

Candidate for Director

Audrey Glossenger, MSN, NPD-BC, CCRN
Nursing Professional Development Specialist
Indiana University Health
Indianapolis, IN



Experience and Activities

AACN Commitment and Involvement, 2021-present

Includes ways in which the candidate integrated the mission and work of AACN into their current role and practice. Local and national volunteer activities are listed, if applicable.

- Ambassador, 2011-present
- Beacon Award Review Panel, 2024
- Sepsis Micro-credential Item Writing Committee, 2023
- National Teaching Institute & Critical Care Exposition
 - Poster presenter, 2024
 - Speaker, 2023
- Chapter Advisory Team, 2019-2024
- AACN Central Indiana Chapter
 - Secretary, 2024-present
 - Board member, 2013-present
 - Board advisor, 2020-2024
 - President, 2017-2019
 - Coordinator, Critical Care Bowl, 2015-2019
 - Secretary, 2014
 - Social media chair, 2013
- Co-lead, Onboarding team, Nurse Manager Hospital Onboarding Program, 2024-present
- ICU/PCU Hospital Orientation Program, 2014-present
- Presenter, HWE Award and Recognition Writing Workshop, 2022-2023

Key Professional Activities Outside AACN, 2021-present

Includes involvement with other professional organizations, teaching and/or speaking engagements

- Member, Magnet Writing Committee for organization's fifth Magnet designation, 2022-present
- Co-lead, Nursing Professional Development Practitioner Mentoring Program, 2022-present
- Program lead for two hospital campuses, Charge Nurse Development Program, 2022-present
- Member, Association for Nursing Professional Development, 2011-present
- Co-author, Real world utilization of a nurse-driven urinary catheter removal protocol in patients with epidural pain catheters. *American Journal of Infection Control*, 2021

Issues Statement

Remember what it felt like to be a new critical care nurse? I vividly recall how frightened and unsure I was. Nevertheless, I was blessed with strong, proficient and tenured preceptors to guide me. Currently, our new graduates are experiencing the post-pandemic world where overwhelmed nurses (new and experienced) left in search of other opportunities, leading to a significant loss of clinical knowledge in the acute care setting. New nurses entering practice are expected to fill this void and quickly step in to manage highly acutely ill patients. However, many are underprepared to handle the fast-paced environments. Due to staffing challenges, these nurses are being precepted by other less experienced nurses, thus perpetuating the cycle. In the interest of patient safety (and importantly for the protection of vulnerable new nurses), there is a need to find a way to enhance new nurse preparation.

AACN is uniquely positioned to influence this initiative through resources designed for clinical and professional development. Some examples include the Competence Framework for Progressive and Critical Care, a guide for nurse managers and preceptors, in collaboration with the orientee, to determine readiness to transition to independent practice. Strong preceptors are an essential component of orientation. AACN's revised Preceptor Program provides much-needed support and guidance for those less experienced nurses who are tapped to teach their peers.

Ensuring new and veteran nurses are aware of existing AACN online communities will provide ongoing access to answers and support from experts with the added benefit of connecting nurses across the nation.

Nurses who feel better prepared are more likely to stay in the profession. My passion is in helping nurses fulfill their dreams of being a skilled critical care nurse and to equip them to provide the high-quality care that our patients and families deserve.