

LEADERSHIP DEVELOPMENT AT AACN

AACN**LEADS**
TRANSFORMING ACADEMIC NURSING LEADERSHIP



*Preparing the
Next Generation
of Academic Leaders*



American Association
of Colleges of Nursing
The Voice of Academic Nursing

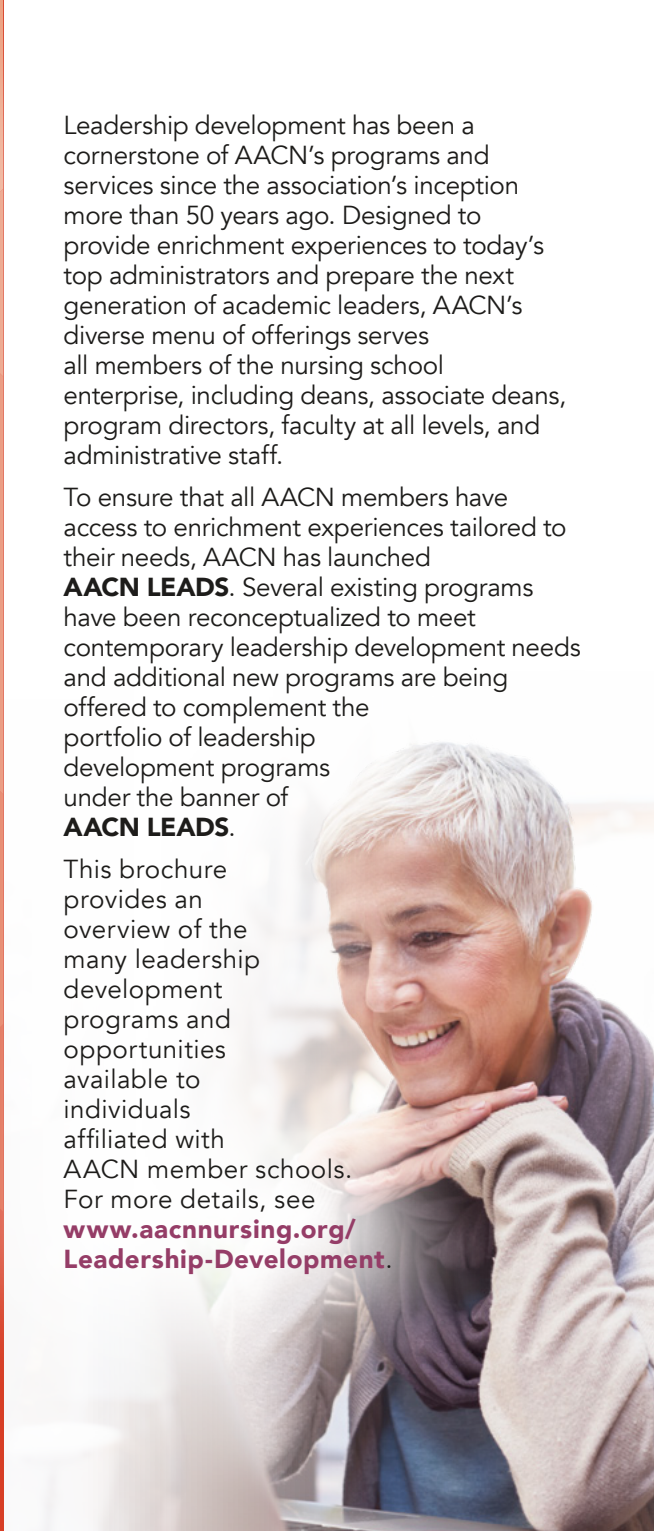
“As academic nursing leaders we have to stay abreast of regional and national trends that are impacting nursing and higher education. Deans and faculty have a responsibility to use their expertise to shape the future of nursing education in order to address health disparities and to improve access to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

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

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

To ensure that all AACN members have access to enrichment experiences tailored to their needs, AACN has launched **AACN LEADS**. Several existing programs have been reconceptualized to meet contemporary leadership development needs and additional new programs are being offered to complement the portfolio of leadership development programs under the banner of **AACN LEADS**.

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



AACN LEADS PROGRAMS

Advancing Academic Leadership for New Deans

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

Elevating Leaders in Academic Nursing (ELAN)

This program is designed for aspiring deans and senior faculty in leadership roles. This year-long fellowship provides participants with a focused assessment experience, a range of content and exercises related to successful executive leadership, and the opportunity to establish a peer network that fosters long-term partnerships and collegial support. Built on the success of the Leadership for Academic Nursing Program (LANP), the same creative team has expanded and updated ELAN, making attendance key to the development of a skill set necessary for those aspiring to a deanship or a higher level of administrative responsibility. The fellowship features a six-day immersion experience, two virtual learning sessions, and peer group work over the course of a year. Applications are competitive, and the deadline to apply is mid-spring for an immersion experience in the summer.

Senior Academic Nursing Leadership Program

The **AACN-Wharton Executive Leadership Program** is a world-class enrichment program for seasoned academic nursing leaders hosted on-campus at the top-ranked Wharton School in Philadelphia, PA. The curriculum is designed to provide the concepts and tools needed to enhance leadership capacity and hone the skills essential to moving forward with a strategic vision. This program addresses issues related to managing and leading change, influencing and galvanizing a diverse set of stakeholders, and building enterprising relationships in highly volatile environments. Participants leave equipped with an advanced set of negotiation, leadership, and influencing skills, and the confidence and ability to serve on or lead high-powered boards. Selection is competitive and applications are due in late-spring for the August leadership experience.

MentorLINK

AACN's new mentoring program brings together experienced deans with deans/directors who are both new to their role and/or looking for wisdom on how to overcome challenges in their settings and to maximize their impact. This structured, 7-month experience guarantees contact at least once a month

and features virtual leadership development sessions, and time for networking with your mentor at national AACN meetings. All elements incorporate the principles of commitment, mutual respect, empathy, flexibility, and advocacy. Applications open in the spring with the program starting in early fall. If you are an experienced dean interested in volunteering, please complete the registration as well.

Leadership Education Modules

AACN offers a series of educational modules as a resource for nursing professionals at all levels, including those aspiring to leadership roles.

This on-demand modules series offers guidance and practical strategies on how to navigate real-world challenges and amplify your effectiveness. Content is designed to stimulate fresh thinking and provide solutions to some of your most pressing challenges. Modules will enrich your understanding of key principles and practices needed for leaders to succeed in the academic arena.

Topics currently include:

- Leadership Principles and Practices for Academic Nursing Leaders
- Ethical Leadership in Nursing Education
- Demystifying Emotional Intelligence to Enhance Leadership Impact
- Leading through Crisis: A Primer in Disaster Preparedness

OTHER LEADERSHIP DEVELOPMENT OPPORTUNITIES

Leadership Networks

AACN's Leadership Networks provide information, networking, and professional development for nursing school faculty and staff. The Networks bring peer professionals together to share best practices and success stories, sharpen leadership skills, and take full advantage of AACN resources. Professionals engaged in a variety of functions within the nursing academic unit are represented among the eight networks. The Networks foster professional growth and development, information sharing, communication, and discussion of key issues among nursing school faculty and staff at member institutions. Networking within these groups will be facilitated through programs, meetings, and electronic communications.

Membership is available in seven Leadership Networks:

- Business Officers of Nursing Schools (BONUS)
- Diversity, Equity, and Inclusion Leadership (DEILN)
- Faculty Leadership (FLN)
- Graduate Nursing Admissions Professionals (GNAP)
- Nursing Advancement Professionals (NAP)

- Organizational Leadership (OLN)
- Practice Leadership (PLN)
- Research Leadership (RLN)

Diversity Leadership Institute

The central focus of the 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. It frames diversity within the context of higher education and academic nursing while presenting high-involvement diversity practices in teams and leaders.

To learn more about this offering, see <https://www.aacnursing.org/DLI>

Executive Development Series

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

Summer Seminar

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





Be a Leader Among Leaders

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

Conferences & Digital Conference Library

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

Webinars

These one-hour sessions cover varied topics and are an excellent source for professional development and continuing education credit. Learn more about the topics effecting you on your own schedule with access to over 300 on-demand webinars free of charge in addition to the 40+ presentation delivered each year.

AACN Connect

Free for faculty and deans/directors from AACN member schools, AACN Connect is an online collaboration community that facilitates the sharing of best practices, curriculum concerns, innovations, feedback, and networking with colleagues nationwide. The platform provides a convenient way for AACN members to ask for expert advice, seek practical solutions to everyday challenges, identify new approaches to teaching, and share the latest news impacting academic nursing.

LEADERSHIP OFFERINGS AT A GLANCE

DEANS/ DIRECTORS	<ul style="list-style-type: none"> ■ Advancing Academic Leadership for New Deans ■ MentorLINK ■ Leadership Education Modules ■ Senior Academic Nursing Leadership Program ■ Be A Leader Among Leaders ■ New Dean Dialogue 	<ul style="list-style-type: none"> ■ Executive Development Series (EDS) ■ Summer Seminar ■ Leadership Networks ■ Conferences & Recordings ■ Webinars ■ AACN Connect ■ Diversity Leadership Institute
ASSOCIATE/ ASSISTANT DEANS	<ul style="list-style-type: none"> ■ Elevating Leaders in Academic Nursing (ELAN) ■ Leadership Education Modules ■ Senior Academic Nursing Leadership Program ■ Executive Development Series ■ Summer Seminar 	<ul style="list-style-type: none"> ■ Leadership Networks ■ Conferences & Recordings ■ Webinars ■ AACN Connect ■ Diversity Leadership Institute
FACULTY	<ul style="list-style-type: none"> ■ Elevating Leaders in Academic Nursing (ELAN) ■ Leadership Education Modules ■ Executive Development Series ■ Summer Seminar 	<ul style="list-style-type: none"> ■ Leadership Networks ■ Conferences & Recordings ■ Webinars ■ AACN Connect ■ Diversity Leadership Institute
ADMINISTRATIVE STAFF	<ul style="list-style-type: none"> ■ Leadership Education Modules ■ Summer Seminar ■ Leadership Networks ■ Conferences & Recordings ■ Webinars ■ AACN Connect ■ Diversity Leadership Institute 	

Find out more about all of the leadership development programs and opportunities available through AACN on the web at www.aacnnursing.org/Leadership-Development.



AACN LEADS

TRANSFORMING ACADEMIC NURSING LEADERSHIP

Designed to provide a variety of learning opportunities to all individuals along the leadership continuum, from novice faculty to seasoned administrator, **AACN LEADS** introduces a portfolio of programs for new, early career, and experienced deans, associate deans, program directors, and faculty. AACN uses the acronym LEADS to intentionally match specific levels of programming with the audiences served:

Leveraging Your Potential: *For Faculty*

Elevating Your Influence: *For Aspiring Deans and Faculty in Leadership Roles*

Advancing Your Impact: *For New Deans*

Determining the Future: *For Early Career Deans*

Seizing Opportunity: *For Experienced Deans*

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

