

Candidate for Director

Audrey R. Roberson, PhD, RN, CPAN, NPD-BC
Assistant Professor
Virginia Commonwealth University School of Nursing
Richmond, VA



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.

- Member, NTI Program Planning Committee, 2024-present
- Reviewer, *Critical Care Nurse*, 2021-present
- Ambassador, 2020-present
- NTI Scholarship Review Panel, 2024
- AACN - AACN Certification Corporation Nominating Committee, 2023-2024
- AACN Greater Richmond Area Chapter (GRAC)
 - Member, Program Planning Committee, 2021-present
 - Member, 2020-present
 - Odyssey Conference
 - Member, 2020-present
 - Co-chair, 2021-2022
 - President, 2022-2023
 - President-elect, 2021-2022
- AACN Liaison, National Student Nurses Association, 2022

Key Professional Activities Outside AACN, 2021-present

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

- Speaker, "Workplace Violence Prevention Strategies," Greater Richmond Area Chapter and Augusta Medical Center, April/May 2024
- Co-investigator, Nurse-driven research initiative assessing the safety and feasibility of verticalization therapy on the outcomes of critically ill adult patients, 2021-2024 (manuscript approved for publication in *American Journal of Critical Care*)
- Poster co-presenter, "Exploring Staffing Models as a Strategy to Support Agency Nurse Reduction," Virginia Organization for Nurse Leaders, June 2023
- Virginia Commonwealth University School of Nursing
 - Alumni keynote speaker, Commencement, 2021
 - Panelist, "Amplifying Voices: Experiences in Health Sciences Education and Clinical Practice," History and Health Diversity, Equity and Inclusion Initiative, 2021

Issues Statement

A key issue affecting acute and critical care nursing today is adequate staffing, specifically with experienced and bedside nurses. The U.S. Bureau of Labor Statistics (2022) projects approximately 194,500 annual RN vacancies between 2020 and 2030, which will directly impact the availability of bedside RNs.

In addition to having more choices away from the bedside, RNs are increasingly finding care delivery in acute care environments less desirable (i.e., long work hours, complex patient care delivery). Our younger generations are increasingly focused on working to live and maximizing the quality in their personal life (e.g., family, friends, school, time off). As we continue to experience RN attrition away from the bedside, we must identify creative solutions to keep nurses engaged in the numerous opportunities at the bedside, while expanding their experience to provide safe, quality care. Albert Einstein reminds us that “you cannot solve a problem with the same thinking that created the problem.

To address our staffing crisis, let’s first start with ourselves and our leadership teams by coaching/mentoring up-developing/modifying our leadership skill set, especially in the areas of communications, global thinking and consensus building. Next, identify our vulnerabilities as an organization and gather input from our bedside leaders on how to address these so we become more competitive. Third, in collaboration with our HR partners, bedside RNs and leaders, integrate AACN’s Healthy Work Environment standards into our marketing, recruitment, hiring and onboarding processes.

Once they’re hired, our organization must meet our learners’ needs by using a variety of teaching strategies that promote clinical inquiry, collaborative decision making and that shares the “why” of what they are doing, including constructive feedback. Last, embrace the opportunities to introduce our new hires to the positive impact professional socialization can have on their knowledge acquisition, cultural understanding and social collaborations with internal and external key stakeholders.