



American Organization
for Nursing Leadership

Leadership Institute



University of California
San Francisco

Thank you for your interest in the AONL APP Strategic Leadership Fellowship. Prior to starting an application, please review all of the components below. For your reference, a copy of the rubric used for scoring the applications has been provided. Please make sure you have all of the necessary documents ready to upload before you begin the application. We recommend using either Google Chrome or Firefox when completing your application.

The application deadline is November 21, 2025.

Who Should Apply?

Applicants should be advanced practice providers at the director level or above. Job title is not the determining factor, but rather the role and responsibilities of the applicant's position as detailed in a current job description.

Application Materials

Applicant Role: Select Clinical Nurse Specialist, Nurse Anesthetist, Nurse Midwife, Nurse Practitioner, Physician Associate/Assistant

Personal Information:

First Name
Last Name
Highest Degree Completed
Credentials
Name you prefer in an informal setting
Email Address
Home Address
Mobile Phone Number

Professional Information:

Job Title
Organization
Department
Organization Address
Work Phone Number

Type of Organization

- Academic
- Acute care hospital
- Ambulatory care
- Psychiatric/mental health provider
- Health system (working at the system level)
- Hospice
- Long-term care
- Military/VA Government/Policy
- Vendor
- Other _____

Duration in your current leadership role – select Less than 1 year, 1-3 years, 4-5 years, More than 5 years

Duration in all leadership roles combined – select Less than 1 year, 1-3 years, 4-5 years, More than 5 years

Are you an AONL member? Yes or no

Resume/CV – upload Word or PDF file

Job Description – upload Word or PDF file

By participating in this program, what do you hope to achieve? (not to exceed 250 words)

Leadership Story (not to exceed 1000 words – upload Word or PDF file)

This essay should provide insight into who the applicant is. The essay is not intended to be a narrative of the applicant's career journey, but a personal story detailing those experiences that have impacted the applicant's professional practice and defined who the applicant is as a leader.

Organizational Chart (upload Word or PDF file)

Applicants are required to submit an organization chart of their team showing their position in relationship to their supervisor, peers, and direct reports.

Statement of Support (upload completed PDF)

All Fellowship applicants are required to submit a statement of support from an Executive Sponsor (or equivalent). The Letter of Support Form can be found on page three of this file.

Leadership Change Initiative

Fellows will design and implement a leadership change initiative that will address a real-world problem within their organization. Initiatives are flexible in scope and should demonstrate a measurable impact and a clear return on investment/value on investment for the sponsoring organization. Each fellow will identify an executive sponsor from their organization to guide them through development and implementation of the leadership change initiative.

Proposed Leadership Change Initiative (limit one page – upload Word or PDF file)

Please describe your proposed leadership change initiative using the following prompts. Proposed initiatives are considered works in progress, and changes in focus or scope during the Fellowship are not uncommon.

Please address the following:

- Background and brief description of the opportunity (i.e., the problem you want to solve)
- 1-2 baseline metrics that provide evidence of this opportunity
- Target measurable outcomes for what you want to see after implementing a change
- Data collection plan
- Return on investment (ROI) / Value on investment (VOI) measurement
- How addressing this opportunity supports the strategic priorities of your organization

How did you hear about the program?

Select all that apply:

AONL Website

AONL Newsletter

Leadership Institute Website

Leadership Institute Newsletter

LinkedIn

Direct email

From a colleague

Other :

2026 Fellowship Statement of Support

Participation in the AONL APP Strategic Leadership Fellowship requires a commitment of time and resources. To confirm that the organization is in support of the applicant's full participation, we ask that this form is completed by their Executive Sponsor (or equivalent). The applicant will include this completed form as part of the final application.

- 1) Please enter the applicant's name: _____
- 2) Is your organization prepared to support the time and resources required for the applicant to complete all aspects of the Fellowship (Time Commitment: time away from work to participate in all learning sessions as scheduled , complete program assignments, and work with you or other leader(s) to identify, address, and report on a strategic organizational opportunity through a leadership change initiative; Resources: support leadership change initiative development and completion, provide payment of Fellowship tuition and participant's travel expenses)

Yes

No

- 3) If you are unable to support the applicant, please explain.

- 4) Is there anything you would like to share with us about the applicant?

Contact Information for Executive Sponsor or Equivalent

Name _____
Title _____
Phone _____
Email _____

Contact Information:
AONL (aonlfellowships@aha.org)

Rubric for Scoring

Criteria & Points Assigned	Candidate Name:				Points
	0	1	2	3	Total
Compelling professional/personal story as evidenced by the following elements: - Leadership philosophy - Leadership lesson(s) learned - Expected gains from Fellowship - Other	No elements	One element	Two elements	Three or more elements	
Leadership growth potential as evidenced by the following: - Openness to new ideas (1 pt.) - Spirit of inquiry (1 pt.) - Collaboration (1 pt.) - Commitment to growth (1 pt.) - Passion/Enthusiasm (1 pt.) - Accountability (1 pt.) - Reflective practice (1 pt.) - Other (1 pt.)	No evidence	Minimal evidence (1-2 points)	Moderate evidence (3-5 points)	Significant evidence (6-8 points)	
Soundness of leadership change initiative proposal as evidenced by the following elements - Background/Purpose (2 pts.) - Baseline Metrics (1 pts.) - Target (1 pt.) - Outcome measurement (1 pt.) - Return on investment (ROI)/Value on investment (VOI) - Expectations and measurement (1 pt.) - Alignment with strategic priorities (2 pts.)	No evidence	Minimal evidence (1-3 points)	Moderate evidence (4-6 points)	Significant evidence (7-8 points)	
Potential to enhance the overall quality of the Fellowship experience: May be based on various attributes, for example: - Experience - Passion - Work Setting - Geographic Location - Knowledge - Wisdom/Insight - Other	Unlikely	Somewhat likely	Moderately Likely	Extremely Likely	
Total					<u> </u> /12
Would you recommend this candidate for acceptance into the AONL Fellowship?	Do Not Recommend	Recommend With Reservation(s)	Recommend	Highly Recommend	

Comments: