



AMERICAN ACADEMY
OF NURSING

2019

TRANSFORMING HEALTH,
DRIVING POLICY CONFERENCE

FELLOW & SPONSOR RECRUITMENT OPEN FORUM

FRIDAY, OCTOBER 25, 2019



Fellow Selection Open Forum

- David M. Keepnews, PhD, RN, JD, NEA-BC, FAAN
 - Fellow Selection Committee Co-Chair, 2019; Chair 2020
- Jane Swanson, PhD, RN, NEA-BC, FAAN
 - Fellow Selection Committee Co-Chair Appointee, 2019; Co-Chair 2020
- Anne Gross, PhD, RN, NEA-BC, FAAN
 - Fellow Selection Committee Chair, 2019; Advisor 2020
- Laura C. Hein, PhD, RN, FAAN
 - Diversity and Inclusivity Committee Chair, 2018-2019
- Suzanne Miyamoto, PhD, RN, FAAN
 - Academy CEO





Commitment to Diversity and Inclusivity

- The American Academy of Nursing (Academy) is committed to serve the public by advancing health policy and practice through generation, synthesis, and dissemination of nursing knowledge. As leaders in advancing health policy to promote health for all populations, the Academy is committed to modeling diversity, inclusivity and equity in all aspects of our organization's performance.
- Achieving both diversity and inclusivity requires that the Academy have a Fellowship and leaders who reflect the increasingly diverse society we serve and the broad scope of contributions of leaders across nursing.





Forum Objectives

- Review the Academy Fellow Selection Process
- Describe key elements for a successful application
 - Applicant requirements
 - Sponsors' Role
- Clarify myths associated with the selection process
- Provide an opportunity for questions





Fellow Selection Committee

- Membership
 - 12 elected and 6 appointed Fellows
- Charge
 - Disseminate information about the fellow selection process
 - Provide feedback to the Academy Board
 - Report to the Academy about the selection process
 - Review and select new fellows
- Review Process
 - Chair and Co-Chair review all candidates
 - 8 dyads with 34-36 candidates to review
 - Full committee review of candidates without dyad consensus





Considering Academy Fellowship?

- Learn about the Academy
 - Attend Academy annual policy conference
 - Visit the website www.AANnet.org
 - Structure
 - Expert Panels
 - Bylaws
 - Talk with active Fellows
 - Read President's messages in Nursing Outlook





Why Fellowship?

Be part of the action

The American Academy of Nursing anticipates and tracks national and international trends in health care, while addressing resulting issues of health care knowledge and policy.





Criteria for Fellow Selection

- Specific evidence of outstanding, sustained contributions to the improvement of nursing and health care.
 - Significant, measurable impact
- Evidence of potential to continue to contribute to nursing and the Academy.





Myths about Successful Applications

- Contributions must be “above and beyond” one’s employment obligations
- Only applicants with doctoral credentials are accepted
- Applicants must apply more than once
- Applicants should not apply more than once
- Applicants need a sponsor who is well known





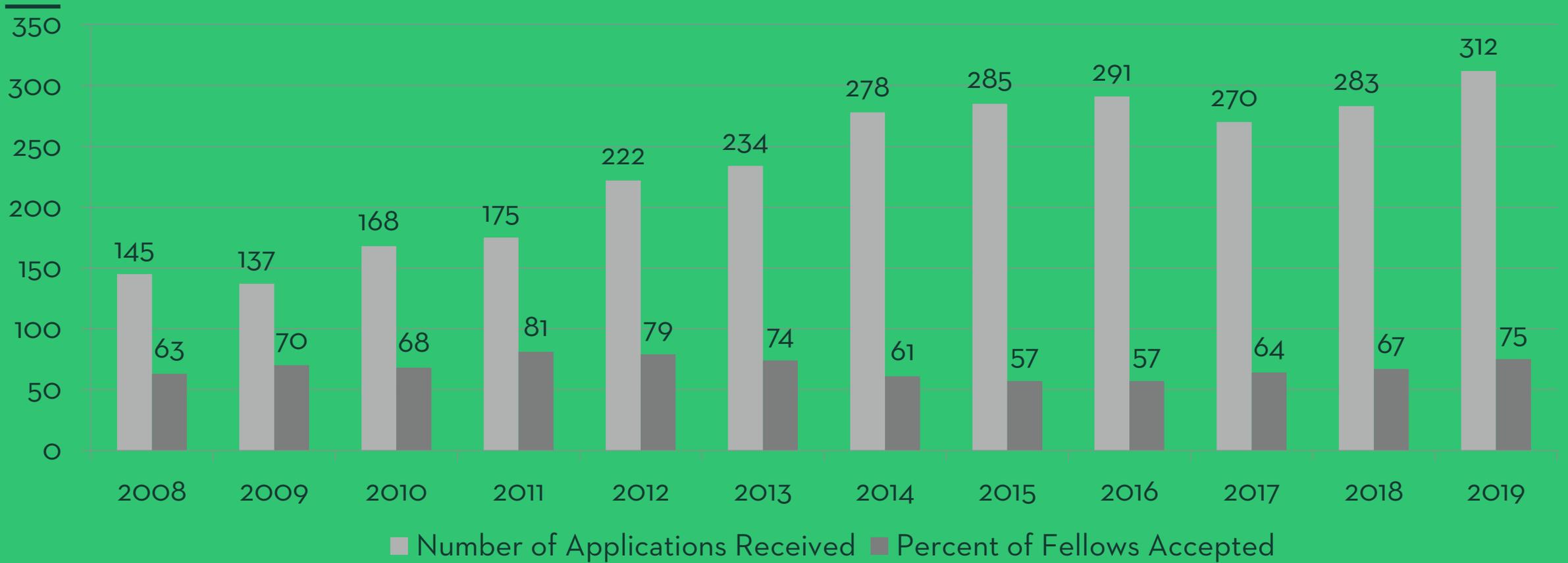
Myths about Successful Applications

- There is a cap on fellows accepted each year
- There is a cap on international fellows accepted
- Sponsors should not be from home institution
- Sponsor must be in same area of influence





Fellow Selection Statistics





Key Reminders

- Narratives across fellow applicant and sponsors are aligned
- Clear measures of sustained impact
- Evidence in CV matches narrative in application
- Outcomes cited in CV
- Statement of what one brings to the Academy
- Aligns expertise with the Academy
- Specific to its mission, structure and functions





Key Reminders

- Start early and work as a team (applicant and sponsor)
- Review early and revise often
- Non academics may take more effort to update CV
- It is not that you have been appointed to commissions, etc., but what was the outcome/impact of your participation
- Dissemination is not the same as impact





Key Reminders

- Clearly describe leadership contributions to team work
- Be explicit in describing potential impact or spread to the national or international level
- Additional guidance has been added for applicants with a focus in:
 - Service
 - Policy/Professional Organization
 - Academic/Scholarship or Research





Key Reminders

- It is how you have been innovative
- It is how well you lead
- It is how sustained your contributions have been
- Acceptance in 2017 at 64%; 67% in 2018 and 75% in 2019
- Multiple areas of significant contributions
 - Can have contributions in more than 1 area
 - Need to be described in a cogent narrative across all statements





Factors Affecting Review and Selection

- Only what is on the application and within the CV is used by Fellow Selection Committee
- Can have multiple contributions but need to be framed in a cogent narrative
- Lack of evidence that sponsor knows applicant and familiar with contributions
- Lack of evidence in statements of measurable and sustained outcomes
- Inconsistency between CV and application narrative





Thank You!
Questions?

