JOIN US FOR THE SUMMER SEMINAR IN THE BEAUTIFUL ROCKY MOUNTAINS

“Meeting of the Minds: Create an Engaging and Productive Workplace Culture” is the theme of AACN’s 2022 Summer Seminar, to be held July 17-20 at the world-class Sonnenalp Hotel in Vail, Colorado. This luxury resort hotel is located at the base of the majestic Rocky Mountains, creating a setting with an intimate and authentic tradition of hospitality.

Deans, directors, and senior faculty will benefit from this refreshing, stimulating, and invigorating program that will elevate individual leadership skills, strengthen team relationships, and magnify the impact you can have leading change and moving an agenda forward.

This year’s featured speaker is Dr. Frances Lucas, nationally known for her humorous keynote speeches and interactive, powerful workshops. As an advanced associate with Emergenetics® International, she will guide attendees on a three-day journey to better understand thought and behavioral preferences, how to build strong teams, and how to lead change.

Dr. Lucas is a woman of firsts. She was named president of Millsaps College in January 2000, becoming the first female college president in Mississippi history. Prior to that post, Dr. Lucas served Emory University as senior vice president for campus life, becoming the first woman to hold a vice-presidential role in that university’s 160-year history. At age 29, she was the youngest vice president for student affairs in the country and the first female vice president at Baldwin-Wallace College in Ohio. Dr. Lucas also served as a faculty member whose teaching focused on human capital development, education, and communications.

Key Benefits:

• Discover how maximum human performance empowers individuals and engenders a positive culture.
• Explore your thinking and behavioral preferences through experiential learning, realizing greater individual and team potential.
• Unveil your brilliance with Emergenetics® which will reveal how you prefer to think and behave.
• Learn how to inspire people and organizations to thrive by offering a simpler, easier way to understand themselves and others, and build interpersonal strategies that drive performance.
• Gain a deeper understanding of all facets of life, including work, home, community, family, and education.

Register today!
Q&A with Evy Olson

**EVY OLSON, Vice President Nursing Programs, Vizient**

With more than 30 years of experience in the healthcare industry, Evy Olson is a trusted advisor, providing leadership to nursing, advancing quality and safety programs, and creating successful partnerships with system leaders, physicians, and healthcare staff. In her role at Vizient, Inc., Ms. Olson is responsible for operational leadership of nursing programs that help member hospitals achieve enhanced levels of nursing competency, quality, and clinical leadership. She provides strategic leadership and direction for the entry-into-practice Vizient/AACN Nurse Residency Program, which is currently utilized by more than 500 organizations across the U.S. focused on the transition of recent nursing school graduates to the role of professional registered nurse.

When and where did your career as a nurse executive begin?

I began my nursing career in Montana after graduation from the University of North Dakota with my BSN. My nursing leader career began rather insidiously – I became a charge nurse, then supervisor, and then manager. My first executive role was in creating a home care division from concept to implementation to accreditation while working at Aspen Valley Hospital in Aspen, CO. I went on to become a director of nursing in a rural hospital, compliance officer, and then quality executive in Montana and North Dakota health systems.

How did you first get involved with Vizient?

I was a member in a Veterans Health Administration (VHA) hospital for almost my entire career. I was very engaged with VHA in my role as a chief quality officer at Sanford Health in Bismarck, ND. When my VHA contact retired, I applied for and became the VHA upper midwest senior performance improvement director. I worked with our members in the CNO/CQO roles before transitioning to lead the Vizient/AACN Nurse Residency Program in 2018.

**AACN has been partnering with Vizient for more than 20 years. What are the secrets to sustaining a long-term collaboration between academic and practice partners?**

I believe an important success strategy is to maintain strong relationships. Connect often, talk with each other, give feedback and compliments as well as working together on strategy. We have different focuses in practice and academic settings, but a shared mutual goal of developing strong, engaged nurses.

**Why are transition-to-practice programs important for new graduates?**

We must recognize the limitations of time and access to all the patient populations we will see in our career as a registered nurse. There is only so much we can expect to learn in our academic preparation, and we need to continue to share knowledge with the new nurses over their career. It is also vitally important to provide support and bidirectional feedback with the nurses over the first year. Nursing is a tough, stressful profession, and we all need to support each other in the growth of the profession. That first year in nursing requires tools and support for new nurses to advance from beginner to competent professional.

**What makes the Vizient/AACN Nurse Residency Program unique?**

The program has a solid, 20-year track record of providing content, resources, and support to members and thus new nurses. It is evidence-based, and all content in the curriculum is cited in the literature. The program requires an academic partner for every practice site member, and incorporates evidence-based practice (EBP) in the 12-month program, resulting in the completion of an EBP Project.

**What are some of the program benefits?**

Increased retention of the new nurse is the key benefit of the program. In addition, the nurses report increased confidence and skills levels, enhanced clinical leadership and decision-making skills, as well as enhanced interprofessional professionalism, enhanced team communication, and professional engagement.

**How does the program’s retention rate compare with the national average?**

Over 20 years of this program, it has always far exceeded the national retention average for nurses in the first year of employment. The historical first-year
retention rate is above 90%. In 2021 the first-year retention rate was 86.1% compared with a national average of 75.9%.

How can an organization get involved in the Nurse Residency Program?

Please contact me at evy.olson@vizientinc.com for information about joining the program.

What excites you most about the new AACN Essentials?

I am excited by the focus on competency-based education and the new domains of focus. I am also so pleased to see the engagement and partnerships grow between the practice nursing leaders and academic nursing leaders and faculty.

What are some of the healthcare challenges you foresee in the immediate future?

The pandemic has wreaked havoc on our nurses. The turnover and departure from the high stress acute care settings is exacerbating a nursing shortage that was already an issue before the pandemic. The stress and exhaustion that nurses have endured over the past few years will create an ongoing need for mental health and personal health support for the nursing profession. In addition, we have seen some of the media and public voices become negative towards our nursing profession – I think this is a risk to all who practice in the nursing profession and one that can expand the departure of nurses from our profession. I believe we all need to be very thoughtful in supporting our nursing colleagues and be diligent in remembering and sharing all the joys and honor of this profession.

After AACN’s release of *The Essentials: Core Competencies for Professional Nursing Education*, a team of palliative care nursing faculty and practice experts sought to evaluate how the new Essentials domains, concepts, competencies, and sub-competencies align with the original documents used to assess learning in the area of palliative care: the Competencies And Recommendations for Educating nursing Students (CARES) for undergraduate programs and the G-CARES document for graduate programs. The team carefully considered the full nursing scope of practice for entry-level and advanced-level nurses within primary palliative, hospice, and end-of-life care settings (AACN Essentials sphere of practice focused on hospice/palliative/supportive care).

The rigorous process resulted in revision of these palliative care competency statements. The original competencies, which were delineated in separate documents, have been combined to reflect the format of the 2021 Essentials. CARES (2nd ed) consist of 15 competency statements for entry-level professional nursing students, and G-CARES (2nd ed) consists of 12 competency statements for advanced-level nursing students.

We are pleased to report that the AACN Board of Directors again endorsed *Primary Palliative Care Competencies for Undergraduate and Graduate Nursing Students (CARES/G-CARES, 2nd ed)* in March 2022, recognizing this document as a useful resource in meeting the new competency expectations.

CARES (2nd ed) and G-CARES (2nd ed) can guide faculty toward curricular integration of palliative care education and aid in evaluating programmatic outcome achievement considering the need to prepare nurses for practice in the sphere of care focused on hospice/palliative/supportive care.

For a detailed description of the crosswalk process and resulting tables, see *Primary Palliative Care Competencies for Undergraduate and Graduate Nursing Students (CARES/G-CARES): Alignment with the 2021 AACN Essentials*. For more information, please visit the ELNEC website or contact the ELNEC team at elnec@coh.org.
Opportunities

**VISTA**
Vanderbilt Informatics Summer Teaching Academy

**INFORMATICS SKILLS FOR EDUCATORS**

- Learn to embed informatics in curriculum
- Incorporate the new AACN informatics-focused competencies

**JULY 20-22**
**NASHVILLE, TN**

**REGISTER NOW:**
nursing.vanderbilt.edu/vista

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**VISTA**
Vanderbilt Informatics Summer Teaching Academy

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**REGISTRATION TODAY FOR THE 2022 GRADUATE NURSING STUDENT ACADEMY CONFERENCE**

Join AACN August 4-5 in the nation's capital for [Charting a Future for Nursing Through Innovation: A Graduate Nursing Student Conference](#), hosted by the Graduate Nursing Student Academy (GNSA). The conference sessions will be held at the Association of American Medical Colleges (AAMC) Learning Center at 655 K Street NW, Washington, DC.

The 2022 GNSA conference is tailored to meet the professional development needs of nursing students in master’s and doctoral programs (MSN, DNP, and PhD). Registration is open to members of the GNSA, which provides a variety of programs and services to all graduate nursing students at AACN member institutions ([click here to join today for free](#)). Explore innovation in nursing education, research, and practice!

Conference sessions will focus on professional development, advanced nursing roles, leadership development, political advocacy, mentoring, nursing innovation, and personal brand development. As you prepare to transition into a professional nursing role, conference sessions will provide you with the tools to help excel in your graduate program and propel your nursing career to new heights. As the future of the nursing profession, this conference provides a unique forum to connect graduate nursing students with noted nursing experts and peers nationwide.

For more information on the GNSA or the conference, contact [Autumn Spriggs](#), AACN Student Services Manager.

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**UPCOMING CONFERENCES**

- **Summer Seminar**
  July 17-20 | Vail, CO

- **Graduate Nursing Student Academy Conference**
  August 4-5 | Washington, DC

- **Academic Nursing Leadership Conference**
  October 22-24 | Washington, DC

- **Diversity Symposium**
  November 9-10 | Virtual Event

- **Executive Development Series for Faculty**
  November 30-December 1 | Chicago, IL

- **Transform 2022**
  December 1-3 | Chicago, IL
VANDERBILT UNIVERSITY
SCHOOL OF NURSING
JOIN OUR TEAM

TENURE TRACK POSITIONS

Vanderbilt University School of Nursing is seeking several high-level research leaders and educators, as well as tenure-track faculty interested in a collaborative, stimulating and innovative environment. Senior researchers are encouraged to apply.

VUSN invites applications for these full-time faculty positions in its Tenure/Tenure-Track program:

- Endowed Chair Positions
- Assistant Dean for PhD in Nursing Science Program
- Tenure-Track Positions

Scan QR code to see additional available position(s) with full descriptions and qualifications including application links or visit:

https://nursing.vanderbilt.edu/faculty_staff/employopp.php

VANDERBILT UNIVERSITY HAS A STRONG INSTITUTIONAL COMMITMENT TO RECRUITING AND RETAINING AN ACADEMICALLY AND CULTURALLY DIVERSE COMMUNITY OF FACULTY. MINORITIES, INDIVIDUALS WITH DISABILITIES, AND MEMBERS OF OTHER UNDERREPRESENTED GROUPS, IN PARTICULAR, ARE ENCOURAGED TO APPLY.

VANDERBILT UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER. THE FINAL CANDIDATE FOR THIS POSITION MUST SUCCESSFULLY COMPLETE A BACKGROUND CHECK. VANDERBILT UNIVERSITY COVID–19 PROTOCOLS REQUIRED.
Vanderbilt University School of Nursing Faculty Position

Academic Director, Adult Gerontology - Acute Care Nurse Practitioner Specialty
Full-Time, Non-Tenure Track, Faculty Position at Vanderbilt University School of Nursing.

VUSN, a forerunner in graduate nursing education, research, and innovation is searching for a diverse and talented professional dedicated to educating the next generation of AG-ACNP advanced practice nurse leaders. The academic director is responsible for the academic coordination of the AG-ACNP Specialty, with administrative, academic, practice, and scholarship responsibilities expected. Coordination with departments within VUSN, across the university and nearby Vanderbilt University Medical Center, and the community is required. This position requires teaching, academic advising, and administrative program leadership skills in a collaborative and dynamic environment, as well as partnering with experienced specialty faculty.

Professional qualifications for this position include:
- An earned doctorate in nursing or related field
- Five years of substantive advanced practice clinical nursing experience with evidence of scholarship
- AGACNP or ACNP national certification
- Formal graduate teaching and academic administrative experience including knowledge of online delivery methods, distance and/or hybrid education
- Demonstrated commitment to equity, inclusion, and working with diverse individuals, groups, and communities
- An unencumbered license as a registered nurse in Tennessee or eligibility to obtain licensure in Tennessee

Full time faculty must be willing to relocate to the area for regular, on-campus engagement in VUSN activities.
Salary and rank commensurate with experience. Vanderbilt University COVID-19 protocols required.

APPLY AT:
https://apply.interfolio.com/104055
Inquiries are confidential

See additional available position(s) with full descriptions and qualifications including application links at:
https://nursing.vanderbilt.edu/faculty_staff/employopp.php

2023 U.S. NEWS & WORLD REPORT MSN PROGRAM SPECIALTY RANKINGS:
#1 ADULT-GERONTOLOGY ACUTE CARE NP #1 NURSE-MIDWIFERY
#2 ADULT-GERONTOLOGY PRIMARY CARE NP #2 PSYCHIATRIC MENTAL HEALTH, ACROSS THE LIFESPAN #2 FAMILY NP

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The faculty and staff of University of New Mexico College of Nursing welcome you to a tradition of excellence in nursing research, education, and clinical practice. The College of Nursing invites application to four open faculty positions:

- **RN to BSN Director** (Requisition #19802)
- **APRN** (Requisition #19809)
- **Undergraduate Faculty** (Requisition # 19832)
- **PRE-RN-Licensure BSN Director** (Requisition # 19793)

We represent the very best in quality and innovation within an academic environment. Our focus is on building evidence for effective practice and translating that evidence-based knowledge to practice and policy environments with an emphasis in rural health.

Please go to [hsc.unm.edu/nursing/jobs](http://hsc.unm.edu/nursing/jobs) to submit your application and refer to requisition number.