

# FELLOWSHIP APPLICATION

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## AMERICAN ACADEMY OF NURSING MISSION STATEMENT

*Improve health and achieve health equity by impacting policy  
through nursing leadership, innovation, and science.*

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## GUIDE & INSTRUCTIONS

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## THE 2024 APPLICATION CYCLE

The American Academy of Nursing's (Academy) Fellowship Application opens on Tuesday, January 9, 2024. The link to login into the application portal will be made available on that date.

### DEADLINE

The deadline for submission is **Thursday, February 15, 2024, 11:59 PM EST**. Applications received after the deadline will not be considered. This is strictly enforced. Academy staff are available for support during regular business hours, Monday – Friday, 9:00 AM – 5:00 PM ET. **Please reach out to Claire Holland, Member Engagement Manager, at [cholland@aannet.org](mailto:cholland@aannet.org) with questions.**

### BEFORE YOU BEGIN

Visit the American Academy (Academy) of Nursing's website at [www.aannet.org/about/fellowship-application](http://www.aannet.org/about/fellowship-application) to carefully review the selection criteria, requirements, and guidelines to ensure successful completion of the application for Fellowship. Applications that do not comply with instructions, criteria, and/or requirements will not be reviewed.

### APPLICATION REQUIREMENTS

- Applicants must be sponsored by TWO Regular Fellows in good standing with the Academy as outlined in the Academy's [bylaws](#). Please note, the changes to the sponsor requirements below were approved by the Academy Board of Directors in August 2023:
  - **NEW IN 2024** - At least one sponsor must be a Regular Fellow who, according to Academy bylaws, holds membership in an American Nurses Association (ANA) Constituent/State Nurses Association (C/SNA) as a full C/SNA ANA member or direct ANA membership through the individual member division of ANA.
  - **NEW IN 2024** - A maximum of one sponsor may be a Regular Fellow who is a member of a National Nurses Associations (NNA) that is listed as a [member organization](#) of the International Council of Nurses (ICN), or equivalent, if applicable. *Should the Sponsor reside in a country without ICN membership exceptions can be made on case by case basis.*
  - According to the Academy's [bylaws](#), Honorary Fellows and Fellows currently serving on the [Fellow Selection Committee](#) may not sponsor applicants. And applicants may not be sponsored by members of the Academy's [Board of Directors](#).
- Applicants who are United States citizens must be current members of the American Nurses Association (ANA). There are two ways you can fulfill the ANA membership requirement; full ANA membership through a state nurses association or, where available, direct membership in ANA. *The ANA e-membership option does not meet the specified requirement.*
- International applicants must be a member of one of the National Nurses Associations (NNA) listed as a member organization of the International Council of Nurses (ICN), if eligible. View a list of [ICN Members](#).
- Payment for the nonrefundable \$375 application fee (US currency) must be received in order for your application to be considered complete.
- Applications must be completed in English.

## SELECTION CRITERIA

### CRITERION FOR SELECTION OF FELLOWS

Specific evidence of your substantive, sustained, and outstanding contribution to health or health care at the national/international level or state/regional work demonstrating potential for scalable impact. Data should be provided to support the impact of your work. Area(s) of impact may include service, practice, education, advocacy, policy, government, military, research, or other. Note, you do not need to demonstrate impact in all areas, it is best to focus on your primary and secondary (if applicable) area(s).

## HOW TO COMPLETE AND SUBMIT YOUR APPLICATION

### Step 1: Create an Account to Login to the Application Portal

Visit [Academy's application portal](#). Login or create a new account to be directed to the homepage.

Click on "Start Application" at the bottom of the page to create an account. You can save your application as you go along and log out and log back in as needed before the submission deadline.

**Please note that sponsors are NOT permitted to submit an application on behalf of the applicant.**

Applications will be considered ineligible and will not be reviewed if there is missing or incomplete information in any of the sections or if application information is falsified, fabricated, and/or embellished. Please refer to the Academy's [Ethics Policy and Code of Conduct](#) policy to understand the importance the Academy places on professional integrity.

### Step 2: Complete the Required Application Sections

#### Section 1: Applicant Information

In this section, enter in your contact information and your professional nursing association affiliation. Applicants who are United States citizens must be current members of the American Nurses Association (ANA), you will be required to enter in your ANA ID #. International applicants must be a member of one of the National Nurses Associations (NNA) listed as a member organization of the International Council of Nurses (ICN). View a list of [ICN Members](#), if eligible. To verify your National Nursing Association (NNA) membership, you will be prompted to upload a copy of your current membership card. If no membership card is available, please upload written verification of current membership, such as a letter written on the organization's letterhead verifying that your membership is current. *Should the applicant reside in a country without ICN membership exceptions can be made on case by case basis.*

Click "Save and Next" to proceed to Section 2.

#### Section 2: Applicant Statements

In this section, enter in your responses to the applicant questions. There are 3 questions; question 1 is a two-part question. You can copy and paste and/or type in your responses to the questions within the application portal. The questions are listed below for your reference.

- 1) Summarize your significant individual contributions on the national/international level or describe a state/regional effort demonstrating potential for scalable impact (consider this section to be similar to an abstract of the work you will describe in Question 2).



- a. Based on the above question, summarize the primary area(s) of impact: service, practice, education, advocacy, policy, government, military, research, or other. Note, you do not need to demonstrate impact in all areas, it is best to focus on your primary and secondary (if applicable) area(s). *(100- word limit)*
  - b. Describe the context in which your impact occurs. Please be sure to clarify for the reviewers the specific role that you have in the setting as applicable to this application. *(200-word limit)*
- 2) Briefly describe the substantive, sustained, and outstanding impact of your contribution that is the focus for this application (for state or regional contributions, please identify the potential, scalable impact of your work). In addition, include your potential for significant continuing contributions in this area to health or health care. Be as specific as possible, providing data to support the impact of your work. Ensure that information listed in your CV aligns with the description provided. *(600-word limit)*
- 3) How does your significant contribution(s) advance the mission of the American Academy of Nursing? The Academy's mission is to "improve health and achieve health equity by impacting policy through nursing leadership, innovation, and science." *(200-word limit)*

Click "Save and Next" to proceed to Section 3.

### Section 3: Curriculum Vitae

Use the Curriculum Vitae (CV) template provided to add relevant background information which can be sourced from your CV, resume, or biosketch. Please make sure your CV information substantiates the information contained in your applicant statements. The CV template helps to ensure consistency in length and format across applications. The intent of the CV template is to provide a helpful resource for applicants to follow and give additional guidance on how to use their CV, resume, or biosketch to amplify and reinforce their applicant and sponsor statements. Applicants are required to use the CV template provided within the application portal. The Academy will not accept a PDF or file upload version of the CV, resume, or biosketch. Please refer to the Academy's [Ethics Policy and Code of Conduct](#) policy to understand the importance the Academy places on professional integrity.

#### CV sections include:

- **Educational History** – list any academic degrees earned, formal post-doctoral education, and/or degrees in progress, including the institution name *(250-word limit)*.
- **Certifications** – list any relevant certifications and/or credentials *(300-word limit)*.
- **Professional Background** – list relevant employment *(3,000-word limit)*.
- **Additional Leadership Positions** – list relevant voluntary, appointed, or elected leadership roles in nursing, health care, or other organizations, outside of your professional position *(1,000-word limit)*.
- **Selected Written Work** – list any relevant selected written work such as publications, book chapters, clinical practice guidelines, patents, tools, or instruments *(2,000-word limit)*.
- **Speaking Engagements** - list any relevant speaking engagements such as keynotes, panels, media interviews, and/or podium and abstract presentations *(1,000-word limit)*.
- **Awards & Honors** – list any relevant awards and/or honors that you have received *(500-word limit)*.

- **Additional Experiences that Demonstrate Impact** – *list any additional activities you would like to include that further support your application, examples could be advocacy, funded research, practice/service projects, legislative experience, policy work, and/or community/volunteer experience (2,000-word limit).*

There will be a textbox for each section with word count limits; applicants can input and/or copy and paste relevant information into each corresponding section as needed. It is recommended that applicants only include the most recent and relevant information to support their application in the CV section. It is recommended that applicants add information that is up to but not to exceed 15 years. Applicants that have additional information for any CV section beyond 15 years that they feel is necessary to include to support their application it is permitted as long as it does not exceed the word count limit.

Click “Save and Next” to proceed to section 4.

#### **Section 4: Sponsor Information**

As noted above, applicants must be sponsored by TWO Regular Fellows in good standing with the Academy as outlined in the Academy’s [bylaws](#). Additionally, please note the sponsor requirements below.

- **NEW IN 2024** - At least one sponsor must be a Regular Fellow who, according to Academy bylaws, holds membership in an American Nurses Association (ANA) Constituent/State Nurses Association (C/SNA) as a full C/SNA ANA member or direct ANA membership through the individual member division of ANA.
- **NEW IN 2024** - A maximum of one sponsor may be a Regular Fellow who is a member of a National Nurses Associations (NNA) that is listed as a [member organization](#) of the International Council of Nurses (ICN), or equivalent, if applicable. *Should the Sponsor reside in a country without ICN membership exceptions can be made on case by case basis.*

In this section, copy and paste in your sponsor statements in the designated textboxes. Prior to copying and pasting in your sponsor statements to the application portal, you will need to collaborate with your sponsors to collect their statements, this can be facilitated via email, Microsoft Word, Google docs, etc. Each sponsor’s statement should address the following:

- Please verify and amplify the applicant's statement, citing evidence of significant and sustained contributions and the impact or potential impact of those contributions. Consider the Criteria for Selection of Fellows in your statement, basing your comments on their professional background and how they can help advance the [mission](#) of the Academy (500-word limit).

Below each sponsor statement, there is a search field box for applicants to type in their corresponding sponsor’s name and select from an automatically populated list of eligible sponsors. Sponsors must be in good standing with the Academy as outlined in the Academy [bylaws](#) in order to serve as a sponsor. If an applicant cannot find their desired sponsor, contact Academy staff member Claire Holland at [cholland@aannet.org](mailto:cholland@aannet.org) to ensure the sponsor is in good standing. It is recommended that applicants search for their sponsor by last name.

Once the sponsor is selected, the sponsor’s full name and email address will be auto-populated. If the sponsor’s email address that is listed does not match the email address that have you been using to

correspond with your sponsor, please notify Claire Holland, [cholland@aannet.org](mailto:cholland@aannet.org), so that we can update your sponsor's email address as needed.

Click on the "Send Request Now" button to generate an automated email message from the Academy which will include a link for your Sponsor to securely review and sign their statement. Sponsors will be able to view their statement, the applicant's statements and the other sponsor's statement as well. Sponsors will not be able to edit the statement, this is a "read-only" view. Should the sponsor need to make any edits to their statement this must be facilitated by the applicant and they will need to work directly with the applicant to make those changes in the portal prior to submission. Once this step is complete, underneath the Sponsor's name red text will appear that says "Received". Sponsors must complete this step by the deadline or your application will not be reviewed.

The sponsor request email message will be sent from "American Academy of Nursing Fellow Selection" with the email address [fellowselection@aannet.org](mailto:fellowselection@aannet.org) and the subject line: "<Applicant Full Name> has Requested you Review and Verify your Statement for their 2024 Fellowship Application". Applicants can view the status of their sponsor statement and resend the request to their sponsor within the application portal. Academy staff are available for support during regular U.S. business hours, Monday – Friday, 9:00 AM – 5:00 PM ET. Please reach out to Claire Holland at [cholland@aannet.org](mailto:cholland@aannet.org) with questions.

## Section 5: Application Certification

In this section, you will agree to the applicant attestation and acknowledge conditions of acceptance while submitting your electronic signature. Please review the questions you are required to respond to within this section of the application below.

### Applicant Attestation

I understand that my application will be considered ineligible and will not be reviewed if there is missing or incomplete information in any of the sections, or if my application information is falsified, fabricated, and/or embellished.

- I agree
- I confirm that I have consulted with and coordinated the content of my sponsors' statements.

### NEWLY ADDED IN 2024 - Use of Generative AI Technology is Prohibited

The American Academy of Nursing prohibits the use of generative Artificial Intelligence (AI) technologies in preparing application responses (for both applicant and sponsor) as it violates the Academy's value of integrity.

- I confirm that AI technologies have not been utilized by myself (the applicant) or my sponsors in preparing my application.

### Induction Ceremony In-Person Attendance Requirement

If accepted, new Fellows are required to register for the American Academy of Nursing's 2024 Health Policy Conference and attend the Induction Ceremony, which is held **in-person** in



Washington, DC. Please note that the conference registration fee will be released in summer of 2024 and new Fellows pay this cost along with their travel and lodging expenses.

The 2024 Induction Ceremony will occur during the Academy's Health Policy Conference which will be held October 31 – November 2, 2024 at the Marriott Marquis located at 901 Massachusetts Avenue NW, Washington, DC 20001. **There is no virtual option for the Induction Ceremony** this requirement stands for all U.S. and International candidates.

- I understand and agree that if accepted, I will register for the American Academy of Nursing's annual Health Policy Conference and attend the in-person Induction Ceremony in Washington, DC.

#### **NEWLY ADDED IN 2024 - Deferment Policy**

Admission occurs at the American Academy of Nursing Induction Ceremony in the year the Fellow is selected. In accordance with the bylaws, the Board has determined that no matter the circumstances (exceptional or not), all new Fellow inductees are eligible to defer their admission for up to one year. If a new Fellow inductee does not meet the induction ceremony attendance requirement in the deferment year, admission is revoked.

- I confirm that I understand and agree to the deferment policy and will abide by it.

#### **Costs Associated with Fellowship**

If accepted, new Fellows are required to pay a nonrefundable \$400 initiation fee. Please note that the one-time initiation fee does NOT cover a New Fellow's registration for the 2024 Academy Health Policy Conference.

Additionally, Academy Fellowship dues are billed on an annual basis beginning in December for the following year. Fellows inducted in 2024 will be required to pay for the 2025 dues cycle by April 30, 2025. Fellows are required to pay annual dues in order to remain in good standing with the organization and maintain their FAAN credential according to the [Bylaws](#). *For reference, 2024 Academy Fellow [dues](#) are \$575.*

- I understand and agree that if accepted, I will pay the one-time initiation fee and adhere to the Academy's annual dues requirement.

If you have any questions or concerns regarding the acceptance acknowledgements please contact Claire Holland at [cholland@aannet.org](mailto:cholland@aannet.org).

### **Step 3: Submit Your Application and Pay Your Application Fee**

**First, you must submit your application online.** Applications will be open for submission through **February 15, 2024, 11:59 PM ET**. Once you have completed the final section, Sponsor Information and the applicant certification, **click "Submit and Pay"** to submit your application and pay the required, nonrefundable \$375 application fee. See details below regarding payment options.

- You will be directed to provide payment for the \$375 (U.S. currency) Fellowship [application fee](#) at the time of submission. Credit card, electronic check, or check are acceptable payment methods.
- The Academy accepts Discover, MasterCard, Visa, and American Express.
- To pay by check, choose the “Send Check” option and follow the steps below to submit a check.
  - Checks MUST be postmarked by February 15, 2024 or your application will not be reviewed. Make the check payable to the American Academy of Nursing. **The applicant’s name should be written in the memo line of the check.**
    - Mail checks to the following address:  
American Academy of Nursing  
Attn: 2024 Fellowship Application  
1000 Vermont Ave. NW, Suite 910  
Washington, DC 20005

*Receipts will be generated automatically upon application and payment submission and will be emailed from [info@aannet.org](mailto:info@aannet.org) to the e-mail address associated with your application.*

Please note that in order to pay the application fee, you will be directed to the Academy’s main website to create your profile or sign into an existing profile to securely pay and process your application fee payment. In order to submit your payment, **click on the "Pay Application Fee" button** on the submission confirmation page within the application portal, which will open up a new tab in your internet browser and will direct you to the Academy's main website. Once on the [Academy's application fee webpage](#), click on the "Add to Cart" button then click on "Checkout".

Once you click on "Checkout" it will prompt you to create an account profile to securely pay for and process your application fee payment in order to finalize your submission. Please note that if you have previously applied for Fellowship or have registered for an Academy event and/or purchased Academy merchandise in the past then you can login to an existing Academy account profile to pay the application fee. *Your login to the Academy's Application Portal would be different than your Academy Website Account Profile unless you have used the same username and password for both accounts, single sign on functionality is not available.*

**Once an application is submitted you are not allowed to make modifications.** Should you have an extenuating circumstance regarding a necessary change after submission, please contact Claire Holland at [cholland@aannet.org](mailto:cholland@aannet.org). **Applications must be submitted online by February 15, 2024, 11:59 PM EST.**



## SPONSOR REQUIREMENTS & RESPONSIBILITY GUIDELINES

Sponsors may support a maximum of two (2) applicants per year. Fellows must be in good standing as outlined in the Academy [bylaws](#) (see Article III: Section 7 for full details) to be eligible to sponsor an applicant. Dues for the current year (2024) must be paid to sponsor an applicant. Please note that Fellows who have not met this requirement will not appear to the applicant as an eligible sponsor to select within the application portal. It is important to make sure that the Academy has your most up-to-date email address on file. Should you have questions about your dues or email address on file, please contact Claire Holland at [cholland@aannet.org](mailto:cholland@aannet.org).

Please note, the changes to the Sponsor requirements below were approved by the Academy Board of Directors in August 2023:

**NEW IN 2024** - At least one sponsor must be a Regular Fellow who, according to Academy bylaws, holds membership in an American Nurses Association (ANA) Constituent/State Nurses Association (C/SNA) as a full C/SNA ANA member or direct ANA membership through the individual member division of ANA.

**NEW IN 2024** - A maximum of one sponsor may be a Regular Fellow who is member of a National Nurses Associations (NNA) that is listed as a [member organization](#) of the International Council of Nurses (ICN), if applicable. *Should the Sponsor reside in a country without ICN membership exceptions can be made on case by case basis.*

Additionally, according to the Academy's [bylaws](#), Honorary Fellows and Fellows currently serving on the [Fellow Selection Committee](#) may not sponsor applicants. And applicants may not be sponsored by members of the Academy's [Board of Directors](#).

It is the responsibility of both sponsors to:

- Only support individuals they believe are truly ready for Fellowship.
- Work collaboratively with the applicant and other sponsor to assure coherence and completeness of the application.
- Know the candidate's work well enough to speak to the candidate's contributions so as to enhance the Fellow Selection Committee's understanding of the candidate.
- Assure that remarks of both sponsors substantiate the candidate's contributions so as to advocate for and advance the application.
- State the capacity in which they have known the candidate and how long they have known them. *Note: The Academy blinds the sponsor information to eliminate possible unconscious bias in the review process. In drafting your sponsor statements, please refrain from including personal information that would identify yourself such as titles, roles, or identifying data.*
- Comment on their unique contributions as well as the impact or the potential impact of those contributions.

## How to Prepare Your Sponsor Statement

Applicants are responsible for inputting your sponsor statement into the application portal. Sponsors will need to collaborate with the applicant to share their statement, this can be facilitated via email, Microsoft Word, Google docs, etc. Each sponsor should address the following in their statement:

- Please verify and amplify the applicant's statement, citing evidence of significant and sustained contributions and the impact or potential impact of those contributions. Consider the Criteria for Selection of Fellows in your statement, basing your comments on their professional background and how they can help advance the [mission](#) of the Academy (500-word limit).

## How to Review and Sign Your Sponsor Statement

Sponsors are required to review and sign their Sponsor Statement in order for the applicant to complete their submission. This is the same process as in prior years, however the procedure for sign off is required through the Academy's application portal.

The applicant will enter in their sponsor statements on behalf of the sponsors and select their sponsor names within the application portal. This will populate the sponsors' email addresses and the applicant is able to easily click a button to send a request for the sponsor to check their sponsor statement. The sponsor will receive an automated email message to their email address on file with the Academy, which will include a link for sponsors to securely review and sign their statement. Sponsors will be able to view their statement, the applicant's statements and the other sponsor's statement by clicking the secure link within the sponsor request email message. Sponsors will not be able to edit the statement on this secure webpage, this is a "read-only" view. Should the sponsor need to make any edits, as in year's past, they will need to work directly with the applicant to make those changes prior to submission.

The sponsor request email message will be sent from "American Academy of Nursing Fellow Selection" ([fellowselection@aannet.org](mailto:fellowselection@aannet.org)) with the subject line: "<Applicant Full Name> has Requested you Review and Verify your Statement for their 2024 Fellowship Application". Within the email, click on the link that says, click here to review and sign your statement, which will take you to a secure webpage where you can do a final read through of your statement. You will then electronically sign your statement. **Scroll to the bottom of the page to click "Save"**. *Note that the applicant cannot submit their application for review until you complete this step.* Should you not receive the request to review and sign your statement, the applicant can resend the request and the Academy staff can also assist.

## QUESTIONS

Academy staff are available for support during regular U.S. business hours, Monday – Friday, 9:00 AM – 5:00 PM ET. Please reach out to Claire Holland at 202-777-1176 or [cholland@aannet.org](mailto:cholland@aannet.org) with questions or for assistance.

## ADDITIONAL GUIDANCE FOR SPONSORS

When verifying and amplifying the applicant's statements that describe the impact of their contributions, it is helpful to reinforce with specific examples or evidence your first-hand knowledge of their work and how that relates to ways in which they can leverage their expertise to advance the mission of the Academy.

New this year, the Academy is providing a few examples of exemplary sponsor statements to help provide greater understanding on how to frame and express the impact of the candidate's work. **These exemplars are intended for informational purpose only.** Admission into the Academy is based on the evaluation of a candidate's full application by the Fellow Selection Committee.

## SPONSOR STATEMENT EXEMPLARS

*These examples only represent responses to the Sponsor Question.*

### Sponsor Question:

**Please verify and amplify the applicant's statement, citing evidence of significant and sustained contributions and the impact or potential impact of those contributions. Consider the Criteria for Selection of Fellows in your statement, basing your comments on their professional background and how they can help advance the mission of the Academy (500 word limit).**

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### Sponsor Statement Exemplar 1

It is a privilege to endorse this candidate for Fellowship into the American Academy of Nursing. In five years of examining her work intensively through the Center for Innovation in Quality and Safety, her engagement as a Fellow would be advantageous. She is a scientist who is an innovator, patent recipient, care model developer, and policy influencer. Dedicated to the Parkinson's Disease population, most of whom are aged, her work emanates from the impact that neurostimulation vibrations have on the sixty percent of movement disorders patients. Her research has ideated a neurostimulation device that can be placed in a discriminate sock pocket, designed with and for patient users to their specifications. I have seen the device in action and its remarkable transformative stability in the patient's gait. This discovery has international acknowledgment and is featured through national and international media. The science is ongoing and is now being tested with other body parts such as arms. Patients' narrative descriptions describe the intervention as life-changing in their quality of life, fall prevention, and ambulation frequency.

The candidate blends research design with design thinking protocols, where ideation, prototyping, and testing are central to empathy-based care. She receives funding from multiple sources. As an Affiliate Scholar with the Center, she received its inaugural innovation grant award, so I witnessed her work's progressive impact. At this juncture, the neurostimulation device and sock are marketplace scalable. These abilities would benefit the Academy as we expand Edge Runner innovations models.

When patients with Parkinson's Disease lacked access to care in her state, the candidate introduced telehealth technology, assembling a team of experts to the clinic model, and embedding the care model within an existing Federally Qualified Health Center. This clinic is now a multi-state regional center. She was instrumental in leading coalitions in state that led to the passage of legislation, the telemedicine parity bill that authorized payment for telehealth services, among the first in the nation. This ability – to identify a complex issue, deconstruct the variables that created the problem, provide leadership to address the multiple variables that impact change, and then create a care model and state policy to ensure that the solution became normalized is unique and a hallmark of Academy Fellows.

She is published in highly respected and peer-reviewed journals, some of which include The Annals of Movement Disorders, International Journal of Human Caring, The Gerontologist, Transactions on Neural Systems and Rehabilitation Engineering, Journal of American Geriatrics Society, and others. She has held

leadership positions in directing Parkinson's Telehealth Centers, coordinator of medical-neurology units, and a Neurological Clinical Nurse Specialist prior to an academic career. I can attest that she is an outstanding educator as she co-leads a certificate program in health innovation, a shared program that brings nursing students together with product innovation graduate students.

I hope you will appreciate the formidable achievements of this candidate and advance her to Fellowship in the Academy.

## Sponsor Statement Exemplar 2

I have known the candidate for over 15 years as he completed his PhD and transitioned into a faculty role. I have served as a research and career mentor and can speak knowledgeably about his current and future contributions. Early on he identified, from his clinical practice, that air medical transport (AMT) was not a beneficial approach for all patients. Air medical transport is expensive (even with health insurance) and risky for both the patient and the health care workers. His focus has been to optimize the use of AMT for the persons most likely to benefit. In his work, he identified that in many cases, outlying community hospitals wanted to fly their patients to an academic medical center even when the prognosis was poor and death was likely. However, evidence was needed to support this and to do so he developed the cross-cutting data repository to allow him to evaluate this phenomenon. He has developed his own skills in this area and works with a superb team that has merged complex clinical databases into a repository that meets all the important HIPAA and security protocols and includes the span of care (from pre-transport, through transport, to receiving hospital care and discharge). Some of his early work was in data validation and his work with an interdisciplinary team (truly team science) demonstrated the data quality, always a concern for this kind of work. His work is a strong example of how clinical observations can drive research and evidence to support better clinical decision making.

As indicated in his statement, and as his CV supports, he has developed a simultaneous stream of research in mobile stroke units. This is a clinical innovation which holds great promise for improving the long-term outcomes and sequelae of stroke, which disproportionately impacts communities of color, rural residents and impoverished groups. Again, evidence was needed in this case to support the expansion of mobile stroke units (MSUs). The candidate's preliminary findings in being able to reduce treatment time by 35 minutes is significant for short- and long-term outcomes. He has pending research applications to create a national research network.

From the policy perspective, his work on the MSUs has already been used to address payment transport issues in California to support establishing reimbursement for patients treated by MSU. AMT policies are more complicated—there are financial incentives within the air medical transport industry, usually independent companies in contracts with health systems, to fly patient to hospitals, even when the prognosis is poor. His research has produced the evidence that will be essential to future policy decision as the US undertakes health care reform initiatives. There are known inequities in this area for persons without health insurance, and those with Medicaid are less likely to be flown, even when indicated.

In summary, he is exactly the kind of Fellow the Academy needs: his work is clinically driven, of high scientific caliber, innovative and he is actively engaged in promoting research, practice and policy.

### Sponsor Statement Exemplar 3

I wholeheartedly sponsor this candidate's applications as a Fellow in the Academy. I know him as the Health System Chief Nurse and Executive Vice President at X Health and as an adjunct professor at my institution. Not only has he been a great Academic Partner to my school, he has also been a great partner with the other nursing school, an HBCU in our area. Although his leadership during the COVID-19 pandemic was extraordinary having been assigned to stand up a COVID-19 hospital quickly, his leadership impact began long before the pandemic. Deservedly, his organization was recognized by the International Hospital Federation with the "Beyond the Call of Duty" award.

His expertise lies in patient care delivery systems and executive administrations. As such, while at University Hospital starting in 2012 he led many important initiatives including the introduction of the Clinical Practice Leader role and redesign of the nursing workforce plan. Under his leadership, UHospital received the Magnet Prize for innovation in evidence-based practice, received magnet recognition and was awarded the Beacon Awards for Excellence from the American Association of Critical Care Nurses (AACCN) for a positive and supportive nursing culture. He also received the AACCN In Leadership award and was recently named by the Becker's Hospital Review as one of 60 chief nurse executives to know.

At X Health, his list of accomplishments to benefit nurses, patients and health care is massive. For example, he led an acute care hospital operations team to overcome a \$114M deficit from COVID-19 and ended with a 3.2% margin. Through his use of Lean processes and in collaboration with the executive team, they exceeded three-years savings target of \$100M in operating expenses across the system. He also built connections by leveraging ACO relationships resulting in more efficient discharge planning, reduced readmissions, and improved post-hospital care. He was instrumental in partnering to promote health equity in 2020. This partnership included testing the "health equity toolkit" developed by the RWJF/AARP Future of Nursing: Campaign for Action.

I strongly believe that he will be a huge asset to the Academy's mission. He understands systems and finances but also is strongly committed to improving workplace environments, supporting nursing, building strong teams and partnering around DEI to assure access and understanding. I see him on the Finance Committee one day and also contributing to the Equity, Diversity, and Inclusivity Committee and the Acute and Critical Care, the Health Equity and/or the Quality Health Care Expert panels. He is well deserving of recognition as a Fellow of the American Academy of Nursing.

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### ADDITIONAL GUIDANCE FOR APPLICANTS

When describing the impact of your unique contributions, an explanation of the scope, reach, or spread of the work is helpful in setting the rationale for the application. For example, leading a practice or policy change or innovation in a large health care system or state.

Many contributions to nursing and health care are made as a team. Accordingly, a description of your responsibilities on the team strengthens the application. Leadership on the team would be defined as formally leading the team or a subset of the team's work; or bringing the sole nursing perspective to the team's work (but the nursing perspective still needs to be innovative and unique).

For service-focused applicants (i.e. practice or military) examples may include descriptions of innovations or improvements in health care or public health; evidence of development and implementation of unique models of nursing care; evidence of leadership in health system's improvement initiative(s); evidence of active participation/leadership in mentoring others in unique and innovative models of care; and/or evidence of unique role in team-based innovations.

For policy/professional organization focused applicants, examples may include evidence of leadership in the development of health policy; evidence of unique role in the development/advocacy for health policy; demonstration of the health policy's potential impact; and/or evidence of unique role if there was a team approach to policy development.

For academic/scholarship or research focused applicants, examples may include publications of unique work in peer-reviewed journals, publication of textbooks and/or similar documents, with evidence of use of the same by others; receipt of external funding to support research, with specific evidence of individual contribution if team-oriented research; evidence of mentoring of others in research efforts; demonstration of impact of research on health care, nursing practice, or education; evidence of the development of innovation and unique models of education.

## FELLOWSHIP APPLICATION EXEMPLARS

Candidates interested in applying for Fellowship in the Academy must demonstrate their impact in the Applicant Statement section of the application. See examples below that reflect various impact areas. Please note that Fellows have a diverse range of backgrounds and experiences. The exemplars do not reflect a full application, the examples below only reflect Section 2: Applicant Statements, Question 1a and 1b.

Attention must be given to the entire application— which includes questions 2 and 3, the sponsors' statement that amplify the applicant's contributions, and a CV that verifies and cross-references statements within the application. **These exemplars are intended for informational purpose only.** Admission into the Academy is based on the evaluation of a candidate's full application by the Fellow Selection Committee.

## EXEMPLARY APPLICANT STATEMENTS

*As noted above, these examples only include responses to Question 1a and 1b.*

### Question 1:

**Summarize your significant individual contributions on the national/international level or describe a state/regional effort demonstrating potential for scalable impact (consider this section to be similar to an abstract of the work you will describe in Question 2).**

- a. Based on the above, summarize the primary area(s) of impact: service, practice, education, advocacy, policy, government, military, research, or other. Note, you do not need to demonstrate impact in all areas, it is best to focus on your primary and secondary (if applicable) area(s).
- b. Describe the context in which your impact occurs. Please be sure to clarify for the reviewers the specific role that you have in the setting as applicable to this application.



## Applicant Statement Exemplar 1

1a.) I have designed graduate health administration education (HAE) curricula at University X that includes patient-centered care and the essential role of nursing as a member of the interprofessional care team. Additionally, my research on organizational outcomes of hospitals by ownership type, development of high-performing healthcare organizations, best practices in health administration education, and palliative care practices, has contributed to new knowledge and the evolution of organizational systems and models of healthcare delivery and education.

1b.) My scholarship (books and articles, service on national boards and committees, and international presentations) has resulted in University X attaining "best practice" recognition among healthcare management and policy programs. Subsequently, other programs, like Universities Y and Z, have adopted the model. Because of my written and spoken influence as a thought leader, the Commission on Accreditation of Healthcare Management Education (CAHME) adopted accreditation standards with a greater focus on patient-centered care using my curricular model.

Secondly, with a focus on a patient-centric curriculum and program development, my qualitative and descriptive work has changed the way health administration education is delivered. My innovative courses, case studies, and teaching methods have been disseminated in articles, books, book chapters, instructors' guides, blogs, and speaking engagements nationally and internationally. My research using national databases has measured outcome variations among hospitals by ownership type and has changed the way organizational values are operationalized in conceptual models. My research model for measuring organizational outcomes by ownership has been cited and replicated widely. The model has been adopted by healthcare leaders to select and evaluate services that reflect their mission and values.

## Applicant Statement Exemplar 2

1a) My primary areas of impact are service and advocacy. Having worked as a clinician in four countries during humanitarian crises as well as 16 countries in regional crisis zones, I have observed and advocated for methods by which to provide psychosocial support for communities and caregivers affected by trauma. I have refined a presentation style that engages clinicians to transform healthcare through a focus on resilient caregivers and organizations. Impact of this is measured invited keynote addresses that focus on building resilience among caregivers. This work supports a growing field of knowledge about ways to decrease burnout.

1b) Rooted in more than a decade of experience working in humanitarian settings, while advocating for the psychosocial support of children in crisis settings, my current impact in the nursing profession focuses on contemplative and innovative methods by which we foster resilience—for individuals and organizations. The feature-length documentary about my work addresses this primary question: How do we cultivate resilience in culturally diverse settings? I work to answer that question while serving in my major role as Director of the Compassionate Care at University B. I impact nursing practice at the regional and national levels through workshops, presentations and consulting. Workshops span from unit-based presentations to invited, regional keynotes and guided practices for health system leaders in efforts to demystify contemplative practices. My consulting work has evolved out of my international research on practices like "The Pause" and other forms of meditation. My publications (research and op-eds) have sparked interest in adapting self-care and resilience practices to meet the culturally diverse needs of clinical nurses.

### Applicant Statement Exemplar 3

1a) My greatest contribution to nursing has been my scholarship and practice focused on improving the health of perinatal women and their children, particularly among those living in poverty. My research was the first to demonstrate the influence of maternal depression and maternal health disparities, fetal growth, and childhood development. I contribute to raising awareness of psychosocial risks and adverse perinatal outcomes among clinicians and administrators, lead an interdisciplinary research team on racial disparities, collaborate nationally and internationally with students, clinicians, and colleagues, and advocate for nursing's voice in eliminating health disparities in birth outcomes.

1b) My work significantly impacts health care practice with the ultimate goal of improving the quality of patient care. I mentor healthcare providers (e.g., nurses, physicians, social workers) in diverse care settings, nationally and internationally, on the importance of screening for risks to perinatal health including perinatal depression and patient-provider inequality. I provide guidance on how to screen, overcoming barriers to effective screening, adopting policy recommendations, and evaluating processes and outcomes. As a specific example, my guidance has changed policy for pregnancy screening requirements at 2 major health care organizations resulting in over 12,000 women screened for these risks in 2014 alone, with appropriate referrals for >90% of nearly 3,200 women identified at risk for depression or experiencing intimate partner violence. With a \$400,000 grant from NIH, I have extended my work to include perinatal women living with disabilities, a group at heightened risk for disparate outcomes, and critically understudied. Through leadership in research, academic education, and community/organizational service, my work improves the quality of care provided to perinatal women.

### Applicant Statement Exemplar 4

1a) My contributions to the field of nursing has focused on access to healthcare by devising multi-level and systemic changes. My seminal contribution has been refining navigation in improving healthcare access and translating that knowledge into the adoption of practice, policy, and service standards that are now employed nationally. I have marshalled paradigm-shifting policy changes by lending my expertise to legislative and policy think-tanks and healthcare organizations as well as leading grassroots community organizing and creating partnerships with renowned health equity advocates. As a leader, I have been at the forefront in transforming the dialogue on health, social, and economic injustices.

1b) My practice and policy work have significantly improved access to care among diverse medically underserved populations. Based on my extensive, hands-on experience in developing and overseeing navigation services for medically underserved breast cancer patients, in 2010 I developed and implemented the first standardized "lay" patient navigation curriculum. Distinct from nursing navigation, lay navigation utilizes a peer-to-peer life coach model to address the cultural and contextual barriers to accessing healthcare. I went on to successfully implement this lay navigation curriculum with navigators at National Cancer Institute-designated academic and community cancer centers in NC, SC, and GA, with the goal of increasing enrollment and improving retention in lung cancer treatment trials. The curriculum was highlighted in Cancer as a model for healthcare systems navigation strategies. The curriculum incorporates formal evaluation of lay navigators using patient actors with simulated patient interactions.