

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, 2022-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
- Chapter awards reviewer, 2025
- Beacon Award Review Panel, 2025, 2024
- National Teaching Institute & Critical Care Exposition
  - Speaker, 2025, 2023
  - Poster presenter, 2024
- Sepsis Micro-Credential Item Writing Committee, 2023
- Presenter, HWE: Award and Recognition Writing Workshop, 2023, 2022
- Chapter Advisory Team, 2019-2023
- Central Indiana Chapter
  - Secretary, 2024-present
  - Board member, 2013-present
  - Critical Care Bowl
    - Planning committee, 2025
    - Coordinator, 2015-2016
  - Board advisor, 2020-2023
  - President, 2017-2019
  - Secretary, 2014
  - Social media chair, 2013

### **Key Professional Activities outside AACN, 2022-present**

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

- Co-lead, Nurse Manager Onboarding Committee. Created a structured onboarding trajectory for new nurse managers. Developed an electronic format that included guided learning activities to aid in role transition, 2023-present

- Leader, Charge Nurse Development Program across two hospital campuses. Facilitate Charge RN Work Group, revision of introductory class, development of a SharePoint site and resources, and creation of Charge Nurse Recognition Program, 2022-present
- Magnet Writing Committee. Gathered stories, wrote and edited exemplars, and supported site visit coordination and activities for organization's 5th Magnet designation, 2022-present
- Conference Planning Committee, Indiana Chapter of Association for Nursing Professional Development, 2025-2026
- Abstract reviewer, ANCC Magnet Conference, 2025

## 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, tenured preceptors to guide me. Currently our new graduates continue to experience the staffing challenges of the post-pandemic world where overwhelmed nurses left in search of other opportunities, leading to a significant loss of clinical knowledge. 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. As a nurse educator, I assist the transition of new graduates and experienced nurses including those who are internationally educated. I see firsthand the struggles they encounter. In the interest of patient safety (and importantly for the protection of vulnerable new nurses), it is necessary to enhance critical care nurse preparation.

AACN is uniquely positioned to influence this initiative by leveraging partnerships with academic institutions; engaging in opportunities to align relevant content and enrich clinical experiences for students with real-world practice. To foster confidence, explore innovative solutions to enhance their communication skills and advance critical thinking.

Post-graduation, AACN can further support through resources designed for clinical and professional development. Skilled preceptors are essential to the success of a new nurse. Investing in preceptor development and public recognition of their value is vital to retaining the workforce.

Promoting awareness of existing AACN online communities benefits all nurses. These communities provide ongoing access to answers and support from experts with the added advantage of connecting nurses across the nation.

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