



LIEUTENANT GENERAL DOROTHY HOGG TO RECEIVE MCGOVERN LECTURESHIP AWARD

At the [Academic Nursing Leadership Conference \(ANLC\)](#), AACN will welcome Lieutenant General (Ret.) Dorothy A. Hogg as the recipient of the [John P. McGovern Lectureship Award](#). Lt. Gen. Hogg most recently served as the Surgeon General of the U.S. Air Force and the first Surgeon General of the U.S. Space Force. She is one of the highest-ranking nurses in the U.S. military.

Lt. Gen. Hogg's presentation will focus on leading through change while keeping an organization moving forward and inspiring others to embrace excellence. Her presentation will occur Sunday, October 31.

The McGovern Award honors John P. McGovern for his noted clinical practice and research, and distinguished record of scholarship, skill, and service. Award recipients are chosen by the AACN Board of Directors based on their scholarship and the notability of their contributions to nursing, health care, or higher education.

The ANLC will take place October 30–November 1 in Washington, DC at the JW Marriott Hotel. Those who prefer to join virtually are welcome to participate online.

INSIDE SYLLABUS:

Q&A WITH ROBYN BEGLEY, CEO, AMERICAN ORGANIZATION FOR NURSING LEADERSHIP

AACN PARTNER SPOTLIGHT: SCRUBIN UNIFORMS

APPLY NOW FOR THE DIVERSITY LEADERSHIP INSTITUTE

REGISTER NOW FOR TRANSFORM 2021

INTRODUCING AACN'S LEADERSHIP EDUCATION MODULES

ELNEC UPDATE

OPPORTUNITIES AND MORE

ANLC TO FEATURE PANEL DISCUSSION ON THE FUTURE OF NURSING 2020-2030: CHARTING A PATH TO ACHIEVE HEALTH EQUITY



Left to right: **Dr. Susan Hassmiller**, Robert Wood Johnson Foundation; **Dr. Greer Glazer**, University of Cincinnati; **Dr. Marshall Chin**, University of Chicago

At the [Academic Nursing Leadership Conference \(ANLC\)](#), Dr. Susan Hassmiller, senior scholar in residence and adviser to the president on nursing at the National Academy of Medicine (NAM), together with Dr. Marshall Chin and Dr. Greer Glazer, will take part in a panel discussion on the NAM report, *The Future of Nursing 2020–2030: Charting a Path to Achieve Health Equity*. Dr. Chin and Dr. Glazer served on the committee that released the report. The discussion will be moderated

by Dr. Susan Bakewell-Sachs, AACN Board Chair. The ANLC will be held at the JW Marriot in Washington, DC, October 30–November 1. The panel discussion will be held on Sunday, October 31.

The Future of Nursing 2020–2030: Charting a Path to Achieve Health Equity challenges nursing leaders and other stakeholders to prioritize advancing health equity and addressing the systemic inequities and public health disparities exacerbated by the pandemic. The report lays out a series of recommendations to help our nation meet the need for a stronger, more diversified nursing workforce that is prepared to provide care and promote health and well-being among nurses, individuals, and communities.

For more information on the ANLC, visit the [AACN website](#).



DIVERSITY LEADERSHIP INSTITUTE



For academic nursing leadership committed to diversity, equity, and inclusion

APPLY NOW FOR THE DIVERSITY LEADERSHIP INSTITUTE

The central focus of AACN's [Diversity Leadership Institute](#) is to provide an overview of the evolution of diversity and inclusion and the role of Diversity Officers in academic nursing and nursing practice. This structured program frames diversity within the context of higher education and academic nursing while presenting high-involvement diversity practices in both teams and individually.

The goal is to enhance professional knowledge and experience to stimulate strategic thinking and advance outcomes at each participant's home organization. This program will increase self-awareness while building skills and capacity to engage with discussions and issues surrounding diversity, equity, and inclusion. Participants will develop a diversity plan designed to drive excellence specifically tailored to their organization. Upon completion of the program, participants will present their plan describing how they will apply their work in their respective organizations. At the conclusion of this program, a certificate will be awarded.

Applicants should be prepared to commit significant personal time to the Institute. The program will occur from January to June 2022, meeting two days each month. This will be a virtual program offering. If conditions are favorable, the final session will take place face-to-face.

AACN is accepting applications for the Diversity Leadership Institute through November 1, 2021. For more information and to apply, [click here](#).

DIVERSITY UPDATES

[Register Now for the Diversity Symposium](#), November 9-10
(Virtual Event)

[Steering Committee Formed for AACN's Diversity, Equity, and Inclusion Leadership Network](#)

[New Diversity, Equity, and Inclusion Faculty Tool Kit Now Available](#)



AACN Connect

is the place to have your voice heard in the nursing community!

TRANSFORM 2021



The Future of Nursing Education:
Innovation, Inclusion, & Influence

REGISTER NOW FOR TRANSFORM 2021

[Transform 2021](#), AACN's new conference offering for faculty teaching in baccalaureate or master's nursing programs, will take place December 2-4 at the Hyatt Regency in Dallas, TX. This event combines AACN's former Baccalaureate Education and Master's Education Conferences into a single experience featuring thought leaders who are redefining how professional nurses are educated and how they practice. Transform 2021 will provide ample opportunities to re-connect with our community through a fusion of both in-person and virtual experiences. The conference is intended for new or seasoned faculty members, deans, aspiring leaders, and associate/assistant deans. If you are ready to meet again in-person, please join us in December in Dallas. If you prefer to join virtually, your participation is welcome.

There are [three pre-conference opportunities](#) for attendees of Transform 2021: the Faculty Development Conference (12/1), the Executive Development Series for Faculty (12/1-2), and the Faculty Leadership Network Conference (12/2, 12/4).

For more information and to register, visit [AACN's website](#).

Q&A with Robyn Begley



ROBYN BEGLEY, DNP, RN, NEA-BC, FAAN

Robyn Begley is chief executive officer of the American Organization for Nursing Leadership (AONL) and chief nursing officer, senior vice president of workforce for the American Hospital Association (AHA). In her role at AONL, she leads a membership organization of more than 10,000 nurse leaders whose strategic focus is excellence in nursing leadership. She

oversees a number of key initiatives involving workforce, quality and safety, and future care delivery models. In addition, she works collaboratively with the AHA to ensure the perspective and needs of nurse leaders are heard and addressed in public policy issues related to nursing and patient care.

Dr. Begley previously served as vice president of nursing and chief nursing officer at AtlantiCare in Atlantic City, NJ. During her 35-year tenure, she led AtlantiCare Regional Medical Center to achieve the American Nurses Credentialing Center's Magnet designation four times. She also worked with the local NAACP, Hispanic Alliance and Pan Asian leaders to promote diversity in the nursing workforce by establishing a nursing fellowship and scholarship, as well as a mentoring program for students.

Dr. Begley serves on many boards, most recently as a member of the AONL Board of Directors and chair of the AONL Foundation Board of Directors. She is a fellow in the American Academy of Nursing and is board certified as an advanced nurse executive with the American Nurses Credentialing Center.

Did you have mentors when you began your career in nursing?

Mentorship is essential to leadership development. I was very fortunate to have had nurses and non-nurses as mentors. One who had a profound impact on my life and career was one of my former CEOs. He was forward thinking and an influential and charismatic leader, and he was exceptionally kind. He was the reason I decided to pursue an executive nursing leadership career.

How and when did you make the transition to nurse executive?

I became a nurse executive over 20 years ago. I was serving as chief of staff to the chief nursing officer when she abruptly left the organization. Subsequently, AtlantiCare named me the acting chief nursing officer, a position I held for a year before becoming the permanent chief nursing officer in 1999.

How are nurses with a DNP degree making a difference in today's healthcare system?

DNP programs continue to mature and evolve since their inception. The capstone that is required before graduation gives the student the opportunity to critically evaluate research and evidence-based practice, synthesize knowledge, and apply new learning to a real-world issue or problem. I have had the opportunity to serve as a preceptor for a number of DNP students from different programs in the past decade. My observation, for the most part, is that DNP programs are becoming more focused and rigorous. This is a good thing!

What were some of the key findings from last year's AONL survey on COVID-19?

Following the initial COVID-19 surge in 2020, AONL launched the first

of its three-part longitudinal study to identify the key concerns and primary challenges facing nurse leaders, as well as opportunities to permanently implement temporary changes that were proven to increase access and care delivery.

The areas of concern have changed throughout the survey. Initially, it was access to PPE and other supplies as well as communicating rapidly changing policies and processes. The August 2021 survey indicated that the priority issues facing nurse leaders 18 months into the pandemic are the emotional health and wellbeing of staff, surge staffing, and staff retention. One in four nurse leaders report not being emotionally healthy, however, that number increases the closer the nurse leader is to direct patient care. The other startling statistic is nearly 90% of nurse leaders report their organization is very likely to experience a nursing shortage following the pandemic.

What are some of the imminent challenges for nursing within the healthcare system?

As this goes to press, we are in the fourth surge. Nurses and other frontline caregivers are burnt out and experiencing trauma. In qualitative interviews, we learned that many nurse managers have gone from burnout to hopelessness. This is incredibly concerning. We are starting to see veteran nurses, who held off retirement plans to care for patients during the first three surges, begin to retire in droves. We are also seeing newer nurses leaving direct patient care to work in other nonclinical roles or leaving health care entirely.

This combined with the dramatically increased critically ill patient population has made surge staffing the number one issue facing health care. Hospitals and health systems nationwide are competing for the finite number of nurses available to care for COVID-19 as well as all other

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Q&A with Robyn Begley

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patients. In some areas of the country, hospitals have had to close beds and limit services because they do not have enough healthcare workers to meet the patient demand.

What do you think of the new AACN *Essentials* and the move to a competency-based approach to nursing education?

I welcome this change as it will better prepare new nurses for the complexities of patient care prior to graduating. The AACN *Essentials* provide a more consistent framework outlining the baseline competencies a nurse will have upon graduation. Nurse leaders in practice had the opportunity to participate in the development of the *Essentials* framework with their academic colleagues. This is a great example of the importance of academic/practice partnerships.

What can we do as leaders to promote diversity, equity, and inclusion in the nursing profession?

As leaders, we first need to look inward and examine our own biases and beliefs. We need to educate ourselves. It is also important to examine our organizational structures and processes for implicit bias. The role of the nurse leader is to set the vision for nursing practice and foster an inclusive, equitable, and diverse culture of innovation and transformation. Nurse leaders can support diversity, equity, and inclusion by advocating for the resources to meet the needs of their diverse patient populations. In addition to working to recruit and retain a diverse nursing workforce reflective of the patients served, nurse leaders create awareness of the social determinants of health, promote education, and research initiatives. Improving the care we provide to diverse communities begins with understanding patient's lives beyond where they access health care. As nursing

leaders, we need to begin by promoting nursing as a career choice to children and young teens, and partnering with middle and high schools in all communities.

How can academic nursing leaders best forge strong partnerships with their counterparts in practice?

Frequent and transparent communication is key to building strong partnerships. For example, AONL and AACN leadership have weekly calls to discuss ideas for future collaboration. Our organizations continue to develop joint priorities, in addition to having a formal academic practice partnership committee. By communicating frequently on the local level, leaders in practice and education can work together to identify common goals and ongoing action plans – not just annual meetings to determine clinical placements (although this issue is very important).

What advice do you have for nurses seeking positions on professional boards?

The Nurses on Boards Coalition (NOBC) has done an excellent job connecting nurses who are interested in serving on a board with organizations seeking a nurse for its board. The NOBC website also provides resources on governance, lists opportunities to serve,

and allows nurses to register so they are notified when an opportunity to serve presents itself. I strongly encourage nurses to participate on a board.

My advice is to start by serving on a committee within your professional membership organization at the state or regional level. Perhaps, run for your local school board or parks commission. Be an active participant – just go for it! Nurses have a unique perspective and are integral to improving the health of our communities and nation.

What should AACN member schools be doing to best prepare future nurse leaders?

AONL believes every nurse has the potential to be leader. Schools of nursing need to reinforce this belief by teaching nursing students that they should aspire to be a leader, and that being a leader does not necessarily mean pursuing a formal nursing leadership role. Nurse leaders are everywhere: academia, practice, industry, in many non-traditional roles and settings. The power and influence of the nurse leader's impact has never been more evident than during this past 18 months—during the COVID-19 pandemic. It is my mission: this is a lesson the world will not soon forget.

INTRODUCING AACN'S LEADERSHIP EDUCATION MODULES

AACNLEADS
TRANSFORMING ACADEMIC NURSING LEADERSHIP

AACN has created [Leadership Education Modules](#), an on-demand series to offer 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. The modules will enrich your understanding of key principles and practices needed for leaders to succeed in the academic arena. Those that complete all four modules are eligible to receive 11.5 continuing education credits.

For more information, contact AACN Director of Academic Nursing Development Cynthia Leaver, cleaver@aacnnursing.org.

News & Information

AACN PARTNER SPOTLIGHT:

Matt PaneGasser

Scrubin Uniforms National Sales Manager
(561) 906-7988; mattp@scrubin.com



Please accept our sincere THANK YOU to all AACN schools that have chosen Scrubin Uniforms as their uniform provider. From scrubs, lab coats, and corporate apparel to outerwear and PPE, Scrubin Uniforms strives to provide a simple, stress-free uniform ordering process that you can trust to meet your specific needs.

Since partnering with AACN in early 2020, over 250 schools have registered with Scrubin Uniforms and have been thrilled with the results. Here are some testimonials that we have received from participating schools:

Managing the scrubs-purchasing process for our incoming students had always been a challenge: variance of colors and sizing, vendor inventory shortages, logo embroidery issues, etc. The switch to Scrubin has been incredible! They created a branded customized portal that includes only approved items, not just embroidered scrubs, but clogs and various other supplies our students have to purchase prior to starting our programs. It truly is a simple, one-stop shop. Scrubin staff are extremely responsive to any changes or additions needed. Students have commented on the helpfulness of their customer service team as well. I can't recommend them enough.

Ryan Lounsbery
Emory University

Yale University School of Nursing has developed a great partnership with Matt PaneGasser and Scrubin. I appreciate their dedication to our school and students as well as their attention to detail, creative approach, and the ease of our working relationship. Thank you tremendously for all you do!

Christine Kendzierski
Yale School of Nursing

Thank you to the following programs for choosing Scrubin Uniforms as their provider of choice: Belmont University, Binghamton University, Bushnell University, Caldwell University, Cedarville University, Central Connecticut State University, Duke University, Elmhurst University, Emory University, Fairfield University, Felician University, Ferris State University, Florida Gulf Coast University, George Mason University, Georgia Southwestern, Goshen College, Houston Baptist University, Howard University, Johns Hopkins University, Manhattanville College, Millikin University, Missouri State University, Missouri Western State University, Mount St. Josephs University, Northern Arizona University, Northwest Nazarene University, Northwestern College of Iowa, Notre Dame of Maryland, Oregon Health and Sciences University, Pfeiffer University, Randolph Macon College, Saint Martins University, Spalding University, Southern Utah University, Texas A&M University, Texas State University, University of Bridgeport, University of Florida, University of New Mexico, University of North Alabama, University of Providence, University of San Francisco, Virginia Commonwealth University, Yale School of Nursing

We are beyond grateful for your continued support and, as a token of our appreciation, we are happy to announce the creation of the Scrubin Uniform Scholarship Program exclusively for AACN member schools! More details about this program will be announced at the Academic Nursing Leadership Conference (ANLC) in October.

To learn more about the new scholarship program and Scrubin Uniform's partnership with AACN, please stop by the Scrubin exhibit at the ANLC or reach out to Matt PaneGasser for a quick walkthrough of the programs.

AACN WEBINARS

[National Study on Civility and Incivility in Academic Nursing: Lessons from the Field](#)

October 12, 2021
1:00-2:00 pm (ET)

[Beginning Steps for Building a Competency-Based Curriculum](#)

New Essentials Webinar Series
October 13, 2021
2:00-3:00 pm (ET)

[Teaching Effectively in a Competency-Based Curriculum](#)

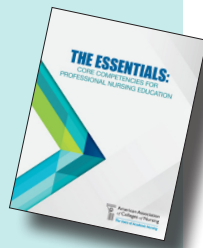
New Essentials Webinar Series
October 26, 2021
1:00-2:00 pm (ET)

[Assessment Strategies for a Competency-Based Curriculum](#)

New Essentials Webinar Series
November 16, 2021
1:00-2:00 pm (ET)

**PRINT COPIES OF
THE ESSENTIALS
AVAILABLE—
ORDER TODAY!**

SPECIAL RATES FOR
MEMBERS,
FREE SHIPPING



Used to define quality in nursing education, *The Essentials: Core Competencies for Professional Nursing Education* outline the necessary curriculum content and expected competencies of graduates from baccalaureate, master's, and Doctor of Nursing Practice programs. Professionally printed copies of the 84-page *Essentials* are available now.

Click [here](#) to order your copies today!



SCHOOL OF NURSING
VANDERBILT UNIVERSITY

Vanderbilt University School of Nursing Faculty Positions

Vanderbilt University School of Nursing (VUSN) invites applications for full-time faculty positions in its **Pre-Licensure Level** and **Master of Science in Nursing (MSN)** Programs, **as well as its tenure/tenure track program.**

Pre-Licensure and MSN Faculty Openings:

- ◆ Academic Director, Neonatal Nurse Practitioner Specialty
- ◆ Psychiatric-Mental Health Nurse Practitioner Specialty Faculty Position
- ◆ Pre-Licensure Faculty Position

Positions are 12-month, non-tenure appointments at rank commensurate with experience.

Tenure/Tenure-Track Faculty Openings (2):

Two endowed chair positions are available. We are seeking mid-career and/or senior level nurse scientists with an established multidisciplinary program of research in one of the following priority areas:

- ◆ Pregnancy Outcomes, Mother and Infant Health, Family Health
- ◆ Acute and Chronic Illness
- ◆ Palliative Care Science
- ◆ Data Science and Health Technologies

Appointments may be made at the rank of Associate Professor or Professor, commensurate with experience.

VUSN is a leader in education, practice and research/scholarship, and currently ranked as the #8 MSN program in the country by *U.S. News and World Report*.

See full descriptions and qualifications with application links at:

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

Interested candidates should submit a curriculum vitae and letter of interest using the application link. Screening of applicants begins immediately and applications are accepted until the position is filled. All inquiries, submitted materials, and correspondence are confidential.

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.

ELNEC UPDATE:

NEW AACN ESSENTIALS HIGHLIGHT THE CENTRAL ROLE OF PRIMARY PALLIATIVE CARE IN NURSING EDUCATION

It is an exciting time in palliative care education. *The Essentials: Core Competencies for Professional Nursing Education* has dedicated one of the four “spheres of care” to hospice/palliative/supportive care across the lifespan and with diverse populations. Nursing schools soon will be assessing the extent to which their curricular outcomes address the entry- and advanced-level domains, competencies, and sub-competencies. AACN has provided a strong framework for primary palliative care that builds on the 2018 National Consensus Project Clinical Guidelines for Quality Palliative Care (4th ed.); recommending that all healthcare professionals be educated to provide primary palliative care. There has never been a more critical time for nursing students to be prepared to meet the challenges that lie ahead.

The End-of-Life Nursing Education Consortium (ELNEC) *Undergraduate/New Graduate* and *ELNEC Graduate* online programs provide one means of demonstrating educational inclusion of primary palliative care education. Six one-hour modules provide your students with the foundational education needed in caring for seriously ill patients and families. These modules align with the AACN-endorsed primary palliative competencies for undergraduate/prelicensure (2016) and graduate nursing students (2019), respectively.

To date, over 675 undergraduate schools have enrolled their students and 66,429 have completed the curricula. Likewise, 267 graduate schools enrolled their students and 993 students have completed the curricula.

You can visit the [ELNEC website](#) and check out the updated *Hall of Fame* of champion institutions utilizing the curricula.

For faculty interested in more information or not familiar with the AACN CARES and G-CARES competencies, please visit the website at <https://aacnnursing.org/ELNEC> or contact Dr. Andra Davis, associate professor, University of Portland and ELNEC Project Co-Investigator davisa@up.edu.

To support your efforts in enhancing and standardizing your palliative care education, we can provide you with **free** access to the curricula to review.

Contact elnec@coh.org to request access.



ABOUT SYLLABUS

Syllabus is published bimonthly by the American Association of Colleges of Nursing (AACN). Address Changes: Send to *Syllabus*, AACN, 655 K Street, NW, Suite 750, Washington, DC 20001.

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Chief Communications Officer

Space in *Opportunities* is available for advertising position openings, availabilities, and consultant and other services.

All advertising is subject to the publisher's approval.

Publications of the American Association of Colleges of Nursing serve to advance the quality of baccalaureate and graduate nursing education, promote nursing research, and develop academic leaders. AACN therefore reserves the right to unilaterally reject, omit, or cancel any advertisement that is not in the best interest of the objectives and policies of the Association, or that is not in keeping with the generally scholarly and professional nature of AACN publications. The publication of any advertisement by AACN is neither an endorsement of the advertiser nor the product or services advertised.

AACN promotes equal employment opportunity as required by law, and accepts only advertisements that are not discriminatory on the basis of race, color, religion, sex, national origin, age, handicap, sexual orientation, veteran status, or for any other reason not related to individual merit.

Rates: The classified ad rate is \$14 per line for AACN members; \$18 per line for nonmembers (approximately 40 characters and spaces per line).

Deadlines: *Opportunities* is published bimonthly beginning with the January issue. Deadline for including, changing, or cancelling ads is the 15th of the month preceding publication date. Advertisers are invoiced with proof of publication.

Send Copy To: All copy must be submitted electronically, preferably in Word format (or PDFs for display ads) to Bill O'Connor (boconnor@aacnnursing.org)