Leading with Courage!

NURSE LEADERS COMMITTED TO EXCELLENCE

2015 Annual Report
As we celebrate 37 years as California’s nursing leadership organization, ACNL continues to grow and transform! Our steady growth in membership and influence continues because we have a strong, committed membership AND we value the leaders who came before us. We draw on their wisdom and expertise as we build our future together.

The wisdom of our leaders past and present helped shape ACNL’s direction in 2015. For me it was a life changing year as I proudly served as your President. I was honored to lead an organization comprised of some of the finest nurse leaders today – leaders recognized at the local, state and national levels. In fact, as I carried out my term as ACNL President, our very own Dr. Linda Burnes-Bolton served as AONE’s 2015 President.

2015 Accomplishments
During my term as President, I was privileged to serve on the California Hospital Association (CHA) Board of Directors, lend my voice as a thought leader for HealthImpact’s white paper on nursing education redesign, collaborate with other state organizations as a member of the Quad Council and continue my involvement and commitment to the work of the California Action Coalition. In 2015, we also developed our comprehensive Philanthropic Strategic Plan. I would like to briefly share each of these incredible experiences with you.

The ACNL President represents the voice of nurse leaders as a voting member of the California Hospital Association’s Board of Directors. My participation with these renowned executive health care leaders was truly a transformative experience. Whether we were visiting legislators in Sacramento or meeting with aides in Washington, DC, our collaborative influence on health policy was inspiring. ACNL’s voice was heard! Spending time with Duane Dauner, President/CEO of CHA while visiting Congresswoman Jackie Speier’s office in DC and during a personal visit to his office in Sacramento, were some of the major highlights of my year as President. Duane is one of the greatest health care leaders of our time. He has been very supportive of ACNL and provided valuable insight as we discussed collaborating with CHA on a CNO Advisory Committee and crafted our organization’s Philanthropic Strategic Plan.

ACNL continues to support the work of HealthImpact, formerly the California Institute for Nursing and Health Care. I was fortunate to participate with nurse leaders across the state in HealthImpact’s development of a white paper on education redesign. While the work is not yet complete, key team members will report on the project’s status during ACNL’s 2016 Annual Conference.

The Quad Council, which includes the American Nurses Association/California (ANA\C), California Association of Colleges of Nursing (CACN) and California Organization of Associate Degree Nursing Program Directors (COADN), continues to be a valuable partnership for advancing professional nursing in our state. In the fall, members of the Quad Council visited with BRN Executive Director Louise Bailey and her staff in Sacramento. Our purpose was to problem-solve current issues regarding nurse licensure endorsements and the timely processing of licenses for new graduate RNs. The issues are complex, but all partners committed to working together to improve processes for licensure. The Quad Council is united on many critical issues confronting nursing practice in California, including maintaining quality curriculum standards and removing barriers hindering
advanced practice nurses from practicing to the full extent of their licensure and training.

ACNL members continue to actively participate in the Institute of Medicine’s Future of Nursing Initiative that began in 2010. ACNL CEO Patricia McFarland and Myra Lang, Chair of our Health Policy Committee, continue as co-leads for the California Action Coalition’s leadership pillar. During this past year, there have been tremendous efforts to research and develop nurse leadership competencies and expand our mentoring program. Now in its fifth cohort of mentors/mentees, ACNL’s Mentoring Program utilizes the LifeMoxie virtual platform. I have had the pleasure of participating as both a mentor and mentee. I strongly encourage emerging and seasoned nurse leaders to take part in this excellent venue for professional development.

ACNL’s commitment to lifelong learning is actualized through our outstanding educational programs. The Annual Conference and Foundation for Leadership Excellence Course continue to be our flagship programs. We are grateful for the ongoing generous support of Foundations by our core faculty, past presidents and membership.

Much of ACNL’s work is accomplished by our committees – the dedicated members who strive to advance our mission, vision and strategic goals. ACNL members were very engaged with our 2015 theme: Leading with Courage...Committed to Excellence. Through our achievements, we have demonstrated that we are a very high performing organization. Despite the challenges we face along the way, nurse leaders act with remarkable courage as they strive for excellence.

2015 has truly been an incredible year for ACNL with many significant accomplishments. I encourage you to review this annual report, which celebrates the work of our Board, committees and members. Please accept my heartfelt acknowledgement and appreciation for your dedication to our organization!

Leading with Courage; Committed to Excellence
Nursing must be at the forefront when decisions are made regarding our profession and the health of our patients and communities at the national, state and local levels. Our regional chapters play a key role in expanding our voice and influence within local communities. To strengthen our regional bonds, chapter leaders meet on a regular basis with the ACNL Board and CEO to discuss chapter alignment, ACNL branding and other key issues. To meet the needs of our chapters, ACNL created a chapter affiliate agreement modeled after AONE’s document.

In 2015, ACNL members acted with courage and demonstrated their commitment and dedication to excellence. I wish to extend my heartfelt gratitude to all committee chairs, co-chairs and continued on page 4
committee members for their continued devotion in making us a preeminent professional organization.

This past year was truly life changing for me, both personally and professionally. I cannot begin to name all the individuals who have contributed to my successes and growth as a leader. However, I must give special recognition to several. First and foremost, my husband and family who have been my cheerleaders and given me strength along this journey and beyond. Secondly, the leadership team at Lucile Packard Children’s Hospital who tolerated my hectic schedule and supported me in many ways.

A very special thank you to my 2015 ACNL Board who have supported my leadership courage and commitment to excellence. It has been a privilege to work with each of them.

Another very special thank you to the ACNL office staff and Brenda Brozek, our communication consultant. Without their continued accountability and dedication to our organization, we could not have accomplished all the successes over the past year. They are always willing to go above and beyond what is necessary, while making things look so easy. Our membership is very appreciative of their outstanding contributions to ACNL.

Last, but definitely not least, is my sincerest gratitude to Patricia McFarland, ACNL’s CEO. Without Pat’s continued mentorship and encouragement to take risks and show leadership courage, I would not be where I am today. For over ten years, Pat has been an important influence for me and I am very grateful for her wisdom and support!

I am extremely honored and privileged to have served as your 2015 ACNL President. This year has been one of the most rewarding and fulfilling experiences in my professional career. Many thanks for your dedication to ACNL and your commitment to lead with courage and achieve excellence in all you do.

Wishing you the very best that life has to offer!

Susan Herman, DNP, RN, NEA-BC, CENP
2015 ACNL President
Actualizing ACNL’s Vision

2015 was another outstanding year for ACNL! Throughout the year, our Board of Directors and membership were willing to step up to ensure that we were actualizing our vision and had a strong presence at tables where important health care decisions were made.

As the CEO of ACNL, I sit in a pivotal chair by also serving as CEO of the California Nursing Students’ Association (CNSA) and the California Association of Colleges of Nursing (CACN). The work of these three organizations often overlaps as their missions all focus on advancing the nursing profession, albeit it from different perspectives. This is a unique opportunity to cross-pollinate ideas, bring divergent perspectives forward and most importantly to present a united voice for nursing. Each of these three independent non-profit organizations is stronger because of this partnership.

It was my honor to provide testimony on behalf of ACNL, CNSA and CACN on several important issues: the Board of Registered Nursing Sunset Review Report and resulting legislation; the nurse practitioner independent practice bill and subsequent BRN hearings on nurse practitioner regulations; and improvements in the licensing process for new graduates and nurses seeking licenses in California.

The ACNL staff works closely with our committees and board to achieve our strategic objectives. Ensuring the organization has a healthy financial future is never far from our minds. In 2015, we continued work with Philanthropic Consultant Gary Leo to develop a strategic philanthropic plan for ACNL. I am pleased to say that with the help of Paul Wafer and Stephanie Mearns, Co-Chairs of the Philanthropic Committee, Ellen Zoschak, 2014-2106 Treasurer, Brenda Brozek, Communication Consultant, the ACNL Board and members of the Philanthropic Committee, we are unveiling the first phase of this program at the 2016 Annual Conference. This is only the beginning of our philanthropic efforts to ensure that ACNL’s important work continues to flourish.

Foundation for Leadership Excellence, our five-day leadership program, has contributed to ACNL’s success for more than 12 years. Emerging and seasoned leaders continue to rank Foundations as one of the best leadership-enhancing programs they’ve ever attended. With the help of Judee Berg, Executive Director of HealthImpact, we sold the Foundations intellectual properties to the Louisiana Action Coalition (LA AC). Revenue from the sale is shared with HealthImpact, founding partner of the Foundations program. Our contacts at the LA AC have told us that their Foundations Course is a huge success. LA AC will also be purchasing space on our LifeMoxie mentorship platform in 2016. Another opportunity for collaboration!

This past year, Dr. Susan Odegaard Turner, ACNL member and health care consultant, identified the need for leadership training within the Health System of the Los Angeles County Sherriff’s Department. A proposal was approved by the ACNL Board, and with the help of past presidents Peggy Diller, Judy Husted and Lynne Whaley Welty, along with Brenda Brozek and Chris Patty, we accepted the challenge of developing a customized Foundations program for this specialized group of health care leaders. Susan invited us to tour the LA County Jail Health System and meet with the system’s top nurse leaders to discuss their educational needs. The result was a Foundations program specifically designed for this specialized area of health care delivery. More than 120

continued on page 6
health care leaders from the jail system attended the program, offered in three sessions. We were all impressed with the dedication of these leaders to the population they serve. I especially want to thank Susan for her vision in bringing Foundations to this unique group of leaders, and the faculty who gave so much of their time and energy to make the Foundations program a success – not only these specialized sessions, but also our two regular programs offered in the spring and fall. This program is a testament to the commitment of ACNL members to growing and supporting the next generation of nurse leaders!

These are just some of ACNL’s achievements in 2015. As you review this annual report, you’ll learn more about our opportunities, challenges and accomplishments over the past year.

The role of CEO allows me the flexibility to participate on several advisory boards and councils, as well as being a frequently invited speaker at chapter meetings, nursing school functions and other events. This provides valuable opportunities to share ACNL’s vision, mission and journey with nurse leaders across the spectrum. This is our time to use our voices to lead lasting change. Thank you for entrusting me to be your voice and messenger!

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Patricia McFarland, MS, RN, FAAN
ACNL Chief Executive Officer

Snapshot of ACNL Financials

<table>
<thead>
<tr>
<th>Operations Overview</th>
<th>Revenue Sources</th>
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<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>Educational Programs</strong> $919,833</td>
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<td>$1,225,781</td>
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<td><strong>TOTAL EXPENSES</strong></td>
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<tr>
<td>$1,104,579</td>
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<tr>
<td><strong>NET OPERATIONS REVENUE</strong></td>
<td>*Estimated</td>
</tr>
<tr>
<td>$14,287</td>
<td>2014 $14,287</td>
</tr>
<tr>
<td>$121,151</td>
<td>2015* $121,151</td>
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**Membership Dues Revenue**

**Investment Revenue**

Nearly 75% of revenue from educational programs.
Thanks to the hard work and creative initiatives developed by the Member Experience Committee (MEC), membership in ACNL rose to a record 1453 members in 2015.

In 2014, the MEC redefined ACNL’s membership categories and created two new ones, Emerging Nurse Leader (nurses in a leadership role for less than two years) and Emeritus (active members of ACNL for three years or more, who work less than 25 percent of a fulltime schedule). In 2015, ACNL had an overall rise in membership and the Emerging Nurse Leader category grew from one percent in 2014 to eight percent of membership in 2015.

Throughout the year, the MEC continued to work closely with regional chapters to identify more opportunities for collaboration at local and state levels. Members of the MEC acted as liaisons to individual chapters to improve communication. The committee also created additional resources for ACNL’s Chapter Toolkit, which can be found on the ACNL website (www.acnl.org).

Strength in Numbers: ACNL Membership Hits All-Time High in 2015!

ACNL Crafts Philanthropic Strategic Plan to Foster Innovation and Growth

ACNL members are a powerful force for change! In today’s health care environment, nurse leaders have an unprecedented opportunity to use our voices to drive change and make a difference in the lives of those we serve.

In 2015, ACNL initiated the development of a philanthropic plan to help our organization achieve key strategic goals for providing new and innovative programs in areas such as leadership development, mentoring, research, advocacy and scholarships.

Over the past year, the Philanthropic Committee, Board of Directors and other ACNL members collaborated with Philanthropic Consultant Gary Leo to develop a comprehensive, multi-faceted plan to increase funding for the expansion of successful ACNL programs and the development of new ones. Phase 1, the Circles of Giving program, will be unveiled at the 2016 Annual Conference in Rancho Mirage. Subsequent phases of ACNL’s fundraising strategy will focus on securing funding from foundations, philanthropists and industry donors.
As transformational leaders and health care experts, ACNL members are influential participants in health care policy and decision-making. ACNL collaborates with health care leaders, government agencies and other stakeholders, including the California Hospital Association, Board of Registered Nursing and lawmakers shaping legislation impacting nursing and the health of Californians.

ACNL CEO Patricia McFarland provides testimony at the State Capitol during the Joint Oversight hearing regarding the sunset of the Board of Registered Nursing in March 2015.
Throughout its history, ACNL has developed and nurtured collaborative partnerships with key nursing and health care organizations. These strategic relationships have advanced nursing practice, innovation and quality health care throughout California.

ACNL Board of Directors Election

The Nominations Committee worked diligently to present a strong slate of candidates for the 2016-2018 Board of Directors. 27% percent of eligible members voted in the election. Associate and Professional Colleague members are not eligible to vote in ACNL elections.

Election Results: 2016–2018 Board of Directors

President-Elect ....................... Mary Wickman, PhD, RN
Secretary-Treasurer ................... Jerry Spicer, DNP, RN, NEA-BC, FACHE
Board Member – Academia .......... Ann Mayo, DNSc, RN, FAAN
Board Member North ............... Mary Bittner, DNP, MPA, RN, CENP
Board Member Central ............ Kim Tomasi, MSN, RN
Board Member South ............... Alice Martanegara, DNP, RN
Board Member San Diego .......... Jill Deetz, BSN, RN, NE-BC
ACNL’s 2015 Conference, Discover the Magic of Nurse Leadership, was the highest attended conference in ACNL’s history. Even a measles outbreak in Disneyland didn’t keep nurse leaders from participating. Conference evaluations of the educational sessions, conference events and the enchanting Disneyland setting were very positive.

Immediately following the 2015 Conference in Disneyland, the Annual Program Committee began planning the 2016 Conference in Rancho Mirage, with the goal of building on the success of the 2015 event.

Keynote Joe Tye describes the Florence Prescription to create a culture of ownership.

Thought leaders (left to right) Mary Foley, Linda Burns Bolton, Susanne Phillips, Judith Berg, BJ Bartleson and Nikki West discuss the innovative work in actualizing the IOM Future of Nursing vision.

Thank You to ACNL’s 2015 Conference Sponsors!

- **DIAMOND**
  - Hill-Rom

- **PLATINUM**
  - Cedars-Sinai Health System
  - Dignity Health
  - Memorial Care Health System
  - Stryker Medical

- **GOLD**
  - Catalyst Systems
  - CEP America
  - Kaiser Permanente
  - Stanford Health Care
  - UC San Diego Health System

ACNL members share their knowledge and expertise as breakout session presenters during the conference. For ACNL’s 2016 Conference, nearly 90% of slated breakout session presenters are ACNL members.
ACNL programs create a think-tank environment, enabling nurse leaders to debate ideas and develop new strategies to meet the challenges facing the health care industry. Our conferences, educational programs and regional meetings furnish nurse leaders with information and resources that can be readily implemented in their settings.

Foundation for Leadership Excellence Program

ACNL’s Foundation for Leadership Excellence program continues to provide valuable leadership education and professional development for new and emerging nurse leaders throughout California. In addition to successful courses offered in Stockton in June and Anaheim in November, a specially designed Foundations Course was developed for health care leaders in the Los Angeles County Jail System.

Dr. Susan Odegaard Turner, an ACNL member providing consulting services to the health care branch of the LA County Jail System, recognized the value of bringing the Foundations program to this unique group of health care leaders. In preparation for this work, Foundations faculty met with the LA County health care leadership team and toured the LA County Jail System. The faculty then collaborated with Dr. Turner and other leaders in the system to create a program tailored for this distinctive group of participants. Three courses were presented in Fall 2015. Attendees rated the Foundations program as excellent, and the faculty stated that working with these leaders was a very positive and motivational experience.

Dr. Kimberly Horton advises Foundations Course participants about successful career strategies.

Graduates and faculty of the June 2015 Foundations Course in Stockton.

Health care leaders from the Los Angeles County Jail System participated in Foundations sessions specifically designed for their unique needs in Fall 2015.

“Every nurse leader needs to attend this conference!”

More than 1800 nurse leaders have graduated from the Foundation for Leadership Excellence program since its inception in 2003.

“Best conference in my nursing career! The subject variety was wonderful.”

November 2015 Foundations Course in Anaheim.
relationships supported by technology, including the use of FaceTime. Based on their individual goals, each mentee is required to implement and execute a project plan under the guidance of their mentor.

During the 6-month relationship, mentees and mentors utilize a virtual resource center and online forum as they build their relationships and advance their work. Program participants are invited to take part in webinars allowing them to showcase their projects. At the conclusion of the program, participants provide feedback via an online survey.

Findings indicate that this mentoring program has positively benefited the professional development and engagement of emerging nurse leaders. Several mentors have also reported that their participation in this program has re-ignited their passion for nursing leadership.

ACNL is very grateful to the Kaiser Foundation for their support of the Nurse Leadership Mentoring Program. Their generous funding has made the goal of providing valuable mentoring experiences for California’s nursing community a reality.

2015 marks the third successful year of ACNL’s Mentoring Program!

In 2013, the Kaiser Foundation provided ACNL and the California Action Coalition with seed money to partner with LifeMoxie, an organization that constructs customized mentoring platforms, to create a comprehensive Nurse Leadership Mentoring Program. Kaiser graciously continued to provide funding in 2014 and partial funding in 2015. As of December 2015, 320 nurse leaders have benefited from this mentoring program.

Recruitment efforts for the Nurse Leadership Mentoring Program continue to be supported by service and academia. Mentees complete a demographic questionnaire which includes identification of their short and long term aspirations. They are carefully matched with seasoned nurse leaders who are positioned to help their mentees actualize their professional goals. Mentors and mentees then engage in virtual relationships supported by technology, including the use of FaceTime. Based on their individual goals, each mentee is required to implement and execute a project plan under the guidance of their mentor.

During the 6-month relationship, mentees and mentors utilize a virtual resource center and online forum as they build their relationships and advance their work. Program participants are invited to take part in webinars allowing them to showcase their projects. At the conclusion of the program, participants provide feedback via an online survey. Findings indicate that this mentoring program has positively benefited the professional development and engagement of emerging nurse leaders. Several mentors have also reported that their participation in this program has re-ignited their passion for nursing leadership.

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To provide education, professional development and share best practices, ACNL continued to expand its webinar program in 2015. More than 300 nurse leaders participated in live webinars, while many others viewed recordings of these sessions. Recordings of ACNL webinars, along with program materials and resources, are housed on the ACNL website. ACNL webinars are offered as a free service to members. For more information, visit the ACNL website at www.acnl.org.

Webinars sponsored by the Leadership Development Committee:

Follow the Yellow Brick Road: The Path to Board Service! Parts 1 and 2
The IOM’s Future of Nursing Report is a call to action for nurses at all levels to take leadership in transforming care delivery and improving the health of our communities. A vital strategy for increasing nursing’s influence involves RNs assuming more leadership positions on boards. Board service gives nurses a voice in important issues and educates decision-makers about the key roles RNs play in health care.

This two-part webinar series helps nurse leaders prepare for board service, including stories, strategies and key learnings from a panel of nurse leaders with extensive board service.

Best Practice webinars sponsored by the Quality, Safety and Care Experience Committee:

Steps for Success! Fall Prevention Strategies
This informative webinar features best practices in the prevention of falls from three ACNL member facilities. Presentations include: Decreasing Patient Falls Utilizing Nursing Empowerment; An Analysis of Factors that Contribute to Falls in Selected Outpatient Procedures; Stumble Stoppers! Achieve No Patient Falls for 12 Months.

Prescription for Success! Medication Administration Accuracy
Medication administration accuracy is a major goal for all nurse leaders. This webinar explores the strong bond between safe nursing practice and medication administration accuracy; and one hospital’s reduction of medication errors and boost in nurse satisfaction through the discontinuation of double verification of subcutaneous insulin.

Safe and Effective Use of Insulin Project
Safe use of insulin to achieve optimal blood glucose has been directly associated with improved patient outcomes. This webinar features Sharp HealthCare’s Safe and Effective Use of Insulin Project. Through this project, three different units in three Sharp hospitals participated in a Joint Commission Center for Transforming Healthcare collaborative to improve glycemic management.
2015 Board of Directors

**President**
Susan Herman, DNP, RN, NEA-BC, CENP

**Secretary/Treasurer**
Ellen Waxenberg-Zoschak, MPH, MS, RN, NEA-BC

**President Elect**
Beverly Quaye, EdD, RN, CENP, FACHE, NEA-BC

**Past President**
Margarita Baggett, MSN, RN

**Chief Executive Officer**
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**Director – North**
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**Director – North**
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**Director – South**
Katie Skelton, MBA, RN, NEA-BC

**Director – South**
Gail Freeman, MSN/Ed, MBA, RN

**Director – San Diego**
Laurie Ecoff, PhD, RN, NEA-BC

**Director – San Diego**
Janet Hanley, BSN, MBA, RN

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2015 Committees

**Annual Program**
Jami de Santiago, Chair
Lucy Glaze, Co-Chair
Lynn Forsey, Board Liaison

**Members:** Elizabeth Bigby, Linda Fahey, Karen Flaster, Beth Gardner, Bradley Howard, David Loose, Alice Martanegara, Robyn Nelson, Duayna Pucci, Kim Tomasi

**Bylaws**
Beverly Quaye, Chair

**Members:** Melody Akhondzadeh, Richard Brock, Kathy Cocking, Mary Jane Jones, Vicki Sweet, Peggi Winter

**Health Policy**
Myra Lang, Chair
Elizabeth Leary, Co-Chair
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**Members:** BJ Bartleson, Rick Becker, John Blenkinsopp, Katherine Bullard, Anna Dermenchyan, Catherine Dower, Cindy Garrett, Mishawn Jackson, Trudy Johnson, Ryo Kanemoto, Dennis Kneepkel, Mary Lynn Knighten, Dana Littlepage, Marlene Montgomery, Dora Noriega, Janet Stotts, Janeel Welburn

**Member Experience**
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Donna Kistler, Co-Chair
Ryan Fuller, Co-Chair
Anitra Williams, Board Liaison
Gail Freeman, Chapter Leader Liaison

**Members:** Mary Abbott, Janine Hawkins, Virginia Terra Hodge, Bob Patterson, Jacquie Pinkowski, Lynn Redwater. Darlene Scafiddi, Donna Small, Darla Watanabe, Mary Wickman, Kathy Wojno

**Nominations Committee**
Margarita Baggett, Chair

**Members:** Rae Charos (Central), Mary Gish (North), Karen Price-Gharzeddine (South), Susan Stone (San Diego)

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**Nurse Leadership Development**
Joyce Eden, Chair
Kathy Dawson, Co-Chair
Denise Vermeltfoort, Board Liaison

**Members:** Norie Bencito Acac, Ron Carpio, Susan Condie, Judy Dahle, Jerome Dayao, Jill Deetz, Ellen Gorbunoff, Grissel Hernandez, Chantel Johnson, Candace Judson, Noeleen O’Byrne, Lori Patoros, Raymond Phillips, Jerry Spicer, Ann Stoltz, Sylvia Ventura, Vicki White

**Philanthropic, Recognition & Scholarship**
Paul Wafer, Chair
Stephanie Mearns, Co-Chair
Ellen Waxenberg-Zoschak, Board Liaison

**Members:** Maureen Casamiquela, Deborah Crist-Grundman, Martha Disposto, Josephine Ettinger, Patricia Hines, Stephanie Robinson, Anne Tanner

**Quality, Safety and Care Experience**
Mary Contreras, Chair
Kim Ternavan, Co-Chair
Janet Hanley, Board Liaison

**Members:** Constance Berg, Jan Boller, Molly Clopp, David Davis, Rhonda Filipp, Jackie Fullerton, Denise Hair, Lorna Kennedy-Klein, Arlene Lovejoy-Bluem, Janet McInnes, Karen Elizabeth Mitchell-Keels, Lori Ohringer, Shirley Paulson, Jennifer Perisho, Allison Riggs

**Research Committee**
Ann Mayo, Chair
Peggy Kalowes, Co-Chair
Laurie Ecoff, Board Liaison

**Members:** Marie Gilbert, Danielle Jones, Amy Nichols, Patricia Radovich, Linda Searle Leach, Sherry Shoemaker, Rayne Soriano, Tanna Thomason, Linda Urden, Martha Zepeda

**Voice|Communication**
Mary Bittner, Chair
Marylin Stephens, Co-Chair
Katie Skelton, Board Liaison

**Members:** Karen Buckley, Elsie Crowninshield, Patty Garcia, Dave Hanson, Tammy Isaac, Neelam Murthi, Cindy White
2016 ACNL Recognition Awards

Contributions to ACNL
Awarded to an ACNL nurse leader who has made significant contributions to the organization.

Louise Bailey, BSN, MEd, RN
Executive Officer – Retired
California Board of Registered Nursing

Guardian of California’s regulatory and practice standards, Louise is a leader who demonstrates professionalism and grace under fire.

Prior to her recent retirement, Louise served as Executive Officer of the California Board of Registered Nursing. As our state’s Chief Nursing Officer, Louise was responsible for more than 400,000 RNs. Her expertise and commitment to public service were unwavering even during difficult times at the Board.

Louise assumed leadership of the BRN following the Governor’s decision to disband the sitting Board. Under her leadership, the new Board addressed issues related to enforcement, the nurse licensure compact and challenges to lower California’s standards for educational preparation. In addition, Louise faced a mandate to implement a new computer system, despite her repeated recommendation that the system be tested by smaller boards prior to adopting this new technology for RNs.

During her career with the state, Louise held several positions including BRN supervising nursing education consultant and legislative liaison. Before joining the BRN, she worked as a nurse consultant for the California Primary and Rural Health Care Systems Branch and as a health facilities evaluator nurse for the California Department of Health Services Licensing and Certification Division.

Louise continues to be an active member in ACNL and several other professional organizations, including Sigma Theta Tau International, California Action Coalition and the National Council of State Boards of Nursing.

Contributions as a Humanitarian
Awarded to an ACNL nurse leader who has made significant contributions to the promotion of human welfare, improvement of health services for those in need and advancement of humanitarian efforts through research, service and/or education.

Jacqueline Bagatta, MSN, RNC, CNS
Deputy Director, Patient Care Services
San Joaquin General Hospital

The ultimate advocate! Jackie is committed to quality care at the beginning of life and dignity at the end.

In 1980, Jackie faced a devastating tragedy – the death of her newborn son, who had a rare birth defect. The March of Dimes (MOD) was a lifeline that changed her life. So began Jackie’s tireless humanitarian work to further the mission of MOD to prevent premature births and help mothers deliver healthy babies.

Jackie’s initial MOD work was fundraising. After obtaining her RN license, she focused on improving health care access for women and children in San Joaquin County. She educated the community on the significance of preconception folic acid, the importance of prenatal care in the first trimester of pregnancy and the need for support of families with patients in the NICU. Jackie presented at conferences and grand rounds to educate doctors and nurses on maternal care and share best practices. She also supports the MOD mission at the state level, frequently advocating for legislation to improve maternal and child health.

In addition to the March of Dimes, Jackie served for seven years on the Board of Directors for Hospice of San Joaquin and continues to advocate for terminally ill patients and their families.

Friend of Nursing
Awarded to an individual or organization demonstrating significant contributions and support for the nursing profession.

Aida Bucago, BSN, MBA, RN, CCRN
Professional Education Consultant – Retired
Kaiser Permanente – Southern California

Aida is a trusted voice for collaborative and innovative educational solutions and a staunch supporter of Flo’s Cookie Jar.

Recently retired, Aida practiced nursing for more than 45 years. For the past 15 years, she was a Professional Education Consultant for Kaiser Permanente in Southern California. Aida’s primary goal was to influence and develop partnerships and expansions with academic institutions in Kaiser’s service area.

Aida’s work exemplified best practice – creating innovative solutions to leverage clinical and academic experiences for students, faculty and Kaiser staff. She created and led the Academic Liaison Committee bringing 14 medical centers together to streamline the onboarding process for student and faculty rotations. She partnered with attorneys and faculty to address legal and contractual concerns related to clinical placement. Aida represented Kaiser in community collaboratives, such as Healthimpact (formerly the California Institute for Nursing and Health Care), California Simulation Alliance and the Health Workforce Initiative for Orange and Los Angeles Counties.

An ACNL member for more than 15 years, Aida often volunteered to review student nurse resumes at the California Nursing Students’ Association conventions. She has also shared her knowledge and expertise by delivering numerous poster and podium presentations across the country.
**Excellence in Leadership – North**

**Anita Zuniga, MSN, RN, CENP**  
Chief Operating Officer  
Kaiser Permanente - Oakland Medical Center

> A passionate champion for professional nursing practice, Anita ensures that the voice of nursing resonates throughout her organization.

Anita is a visionary leader whose passion for innovation and clinical excellence shapes the practice of Kaiser nurses and touches the lives of countless patients and families.

As Regional Vice President for Patient Care Services, she led efforts to integrate caring science at Kaiser’s 21 Northern California medical centers. Anita exemplifies the values-based attributes of a caring science leader – keeping the focus on patient, family and community, while improving the nursing practice environment. This unique talent is very apparent in Anita’s ability to collaborate, negotiate and build effective relationships, especially during contentious labor bargaining events. Her values-based approach and caring spirit have earned the respect of nurses at all levels of the Kaiser organization.

A member of ACNL since 1986, Anita championed funding and support for ACNL’s LifeMoxie Mentorship Program and the Foundation for Leadership Excellence Course. She’s a former ACNL Board member and past president of ACNL’s East Bay Chapter.

**Excellence in Leadership – Central**

**Bunny Mixter, BSN, MA, RN, NEA-BC**  
Director, Medical/Surgical Services  
St. Agnes Medical Center

> Bunny is the maestro – successfully raising the voice of Central Valley nurse leaders through engagement, education and mentoring.

A creative leader with a wide variety of experience in nursing and other professions, Bunny utilizes her unique expertise and talents to inspire others and build strong coalitions.

As President of the Central Valley Nursing Leadership Coalition, Bunny led the chapter through some difficult challenges. Through her leadership and vision, the NLC re-established itself as a vibrant and energetic organization with new opportunities for nurse leaders. Bunny led members in a World Café seminar to devise new ideas for growth, influence and education. She directed efforts to establish a Legislative Boot Camp, bringing local and state elected officials to Fresno to discuss health care issues and solutions with nurse leaders. She collaborated with the NLC Board to develop a Future of Nursing seminar to educate Central Valley nurses about this important initiative and encourage involvement.

Bunny is also very active in her church and local community. She is a prolific and involved leader whose passion is boundless.

**Excellence in Leadership – South**

**Karen Price-Gharzeddine, BSN, MS, RN, ACHE**  
Chief Executive Officer  
San Gabriel Valley Medical Center

> A visionary leader with heart, Karen inspires those around her to reach their full potential, while keeping patients in the forefront.

Karen is a results-oriented leader, steadfastly committed to the advancement of quality patient care and service excellence. She attained the role of Chief Executive Officer at San Gabriel Valley Medical Center after concurrently serving as both Chief Nursing Officer and Chief Operating Officer.

Through Karen’s visionary leadership and keen ability to motivate others, SGVMC has achieved several major accomplishments including: the World Health Organization’s Baby-Friendly designation; as well as Top Performer in the Nation on Key Quality Measures and Primary Stroke Center accreditation, both from the Joint Commission. Karen consistently recognizes staff members for their work and frequently expresses her appreciation to her team, building a strong atmosphere of collaboration.

An active ACNL member for 26 years, Karen served on numerous committees and is a past president. During her 2013 presidency, Karen demonstrated her chosen theme of **Igniting Our Passion to Lead** by launching seven new chapters and creating a chapter liaison position on ACNL’s Board of Directors.

**Excellence in Leadership – San Diego**

**Cheryl Odell, MS, RN, NEA-BC**  
Chief Nursing Officer  
Sharp Mesa Vista Hospital and  
Sharp McDonald Center

> Dedicated to advancing the nursing profession through leadership and mentoring, Cheryl is a strong advocate for behavioral health patients.

Cheryl is a passionate leader committed to advancing patient care and the nursing profession. She is dedicated to providing quality care and access to services for behavioral health patients and was instrumental in Sharp Mesa Vista Hospital receiving recognition from the National Database for Nursing Quality Indicators for quality outcomes in 2013 and 2014.

Cheryl is a strong advocate for nurses leading and influencing patient care delivery. She is a positive role model, committed to developing health care leaders in nursing and other disciplines. Cheryl mentors future leaders by consistently participating in ACNL’s LifeMoxie Mentorship Program. She has also been a mentor for the American College of Healthcare Executives’ San Diego chapter.

An ACNL member for more than 15 years, Cheryl served on ACNL’s Board of Directors and is a consistent presence at San Diego chapter meetings. Cheryl supports the chapter through her thoughtful input and mentoring of new chapter presidents.
Best Practice Awards

Best Practice – Administration

Nancy Loos, MSN, RN, NE-BC
Director, Nursing Operations and Patient Experience
Dignity Health Northridge Hospital Medical Center

Nancy is the ultimate professional RN role model – her quest for excellence is awe-inspiring.

A tireless leader, Nancy is dedicated to promoting professional nursing practice excellence and quality patient care. She promotes evidence-based practice and is a leader in pursuing research to support decision making. Nancy’s knowledge, expertise and attention to detail make her a highly successful collaborator in nursing and interdisciplinary initiatives. A professional role development specialist and coach, Nancy utilizes these skills in her current position and travels widely sharing her expertise and knowledge. She is a member and driving force of Northridge Hospital’s Professional Practice Committee, which contributes to shared governance and evidence-based practice.

In 2013, Nancy was inducted into the prestigious Global Nursing Exchange, an unstructured think-tank environment connecting RN colleagues. Nurses from a wide range of roles and settings dialogue about innovative possibilities and how to create them. Discussions are stimulating and challenging, creating personal and professional growth.

Nancy also serves on the advisory panel for revision of the American Nurses Association Code of Ethics for Nurses. She is a member of the Regional Institutional Review Board and a longtime member of ACNL.

Best Practice – Innovation

Legislative Advocacy Committee
Nursing Leadership Coalition of the Central San Joaquin Valley

Advocacy in Action! Raising the voice of nursing leadership in the Central Valley.

Created six years ago, the Nursing Leadership Coalition’s Legislative Advisory Committee has evolved into an influential voice for health policy advocacy at the state and local levels.

To increase its impact as a healthcare policy resource, the Committee membership was expanded to include a broader representation of academic and service leaders. These leaders then developed a three-pronged strategy to educate, communicate and initiate legislative action on key nursing issues. A strong and motivated group, the Committee met routinely with new and tenured local legislators and staff to become better informed about current issues and offer NLC input. By engaging legislators and seasoned partners at CHA, the Hospital Council of Central California, ACNL and other local agencies and officials, the Committee co-hosted a Legislative Boot Camp to increase the political savvy of Valley nurse leaders.

Since the Boot Camp, committee members have collaborated with legislators to update Title 22 related to cardiovascular surgeons performing open heart surgery utilizing bypass machines, increased Valley mental health services and improved RN licensure turn-around time. In addition, the Committee has strengthened existing partnerships and developed new ones by working collaboratively with local health care agencies, government officials, policy leaders and legislators.

NLC Legislative Committee members are: Sylvia Aparicio, Winona Barreto, Pilar De La Cruz-Reyes, Joyce Eden, Liz Espinosa-Snyder, Penny Gelhaus, Marie Gilbert, Anissa Montalvo, Keri Noeske, Tanya Osborne-McKenzie, Kathi Rindahl, Andy Schiavello-Youngblood and Erin Summers.

Best Practice – Education

Yolanda Ramirez, MPH, RN
Regional Director, Professional Education
Kaiser Permanente – Southern California

A transformative leader, Yolanda connects with staff and students through her exuberant optimism and passion for nursing.

Yolanda is an educator who invites change and frames challenges as opportunities. Over the past 20 years, she has enhanced the professional development of staff nurses and student RNs. Yolanda’s diverse role as Regional Director of Professional Education at Kaiser Permanente includes: planning, developing and evaluating educational and professional development programs for more than 8500 nurses across 14 KP medical centers; curriculum development for nurses at all levels; and organizational and educational goal alignment. In addition, Yolanda collaborates with staff on multiple projects supporting National Patient Safety initiatives including telemetry alarm management, high alert medication education and SBAR utilization.

In partnership with KP’s Community Benefits department, Yolanda developed the Academic Service Collaborative Program. This program targets the preparation-practice gap and builds alliances between service and academia with the overarching goal of promoting quality and safety.

Yolanda continuously challenges students, staff and colleagues to reflect upon current practice, envision the future of nursing and innovate at micro and macro levels. Yolanda is a valued and inspirational force within Kaiser.
Best Practice Awards

Best Practice – Clinical Nursing

Josephine “Timmie” Ettinger, BSN, RN
Director, Medical/Surgical/Telemetry Services
San Gabriel Valley Medical Center

A skilled clinician, gifted educator and results-driven leader, Timmie consistently makes a difference in the lives of patients and staff.

Throughout her long career in nursing, Timmie has made a difference in the lives of thousands of individuals – from the patients she has compassionately cared for to the nurses whose skills she has honed through coaching and mentoring.

As director of a 34-bed telemetry unit, Timmie excels at motivating and encouraging her staff to deliver outstanding patient care and service. She embraces the concept of teamwork and ensures that all nurses have a voice in unit decision-making. As a result of her inspirational leadership, Timmie’s unit has contributed to the hospital’s success by being named a Joint Commission Top Performer for Quality. Timmie successfully elevated her unit’s HCAHPS scores above the national average by motivating her staff to increase patient engagement and always “round with purpose.” Besides fostering teamwork, Timmie also invests in her staff members’ professional development by encouraging lifelong learning. Due to her support, encouragement and strong belief in the importance of education, more than two-thirds of Timmie’s nursing staff have attained BSN degrees. She has also collaborated on the development of a plan to provide staff with clinical experience in cardiac monitoring and basic critical care.

An active ACNL member, Timmie has served on the Philanthropic, Recognition and Scholarship Committee for the past three years.

Best Practice – Nursing Research

Susan Acquisto, DNP, RN, NEA-BC
President/Chief Executive Officer
Regulatory, Risk, Compliance Specialists, Inc.

Susan is a compassionate leader who rose from personal tragedy to become the voice of patients with cholangiocarcinoma.

Susan has been a nurse entrepreneur for more than 20 years. In 2012, upon the untimely death of her beloved husband due to cholangiocarcinoma, she utilized her entrepreneurial and collaborative skills to co-found The Bili Project Foundation. The foundation, launched in partnership with a group of physicians and research scientists at UC San Francisco Medical Center, is dedicated to funding research for early detection and curative treatments for hepatobiliary cancers.

In 2014, Susan became Chair of the Nursing Advisory Board of the Cholangiocarcinoma Foundation. In this volunteer position, she worked countless hours recruiting nursing and interdisciplinary clinical experts from major cancer research centers to develop Clinical Nursing Practice Guidelines (CNPGs) for patients with cholangiocarcinoma. The group developed CNPGs that include essential evidence-based content to enable the nurse and clinician to feel confident and competent in caring for patients with cholangiocarcinoma. In October 2015, Susan was the presenting author of the guidelines at the American Society of Clinical Oncology Palliative Care Symposium in Boston and will present the guidelines at the Cholangiocarcinoma International Stakeholder meeting in February 2016. Current work also includes writing the guidelines as a series of articles for publication.

Best Practice – Recruitment/Retention/Mentorship

Ryan Fuller, BSN, RN
Education Development Specialist
Community Regional Medical Center

An innovative Millennial leader, Ryan tirelessly championed the work of ACNL’s Member Experience Committee resulting in an increasingly robust organization.

Ryan joined ACNL during his final year of nursing school, just four years ago. In this short time, he has made a tremendous impact on recruitment and retention initiatives through his involvement on ACNL’s Member Experience Committee (MEC).

As a second career RN and member of the Millennial generation, Ryan adds an important dimension to the MEC. He was a champion for the Emerging Nurse Leader membership category – created in 2014 for new graduate RNs, aspiring leaders and those who have been in leadership roles for less than two years. Ryan is an excellent role model for these emerging nurse leaders who have joined ACNL to build their leadership skills. In 2015, Ryan assumed the role of MEC Co-Chair and was instrumental in distributing the work of the MEC between four very successful subcommittees that have made great strides in addressing and managing targeted areas of membership engagement – including annual conference orientation, membership feedback, retention strategies and chapter development.

Ryan is an outstanding ACNL member and leader. His enthusiasm, creativity and focused attention on recruitment, retention and outreach have greatly benefited ACNL and its membership.
2016 Scholarship Recipients

The Nurses’ Float Scholarship

The Nurses’ Float Scholarship was created with surplus donations made by nurses and others from around the world to build a float honoring nursing for the Rose Parade on January 1, 2013 in Pasadena, California. The endowed national scholarship is awarded annually through ACNL to an RN pursuing an ADN to BSN or BSN to MSN degree. The first scholarship was awarded in 2014 during ACNL’s Annual Awards Ceremony.

Anna Grace Kitabjian, BSN, RN
Registered Nurse II
Children’s Hospital Los Angeles
School: University of California, Los Angeles
Degree: Master of Science in Nursing

“I believe my largest contributions to the profession of nursing are what I have invested in my students as a clinical instructor. I won’t be around forever, and what lasts is not what I do as a nurse, but the investment I make in other nurses that come after me.”

Barbara Brantley Memorial Scholarship
Awarded by Catalyst Systems

Nicolette Ford, BSN, RNC-OB
Clinical Nurse Educator, Family Maternity Center
San Joaquin General Hospital
School: Grand Canyon University
Degree: Master of Science in Nursing

“One of my personal goals is to establish a healthy work environment with strong nursing leadership at all levels of the organization, especially at the point of care.”

Alpha Consulting Scholarship and ACNL Advanced Degree Scholarship

Angela Almanza, RN
Assistant Department Manager, Family Maternity Center
San Joaquin General Hospital
School: University of Arizona
Degree: Masters of Science in Nursing

“I envision myself actively managing a team of nurses who provide evidence-based, compassionate care. In addition, I plan to teach part time at a university where I can continue to advance this wonderful profession for the nurses of the future.”

ACNL Advanced Degree Scholarships

Elizabeth Leary, MSN, RN
Nurse Coordinator, Ambulatory and Community Health Nurse Executive
Santa Clara Valley Health and Hospital System
School: Yale University
Degree: Doctor of Nursing Practice

“By pursuing my doctoral studies as well as continuing my leadership growth through ACNL, I hope to promote a compelling nursing leadership voice with the press and policy makers.”

Paige Burtson, MSN, RN, NEA-BC
Nursing Director, Inpatient Oncology Services
UC San Diego Health
School: University of California, Irvine
Degree: PhD in Nursing Science

“It is my goal to be able to comprehensively evaluate clinical programs for effectiveness and efficiency and provide evidence for best practices from an administrative perspective.”

Leah Korkis, BSN, RN
Interim Magnet Coordinator
UCLA Medical Center, Santa Monica
School: Mount Saint Mary’s University
Degree: Masters of Science in Nursing

“My goal is to achieve my MSN for acute care adult-gerontology Clinical Nurse Specialist to influence the clinical, research, education and leadership spheres to achieve positive patient outcomes and establish processes of best practice.”

Thank You!

Thank you to our members and partner organizations who support ACNL’s Scholarship and Recognition Program! Your commitment to supporting lifelong learning and recognizing outstanding accomplishments in nursing and health care is inspirational.

Stephanie Mearns, MN, RN
Paul Wafer, BS, MBA, RN
Co-Chairs of ACNL’s Philanthropic, Recognition and Scholarship Committee

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ACNL
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