President's Message

September 7, 2022

Dear Fellows,

The Academy has undertaken a massive project over the last three years—and really the last five—reviewing our Fellow selection process. The Fellow selection process is the source of the life blood of the Academy; in many ways, it is not only our oxygen supply, so to speak, but also the key to our sustainability as an organization. Many of you will remember the work of “Pathways to FAAN”; later, an initial committee was created under the presidency of Karen Cox to consider how we might best review the application and selection process. Just as critically, the Board wanted to better understand how the Academy could ensure the contributions of 21st century nurses are recognized within our honorific society, which in turn affects our ability and strength in influencing policy. With starts and stops along the way due to the pandemic and other pressing priorities for the Academy, the Fellow Selection Review Steering Committee (FSRSC) was launched in 2020 with Dr. Karen Cox as chair.

Over the last two years, the FSRSC has generated a number of recommendations which were subsequently approved by the Board of Directors and implemented by the Academy staff. These important changes have already made a significant difference in our application and selection process.

In 2021, the following recommendations were enacted:

- All applicant sponsor information was blinded during the review process;
- Members of the Fellow Selection Committee (FSC) will annually participate in unconscious bias training prior to starting the Fellow selection process;
- The Academy staff annually will update and review exemplars of successful applications in academia, practice, and service, which will be provided during the application process;
- The staff annually promotes previous or launches new webinars that provide insight on the Fellow Selection Process for both applicants and sponsors.

In 2022, the following recommendations were enacted:

- The FSC now annually participates in a mock application review session to reinforce best practices and promote cohesive reviews across dyads;
- Additional training was designed and provided to guide and support the FSC, particularly related to contextual background on international nursing;
- We implemented a CV template for applicant use, which greatly reduced inconsistent formatting, length, and pertinence;
The Academy launched a new online application and reviewer portal to streamline and modernize the application and selection process.

Each of these adjustments have spurred progress, change, and momentum towards a more diverse and inclusive Fellowship. For example, in the last two years, we have seen more men inducted into the Academy (22 men were included in the 2020 class and 43 are incoming for the 2022 class) and there has been a shift in age—in 2022, the average age of an incoming Fellow is 52 and the youngest new Fellow is 30 years old as compared to 2020 when the average age of an incoming Fellow was 55 and the youngest new Fellow was 31 years old. This is in addition to the wide range of roles, expertise, and experience of our new Fellows, which has brought great strength to our collective impact.

Concurrently, during this process, and through the recommendation of immediate Past President, Dr. Eileen Sullivan-Marx, the Board determined that an external review of the process would be beneficial. This work transferred to my presidency and this year we selected a consultant through an RFP process to review the Academy’s Fellow Selection structure, methodologies, and processes, and provide insights as well as recommendations, which will sustain, strengthen, and diversify our Fellowship to meet the needs of 21st century health care.

Over the course of the spring and summer the consulting firm has been conducting interviews with Fellows, members of the Board of Directors, members of the Fellow Selection Review Steering Committee, and Fellow Selection Committee to obtain qualitative data, gather background information, and feedback as part of the overall evaluation process. The firm has been examining the rigor of the application process and validity of the evaluation criteria to maximize inter-rater reliability and remove potential bias (conscious and unconscious). They have been considering the distinctions between U.S. and international applicants and analyzing a representative sample of applicant data to determine linkages between the Academy’s policy mission.

In August, the consultants presented their initial findings to the FSRSC and Board of Directors. Their findings and strategic recommendations chart a new direction for the organization, which will require time and resources to implement. The consultants will present their final report to the Board in October. I look forward to the opportunity to share the findings with you during our annual Business meeting and subsequent communications.

Another body of work that is on the horizon is preparing the 2023-2024 policy priorities for the organization. If you are like me, you are watching closely the 2022 midterm elections and of course our eye is on the 2024 Presidential election. While the Academy is not a political organization, our policy work certainly affects the proposals that will come from a new Congress or Administration. The Expert Panels (EPs) are working on their annual curation plans which will help inform the organization’s policy priorities for the next Congress.

To that end, I wanted to provide an update related to our Expert Panels. In August, by the recommendation of its leadership, the Board approved the transition of the History of Nursing & Health Policy Expert Panel from an independent EP to a format that ensures a more comprehensive approach to integrating history within the organization. Since its inception in 2003, this Expert Panel has provided valuable insight and contributions to the Academy’s work. During its discussion, the Board reinforced the significance of history as important evidence for why policies were enacted and the health equity implications they caused. Moreover, the Board recommended that in the new iteration of the EP operating guidelines, language be included that encourages EP proposals to incorporate history as contextual background. Moving forward, we welcome having members of the History of Nursing and Health Policy Expert Panel contribute their expertise to other EPs. Their knowledge and perspective are needed as the Academy works towards its vision of shaping national health policy to achieve healthy lives for all people.

To close, I know many of us are focused in on the 2022 Health Policy Conference, Induction, and Living Legend Ceremonies, and gathering together in Washington, DC. It’s very important that you are aware of this critical work the organization has been so thoughtful and boldly undertaking as we prepare for a busy and rewarding fall season.

Sincerely,
We are proud to acknowledge the generosity of our supporters and their commitment to the Academy. The list below represents supporters who have made either unrestricted or restricted gifts to the Rheba de Tornyay Development Fund at the President’s Circle level of $1,000 and above in the month of August. All gifts to the Academy support the organization’s policy work and help make sure our voice is influencing policymakers on actions that directly impact health and health care.

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Your gift, at a level that is meaningful to you, is truly appreciated and is a critical investment in the future of health policy. The Academy is an independent 501(c)(3) non-profit organization and your financial gift is tax deductible to the fullest extent allowable by law.

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CELEBRATE WITH THE ACADEMY
Honor the 2022 Fellows, Living Legends, and Sponsors

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The American Academy of Nursing (Academy) will host the 2022 Health Policy Conference, From Reflection to Impact: Positioning Nursing’s Future, at the Marriott Marquis in Washington, DC from October 27-29, 2022.

The conference will convene thought leadership within nursing and health care to reflect on the profession’s challenges, triumphs, and opportunities to shape policies for future, long-term impact. Participants will engage with leaders who will share how recent events have ignited nursing innovation, research, and practice, and how multi-level policies influence health and health care.

Registration is open! Learn more about the event, including the Agenda, Speakers, and Frequently Asked Questions.
2022 Living Legends

Jane Barnsteiner
PhD, RN, FAAN

William L. Holzheimer
PhD, RN, FAAN

Jeanette Ives Erickson
DNP, RN, NIA-BC, FAAN

Norma Martinez Rogers
PhD, RN, FAAN

Joyce Newman Giger
EdD, APRN-BC, FAAN

Franklin A. Shaffer
ED, RN, FAAN, FFNMC/CS

2022 Honorary Fellows

Paul Farmer
MD, PhD (In Memoriam)

Carolyn Jones
DO, DFA (hon), FAEN (hon)

The Honorable Bennie G. Thompson

Bei Wu
PhD

Announcing the Inaugural AAN Fellow at NAM

Paule V. Joseph
PhD, MS, FNP-BC, FAAN
Lasker Clinical Investigator
National Institute on Alcohol Abuse & Alcoholism (NIAAA)
National Institute of Nursing Research (NINR)

Fellow Achievements
Rear Admiral Sylvia Trent Adams, PhD, RN, FAAN, has been selected as the President of The University of North Texas Health Science Center at Fort Worth (HSC), beginning on January 1, 2023.

RADM Trent Adams was inducted into the Academy in 2014.

Jessie Casida, PhD, RN, APN-C, FAAN, has been named the Executive Director of the Eleanor Mann School of Nursing, University of Arkansas.

Dr. Casida was inducted into the Academy in 2019. He currently serves on the Academy’s Audit and Risk Committee.

Mary Ann Fuchs, DNP, RN, FAAN, has been named to the American Hospital Association Board of Trustees.

Dr. Fuchs was inducted into the Academy in 2012.

Christine Kasper, PhD, RN, FAAN, FACSM, has been named Dean of the University of Pittsburgh School of Nursing.

Dr. Kasper was inducted into the Academy in 1994 and has been a CANS member since 2017. She currently serves on the Genomic Nursing and Health Care as well as the Military and Veterans Health Expert Panels.

Jane McCarthy, PhD, CRNA, FAAN, CAPT/USPHS (Ret.), Professor, University of North Florida Brooks College of Health, is the recipient of the John F. Garde Researcher of the Year Award from the American Association of Nurse Anesthesiology.

Dr. McCarthy was inducted into the Academy in 1994.

Lisa Rowen, DNSc, RN, CENP, FAAN, Senior Vice President and Chief Nurse Executive for the University of Maryland Medical System, has been appointed to the University of Maryland Upper Chesapeake Health Board of Directors.

Dr. Rowen was inducted into the Academy in 2009.
Franklin A. Shaffer, EdD, RN, FAAN, FFNMRCSI, President and CEO of CGFNS International will retire at the end of 2022.

Dr. Shaffer was inducted into the Academy 2002 and has been a CANS member since 2016. He currently serves on the Global Nursing and Health Expert Panel. He will be named a Living Legend at this year's Health Policy Conference.

Regena Spratling, PhD, RN, APRN, CPNP-PC, FAANP, FAAN, Professor of Nursing, Georgia State University, has been voted President-Elect of the National Association of Pediatric Nurse Practitioners Executive Board.

Dr. Spratling was inducted into the Academy in 2021.

Joyce Williams, DNP, AFN-BC, FAAN, DF-IAFN, FAAFS, Assistant Professor, Stevenson University, has been named Chair of the Forensic Nursing Subcommittee, The Organization of Scientific Area Committees, and Chair of the Forensic Nursing Science Section Chair of the American Academy of Forensic Sciences.

Dr. Williams was inducted into the Academy in 2015. She currently serves on the Quality Health Care and Violence Expert Panels.

Do you have an achievement to share? Submit your news through the FAAN Mail Submission Form.

Fellow Highlights

The Academy celebrates the following Fellows for their National Association of Hispanic Nurses Awards:

- Latino Legacy Award: Anabell Castro Thompson, MSN, APRN, ANP-C, FAAN, FAANP
- Janie Menchaca Wilson Leadership Award: Paule Valery Joseph, PhD, RN, MS, FNP-BC, CTN-B, FAAN
- NAHN President's Award: Norma Cuellar, PhD, RN, FAAN

J. Margo Brooks Carthon, PhD, RN, FAAN, is the lead author for the article, "Transitional care innovation for Medicaid-insured individuals: early findings" in BMJ Open Quality.

Jan Jones-Schenk, DHSc, RN, NE-BC, FAAN, FAADN and Barbara Sattler, DrPH, RN, FAAN, have been named as the 2022 President's Awardees by the National League for Nursing.

Eileen T. Lake, PhD, RN, FAAN, is a coauthor of the article, "Measuring moral distress in nurses during a pandemic: Development and validation of the COVID-MDS," in Research Nursing and Health.

Yolanda Ogbolu, PhD, CRNP-Neonatal, FNAP, FAAN, has been awarded a $2.4 million Pathways to Health Equity grant by the Maryland Community Health Resources Commission (CHRC) for a project that will address disparities in hypertension and social isolation in West Baltimore.

Mary Wakefield, PhD, RN, FAAN, was featured in an article, "Meet the 'change agent' responsible for revamping the CDC." Eileen Sullivan-Marx, PhD, RN, FAAN, the Academy's Immediate Past President, and Sheila Burke, MPA, RN, FAAN were quoted in the article.

Employment Opportunities
The School of Nursing at the University of Wisconsin-Madison is seeking talented, innovative, and productive nurse scientists to join our tenure track faculty. Learn more about the position here. Apply Online at www.jobs.wisc.edu. Search for your specific job of interest by the PVL 260929. Direct inquiries to Dr. Susan Zahner at susan.zahner@wisc.edu.

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