TAKING THE DEEPER DIVE

2017 ANNUAL REPORT

ASSOCIATION OF CALIFORNIA NURSE LEADERS
Dear ACNL Friends and Colleagues:

Without a doubt, 2017 was a memorable year of opportunity and change. I am proud to have had the opportunity to work with each of you in conjunction with the Board of Directors, committees, chapter leaders and the ACNL membership. I have been inspired by your commitment to our organization and professional nursing practice in our state.

It has been an honor to serve as your 2017 ACNL President! I have gained an increased appreciation for the work that each of you do in making this organization great. As an academic leader, being ACNL President has made me more cognizant and proud of the fact that ACNL embraces all types of nurse leaders.

We began looking ahead to 2017 at our Strategic Planning Committee meeting in fall 2016. During this meeting, we re-examined our core values and consolidated eight values into four that were easy for members to remember and that would clearly guide our work throughout the year. Called the “triple I’s and D”, these four values are: integrity, innovation, inclusivity and diversity. In looking at the membership of the 2018 Board of Directors, you can see that the Nominations Committee clearly embraced these values in encouraging a group of diverse nurse leaders to run for board positions. Our 2018 Board is diverse in gender, age and ethnicity. We look forward to the work that this Board will accomplish in conjunction with our 2018 President, Dennis Kneeppel.

The Succession Planning Committee, under the leadership of Dennis Kneeppel, accomplished excellent work in screening, interviewing and selecting the final CEO candidate from a pool of well qualified nurse leaders. Lucy Pansoskey, Founder of The First-String Healthcare, collaborated the Succession Planning Committee, assisting with the nuts and bolts of recruiting our new CEO. Notably, First String did this work for ACNL gratis. This was a year-long process and the committee, Lucy and the First-String team are to be commended for a job well done.

Finding a replacement for our beloved CEO, Patricia McFarland, was a challenge and we celebrate the incredible work Pat has accomplished in creating an amazing and rich legacy for ACNL. We thank Pat for providing a strong foundation that Kim Tomasi, our new CEO, will be able to build upon, while bringing ACNL to the next level of growth and excellence. Kim Tomasi will transition to the CEO role directly following the 2018 Annual Conference.

Each committee is to be commended for their work this year, but I wanted to recognize three committees for their special accomplishments. ACNL Regional Meetings were planned by the Member Experience Committee (Ryan Fuller, Chair and Anitra Williams, Co-Chair). Three of five regional meetings were completed. These meetings proved to be successful – allowing chapters to have common robust dialogue in looking at challenges unique to their respective regional areas. We look forward to carrying this work forward in the new year.

The Philanthropic Committee, headed by Paul Wafer and Stephanie Mearns (Board Liaison Anne Tanner), took the deeper dive in searching out strategies to grow our philanthropic efforts. A Request for Proposal (RFP) process and review of philanthropy consultant proposals were conducted this year and final selection will occur in 2018. Scholarships and awards applications grew exponentially in numbers with 46 scholarship applications and 20 award nominations being received in 2017.
The Circles of Giving campaign focused on the number of members contributing to our philanthropic program this past year. The ACNL website thermometer shows a goal of $125,000 and current contributions of $40,000. We have a critical gap that needs to be filled in the upcoming year and I encourage each of you to contribute to this campaign. Without adequate financial support, it is impossible to provide funding for current and future innovations that will continue to grow and enrich ACNL’s resources and expand future opportunities.

The Nursing Leadership Development (NLD) Committee accomplished extraordinary work in planning and developing the Executive Leadership Academy (ELA) this year. Efforts began with a CNO focus group at Annual Program in 2017. The ELA uses multi-faceted and evidence-based educational and experiential approaches including learning modules, 360 assessment, one-on-one coaching and mentoring components. The ELA will be unveiled at 2018 Annual Conference with a planned implementation in early 2019.

Lastly, the QUAD Council was reactivated at the end of 2017. The Council consists of four professional nursing organizations in California: ACNL, American Nurses Association|California, California Association of Colleges of Nursing and the California Organization of Associate Degree Nursing Program Directors – North and South. The primary purpose of the QUAD Council is to discuss and collaborate on issues confronting the nursing profession and professional nursing education and practice in California. An important issue facing the QUAD council is one of stretched clinical resources. As a Council, we (school deans and directors, hospital chief nursing officers and BRN representatives) have the opportunity to work collaboratively in embracing a “clinical alliance” approach to the clinical placement issues we face today.

This is a brief summary of our achievements in 2017. I invite you to read this Annual Report and learn more about the successes of the past year. I truly appreciate and value getting to know and work with you in my role as 2017 President.

Thank you for your commitment to ACNL and the nursing profession!

Mary Wickman, PhD, RN
2017 ACNL President
Throughout our history, ACNL has been a strong and forward-thinking professional organization. I have had the honor of serving as the senior staff leader for the past 23 years. The CEO role has continuously evolved as our organization has grown in size and influence. Today, the CEO role includes managing four non-profit organizations including ACNL, California Nursing Students’ Association (CNSA), California Nursing Students’ Association Foundation (CNSAF), and the California Association of Colleges of Nursing (CACN). Managing the four organizations could not be done without dedicated staff who work with the various boards to ensure that the goals of each individual organization are actualized. I would like to acknowledge the ACNL staff for their commitment and dedication.

2017 was a year of challenges and opportunities. In collaboration with the Board, committees, membership and staff, ACNL moved forward on many fronts. We began the year by hiring two outstanding nurse leaders to develop curriculum for the Executive Leadership Academy (ELA) based on the framework created by the Nurse Leadership Development Committee (NLD). Dr. Carolyn Geotz and Dr. JoAnn Mette designed an excellent product that the NLD Committee and Board endorsed. This work will be further developed and actualized in 2018 as we prepare to launch the inaugural class of the ELA.

The Philanthropic Committee needed support and assistance in seeking and hiring consultants to help with Phase 2 of our Philanthropic Program. Our Fundraising Request for Proposals (RFP) provided several qualified consultants. Multiple interviews were conducted as the Board and Philanthropic Committee leadership reviewed the responses and selected the top three candidates based on criteria previously identified. Interviews with these three consulting firms will be conducted in early 2018.

Work with other nursing organizations and the BRN continued in 2017 as we focused on the growing concern of clinical displacement. In late 2017, we heard that the BRN was considering legislation that would address this issue. ACNL’s position has been that decisions related to nursing education and practice should first be addressed by professional organizations before legislation is considered. Our partnership with the California Association of Colleges of Nursing (CACN) allowed us to propose an alternative solution to the need for legislation. A joint letter from ACNL and CACN was sent to the BRN respectfully requesting they delay legislation and allow the Quad Council (ACNL, CACN, ANA/California and the California Organization of Associate Degree Nursing Program Directors – COADN) to address this issue. This letter was followed with a stronger message from the Quad Council addressing several proposed actions that will lead to resolution of this issue.

Preparation for the 2018 Annual Conference begins immediately following completion of the February program.
In addition to planning a top-notch conference, we had the additional challenge of incorporating a celebration of our organization’s 40th Anniversary. I would like to thank Past President Beth Gardner for chairing the 40th Celebration Committee. With the help of ACNL’s Education and Communications Consultant Brenda Brozek, multiple activities will be part of the 2018 Annual Conference including a report that captures the significant organizational achievements, posters that feature members and accomplishments for each of the decades and a video of key members discussing the challenges of the decade. These products will be shared with the membership throughout 2018 and serve as great tools for member recruitment.

Financial Overview

The financial health of our organization remains strong, with diversified revenue sources to ensure long term viability. ACNL’s investment portfolio grew by $80,000 in 2017. The Finance Committee will continue to monitor our investments in 2018 to ensure we are diversified and positioned for maximum return on our funds. See the graphics below for more information.

| TOTAL REVENUE       | 2016                     | $1,156,082
|                     | 2017                     | $1,208,935
| TOTAL EXPENSES      | 2016                     | $1,103,976
|                     | 2017                     | $1,201,500
| NET ASSETS          | 2016                     | $1,960,258
|                     | 2017                     | $2,098,128
| 2017 REVENUE SOURCES | Education Programs       | $823,067
|                     | Dues                     | $227,129
|                     | Management Fees          | $95,066
|                     | Other Revenue             | $63,673
|                     | Total Revenue             | $1,208,935

In 2015, I informed the Board of my interest in retiring in July 2016. Events forced us to extend that date. In June of 2017 the Succession Planning Committee began recruiting for a new CEO. In December, Kim Tomasi was offered and accepted the position. Kim is a longtime member and seasoned leader who will take ACNL to new heights. Join me in welcoming Kim to the organization. I ask each of you to share your energies and talents with Kim to ensure not only her success but the continued success of ACNL.

It has been my honor to serve ACNL for the past 23 years. I have met and had the opportunity to work with some truly outstanding nurse leaders. Thank you for all you have done to make ACNL the nursing leadership organization in California. Together we have accomplished some excellent work and made significant contributions to the profession – thank you! I have been a member since 1987 and will continue to be a part of ACNL as I start my next journey.

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

ACNL MEMBERSHIP

| 2010: 1048          |
| 2012: 1240          |
| 2015: 1453          |
| 2016: 1440          |
| 2017: 1415          |
ACNL’s 39th Annual Conference, *Soaring to New Heights as Nurse Leaders*, was held in magical Disneyland, February 5-8, 2017. The conference provided nurse leaders at all levels with the information, tools and resources to elevate their knowledge and skills.

Immediately following the 2017 Conference, ACNL’s Annual Program Committee began planning the 2018 Conference and 40-Year Celebration set in beautiful Monterey.

ACNL past presidents honor Duane Dauner with the Lifetime Achievement Award for his work in advancing health care and nursing at the local, state and national levels. Dauner retired from his position as President and CEO of the California Hospital Association.

118 industry partners supported ACNL’s conference while showcasing the latest equipment, products, services and employment and educational opportunities.

ACNL members shared their work during conference breakout sessions. Nurse leaders applied for breakout session and poster presentation slots in a competitive process to showcase best practices and innovations.

Keynote speaker Jack Uldrich, a global futurist and author, examined transformational trends impacting health care today and in the future.
NURSE LEADERSHIP DEVELOPMENT

Foundation for Leadership Excellence Course

ACNL’s Foundation for Leadership Excellence is a five-day intensive program to help emerging nurse leaders develop long-lasting, effective leadership skills. Whether it’s human resource issues, customer-service concerns, implementation of quality and patient safety initiatives, budget analysis, cost-saving mandates or building influence, course participants gain new perspectives and solutions for the difficult challenges facing health care leaders.

Supporting Lifelong Learning Through Educational Partnerships

In support of lifelong learning and professional development, ACNL partners with several academic institutions that provide financial support through tuition reductions and/or stipends to members attending their programs.

Planning Continues for Executive Leadership Academy

ACNL’s Nurse Leadership Development Committee has been working diligently on creating and implementing the Executive Leadership Academy (ELA), to provide nurse leaders with the knowledge, tools and guidance critical for success in executive leadership roles. In 2017, under the NLD Committee’s direction, consultants Dr. JoAnn Mette and Dr. Carolyn Goetz designed curriculum for the program. The ELA inaugural class is set for early 2019.

Thank You to Our Educational Partners:

- American Sentinel University
- Ameritech College of Healthcare
- Azusa Pacific University
- Chamberlain College of Nursing
- Concordia University Irvine
- Grand Canyon University
- National University
- Southern New Hampshire University
- University of San Francisco
- Vanguard University
- Walden University
- West Coast University
- Western Governors University

2015 includes courses for leaders from the Los Angeles County Jail Health Care System.

Nurse Leadership Development Committee Co-Chairs Chantel Johnson (left) and Candy Judson at ACNL’s Annual Conference.
RESOURCES FOR OUR MEMBERS

ACNL Website

HITS TO ACNL WEBSITE IN 2017
Total Page Views: 218,167

ACNL Webinars: Sharing Knowledge & Best Practices

- Developing Tomorrow’s Leaders Today
- Defeating C-Diff Through Team Accountability and Resiliency
- Enhancing Quality and Safety: Embedding Patient and Family Voice in Improvement Work
- High Performing Leadership: Mindfulness in Action
- Suicide Prevention: Identifying and Treating RNs at Risk

To view recordings of these and other presentations, visit ACNL’s webinar library at www.acnl.org. Webinars are offered free of charge as a benefit to ACNL members.

Strengthening ACNL’s Social Media Presence

The Communication and Voice of Nursing Committee implemented strategies to strengthen ACNL’s voice and reach through social media. The Social Media Subcommittee, led by Charlene Platon and assisted by Voice Committee Chair Marylin Stephens, recruited representatives from ACNL’s committees to regularly post news, information and events of interest on ACNL’s Facebook page.

Visit ACNL’s Facebook page (and Like Us) at: https://www.facebook.com/ACNLnurse/
ACNL’S VOICE AND ADVOCACY

Positioning Nurse Leaders to Create and Influence the Future of Health Care

As nurse leaders, 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 to positively impact nursing and the health of our patients and communities.

ACNL was instrumental in bringing together the Quad Council (ACNL, American Nurses Association\California, California Association of Colleges of Nursing and California Organization of Association Degree Nursing Program Directors) to improve collaboration between service and academia. In 2017, ACNL worked with the BRN on clinical placement, fingerprinting requirements and other key initiatives. At the national level, ACNL’s recommendation that the American Organization of Nurse Executives (AONE) combine their Leadership Meeting and Lobby Days resulted in higher participation and a stronger voice for nurse leaders on Capitol Hill.

Strategic Partnerships

ACNL’s collaborative partnerships with nursing and health care organizations advance nursing practice, innovation and quality health care delivery in California.

ACNL Board of Directors Election

The Nominations Committee worked diligently to present a strong slate of candidates for the 2018-2020 Board of Directors. 34 percent of eligible members voted in the election. Associate and Professional Colleague members are not eligible to vote in ACNL elections.

ELECTION RESULTS:

- **President-Elect**
  Kimberly Horton, DHA, MSN, FNP, RN, FACHE

- **Secretary-Treasurer**
  Jami de Santiago, MS, BSN, RN, NE-BC

- **Board Member – Academia**
  Chris Latham, DNSc, RN

- **Board Member North**
  Ryan Fuller, BSN, RN, CMNL

- **Board Member Central**
  Jeffery Hudson-Covolo, DNP, RN

- **Board Member South**
  Giancarlo Lyle-Edrosolo, DNP, RN, CNL, NE-BC, CCRN-CMC

- **Board Member San Diego**
  Dante Segundo, MSN, RN

ACNL Members Voting

- 2014: 41%
- 2015: 27%
- 2016: 42%
- 2017: 34%
ACNL’s Philanthropic program, the Circles of Giving, generates funds to further ACNL’s work and actualize our vision of creating and influencing the future of health care. Donations made through the Circles of Giving enable ACNL to expand vital programs fostering innovation, professional development, mentorship, research and lifelong learning.

In 2017, funding from the Circles of Giving provided scholarships, supported ACNL regional membership meetings and subsidized program development for ACNL’s Executive Leadership Academy. Committee members, along with ACNL’s Board and staff, also reviewed proposals to select a consulting firm to work with the committee to roll out Phase 2 of ACNL’s Philanthropic Strategic Plan. To learn more about ACNL’s Circles of Giving or make a donation, visit: www.acnl.org/donate.

2017 Circles of Giving Donors

**Nightingale Leadership Circle**  
($2,500 and Above)

Paulette Anest  
Susan Acquisto  
Deborah Crist-Grundman  
Kathy Dawson  
Dennis Kneepkel  
Stephanie Mearns

**Visionary Circle**  
($1,000 – $2,499)

Margarita Baggett  
Erlinda Bolor  
Kathy Cocking  
Ann Dechairo-Marino  
Jill Deetz  
Beth Eichenberger  
Gail Freeman  
Patricia “Pidge” Gooch  
Mary Lopez  
Giancarlo Lyle-Edrosolo  
Gayle Sarlatte  
Anne Tanner  
Denise Vermeltfoort

**Partner Circle**  
($500 – $999)

Jacqueline Bagatta  
Nancy Blake  
Maureen Casamiquela  
Terry Cottle  
Judith Dahle  
Lynn Seaver-Forsey  
Lee Galuska  
Jennifer Hall  
Deloras Jones  
Alice Martanegara  
Ann Mayo  
Robyn Nelson  
Kathleen Roy  
Rebecca Sanders  
Carol Stern  
Paul Wafer  
Janice White  
Ellen Zoschak

**Fund Supporter**

Ana Acaylar  
Margaret Beaman  
Nancy Carlson  
Ron Carpio  
Cleoca Cash  
Courtney Chafe  
M. Grace Chacon  
Mara Collins  
Carole Collin  
Lisa Cowan  
Jim D’Alfonso  
Terry Deeds  
Cynthia Dematteis  
Martha Dispoti  
Linda Fahey  
Susan Fairley  
Monita Gallarde  
Vivene Gutzmone  
Elaina Hall  
Chantelle Hicks  
Jeffery Hudson  
Candy Judson  
Jan Keller-Unger  
Mary Lynne Knighten  
Myra Lang  
Ellen Lewis  
Nancy Loos  
Frank Maas  
Ginger Manss  
Lee McCall  
Mary Ann McCarthy  
Renee McLeod  
Elvira Miller  
Marlena Montgomery  
Austin Nation  
Kyle Navarro  
Betty Noyes  
Maria Olton  
Penny O’Malley  
Janet Peterson  
Charlene Platon  
Duayna Pucci  
Jennifer Pugh  
Patricia Radovich  
Tanna Thomason  
Linda Tirabassi  
Jennifer Underhill  
Linda Urden  
Monica Weisbrich  
Mary Wickman  
Debora Zachau
ACNL Leadership

2017 Board of Directors

**PRESIDENT**
Mary Wickman, PhD, RN

**SECRETARY/TREASURER**
Jerry Spicer, DNP, RN, NEA-BC, FACHE

**PRESIDENT ELECT**
Dennis Kneeppel, MPA, RN, FACHE, CPHQ, NEA-BC

**PAST PRESIDENT**
Beverly Quaye, EdD, RN, CENP, FACHE, NEA-BC

**CHIEF EXECUTIVE OFFICER**
Patricia McFarland, MS, RN, FAAN

**DIRECTOR – ACADEMIA**
Ann Mayo, DNSc, RN, FAAN

**DIRECTOR – NORTH**
Mary Bittner, DNP, MPA, RN, CENP

**DIRECTOR – NORTH**
Susan Acquisto, DNP, RN, NEA-BC

**DIRECTOR – CENTRAL**
Kim Tomasi, MSN, RN

**DIRECTOR – CENTRAL**
Michelle Lawrence, MSN, RN

**DIRECTOR – SOUTH**
Alice Martanegara, DNP, RN

**DIRECTOR – SOUTH**
Ann Tanner, MN, RN, NEA-BC, FACHE

**DIRECTOR – SAN DIEGO**
Jill Deetz, BSN, RN, NE-BC

**DIRECTOR – SAN DIEGO**
Marlena Montgomery, MBA, MSN, RN, CEN

2017 Committees

**ANNUAL PROGRAM**
Linda Fahey, Chair
Joyce Eden, Co-Chair
Kim Tomasi, Board Liaison

*Members:* Brandi Cassingham, Jami de Santiago, Laurie Ecouf, Beth Gardner, Lucy Glaze, Janet Hanley, Bradley Howard, David Loose, Robyn Nelson, Duayna Pucci, Cindy White

**BYLAWS**
Dennis Kneeppel, Chair
*Members:* Terry Cottle, Leah Korkis

**COMMUNICATIONS/VOICE OF NURSING**
Marylin Stephens, Chair
Dave Hanson, Co-Chair
Mary Bittner, Board Liaison

*Members:* Nina Cornell Plata, Elsie Crowninshield, Mary Dickow, Christine Flury, Patricia Gooch, Jeff Hudson, Elizabeth Leary, Betty Noyes, Charlene Platon, Mary Kay Shibley

**HEALTH POLICY**
Myra Lang, Chair
Colleen Hurst, Co-Chair
Alice Martanegara, Board Liaison


**HEALTHY WORK ENVIRONMENT**
Nancy Blake, Chair
Janette Moreno, Co-Chair
Michelle Lawrence, Board Liaison

*Members:* Paulette Anest, Mara Collins, Susan Condie, Ala Garza, Peachy Hain, Mary Jane Jones, Brenda Scott-Manzur, Carma Tobiasssen, Janice White

**MEMBER EXPERIENCE**
Ryan Fuller, Chair
Anitra Williams, Co-Chair
Marlena Montgomery, Board Liaison

*Members:* Kim Failla, Sue Fairley, Gail Freeman, Samantha Glennon, Donna Kistler, Leah Korkis, Debra LePoidevin, Sylvia Miller, Julie O’Keefe, Bob Patterson, Jacque Pirikowski, Dante Segundo, Carol Stern, Jennifer Underhill, Nate Watkins

**NOMINATIONS**
Beverly Quaye, Chair/Board Liaison

*Members:* Margarita Baggett, Rae Charos, Karen Price-Gharzeddine

**PHILANTHROPIC, RECOGNITION AND SCHOLARSHIP**
Paul Wafer, Chair
Stephanie Mearns, Co-Chair
Ann Tanner, Board Liaison

*Members:* Maureen Casamiquela, Kathy Cocking, Deborah Crist-Grundman, Tiffany Hood, John Lussier, Ellen Zoschak

**QUALITY, SAFETY AND CARE EXPERIENCE**
Kimberly Ternavan, Chair
Lynn Forsey, Co-Chair
Jill Deetz, Board Liaison

*Members:* Anita Girard, Chantelle Hicks, Dwanette Judkins, Melissa Meehan, Janet Peterson, Cheryle Pillow, Carmen Rezaik, Kristin Schmidt

**RESEARCH**
Tanna Thomason, Chair
Ellen D’Errico, Co-Chair
Ann Mayo, Board Liaison

*Members:* Jennifer Baird, Margaret Beaman, Ron Carpio, Mary Fagan, Carolyn Goetz, Julia Healy, Peggy Kalowes, Nancy Loos, Patti Radovich, Marsha Sato, Christy Torkildson, Linda Urden
Marylin Stephens, MSN, MBA, RN
Chief Executive Officer and Owner
PROCEL Temporary Services, Inc.

A founding member with a 40-year history of contributing to ACNL’s work and legacy, Marylin is a passionate advocate for the voice of nurse leadership.

As a founding member of ACNL, Marylin has been dedicated to helping our organization grow and flourish for four decades. In ACNL’s early days, membership in professional organizations and collaboration among nurse leaders from competing facilities was not encouraged by most health care employers. After being warned that continued involvement in ACNL would jeopardize her job, Marylin decided to leave her position and form her own company, PROCEL Temporary Services, Inc. – a highly regarded and successful health care company.

Over the years, Marylin has served on ACNL’s Board of Directors and multiple committees. She has been a member of the Communication/Voice of Nursing Committee for eight years and is currently chair. Marylin leads by example with an infectious enthusiasm that inspires her committee members to actively engage in their work and deliver results. Under her leadership, the committee has developed several strategies to increase the voice and influence of nurse leaders, including expanding utilization of social media platforms, developing talking points for members about important issues and collaborating with other committees to identify key topics to be addressed. In addition, Marylin has testified at the BRN Sunset hearings, provided public comment at BRN meetings and is active in her local chapter.

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

Chantel Johnson, PhD, RN, NE-BC
General Pediatrics Service Line Director
Mills-Peninsula, Palo Alto, Alameda, Camino and Santa Cruz Divisions
Palo Alto Medical Foundation

An innovative thinker and collaborator, Chantel is an effective change agent who is willing to lead through uncertainty and chaos.

As Chair of ACNL’s Nurse Leadership Development Committee, Chantel, along with her Co-Chair Candy Judson, leads a team of nurse leaders overseeing development of ACNL’s Executive Leadership Academy to debut in the summer of 2018. Chantel is a natural leader, teacher and mentor, whose superb communication and collaborative skills create a synergy that encourages others to be their best. She shares information freely and provides mentorship when needed, resulting in a positive, engaged committee and membership.

Chantel is Pediatric Service Line Director and Director of Operations at Palo Alto Medical Foundation, overseeing 21 pediatric clinics in the San Francisco Bay Area. Under her leadership, quality has been benchmarked at the 90th percentile for pediatric pay-for-performance initiatives, and employee satisfaction is in the 95th percentile. In 2017, Chantel received Modern Healthcare’s Up and Comers Award. This annual award recognizes healthcare’s rising stars – young leaders still in the early phases of their careers but who have already made their mark in the industry. Chantel joins 14 other distinguished health care leaders, who are 40 years of age or younger, in receiving this prestigious award.

Chantel Johnson, PhD, RN, NE-BC
General Pediatrics Service Line Director
Mills-Peninsula, Palo Alto, Alameda, Camino and Santa Cruz Divisions
Palo Alto Medical Foundation

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

Candace Judson, MSN, RN
Senior Director, Donor Care
Blood Systems

A visionary leader and consensus builder, Candy is a driving force in the actualization of ACNL’s Executive Leadership Academy.

As Co-Chair of the Nurse Leadership Development Committee, Candy has been instrumental in spearheading the development of ACNL’s Executive Leadership Academy. Candy has a unique ability to deliver on complex projects, align NLD with the mission and vision of ACNL and foster collaboration across all nursing leadership practice areas. Candy has been involved in the ELA project since she joined the NLD Committee in 2015. She assisted in conducting a market analysis of other executive leadership programs and supported ELA brainstorming and framework design. As Co-Chair in 2016, Candy led multiple stakeholder sessions, ensured finalization of the ELA framework and collaborated with consultants and ACNL leadership to develop program curriculum. She has earned a reputation for moving work forward, even in challenging circumstances.

Candace Judson, MSN, RN
Senior Director, Donor Care
Blood Systems
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.

Nancy Kraus, MSN, RN
Executive Director
Critical Care and Clinical Education
CHOC Children’s Hospital

With a strong passion for helping humankind, Nancy has made a profound impact on the lives of people in need – at home and abroad.

As a pediatric critical care nurse and leader, Nancy has committed her life to the service of others. She honors this commitment by traveling worldwide to deliver compassionate care, giving patients around the world a chance to live normal lives that are healthier and more fulfilling. To date, Nancy has completed 12 medical missions with Operation Smile and LDS Humanitarian Services. Her humanitarian efforts have taken her to New Orleans to provide aid to victims of Hurricane Katrina and to assist with surgical repairs for cleft lip and palate in the underserved communities of Bolivia, Mexico, Africa, Honduras, Ethiopia, Nicaragua and India. In the fall of 2017, Nancy gave up a family holiday to board a flight to Houston to aid the victims of Hurricane Harvey.

Nancy has also been instrumental in the recruitment of CHOC Ambassadors in West Coast University’s Global Public Health Program. This program provides opportunities for CHOC nurses to join nursing students and faculty in public health projects around the globe. Nancy shares her mission trip experiences through her blog (nursesnancyrn.blogspot.com). As she wrote in one of her blog posts: “It is such a blessing to be able to have these experiences and be a tiny part of changing lives.”

Stephanie Robinson, PhD, RN
Director of Nursing
Fresno City College

With a strong background in service and a dedication to clinical excellence, Stephanie transitioned to academia where she champions lifelong learning for nurses at all levels.

A nurse leader at the local and statewide levels for many years, Stephanie is a take-charge person who offers her expertise and assistance, regardless of the challenge. Her experience in hospital leadership and academia provides Stephanie with a unique understanding of the complex issues and opportunities facing both sides in our ever-changing healthcare environment. Her collaborative skills and enthusiasm provide a highly effective bridge between service and academia to creatively solve workforce and educational challenges. As Director of Nursing at Fresno City College, one of the largest nursing programs west of the Mississippi, Stephanie manages a budget of nearly $4 million and is responsible for bringing in over $8 million in grant money for the program. She is involved in many professional organizations, and is currently President-Elect of the California Organization of Associate Degree Nursing Directors, Northern Region.

A longtime member of ACNL, Stephanie has served on the Board of Directors and multiple committees, and is a past Secretary-Treasurer. She has mentored several emerging nurse leaders through ACNL’s mentoring program. Stephanie is a role model for nurses in the Central Valley and across the state.

Jennifer Underhill, MSN, RN
Assistant Nurse Manager – Pediatrics
Cedars-Sinai Medical Center

A young leader who challenges the status quo, Jennifer raises the bar for herself, her staff and her colleagues to improve patient care.

An innovative leader, Jennifer approaches each situation with a clear vision and an ability to engage others in achieving desired outcomes. Among her many accomplishments, Jennifer led a pain improvement project as well as a comfort and anxiety reduction program in her department. She guided the renovation of pediatric patient rooms to encourage and facilitate holistic caring, revamped the staffing matrix and launched a project to improve communication in teams and with parents. Jennifer also encouraged nursing staff to obtain pediatric certification, and as a result, her unit was recognized by the Society of Pediatric Nurses for their increase in certified RNs. She spearheaded a program to share quality improvement projects with other departments in her organization and with the community through discussion and nursing blogs.

An involved participant on the Member Experience Committee, Jennifer took the lead in planning ACNL’s 2017 South Regional Meeting, including securing meeting space, recruiting speakers and promoting the event. She regularly encourages and supports emerging nurse leaders from her organization to join and become active in ACNL. She mentors these members to utilize ACNL resources to grow as leaders.
A champion for the nursing profession and clinical practice for over 36 years, Cecelia’s vision is to translate evidence so that it is meaningful for nurses and other healthcare clinicians and accessible to those who need it—the nurse and the patient. A major focus of her work is the evaluation and synthesis of evidence for patient care, clinical practice and healthcare programs. She provides leadership and consultation for evidence-based practice and program evaluation to Kaiser Permanente’s 15 Southern California medical centers as well as safety net hospitals. Cecelia is also a leader in improving patient outcomes beyond her organization by sharing evidence and co-designing programs with community partners.

An ACNL member since 2005, Cecelia frequently attends ACNL conferences. She has presented posters highlighting her work, and upon return from conferences, shares important information with her colleagues. She also mentors first-time attendees from her organization to maximize their conference experience. In 2010, Cecelia received the ACNL Claire V. Cunningham Masonic Fund Scholarship for assistance in pursuing her Doctorate of Nursing Practice.

A passionate nurse leader and patient care advocate, Cecelia embodies the tenet, “do the right thing, the right way” based on the evidence.

Through innovative strategies to foster participation, Jennifer invigorates and sustains a culture of inquiry that engages nurses at all levels of her organization.

A passionate advocate for quality patient care, Jennifer leads and empowers others to engage in a culture of inquiry. She is currently a site co-investigator and nurse champion for several NIH-funded pediatric critical care studies at CHOC. Her research interests include critical care, neurosurgery and sedation/pain management in children and adolescents.

As nurse scientist, Jennifer serves as Chair of the Nursing Research and Innovation Council (NRIC), collaborating with academic partners to evaluate and redesign the infrastructure supporting new knowledge and innovation. She led the restructuring of the organization’s model of shared governance to include NRIC as the foundation—ensuring that work within each of the councils is evidence-based. She implemented a house-wide EBP practice model to guide project management and collaborated with the office of research compliance to create an IRB submission guide for novice nurse researchers. Jennifer was instrumental in creating a new and innovative solution to re-engage nurses in sustaining a culture of inquiry through the development of the Nursing Research Associate (NRA) Training program. The NRA program utilizes a meaningful and relatable approach to empower nurse participation in multidisciplinary research.

Kathi is an enthusiastic educator and an out-of-the-box thinker who creates a learning environment where students can develop their full potential. She serves as a role model to her students, provides exceptional educational opportunities, encourages lifelong learning and is always ready to help her students be successful. Kathi has taken learning outside the classroom walls and into the community to better serve both students and the public. She identified the need for a mobile unit for her community health class and arranged with the Fresno County Office of Education to borrow a mobile clinic that was no longer being used by the school district. In addition to furnishing valuable clinical experiences for students, this mobile unit has been very successful in providing care to the underserved, especially in the rural areas of the Central Valley.

In addition to serving her students, Kathi has also served her country as a Corpsman in the United States Navy and is classified as a Petty Officer Third Class. She served in the Rapid Medical Deployment Force and worked at the Naval Submarine Medical Center in Groton, Connecticut.
Excellence in Recruitment/Retention/Outreach

Marlys Vespe, MSN, RN, NEA-BC
Director, Clinical Services
Scripps Health

A strong leader who champions outreach and member engagement for nurse leaders in San Diego and the Imperial Valley.

An ACNL member for over 20 years, Marlys is a creative and tireless advocate for ACNL’s San Diego Chapter, exemplifying excellence in recruitment and outreach to increase membership and engagement. Marlys chaired the chapter’s 2016 and 2017 Innovations Conferences and is Chair of the 2018 Conference Planning Committee. The Innovations Conference, held each spring, profiles ACNL chapter members and local nursing leaders as keynote speakers, promoting their visibility within the San Diego nursing community. Through her excellent communication and strong outreach efforts, Marlys has significantly increased participation in the conference, particularly from under-represented health systems and regions in San Diego and Imperial Counties. These organizations sent attendees as well as podium and poster presenters to the conferences.

Marlys has also promoted membership and engagement through her leadership in the Chapter’s networking event. The inaugural event, held in September 2016, attracted nurses and nursing students from the San Diego region. The Planning Committee set a target goal of 57 attendees, since the setting was the restaurant, 57 Degrees. The committee exceeded this goal with more than 75 nursing leaders and students in attendance. The 2017 networking event in September was also very successful.

2018 Scholarship Recipients

Nurses Float Scholarship
Created with surplus donations for the Nurses Float at the 2013 Rose Parade in Pasadena, CA.

Melissa Callahan, BSN, RN, OCN
Assistant Manager, Surgical Oncology
UC San Diego Health
School: University of Alabama
Degree: Master of Science in Nursing

Alpha Consulting Scholarship
Awarded by Alpha Consulting Group, Inc.

Meriam Signo, MSN, RN, NEA-BC
Interim Director, Nursing Services
El Camino Hospital
School: CSU, Fresno/CSU, San Jose
Degree: Doctor of Nursing Practice

Barbara Brantley Memorial Scholarship
Awarded by Catalyst Systems, LLC.

Melissa Brown, BSN, MS, RN, PCCN
Nurse Manager, Surgical Unit
UC San Diego Health
School: University of Texas
Degree: MBA – Healthcare Management

ACNL Research Scholarship

Paula Belson, MS, CRNA
CRNA Manager
Children’s Hospital Los Angeles
School: University of California, Los Angeles
Degree: PhD in Nursing

ACNL Leadership Scholarships

Beth Eichenberger, DNP, MPA/HSA, RN, CNML
Director, Maternal Child Health
Kaiser Permanente – Vallejo Medical Center
School: University of San Francisco
Degree: Doctor of Nursing Practice – Executive Leadership

Gilbert Fuentes, BSN, RN, CMSRN, ONC
Unit Supervisor
John Muir Health
School: University of Arizona
Degree: MSN – Clinical Systems Leadership

Alexandra Wiggins, MSN, RN, NE-BC
Director, Medical, Surgical and Telemetry Services
Kaiser Permanente – Los Angeles Medical Center
School: University of San Francisco
Degree: Doctor of Nursing Practice – Executive Leadership
Contribute to ACNL’s

Help ACNL shape nurse leadership
in California through:

- **Education and Professional Development** – for nurse leaders at all levels from emerging to executive
- **Mentorship** – guiding the next generation of leaders
- **Research** – transforming practice through new knowledge
- **Innovation** – sharing ideas for optimal outcomes
- **Health Policy** – raising our voice for change
- **Scholarships and Fellowships** – supporting lifelong learning

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