr. Kirschling has been highly engaged in service to AACN for many years, including serving as Board Chair from 2012-14. Currently, she is the dean of the School of Nursing at the University of Maryland.

Dr. Cary next presented Darlene Curley with an Honorary Associate Membership Award. This award recognizes individuals who have made outstanding contributions to the goals of the association. Ms. Curley currently serves as Chief Executive Officer of the Jonas Philanthropies and is Senior Fellow of Jonas Nursing and Veterans Healthcare. In her position at the Jonas Foundation, Ms. Curley has made significant contributions to AACN’s goal of being a leading partner in advancing improvements in health, healthcare, and higher education. Her leadership has had a significant impact on addressing the nation’s critical shortage of nursing faculty and primary care leaders.

Receiving an AACN Emeritus Membership Award was Dr. Jeanne Novotny, an honor granted to those institutional representatives who have retired from the deanship and to whom the honorary title emeritus has been conferred by their respective institutions. Dr. Novotny has held two deanships over the past 17 years, first at Fairfield University and then at Texas Tech University. During those years she demonstrated her commitment to AACN through her regular attendance and active participation in the organization, including serving as Chair of the Academic Progression Task Force.

Also receiving an Emeritus Membership Award was Dr. Pamela Watson, who retired in September 2017 from the University of Texas Medical Branch having served as dean there since 2001. Prior to that, Dr. Watson served as the nursing dean at Thomas Jefferson University from 1987-2001. Dr. Watson has been connected to AACN for 30 years and during that time served on the Board of Directors and in many volunteer capacities to advance the work of the organization and our mission.

Photos of all AACN award recipients can be found on our website.

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**INSIDE SYLLABUS:**

**Q&A WITH PETER BUERHAUS**

**2018 NURSE FACULTY SCHOLARS SELECTED**

**AACN MEMBER SCHOOLS RECEIVE FUNDING TO PROMOTE THE ALL OF US RESEARCH PROGRAM**

**AACN MEMBER SCHOOLS RECOGNIZED FOR EXCELLENCE AT THE ANLC**

**JULIE SCHALSKI RECEIVES THE 2018 AACN LOIS CAPPS POLICY LUMINARY AWARD**

**PATRICIA HOROHO RECEIVES JOHN P. MCGOVERN AWARD**

**OPPORTUNITIES & MORE**

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**REGISTER NOW FOR IPEC WEBINAR**

**2018 USPHS IPEC Award: ETSU Responds to the Opioid Epidemic**

*Hosted by the Interprofessional Education Collaborative (IPEC)*

December 13 | 2-3 pm ET
Six Minority Nurse Faculty Scholars have been selected through the Johnson & Johnson/AACN Minority Nurse Faculty Scholars program, funded by the Johnson & Johnson Campaign for Nursing’s Future. This program, developed to help address the faculty shortage while enhancing diversity among nurse educators, offers generous financial support, mentoring, and leadership development to graduate students from minority backgrounds who aspire to teach in our nation’s schools of nursing.

Joining the 60 scholars previously selected for this prestigious honor are the following students, who are enrolled in PhD and DNP programs (pictured above, left to right):

• **Lourdes Carhuapoma**, University of Virginia
• **Jenna Magallanes**, University of Michigan
• **Angelina Nguyen**, University of Arizona
• **Safiyyah Okoye**, Johns Hopkins University
• **Sangita Pudasainee-Kapri**, Rutgers University - Camden
• **Armiel Suriaga**, Florida Atlantic University

“AACN recognizes the strong connection between preparing a culturally diverse nursing workforce and the ability to provide quality patient care,” said Dr. Ann Cary, Chair of the AACN Board of Directors. “We applaud the Johnson & Johnson Campaign for their generous support of our Faculty Scholars program that is opening new doors to careers in academic nursing for some of our best and brightest graduate students.”

More details and photos of this year’s scholarship recipients are posted on the AACN website.

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### AACN Member Schools Receive Funding to Support Efforts to Accelerate Health Research and Extend Precision Health

Nine nursing schools have been selected to receive funding through AACN’s Mini-Grants Awards Program to educate diverse communities about the All of Us Research program. The nine schools receiving funding include:

- California State University, San Bernardino
- Duquesne University (PA)
- Northwestern State University (LA)
- Saint Peter’s University (NJ)
- Sam Houston State University (TX)
- Southern University of Baton Rouge (LA)
- University of Louisiana, Lafayette
- University of Maryland
- University of Tennessee

“The All of Us Research program is making a real difference in strengthening the nation’s research data repository, and AACN is proud to advance this important effort,” said Dr. Ann Cary, Chair of the AACN Board of Directors. “By supporting the All of Us Research program and expanding the pool of individuals available to participate in critical research initiatives, academic nursing is helping to improve the health of all people in the United States by extending precision medicine to develop more effective ways to treat and prevent disease.”

Launched by the National Institutes of Health (NIH), the All of Us Research program seeks to build a national research cohort of one million or more participants reflecting the diversity of the United States. AACN joined with NIH to advance this initiative by administering a mini-grants program to facilitate the engagement of the nursing education community with the All of Us Research program, and in particular, its focus on including historically underrepresented communities in biomedical research. Funding received through this program will be used to increase awareness of the program and the importance of participation of UBR members. This initiative uses collaboration between established community partners and nursing schools to disseminate information on the All of Us Research program.

To learn more about the All of Us Research program, visit [https://allofus.nih.gov](https://allofus.nih.gov).
JULIE SOCHALSKI RECEIVES THE 2018 AACN LOIS CAPPs POLICY LUMINARY AWARD

At the Academic Nursing Leadership Conference, AACN proudly presented Dr. Julie Sochalski with the 2018 AACN Lois Capps Policy Luminary Award. Dr. Sochalski is Associate Professor of Nursing and Associate Dean for Academic Programs at the University of Pennsylvania School of Nursing. She also is the current chair of AACN’s Health Policy Advisory Council. Dr. Sochalski’s advocacy and determination to empower nurses to lead and impact policy is a beacon to the next generation of nurse leaders. The award is presented annually in recognition of outstanding nursing leaders for their contributions to healthcare policy. Shown here (left to right) are AACN’s President and CEO Deborah Trautman, Dr. Sochalski, and AACN Government Affairs Committee Chair Kristen Swanson.

PATRICIA HOROHO RECEIVES JOHN P. MCGOVERN AWARD

At AACN’s Academic Nursing Leadership Conference, the John P. McGovern Lectureship Award was presented to retired Lieutenant General Patricia Horoho, Chief Executive Officer, OptumServe. As the first woman and the first nurse to hold the position of Army Surgeon General, Lt. Gen. Horoho commanded the U.S. Army Medical Command and served as the commander of the Walter Reed Health Care System. Lt. Gen. Horoho presented her lecture to conference attendees upon receiving the McGovern Award.

CCNE DISTRIBUTES EXECUTIVE SUMMARY OF REVISIONS TO ITS STANDARDS FOR ACCREDITATION OF BACCALAUREATE AND GRADUATE NURSING PROGRAMS (2018)

Find the full Executive Summary on the CCNE website.

AACN MEMBER SCHOOLS RECOGNIZED FOR EXCELLENCE AT THE ANLC

At the Academic Nursing Leadership Conference, eight AACN member schools were recognized for their excellent work. The Innovations in Professional Nursing Education Award recognizes pioneering educational initiatives launched by AACN member institutions. Awards were presented in four institutional categories:

- **Small/Liberal Arts Colleges**: Saint Francis University Department of Nursing.
- **Academic Health Centers**: University of Texas at Austin School of Nursing.
- **Private Colleges/Universities**: Nebraska Methodist College of Nursing and Allied Health.
- **Public Colleges/Universities**: Rutgers University-Camden School of Nursing.

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

- **University of San Francisco School of Nursing and Health Professions** and Kaiser Permanente Nurse Scholars Academy
- **University of the Incarnate Word School of Nursing and Health Professions** and Methodist Specialty and Transplant Hospital
- **University of Utah College of Nursing** and Juvenile Justice Services

The New Era for Academic Nursing Award recognizes AACN member institutions that have successfully implemented recommendations from AACN’s report *Advancing Healthcare Transformation: A New Era for Academic Nursing*. This year’s award was presented to the **University of Alabama at Birmingham School of Nursing** and the University of Alabama at Birmingham Hospital.
Q&A with Peter Buerhaus

PETER BUERHAUS, PhD, RN, FAAN

Dr. Peter Buerhaus is a nurse and a healthcare economist, well known for his studies on the nursing workforce in the United States. He is a Professor of Nursing and Director of the Center for Interdisciplinary Health Workforce Studies at the College of Nursing, Montana State University. Before coming to Montana State University, Dr. Buerhaus was the Valere Potter Distinguished Professor of Nursing, Senior Associate Dean for Research Vanderbilt University School of Nursing, Professor of Health Policy at Vanderbilt University (2000-2015), assistant professor of health policy and management at Harvard School of Public Health (1992-2000), and assistant to both the chief executive of the University of Michigan’s seven teaching hospitals and to the Vice Provost for Medical Affairs. He has published more than 130 peer-reviewed articles with five publications designated as “Classics” by the Agency for Healthcare Research and Quality. Dr. Buerhaus was inducted into the American Academy of Nursing in 1994 and elected into the National Academy of Sciences Institute of Medicine in 2003. He currently serves on the Board of Directors of AcademyHealth and the Bozeman Deaconess Health Care System. In 2010, Dr. Buerhaus was appointed Chair of the National Health Care Workforce Commission, which was created under the Affordable Care Act to advise Congress and the Administration on health workforce policy.

What is the role and focus of the Center for Interdisciplinary Health Workforce Studies at Montana State University?

The center conducts studies on the healthcare workforce from multiple perspectives: economics, forecasting, determining the quality and outcomes of care, conducting surveys, and investigating new sources of data. We often post the results of our analyses on our website and publish articles in peer-reviewed journals. The center also offers webinars on health workforce topics and works closely with the National Forum of Nursing Workforce Centers to organize national healthcare workforce conferences.

It’s been nearly 10 years since the publication of your book, *The Future of the Nursing Workforce in the United States.* Are the trends you forecasted then being realized (or on course to be realized)?

Yes and no. In the book we stressed the impending retirement of the nursing workforce and the grave implications to the healthcare delivery system and to the nursing profession if the baby-boom generation of nurses is not replaced. In addition to the book, we published many studies in highly visible journals showing changes in the nurse workforce and interacted extensively with the media. As a consequence, both the private and public sectors developed initiatives that have succeeded in attracting the millennial generation into the nursing profession over the past 10 to 15 years.

While it is both wonderful and critically important that so many people born in the millennial generation continue to become nurses and join the nursing workforce to replace the 1 million baby boom RNs who will have retired by 2030, it is also the case that a different imbalance has emerged in the nursing labor market. What I mean

Are nursing schools providing adequate numbers of graduates to meet current demand for registered nurses and APRNs?

I believe they are. In some regions of the country, however, I am concerned that the growth in the supply of nurses may not match demand. Particularly worrisome is the eastern seaboard starting in the New England region and extending into Florida. Stay tuned for our updated nine-region forecast of the growth in the supply of nurses through 2030.

Is there evidence to indicate that the national supply of nurses will not match the demand by 2030?

At the moment, the current national supply and demand for nurses appears to be in relative balance. Demand will grow over the next 12 years due to population growth, the aging of 76 million baby boomers and increasing health insurance coverage. At the same time, the supply of nurses is expected to grow. Whether the future supply will match future demand is difficult to forecast, particularly because forces will undoubtedly develop that will affect either the supply or demand for nurses, or both. It’s why we need to have constant monitoring of changes in the forces that affect both supply and demand.

Are there any problems with younger nurses replacing retiring nurses over the next decade (i.e., lack of experience, level of education, too few mentors)?

While it is both wonderful and critically important that so many people born in the millennial generation continue to become nurses and join the nursing workforce to replace the 1 million baby boom RNs who will have retired by 2030, it is also the case that a different imbalance has emerged in the nursing labor market. What I mean
Q&A with Peter Buerhaus

Q&A continued from page 4

is that currently we are losing 2 million years of nursing knowledge and experience each year, and this will continue through 2030 as the baby-boom generation retires. Millennial nurses, in contrast, do not have the 15, 20, and 30 or more years of nursing experience that the baby-boom generation has acquired. Therefore, I’m concerned about how well our healthcare delivery organizations are helping prepare the millennial nurses to take care of the growing numbers of older Americans, many of whom have multiple complex chronic conditions that will require intense nursing care in hospitals, outpatient settings, or in home and community settings. We’ve written about this issue and I believe more and more organizations are stepping up to meet this challenge.

How are nurse practitioners (NPs) becoming a more important part of the healthcare workforce?

The numbers of NPs are growing rapidly relative to physicians and physician assistants as we recently reported in the New England Journal of Medicine. This is an extraordinarily important development since the forecast for primary care physicians and overall physician shortages have grown worse. We now have four decades of studies showing evidence that NPs provide care of equal and sometimes better quality than physicians. Public policymakers have become increasingly concerned about the growing numbers of people with inadequate access to healthcare, now estimated at more than 80 million Americans. Private organizations such as the National Academy of Medicine, healthcare foundations, think tanks, hospitals, healthcare delivery systems, and others have increasingly supported the expanded numbers and roles of the NP. The growth in the number of NPs is a timely development in helping ensure the public’s health, fostering interprofessional education, and advancing the nursing profession.

What are the hurdles limiting the scope of practice for NPs?

The hurdles involve a lack of awareness about what NPs do, their quality of care, the outcomes produced, the types and cost of care, the populations of people they treat, particularly vulnerable populations (namely, women, non-Whites, American Indians, disabled, and dual eligible) and those living in rural areas. Most physicians have never read studies of the contributions of NPs and often believe what certain professional organizations say about NPs, and how the growth of NPs may affect their incomes, result in their replacement, how the quality of care will suffer, and so on. Of course, evidence shows that these fears are unfounded. But there is more to it than state-level scope of practice restrictions. Even in states that do not restrict NPs, hospital boards, medical staffs, and other groups effectively restrict NP scope of practice to varying degrees, which can negatively impact access to care and the cost of care. Consider for example a nurse midwife who wants to practice in a rural area and needs hospital admitting and practice privileges. The nurse midwife is unlikely to practice in settings that restrict her practice. Because nurse midwives provide substantial amounts of primary care, patients’ access to primary care is also restricted in addition to maternity and midwifery services. So there’s a lot of work to be done to deal with unfounded fears and to overcome the resistance of individuals, organizations, and state governments.

How can academic nursing leaders play a role in helping NPs overcome the challenges they face in the current healthcare system?

I believe the most important challenge confronting academic nursing leaders regarding NPs is dealing with low-performing, advanced-practice nursing education programs. The growth of these programs has been meteoric, with the result that some programs are skimping and doing a poor job educating our advance-practice nursing workforce. Producing low quality APRNs is in no one’s interest, particularly patients. Academic nursing leaders need to identify low performing programs, decide whether they can quickly and decisively improve them, or else urge accrediting organizations to take appropriate actions, including shutting them down. This is a big leadership challenge, and I hope to see vigorous action in this area.

Looking ahead, what challenges and opportunities face the nursing workforce in the US?

Challenges ahead involving the healthcare workforce—including nursing—is that we are not prepared to deal with the aging of our nation’s population, the current and future physician shortages, crisis level shortage of behavioral health workforce, and nurses lack of preparation for practicing in a value-based healthcare delivery and value-based payment system. All of these are occurring simultaneously. With respect to opportunities, I would love to see the nursing profession contribute by developing an all-out effort to lower the costs of nursing care and health care. We are long past due in fulfilling our role to reducing costs; we’ve been overly focused on improving quality and outcomes. Another opportunity is to better educate our rapidly growing APRN workforce in behavioral health care and geriatrics. Both of these areas will challenge our healthcare system and all practitioners for years to come, and it makes sense to equip not just APRNs but all nurses with the education and skills needed to address these huge societal challenges. What a wonderful opportunity for nurses to contribute.
### AACN UPCOMING 2019 CONFERENCES

#### January

**PhD Pre-Conference**  
January 16 | Hotel Del Coronado, Coronado, CA

**Faculty Practice Pre-Conference (PLN)**  
*Faculty Practice in a Transforming Healthcare Environment*  
January 16 | Hotel Del Coronado, Coronado, CA

**Research Leadership Network (RLN) Program**  
January 17 | Hotel Del Coronado, Coronado, CA

**Doctoral Education Conference**  
*Doctoral Education: From Discovery to Translation*  
January 17-19 | Hotel Del Coronado, Coronado, CA

#### February

**CNL Summit**  
February 20-22, 2019  
Tampa Marriott Waterside, Tampa, FL

**CNL Research Symposium**  
*Introducing & Invigorating CNL Practice: Evidence, Outcomes and Teamwork*  
February 20 | Tampa Marriott Waterside, Tampa, FL

**Master's Education Conference**  
February 21-23 | Tampa Marriott Waterside, Tampa, FL

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**AACN LEADS**  
TRANSFORMING ACADEMIC NURSING LEADERSHIP

Leadership development has been a cornerstone of AACN’s programs and services since the association’s inception nearly 50 years ago. To ensure that all 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 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 (0-2 years in role)**  
- **Determining the Future: For Early Career Deans (3-5 years in role)**  
- **Seizing Opportunity: For Experienced Deans (5+ years in role)**

Though several existing programs are being reconceptualized to meet contemporary leadership development needs – including the Executive Development Series and the Summer Seminar – there are several new programs currently taking shape under the banner of AACN LEADS.

**FOR DETAILS, VISIT THE AACN WEBSITE**  
[https://www.aacnnursing.org/leads](https://www.aacnnursing.org/leads)
AACN and Skyfactor Benchworks...
Partners in Delivering the Highest Standards to Nursing Education

Since 2010, Benchworks and AACN have:

- Developed **10** AACN Benchworks survey products
- Gathered and analyzed **331,000** survey responses
- Been utilized in **391** different nursing programs in the US

Skyfactor Benchworks (formerly EBI) is proud to partner with AACN to offer solutions for program assessment in Nursing. Our solutions are engineered to be easy to use, while harnessing 20+ years of research and data. Benchworks assessments provide needed information to help determine priorities for improving both undergraduate and graduate nursing programs, along with helping administrators justify resource allocation and provide evidence of program effectiveness for accreditation purposes.
UNIVERSITY OF CENTRAL ARKANSAS

The University of Central Arkansas School of Nursing invites applications for a tenure-track, 9 month, Assistant/Associate Professor position. The faculty member will provide instruction in the BSN, MSN and/or DNP programs, engage in scholarship/research, maintain clinical practice activities, and participate in service activities at the institutional and professional levels. Applicants must have a doctoral degree in nursing (PhD or DNP) or related field with Master’s degree in Nursing and APRN certification and licensure in a related area of clinical practice. Preference is given to candidates who have experience with learning management systems, online teaching and educational preparation as a nurse educator or experience teaching at the baccalaureate, master’s, and/or doctoral levels. More information about the UCA School of Nursing can be found at www.uca.edu/nursing. To apply: https://jobs.uca.edu/

The University of Central Arkansas is an affirmative action/equal opportunity institution dedicated to attracting and participating in service activities at the institutional and professional levels. Applicants must have a doctoral degree in nursing (PhD or DNP) or related field with Master’s degree in Nursing and APRN certification and licensure in a related area of clinical practice. Preference is given to candidates who have experience with learning management systems, online teaching and educational preparation as a nurse educator or experience teaching at the baccalaureate, master’s, and/or doctoral levels. More information about the UCA School of Nursing can be found at www.uca.edu/nursing. To apply: https://jobs.uca.edu/

Our strong values give us identity, direction and purpose. As we have grown, we have distinguished ourselves through our educational programs, research, and service missions. Our MSN and DNP programs are ranked 32nd and 54th, and our online graduate program is ranked 39th by US News and World Report. FAU has one of the most diverse student bodies in the country, and we are designated as a Hispanic Serving Institution. The College of Nursing has two nurse-led centers with opportunities for faculty practice.

We have twelve fellows in the American Academy of Nursing, six fellows in the American Association of Nurse Practitioners and the National Academies of Practice, several Fulbright Scholars, and three Robert Wood Johnson Fellows. Our faculty’s research advances Caring Science in areas of health equity, holistic health, healthy aging across the lifespan and transforming healthcare environments.

Positions available for the 2019-2020 academic year include the following:

Assistant Professor—Candidates for this tenure-earning position should have an earned research doctorate in nursing (PhD or DNS) or a related field, and graduate education/experience in a focused area of practice. Assistant Professor candidates are expected to have a program of research and a track record of publications and presentations.

Associate or Full Professor—Candidates for this tenure-earning or tenured position should have an earned research doctorate in nursing (PhD or DNS) or a related field and graduate education/experience in a focused area of practice. Associate or Full Professor candidates are expected to have a program of research, record of external funding to support research, and a substantial publication record.

All applicants must apply electronically to the currently posted position on the job website https://jobs.fau.edu by completing the Faculty, Administrative, Managerial & Professional Position Application and submitting the related documents (it is important to apply choosing the correct position number). Applicants must be eligible for RN licensure in the state of Florida. A background check will be required for candidates selected. Interested candidates should contact Dean Marlaine Smith at (561) 297-3026 or msmit230@health.fau.edu. Applications will be accepted until positions are filled.

Florida Atlantic University is an Equal Opportunity/Equal Access institution in the provision of its education and employment programs and services. Persons from diverse backgrounds are encouraged to apply. All applications submitted for employment are public records except as exempted under Florida Statutes. Individuals with disabilities requiring accommodation, please call 561-297-3057. TTY/TDD 1-800-955-8771.

FLORIDA SOUTHERN COLLEGE

School of Nursing and Health Sciences

Faculty appointments are available in 2019 for several positions with the nursing programs.

- Tenure track academic year appointment for the Prelicensure Bachelor of Science in Nursing program
- Tenure track 12-month appointment as pediatrics professor and coordinator of Carol Jenkins Barnett Center for Early Childhood Learning and Health
- Tenure track 12-month appointment as MSN program coordinator and faculty member

Required is a master’s degree in nursing from an accredited institution, Florida nursing licensure (active or eligible), and clinical nursing licensure (active or eligible). A completed doctorate in nursing or related field, as well as active certification as a nurse practitioner and experience in the nurse practitioner role is required for the positions as Pediatrics professor and as MSN program coordinator, and for appointment to tenure track. Teaching experience at the appropriate degree level is preferred. Rank and salary are commensurate with qualifications and experience.

Continued on page 9
Hood College invites applications for a full time, tenure-track Assistant Professor beginning no later than January 2019. Candidates should possess a doctoral degree in nursing (or terminal degree in a highly-related field). Candidates with teaching experience in a baccalaureate nursing program preferred. Candidates with experience in developing education and practice partnerships highly desirable. The successful candidate will have demonstrated ability, or strong potential for success, in teaching with excellence across the nursing curriculum. In addition to teaching, the faculty member in this role will focus on building education and practice partnerships, as well as advising nursing students and participate in the work of the department and college. An unencumbered license as a registered nurse eligible to practice in the state of Maryland and teaching experience in nursing are required. A master’s degree in a nursing field is required. A doctorate in nursing or highly related field is preferred. Candidates with teaching experience in a baccalaureate nursing program preferred. A background in acute care adult health care is also preferred.

Qualified candidates are invited to apply on-line via our electronic application, www.hood.edu/jobs, which requires a cover letter, a curriculum vitae, a statement of teaching and research interests, transcripts of master’s/doctoral degree and three current letters of recommendation. When saving documents, all document titles related to your application should include your name, job requisition number and date (e.g., c.smith, 18-0069/112018). Candidates should arrange for three letters of recommendation via mail to Department of Nursing, Hood College, 401 Rosemont Ave., Frederick, MD 21701 or via email to nursing@hood.edu.

The electronic application is found at the end of the job description on the lower right-hand side, “Apply On-line”. If you need assistance with the online application process, please email humanresources@hood.edu or call (301) 696-3592.

Hood College is committed to diversity in its faculty and staff and subscribes to a policy of hiring only individuals legally eligible to work in the United States. EOE/AAP/M/F/Vet/Disability Employer

Hood College does not discriminate on the basis of sex, race, color, national origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, religion, or age in recruitment, admission and access to, or treatment, or employment in its programs, services, benefits, or activities as required by applicable laws including Title IX of the Educational Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973, and complies with the law regarding reasonable accommodation for disabled applicants and students. Inquiries about discrimination or reasonable accommodation should be referred to the Title IX and Section 504 Coordinator at Alumnae Hall, 401 Rosemont Avenue, Frederick, MD, 21701 (AD 312), (301) 696-3592. For complete information on Hood College’s nondiscrimination policy, please visit http://www.hood.edu/non-discrimination/.

INDIANA UNIVERSITY
BLOOMINGTON

Tenure Track Faculty – Two Positions
Indiana University School of Nursing, Bloomington (IUBSoN) seeks two tenure-track faculty. Required qualifications: earned doctorate in nursing or related field, an established program of research, and MSN with teaching experience.

Academic rank and salary depends on scholarly, teaching, and service achievements. Apply online at https://indiana.peopleadmin.com/postings/5052. For additional information, contact Dr. Amy Wonder, Search Committee Chair at awonder@iu.edu, (812) 855-1734, or William Weiss, Human Resources Coordinator, at wweiss@iu.edu, (317) 274-3796.

UNIVERSITY OF MISSOURI-ST. LOUIS

The University of Missouri-St. Louis College Of Nursing is seeking applications for PhD tenured tenure-track, and doctorally prepared teaching faculty. We are searching for faculty leaders committed to shaping the future of nursing and healthcare through education, research, practice and policy.

Current positions:

- Hubert C. Moog Endowed Nursing Professorship
- Tenure track and tenured positions

Expertise in all areas will be considered, with the following areas encouraged:

- Health care systems and policy
- Health informatics
- Statistical analysis
- Population Health
- Adult/Geriatric Nurse Practitioner
- Women’s Health Nurse Practitioner
- Teaching faculty with expertise in a

Continued on page 10
Opportunities

CLASSIFIED ADS continued from page 9

clinical area* (Master's degree will be considered)

Qualifications:

• Commitment to excellence in nursing education. All candidates should be able to teach in the undergraduate and graduate programs in their area of expertise.
• Doctoral degree in nursing or a related field
• Tenure track/tenured faculty – Demonstrated potential for extramurally funded program of research as evidenced by publications and/or successful funding record.
• Advanced practice certification for NP faculty positions
• Eligibility for Missouri RN license

Please visit our website for further information on how to apply:
www.umsl.edu/divisions/nursing/ Employment/index.html

VIRGINIA COMMONWEALTH UNIVERSITY

ASSOCIATE DEAN FOR RESEARCH, SCHOLARSHIP AND INNOVATION

The Virginia Commonwealth University (VCU) School of Nursing seeks a dynamic and energetic leader for the school’s research enterprise, which includes strategic directions and oversight of all research and scholarly activities within the school.

The Associate Dean for Research, Scholarship, and Innovation (ADRSI) serves as the chief research officer at the School of Nursing and provides leadership in strategic planning for research and scholarly activities. The ADRSI is accountable to the Dean, based on a competitive application process.

Qualifications include: an earned doctorate in nursing or related discipline, from an accredited institution; if PhD is in a related field, a master’s degree in nursing is highly preferred; experience conducting research in the nursing discipline, with preference for experience in an academic health science setting; full-time senior faculty rank of Associate Professor or Professor with tenure; expertise in research methods and grant management; administrative experience at a senior level; a significant record of scholarly achievement and history of extramural funding; experience on NIH study section is preferred; and enjoys mentoring faculty and students on both tenure and non-tenure tracks to enhance their research programs and other scholarship.

Please respond confidentially with a letter of interest and CV in Word format to: Amy Z. Rose, Tyler & Company, arouse@tylerandco.com

Virginia Commonwealth University is an equal opportunity/affirmative action university, providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran’s status, political affiliation or disability.

UPCOMING AACN WEBINARS

Medical Marijuana Part II—Guidelines for Patients
December 6, 2018 | 2:00-3:00 pm

2018 USPHS IPEC Award: ETSU Responds to the Opioid Epidemic
December 13, 2018 | 2:00-3:00 pm

Social Media and the Law
December 18, 2018 | 2:00-3:00 pm
The University of South Carolina College of Nursing provides a progressive and evolving research environment that is committed to scholarship excellence. We are searching for talented and unique faculty to join our expanding team.

Current open faculty positions:

► Associate Dean of Practice, Job #41144
► PhD Program Director, Job #27371
► Director of Informatics, Job #34051

For position details www.sc.edu/nursing
To apply https://uscjobs.sc.edu/

Inquiries may be directed to:
bodanger@mailbox.sc.edu or visit sc.edu/nursing.
Now Hiring

DNP/MNSc Faculty (2 Positions)

The University of Arkansas for Medical Sciences (UAMS) College of Nursing seeks dynamic and innovative faculty for our DNP and MNSc programs. Both positions are 12-month, full-time, with the option for tenure or non-tenure track.

Qualifications:

- Terminal degree (PhD or DNP) in nursing.
- Unencumbered license as a registered nurse with eligibility for licensure in Arkansas; APRN licensure, current certification in specialty, and prescriptive authority.
- Nurse practitioner specialization in adult-gero primary or acute care, psychiatric mental health, or family.

- Two (2) years teaching experience at the graduate level, preferred.
- Demonstration of scholarship related activities (e.g. published manuscripts, abstracts at conferences, grant funding), preferred
- Eligibility to practice within the college’s faculty practice plan.

UAMS, the only academic health sciences university in Arkansas, has a state-wide reach. With our education, research and clinical programs, UAMS has a unique capacity to lead health care improvement in the state. The UAMS College of Nursing is the largest educator of advanced practice nurses in Arkansas. The College offers graduate (DNP, PhD, master’s) and undergraduate (BSN and RN to BSN) programs with an enrollment of 719 students (275 undergraduate and 444 graduate). Our faculty are leaders in education, research, and practice.

Please submit letter of interest and CV to cdumas@uams.edu in the dean’s office.

nursing.uams.edu

Now Hiring

Two Nurse Scientist Positions
Endowed Chair in Oncology Nursing and Junior Research Faculty

The University of Arkansas for Medical Sciences (UAMS) College of Nursing seeks dynamic and innovative academic researchers and educators to serve as research faculty in the PhD program. These are 12-month, full-time tenure-track faculty positions.

Qualifications:

- Doctoral degree in nursing, required.
- Unencumbered license as a registered nurse with eligibility for licensure in Arkansas.
- Teaching experience in a nursing program. Graduate level teaching experience, preferred.

- Demonstration of scholarship related activities (e.g. published manuscripts, presentations at conferences, extramural grant funding).
- Evidence of a program of research.
- Scholarship and funding in oncology required for the Elizabeth Stanley Cooper Endowed Chair in Oncology Nursing.

UAMS, the only academic health sciences university in Arkansas, has a state-wide reach. With our education, research and clinical programs, we have a unique capacity to lead health care improvement in the state. The UAMS College of Nursing’s educates the largest number of graduate students and offers the only PhD in Nursing program in Arkansas. Our faculty are leaders in education, practice, and research.

Please submit letter of interest and CV to cdumas@uams.edu in the dean’s office.

nursing.uams.edu
The School of Nursing at the University of California, San Francisco (UCSF) announces a search for an outstanding leader to be Chair of the Department of Family Health Care Nursing.

Leadership Responsibilities: As the academic leader and administrative head of the Department, the Department Chair duties include:
• Providing visionary leadership with future-oriented thinking about the direction of Family Health Care Nursing research, education and care within the field of Nursing;
• Planning and monitoring educational, research, and clinical programs and other functions while maintaining a climate that encourages faculty and staff success, creativity and innovation;
• Recruiting, retaining, and evaluating departmental faculty and staff;
• Approving faculty appointments, merit advancements and promotions in consultation with departmental colleagues and the School’s Office of Academic Affairs;
• Administering Department-level financial, procedural, and human resource-related affairs in accordance with School and University policies;
• Remaining highly engaged in research and teaching activities that reflect leadership in the candidate’s area of scholarship;
• Engaging with the Dean, Chairs and Associate Deans in the School’s Administrative Council, convened by Dean Catherine Gilliss, to facilitate the successful alignment of the Department’s work with the School’s mission, goals, and values, and its strategic agenda.
• Collaborating with faculty and staff across the School’s departments and supporting units and with colleagues across the campus.

Criteria for appointment:
• Doctoral degree in nursing or related field;
• Prior academic administrative experience;
• Long-term, high impact national and international recognition in teaching, research and creative work, professional competence, and University and public service to qualify for appointment at the Full Professor rank;
• Demonstrated history of obtaining extramural research grants and scientific productivity;
• Demonstrated commitment to University P.R.I.D.E. Values; and
• Demonstrated commitment to diversity, equity and inclusion.

To view the full advertisement, interested Persons may follow the attached link to AP Recruit: http://aptrkr.com/1334177

Questions may be directed to Sandra Weiss (Sandra.weiss@ucsf.edu), Search Committee Chair.

UC San Francisco seeks candidates whose experience, teaching, research, or community service has prepared them to contribute to our commitment to diversity and excellence. The University of California is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age or protected veteran status.
Associate Dean for Research
College of Nursing and Public Health (CNPH)

JOB SUMMARY:
The Associate Dean for Research serves as the senior research administrator for the College of Nursing and Public Health and is responsible for developing and facilitating innovative, progressive, faculty-led programs of research. The Associate Dean is responsible for ensuring that the research programs and activities of the College are conducted in a creative, efficient, and ethical manner. The Associate Dean for Research reports directly to the Dean of the College of Nursing and Public Health.

QUALIFICATIONS:
1. Research Doctorate.
2. Record consistent with appointment as tenured Associate Professor or Professor of Nursing.
3. Eligible to obtain RN license in New York.
4. Ability to articulate the strategic research priorities of the CNPH to multiple constituencies.
5. Research program with successful record of scholarship.
6. Active participant in nursing research societies.
7. Significant record of research, publications and doctoral level teaching and dissertation committee work.
8. Knowledge of national funding opportunities both for research and education.
9. Significant grant writing experience both research and education.
10. Strong outcomes related to faculty development.
11. Ability to be organized and pay attention to detail.
12. Ability to prioritize workload.
13. Excellent communication and interpersonal skills.
14. Strong verbal and writing skills.

APPLICATION:
1. All applicants must apply online on the Adelphi website. Only electronic submissions on the Adelphi website will be reviewed.
2. Applicants should include a letter of interest, curriculum vitae, and contact information for three professional references.
3. Review of applications will begin November 1, 2018 and continue until the position is filled.
4. Upon further request, please send all professional references to Dr. Wei Liu, Co-chair, CNPH Search Committee at wliu@adelphi.edu.

To apply, visit http://apprkr.com/1333021

Faculty Opportunities

The Duke School of Nursing invites applications from doctorally prepared candidates for full-time faculty positions.

Community/Public Health & Wellness Faculty (ABSN Program)
Candidates must have a minimum of two years of experience as a clinical nurse and hold an active registered nurse license. Background in Community/Public Health is required and a minimum of two years of experience teaching at the undergraduate level is desired.

Adult Health Faculty (ABSN Program)
Candidates must have a minimum of two years of experience as a clinical nurse and hold an active registered nurse license. Background in Adult Health is required and a minimum of two years of experience teaching at the undergraduate level is desired.

Psychiatric Mental Health Nurse Practitioner Faculty (MSN Program)
Well-qualified candidates will be certified as a psychiatric mental health nurse practitioner, have at least 5 years of APRN practice and 2-3 years of teaching experience at the graduate level.

Applications are due by February 1, 2019. For more detailed information about specific qualifications and application instructions please visit our Faculty Opportunities page at nursing.duke.edu.

DUSON offers four degree programs: ABSN, MSN, DNP and PhD, and was ranked #2 in graduate nursing programs in the most recent US News and World Report and the DNP program was ranked #1. Duke University offers a rich, interdisciplinary environment conducive to teaching, practice, and research across the undergraduate, graduate, and professional schools. Duke is rated by its employees as one of the best places to work in the Triangle area and offers a competitive salary and benefits package.

Duke University is an Affirmative Action/Equal Opportunity Employer committed to providing employment opportunity without regard to an individual’s age, color, disability, genetic information, gender, gender expression, gender identity, national origin, race, religion, sexual orientation, or veteran status.
**Associate Dean, Graduate Nursing**

_Loma Linda University School of Nursing_

This is an ideal role for Seventh-day Adventist nursing education professionals seeking to practice in a faith-based environment.

- Paid continuing education programs.
- Healthcare benefits starting as low as $40 per month.
- Ranked #15 nationally on Indeed’s 2017 list of “Top Healthcare Employers”.

**Please apply at careers.llu.edu** and search for **position #83176** to view the complete job description. You may also email your expression of interest and resume to cdhole@llu.edu.

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**UNIVERSITY OF MARY HARDIN-BAYLOR**

**Exciting Career Opportunity!**

**Dean, Scott & White School of Nursing**

UMHB SEEKS CHRISTIAN CANDIDATES WITH THE FOLLOWING QUALIFICATIONS:

- Doctoral degree in nursing or healthcare-related field
- RN licensure (Texas license within 6 months of hire)
- 5 years in nursing education with 3 years in leadership
- Experience liaising with Board of Nursing and nursing education accreditation

**Apply Today!**

For a complete list of qualifications and to learn more about employment at UMHB, visit us online.

umhb.edu/careers

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**MANY STRENGTHS. ONE MISSION.**
Opportunities

Senior Associate Dean for Nursing
The University of Delaware
Newark, Delaware

The School of Nursing (SON) (https://sites.udel.edu/nursing) at the University of Delaware is a thriving academic unit of 40 faculty, approximately 760 undergraduate students and 100 graduate students. Accredited by the Commission on Collegiate Nursing Education and designated as a NLN Center of Excellence, the School offers innovative, dynamic pre-licensure baccalaureate (Traditional and Accelerated), Master’s, and post-master’s and post-baccalaureate doctoral programs, including the DNP and a PhD in Nursing Science, spanning face-to-face, hybrid, and fully online programs. The SON has an outstanding and growing research program with areas of excellence in aging, community-based research, health disparities, symptom science and self-management. Students in the SON have the opportunity to train in the Nurse Managed Primary Care Center part of UD Health at STAR, which also houses a Physical Therapy Clinic, Nutrition Counseling, Exercise Intervention programs, Health Coaching, and a Speech, Language, Hearing Clinic. The clinics together provide innovative, comprehensive, and evidence-based care, including prevention and wellness services, chronic disease management, mental health care, and Parkinson’s disease treatment to a diverse patient population. Most importantly, students across the college train in inter-professional teams as preparation for roles in an array of healthcare settings.

The School is a key part of the College of Health Sciences (CHS), an innovative, interdisciplinary college of more than 3,000 students and 148 faculty. In addition to the School of Nursing, CHS includes the departments of Behavioral Health and Nutrition, Medical and Molecular Sciences, Kinesiology and Applied Physiology, Communication Sciences and Disorders, and Physical Therapy. CHS has teaching and research facilities throughout the campus, including the state-of-the-art UD Health Sciences Complex on the University’s new Science Technology & Advanced Research (STAR) Campus. The first UD Health building at STAR opened in January 2014 and the Tower at STAR opened in Fall 2018, providing a total of 170,000 sq. ft. of research, meeting, collaboration and educational space. The Tower also includes simulation space and an adaptive living apartment. The Tower’s innovative spaces promote inter-professional education and training as well as interdisciplinary research efforts focused on research translation and implementation science. The STAR Campus fosters connections to the community, linking the community to the inter-professional training of our students and collaborative research between faculty and clinicians.

The School of Nursing and the College of Health Sciences seek nominations and applications for an energetic, visionary leader and scholar to serve as the Senior Associate Dean of Nursing (SADN). The SADN will build and expand upon a 50+ year history of innovative and nationally recognized programs, provide professional development and evaluation for faculty/staff, lead the School in the pursuit of strategic priorities that promote research and teaching, and advance nursing science, doctoral education, interdisciplinary collaboration, academic practice partnerships, and clinical services.

The successful candidate should have experience in curriculum and program development, a track record of funded research/scholarship, and evidence of successful administrative performance. Candidates must have an earned doctorate and be qualified for appointment at the full professor level. A proven record of outstanding research, excellent management and interpersonal skills as well as strategic budget planning experience, a commitment to professional and graduate education, a commitment to diversity and inclusion, and experience promoting programs at the national and global levels is required. In sum, the candidate will provide strong, dynamic, and innovative leadership to advance excellence in teaching, research and service in the School of Nursing.

Founded in 1743, the University of Delaware combines tradition and innovation, offering students both a rich heritage and the latest instructional and research technology. Located in scenic Newark, Delaware, within 2 hours of New York, Philadelphia, Baltimore, and Washington, DC, the University is a Land Grant, Sea Grant, Space Grant, Carnegie Research University (very high research activity), with external funding exceeding $180 million.

Salary is competitive, commensurate with experience and qualifications. Faculty have consistently received annual across the board and merit salary increases, and the benefits package is one of the best in the nation. Relocation and research laboratory start-up costs are available. Appointment effective September 1, 2019.

Completed applications will be shared with the current faculty and reviewed by the search committee beginning on December 1, 2018 and continue until the position is filled.

Using the Interfolio system at UD http://apply.interfolio.com/57284, applicants should upload current curriculum vitae, 2-page statement that outlines the candidate’s vision for the teaching and research missions of the School over the next five years and contact information for at least three references. The College of Health Sciences strategic plan can be referenced when outlining the vision and can be found at http://chs.udel.edu/wp-content/uploads/2017/11/Strategic-Plan-2017-2021.pdf.

For inquiries, please contact Dave Edwards, Ph.D., Search Committee Chair (dge@udel.edu).

Equal Employment Opportunity
The University of Delaware is an Equal Opportunity Employer which encourages applications from minority group members, women, individuals with a disability and veterans. The University’s Notice of Non-Discrimination can be found at http://www.udel.edu/aboutus/legalnotices.html. Employment offers will be conditioned upon successful completion of a criminal background check. A conviction will not necessarily exclude you from employment.
Evidence-Based Practice in Action
By Laura Cullen, Kirsten Hanrahan, Michele Farrington, Jennifer DeBerg, Sharon Tucker, and Charmaine Kleiber
List price: US $89.95

Workbook: Evidence-Based Practice in Action
By Laura Cullen, Kirsten Hanrahan, Michele Farrington, Jennifer DeBerg, Sharon Tucker, and Charmaine Kleiber
List price: US $24.95

Implementing the Evidence-Based Practice (EBP) Competencies in Healthcare
By Bernadette Mazurek Melnyk, Lynn Gallagher-Ford, and Ellen Fineout-Overholt
List price: US $59.95

Interested in adopting one of these books for your academic institution? Contact a Business Sales Specialist at 888.654.4968 or solutions@sigmamarketplace.org to get started!

PURCHASE AT WWW.SIGMAMARKETPLACE.ORG.

The University of North Florida is seeking interested candidates for two Full-time positions in the School of Nursing. These are entry level positions at the Assistant and Assistant/Associate Professor levels. Specific areas of interest are Community Health with Medical-Surgical experience for one position and Psychiatric Nursing for the other position.

The successful candidate will:
- Teach in areas of expertise (Community Health w/Med-Surg OR Psychiatric Nursing)
- Supervise students in clinical areas
- Perform nursing and community services in areas of expertise
- Conduct research in area of expertise
- Seek external funding
- Participate in School, College and University committees

For specific information regarding each position, including educational and experience requirements, please go to www.unfjobs.org.

UNF is an Equal Opportunity/Equal Access/Affirmative Action Institution
Dean of the School of Nursing

The University of Texas at El Paso (UTEP) seeks a dynamic, visionary, and entrepreneurial leader to serve as Dean of the School of Nursing.

The Dean will bring high academic standards, an outstanding record of research, strong management and leadership skills, and a commitment to engaged scholarship. The Dean will ensure the highest standards of quality in nursing education and research, and play a critical role in the UTEP Edge, the University’s student success initiative that develops students’ assets through a variety of high-impact practices.

The Dean will have exceptional opportunities to strengthen and shape how the School contributes to UTEP’s acclaimed mission of access and excellence – a vision deeply rooted in the university’s commitment to providing opportunity for its students. A recent Brookings Institution study ranked UTEP No. 1 among public research universities in the promotion of social mobility among graduates.

Key priorities for the Dean of the School of Nursing will be to:

• Support the mission of the School, addressing the healthcare needs of this community and region
• Continue to partner with assistant deans, faculty, chairs and directors in an education process involving adherence to accreditation standards, enhanced community engagement and scholarship, and excellence in clinical practice research
• Sustain and enhance interdisciplinary relationships with the School and across campus
• Foster clinical investigation into border and global health issues
• Enhance the School’s strategic research direction that is aligned with the University goals and objectives
• Promote high academic standards and provide growth opportunities for students
• Support the generation of high-quality research proposals for extramural grant funding
• Empower, support and advocate for faculty research and community engagement
• Recruit and retain competitive faculty, and supervise the promotion and tenure process
• Plan and administer the annual budget process for the School
• Cultivate and develop relationships with alumni, industry partners, and build external clinical and philanthropic partnerships
• Assume responsibility for the supervision of the School’s support staff and personnel.

Review of applications will be ongoing, and will continue until the position is filled. Please contact SonDeanSearch@utep.edu if you have any questions

ABOUT THE SCHOOL OF NURSING

The School of Nursing enrolls more than 2,400 undergraduate and graduate students and operates on a $5.6 million budget. Its faculty of 90 members offer one undergraduate degree, three graduate degrees, one doctoral degree and one graduate certificate program. The School has established research programs and partnerships that are key to UTEP’s great success in serving as a regional catalyst for economic development, social mobility, and enhanced quality of life.

ABOUT UTEP

The University of Texas at El Paso is part of the University of Texas System. UTEP is a nationally recognized public university, with a current enrollment of approximately 25,000 students and annual research expenditures of approximately $95 million. With an 80% Hispanic student population, UTEP proudly reflects the demographic composition of the bi-national region from which it draws the vast majority of its students. In the fall of 2018, UTEP was recognized as one of the top 100 minority degree producers by Diverse: Issues In Higher Education magazine, further validating our success in delivering on our access and excellence mission.

For additional information, and to apply, please visit https://www.utep.edu/sondeansearch

In keeping with its Access and Excellence mission, the University of Texas at El Paso is committed to an open, diverse, and inclusive learning and working environment that honors the talents, respects the differences, and nurtures the growth and development of all.

The University of Texas at El Paso is an Equal Opportunity/Affirmative Action employer. The University does not discriminate on the basis of race, color, national origin, sex, religion, age, disability, genetic information, veteran status, sexual orientation or gender identity in employment or the provision of services.

THE UNIVERSITY OF TEXAS AT EL PASO

ABOUT SYLLABUS

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Send Copy To: All copy must be submitted electronically, preferably in Word format (or PDFs for display ads) to Cat Proulx (cproulx@aacnnursing.org).