Scholarship Application Guidelines
Leadership Lab: Leadership Development for Nurse Managers 2027

Background:

The AONL Foundation—thanks to the generosity of our donors—is proud to offer scholarships to support participation in the AONL Leadership Lab: Leadership Development for Nurse Managers program. This six-month program has been identified as one of the most impactful for strengthening the skills of new nurse managers. Designed specifically for leaders in nurse manager roles, this program provides a unique and valuable opportunity to build confidence, enhance leadership capabilities, and to identify best practices in managing through shared leadership issues.

Scholarship Package Details:

- Funds available up to $1,100 (member price) to be used for program fee.
- Recipients will be responsible for initial payment at time of program registration and will be reimbursed for the member price (up to $1,100) upon completion of the program and requirements.

Eligibility Criteria:

- Applicant must be an AONL member.
- Applicant has support of leadership in their own organization for release time to attend all program sessions.
- Demonstrates financial need.
- May not be current AHA, AONL, or the AONL Foundation board members.
- Scholarships administered by the AONL Foundation may only be awarded to individuals within the United States of America and its territories.
- Priority will be given to small, rural, critical access, or other small non-profit, government or public health care organizations along the care continuum.

Organizational classification will be determined using the following sources:

- "Small" - as defined by the Healthcare Cost and Utilization Project's Bed size Categories: www.hcup-us.ahrq.gov/db/vars/hosp_bedsize/nisnote.jsp
- "Rural" - if any one of the following criteria is met:
    - Listing in Rural Health Information Hub's "Am I Rural" toowww.ruralhealthinfo.org/am-i-rural

    - Qualifies for either the Centers for Medicare and Medicaid Services Rural Health Clinics Program or the Federal Office of Rural Health Policy's Grants Programs
    - Has a United States Department of Agriculture/Economic Research Service Rural-Urban Commuting Area (RUCA) code of 10
    - Has a United States Department of Agriculture/Economic Research Service Rural-Urban Continuum Code (RUCC) of 4 or greater
- "Critical access" - if appearing on the Flex Monitoring Team's listing: www.flexmonitoring.org/data/critical-access-hospital-locations
- Other "small non-profit, government or public health care organization along the care continuum" such as:
    - Schools (for a school nurse)
    - Long term care organizations
    - Home health care and hospice organizations
    - Skilled nursing facilities

<u>Evaluation:</u>

Applications will be evaluated by members of the AONL Foundation, Scholarship Member-Led Group. The application package will consist of:

- Biographical information for the applicant
- Resume
- Application with information relevant for consideration
- Signed letter of recommendation from immediate supervisor that speaks to the following:
    - **Must indicate available financial support, if any, from the organization and need for financial assistance**
    - Include a statement agreeing to the requirements and expectations of the scholarship.
    - Provide information on the applicant's commitment to program attendance
    - Specify how the program will benefit the applicant's professional growth and leadership development
    - ****: Important**Please be aware, the letters of recommendation and support from the applicant's supervisor <u>detailing need for financial support</u> carries significant weight in the evaluation process.**

<u>Requirements and Expectations of AONL Foundation Scholarship Recipients:</u>

- Must attend >85% of the program
- Provide a written report on the individual's experience of the program and the personal/professional/organizational impact of the program within 30 days of completion.
- Provide a professional photograph

- Allow the Foundation to use information in the report in promotional materials.
- If attending the annual AONL Inspiring Leaders Conference:
    - Support the AONL Foundation Exhibit Booth
    - Attend the AONL Foundation Annual Fundraiser and events, as schedule allows.

2027 Leadership Lab: Leadership Development for Nurse Managers Schedule:

Applications Open:	Sept. 25, 2026
Deadline for Scholarship Applications:	Dec. 4, 2026
Notification to Scholarship Recipients:	Jan. 11, 2027
Program Dates:	Feb 11 – July 22, 2027

Application Form Outline:

1. First and last name
2. AONL Member Identification Number
3. Applicant's Address
4. Applicant's Email, Applicant's Backup email
5. Applicant's phone number
6. Position Title
7. Organization Name
8. Organization Address
9. Organization URL
10. Resume (attach)
11. A letter of support must be written and **signed** by the applicant's **immediate supervisor** within the organization (attach)
12. Will your organization grant you time to attend the program in full? (Yes/No/NA)
13. Amount of scholarship funds requested (up to $1,100 for the full cost of the program at the member price)
14. Does your organization have a source of funding available that may be used for this program? (Yes/No/NA)
15. If your organization is part of a system, are there system-level funds or Foundation funds available to offset the cost of the program? (Yes/No/NA)
16. Will you be able to participate in the Leadership Lab: Leadership Development for Nurse Managers program without a full or partial scholarship? Please explain.*
17. Please provide a personal narrative describing your **need for financial assistance**, how this scholarship would be used to offset the cost of participation, and any sources of financial assistance you are currently utilizing (e.g., employer support, grants, loans) alongside any additional relevant information that may support your application. Your response carries significant weight in the scholarship review and selection process (600 words maximum)*

18. How will receiving the scholarship help you achieve your professional goals and strengthen your ability to serve patients, communities, and the nursing profession? Your response carries significant weight in the scholarship review and selection process (600 words maximum).*
19. What is one specific leadership practice you are developing, and how do you envision the program supporting your success as an early- to mid-career nurse leader? Your response carries significant weight in the scholarship review and selection process (600 word maximum)*
20. Do you agree to meet all requirements and expectations of the Scholarship? (Yes/No)
21. "Do you certify that all information submitted in this scholarship application is true, complete, and accurate to the best of your knowledge?" (Yes/No)
22. Signature:*
23. Date:*

For more information and questions, please contact:
The AONL Foundation at AONLfoundation@aha.org

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