PRESIDENT’S MESSAGE

Leaders in Action: Harnessing the Winds of Change – 2018 in Review

Dear ACNL Friends and Colleagues:

As I assumed the role of ACNL President at our 2018 conference, my remarks noted our organization’s legacy of distinguished nurse leaders and leadership; our unwavering commitment to strengthening the health of our profession, our patients, and our communities; the diversity of our new board; and the need to turn and look forward while respecting our strong 40 year heritage in a time of unprecedented change. I laid out eight overarching organizational priorities for the coming year.

SO, HOW DID WE DO?

■ First: We successfully onboarded, oriented, and transitioned our new CEO, Kim Tomasi. Congratulations Kim – you have made it through your first of what I hope is many years of leading ACNL. With Patricia McFarland’s retirement after 23 amazing years, you had enormous shoes to fill. Your commitment to our organization is remarkable – and I wish you continued success as we, and you, continue to evolve and grow.

■ Second: Philanthropy and Development. With the support of our Board and the help of thought leaders and experts, we mapped out a strategy intended to support ACNL’s philanthropic efforts into the future. While this work is by no means complete, we’ve taken bold steps and are moving forward in the right direction.

■ Third: Membership growth and strengthening our connection with Chief Nurse Executives and Officers – in all venues of care. We continued to find ways to connect with our Chief Nurse Leaders. This year, we had the assistance of our partners at CHA as they hosted a number of CNO Advisory Sessions in which ACNL leadership actively participated.

■ Fourth: The ongoing engagement with both health policy movers and shakers and the BRN in Sacramento. Our Health Policy Committee work, our continued strong partnership with CHA, our active representation at every BRN Summit over this past year, along with amazing chapter efforts at engaging local political leaders, have further strengthened the voice of nursing in health policy and practice issues. Thank you to all of those who participated in this very important work.

■ Fifth: Support of the work of our ACNL Committees. Historically, much of the work of the organization and fulfillment of our mission has been accomplished through our committee structure and the volunteer time of our committee members. That was no different this year. In addition, we’ve hosted Committee Chair calls in between Board meetings so that our committees can appreciate and support each other’s efforts and take advantage of opportunities to leverage efforts and synergy.

■ Sixth: Strengthen Chapter support. We recognize the value of ACNL leader engagement at the local level, and the board has directed the organization to provide more effective administrative support to the local chapters – including such basic elements as membership tracking and maintenance. This is no small undertaking and will take time. The intention is to roll out much of this support over the coming year.

■ Seventh: The further development of our strategic partnerships. ACNL has remained, and will continue to be,
an active leader on the Quad Council. The issue of clinical displacement is not solved, and we will continue to work with our academic and service leaders, along with the BRN and other stakeholders, to find solutions to this complicated problem. Further, we’ve worked to strengthen our collaboration with ANA\C. These efforts show great promise for mutual member and organizational benefit as we both work to strengthen the voice of nursing across the state and beyond.

**And last but certainly not least:** The successful launch of our Executive Leadership Academy (ELA). After years of work, angst and debate, the ELA was launched at the 2019 Annual Conference in Pasadena, with an inaugural cohort of 14 dynamic nurse leaders! While our Foundation for Leadership Excellence program has supported developing nurse leaders for years, ACNL will now provide support for experienced nurse leaders as they work toward advancement at the top of their organization. I want to thank everyone involved in the ELA’s development and launch for all the work that made this program possible.

So, by any measure, it was a busy year. Did we accomplish everything we set out to? Of course not. But I have to say – with the support of our board, our new CEO Kim Tomasi, the tireless staff at the ACNL Office, and not to mention our committees, chapter leaders and a whole host of others dedicated to ACNL’s mission, we indeed did look forward and further advanced the organization’s legacy.

**HARNESSING THE WINDS OF CHANGE...**

I am confident that ACNL will continue to embrace our never-ending challenges, listen to our future, engage our members, and of course, seek out guidance from our legacy as we continue to look and move forward.

On a personal note, the honor and privilege of being elected ACNL’s 2018 President has been a highlight of my professional career. Further, to be entrusted to lead the organization that I’ve been associated with for many years, through one of its most critical transitions, has been rewarding and humbling.

I would like to thank my board for all their support and time as we navigated through the year (and tried to have a little fun along the way!). I would also like to thank the past presidents of ACNL for their listening ear and guidance when called upon, as well as Pat McFarland for her support of not only myself, but also for Kim Tomasi’s orientation to the ACNL CEO role.

Finally, I would especially like to thank the members of ACNL for having faith in my leadership and providing me the opportunity to serve the organization. I sincerely hope that I have provided value and exceeded your expectations.

Dennis Kneppel, RN, MPA, FACHE, CPHQ, NEA-BC
2018 ACNL President
This previous year was one of great transformation and change for ACNL. I realize that it’s a bit of a cliché to begin an annual report that way, but it would do a disservice to those who came before, and to the progress ACNL is making now, not to acknowledge the changes 2018 brought us. At the start of 2018, I became ACNL’s CEO, taking over for Pat McFarland (who had informed the board of her interest in retiring as far back as 2015!).

I say that I “took over” for Pat because I could never truly replace her in the role. Pat served ACNL for 23 years, and one of the things I heard most in my first few days, weeks, and even months as CEO was that she had left some big shoes for me to fill. My reply was simple: “I know, I asked for a smaller pair.”

The truth of the matter is that no one could fill Pat’s shoes—and that isn’t good or bad, they just can’t. Pat brought this organization to a place of great respect within the nursing community, with our partners, and within regulatory and legislative circles. In my first year as CEO, I relied heavily on Pat for her insight and intuition regarding how all the moving pieces of ACNL operate and fit together.

I would like to acknowledge the ACNL office staff, Wendy Smolich and Brian Carrick, whose experience and dedication helped make for a smooth transition, especially considering the fact that I was not ACNL’s only new hire in 2018. In May, Ashley Memory joined the organization as the Administrative Assistant. Ashley has been a great asset to ACNL and a critical member of the team.

2018 brought other changes to ACNL. Late in the year, the California Nursing Students’ Association (CNSA) ended its relationship with ACNL. The association had provided management services for CNSA, so this was a difficult and challenging moment. However, it also served as a true learning experience for the organization, and it has allowed a reallocation of resources to ACNL in 2019 and beyond.

Our managing relationship with the California Association of Colleges of Nursing (CACN) remains strong, and during 2018 we were able to develop a close working relationship with the American Nurses Association (ANA) California (ANA(C)). Our strong relationship with other nursing organizations was exemplified through the BRN Nursing Summits that were held in the fall to discuss clinical placement challenges.

Work continued throughout the year to develop the Executive Leadership Academy (ELA), culminating in a success launch at our 2019 Annual Program in Pasadena. The Annual Program

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**2018 ACNL STAFF**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tbody>
<tr>
<td>Kimberly Tomasi, MSN, RN</td>
<td>Chief Executive Officer</td>
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<tr>
<td>Patricia McFarland, MS, RN, FAAN</td>
<td>Chief Executive Officer (Emeritus)</td>
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<tr>
<td>Wendy Smolich</td>
<td>Administrative Manager</td>
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<tr>
<td>Brian Carrick</td>
<td>Trade Show Exhibitor Liaison</td>
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<td>Brenda Brozek, MAOL, RN</td>
<td>Communication/Education Consultant</td>
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<td>Ashley Memory</td>
<td>Administrative Assistant</td>
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itself was the result of work that began in February of 2018, a full year in advance. This work ultimately proved successful, despite extremely harsh weather conditions that caused the local Burbank airport to close temporarily. Even with flight delays and cancellations, this was one of our best-attended Annual Programs yet, and the challenge going forward has become finding venues that can accommodate the size of our conference. I would like to thank the Annual Program Committee, as well as the ACNL office staff, for all their work in making the program possible.

FINANCIAL OVERVIEW

The association’s financial picture remains healthy. Although 2018 was a year of transition and expansion, our assets are very strong. This year saw a decrease in membership that affected the total revenue. Expenses were higher this year in large part due to the CEO transition, which included benefit payout and salary for orientation. The year ended with a decrease in the portfolio, although at the time of this writing it has rebounded. The Finance Committee continues to monitor our investment and make recommendations.

TOTAL REVENUE

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TOTAL EXPENSES

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NET ASSETS

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<tr>
<td>2018</td>
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LOOKING FORWARD

Much of the work that ACNL did in 2018 prepared the organization for more growth in 2019. This includes the expansion of ACNL’s staff, as the Board granted approval for the organization to hire a permanent Marketing and Communications Specialist. One of our goals moving forward will be to broaden ACNL’s reach beyond our core membership. The public deserves to know about the important work ACNL is doing, and our members deserve the opportunity to showcase their work.

I would like to thank everyone involved for the incredible hard work they did in 2018 and continue to do now in making the ELA a successful program. Members of the inaugural cohort have expressed to us the impact that the ELA has already had on their careers, and we are very excited to reopen registration soon for the next cohort.

Finally I would like to thank everyone involved with ACNL—the members, the committees, the board, and our staff—for supporting the organization. Through ACNL’s work, we have all contributed greatly to the nursing profession and will continue to do so. There are many exciting things happening at ACNL currently, and I am looking forward to continuing this journey with you.

Kimberly Tomasi, MSN, RN
ACNL Chief Executive Officer

ACNL MEMBERSHIP

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ACNL’s 2018 Annual Conference
Taking the Deeper Dive into ACNL’s 40 Year History!

ACNL’s 40th Annual Conference, Taking the Deeper Dive, was held in beautiful Monterey, February 4-7, 2018. The conference provided nurse leaders at all levels with the information, tools, and resources to elevate their knowledge and skills.

The conference also served as ACNL’s 40-Year Celebration, and represented the work of both the ACNL Annual Program Committee as well as the 40th Celebration Committee, with the help of ACNL’s Education and Communications Consultant, Brenda Brozek.

THANK YOU TO ACNL’S 2018 CONFERENCE SPONSORS!

DIAMOND
Hill-Rom
Hoag Memorial Hospital Presbyterian
Kaiser Permanente Foundation Hospital

PLATINUM
AMN Healthcare
Cedars-Sinai Medical Center
Stryker Medical
UCLA Health System
UC San Diego Health System
UCSF Medical Center

GOLD
Catalyst Systems. LLC
CEPAmerica
CHOC Children’s
Dignity Health
Providence Health & Services - Southern California
Sharp Healthcare
Stanford Health Care
West Coast University
WestCall Nurse Call Systems

ACNL Past Presidents honor outgoing ACNL CEO Pat McFarland. Pat retired after 23 remarkable years of service to the organization.

Communication/Voice Committee member Charlene Platon at the Under the Sea Annual Conference Celebration.

98 industry partners supported ACNL’s conference while showcasing the latest equipment, products, services, and employment and educational opportunities.
ACNL Celebrates 40 Years

2018 marked ACNL’s 40th year in operation. Many things have changed at ACNL over the years, but the association will always be dedicated to the belief that all nurses are nurse leaders.

ORGANIZATION NAMES

1978 | California Society of Nursing Service Administrators (CSNSA)

1989 | Organization of Nurse Executives – California (ONE-C)

1995 | ONE California

1997 | Association of California Nurse Leaders (ACNL)

40 years of networking and sharing best practices for nurse leaders!
ACNL Leadership

2018 BOARD OF DIRECTORS

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

SECRETARY/TREASURER
Jami de Santiago, MS, BSN, RN, NE-BC

PAST PRESIDENT
Mary Wickman, PhD, RN

CHIEF EXECUTIVE OFFICER
Kimberly Tomasi, MSN, RN

DIRECTOR – ACADEMIA

DIRECTOR – NORTH
Jami de Santiago, MS, BSN, RN, NE-BC

DIRECTOR – NORTH
Susan Acquisto, DNP, RN, NE-BC

DIRECTOR – CENTRAL
Michelle Lawrence, MSN, RN

DIRECTOR – CENTRAL
Jeffery Hudson-Covolo, DNP, RN

DIRECTOR – SOUTH
Giancarlo Lyle-Edrosolo, DNP, RN, NE-BC, CNL, CCRN-CMC

DIRECTOR – SOUTH
Anne Tanner, MN, RN, NEA-BC, FACHE

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

DIRECTOR – SAN DIEGO
Dante Segundo, MSN, RN

2018 COMMITTEES

ANNUAL PROGRAM
Joyce Eden, Chair
Laurie Ecott, Co-Chair
Kim Tomasi, Board Liaison

Members: Linda Fahey, Lucy Glaze, Robyn Nelson, David Loose, Bradley Howard, Brandi Cassingham, Janet Hanley, Anita Williams

BYLAWS
Kimberly Long, Chair

Members: Terry Cottle, Janet Jule, Ann Mostofi

COMMUNICATIONS/VOICE OF NURSING
Marilyn Stephens, Chair
Charlene Platon, Co-Chair
Jeff Hudson, Board Liaison

Members: Mary Bittner, Dave Hanson, Betty Noyes, Mary Kay Shibley, Mary Dickow, Elaina Hall, Kimberly McGuire

FINANCE
Jami deSantiago, Chair
Kimberly Long, Co-Chair
Jerry Spencer, Co-Chair

Members: Dennis Kneeppel, Mary Wickman, Ellen Zoschak, Stephanie Mearns, Judy Husted

HEALTH POLICY
Myra Lang, Chair
Colleen Hurst, Co-Chair
Marlena Montgomery, Board Liaison

Members: Alice Martanegara, Anna Demrenchyan, Catherine Dower, Lisa Cowan, Mary Lynne Knighten, Janet Stotts, Karen Flaster, Jill Deetz, Jean Shackelford, Christina Blyona-Tellez, BJ Bartleson

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

Members: Janice White, Mara Collins, Ala Garza, Carma Tobiassen, Marketa Houskova, Danielle Gabele, Brook Baldwin-Rodriguez, Sara Kollman, Tina Mammmone, Karen Mitchell-Keels

MEMBER EXPERIENCE
Jennifer Underhill, Chair
Debra LePoiidevin, Co-Chair
Dante Segundo, Board Liaison

Members: Donna Kistler, Julie O’Keefe, Gail Freeman, Marian McCann, Cleona Cash, Alexa Colgrove Curtis, Katie Stephens, Raniel Posadas, Grace Chacon

NOMINATIONS
Mary Wickman, Chair/Board Liaison

Members: Nancy Carlson, Margarita Baggett, Karen Price-Gharzeddine, Rae Charos, Susan Herman

NURSE LEADERSHIP DEVELOPMENT
Chantel Johnson, Chair
Candace Judith, Co-Chair
Susan Acquisto, Board Liaison

Members: Norie Bencito Acaac, Maria-Jean Caterinicchio, Beth Eichenberger, Erica Martinez, Christine Johnston, Susan Herman, Carol Stern, Pattie Aube, Lee Galuska, Anita Girard, Harold “Pat” Patton, Michelle Goldbach, Benson Yeung, Alexandra Wiggins, Bethany Reichard

PHILANTHROPIC, RECOGNITION AND SCHOLARSHIP
Stephanie Meams, Chair
Paul Wafer, Co-Chair
Anne Tanner, Board Liaison

Members: Maureen Casamiquela, Ellen Zoschak, Deborah Crist-Grundman, Stephanie Robinson, Kathy Cocking, Holly DeGroot, Mary Foley, Cindy Rose

QUALITY, SAFETY AND CARE EXPERIENCE
Ginger Manss, Chair
Lynn Forsey, Co-Chair
Giancarlo Lyle-Edrosolo, Board Liaison

Members: Chantelle Hicks, Cheryle Pillow, Rose Colangelo, Patti Schemmer, Afshaneh Helali, Kristin Christophersen, Becky Sanders

RESEARCH
Carolynn Goetze, Co-Chair
Patti Radovich, Co-Chair
Chris Latham, Board Liaison
Ann Mayo, Board Liaison

Members: Tann Thomason, Jennifer Baird, Margaret Beaman, Nancy Loos, Alison Thomas, Funmilola Alli, Julia Healy
ACNL’s Circles of Giving:
Supporting the Vital Work of Nurse Leaders

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 2018, funding from 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 worked with a consulting firm to develop Phase 2 of ACNL’s Philanthropic Strategic Plan. To learn more about ACNL’s Circles of Giving or make a donation, visit: https://acnl.org/page/circles-of-giving.

2018 Circles of Giving Donors

**Nightingale Leadership Circle**
($2,500 and Above)
- Tina Mammone
- Stephanie Mears
- Lynn Seaver-Forsey
- Ellen Zoschak

**Visionary Circle**
($1,000 – $2,499)
- Audrey Berman
- Kathy Cocking
- Jill Deetz
- Beth Eichenberger
- Mary Lopez
- Marlena Montgomery
- Janette Moreno
- Anne Tanner

**Partner Circle**
($500 – $999)
- Brooke Baldwin-Rodriguez
- Nancy Blake
- Lynn Forsey
- Ryan Fuller
- Surani Hayre-Kwan
- Jeffery Hudson-Covolo
- Ann Mayo
- Kathleen Roy
- Rebecca Sanders
- Mary Kay Shibley
- Paul Wafer
- Margaret G Williams

**Fund Supporter**
- Brenda Brozek
- KT Waxman
- Lee Galuska
- Margaret Beaman
- Lisa Cowan
- Christina Wallum
- Candy Judson
- Mchugh Allison
- Ann Dechairo-Marino
- Katie Lydon
- Michelle Lawrence
- Karen Flaster
- Myra Lang
- Mary Lynne Knighten
- Duayna Pucci
- Mary Jo Cowan
- Melanie Patterson
- Rayne Soriano
- Julia Healy
- Jonalyn Wallace
- Jami De Santiago
- Christine Latham
- Dante Segundo
- Laura Chechel
- Monica Weissbrich
- Elizabeth Gardner
Excellence in Leadership
Awarded to a nurse leader who has made a significant contribution to nursing leadership.

Linda Leavell, PhD, MPH, RN
Executive Director, Retired
National Patient Care Services
Kaiser Permanente

A national nursing icon and visionary leader, Linda created an enduring legacy by elevating nursing professional practice across the Kaiser continuum of care.

An advocate for the nursing profession for more than 40 years, Linda is revered by her peers, colleagues and staff for her authentic leadership, transparency, mentoring spirit and significant organizational contributions. She has extensive healthcare experience including serving as a US Navy head nurse, nurse educator, chief nurse executive (profit and non-profit hospitals) and most recently retiring from her eight-year role as Executive Director of National Patient Care Services at Kaiser Permanente.

In this role, Linda collaborated with leaders and KP nurses across the continuum to develop KP nursing’s vision, values and nursing model. This seminal work was key in uniting and aligning over 50,000 nurses in all regions under a single vision. Linda consistently challenged and inspired KP nurses to bring the IOM’s Future of Nursing Report recommendations to life in innovative ways. She oversaw the on-going development of the KP National Patient Care Services Strategy Map designed to transform nursing practice across the organization’s continuum of care.

Her transformational leadership accountabilities encompassed four categories of nursing: quality and safety, education and professional development, leadership, and evidence-based practice. Linda spearheaded annual KP Nursing Summits designed to recognize nursing contributions and spread effective practices, innovation and system learnings. Linda effectively reached across aisles to form strong interprofessional partnerships and educate physicians, pharmacists and executive leaders about nursing’s contributions as well as patient, staff, organizational and community outcome linkages.

Linda’s vision of having the voice of nursing at healthcare decision-making tables, including organizational boardrooms and within nursing policy arenas, continues to impact and inspire those at KP whose lives she touched. Her advocacy related to nursing quality, evidence-based practice and research has been unprecedented as she motivated RN staff and colleagues to constantly balance the art and science of nursing. A strong supporter of professional organization involvement, Linda has been a longtime, dedicated member of ACNL and has participated in numerous presentations throughout the years.

Outstanding Emerging Nurse Leader
Awarded to a nurse leader who has been in a formal leadership role for less than two years and has made a significant contribution to nursing leadership.

Heather Johnson, MSN, RN, PCCN
Assistant Nurse Manager
Universal Care Unit and Centralized Monitoring Center
Cedars-Sinai Medical Center

A results-oriented leader, Heather strives to build healthy work environments for nurses while promoting patient care excellence.

Although new to a formal leadership position, Heather consistently demonstrates outstanding abilities that make her a role model for her peers. Compassionate and self-directed, she leads by example while seeking to understand others. Passionate about cultivating a positive work environment, Heather implemented several best practices to combat incivility and bullying. This work resulted in 2018 employee engagement scores for those under her sphere of influence reaching the 90th percentile of the national benchmark. Heather also teaches lateral violence prevention to nurse leaders and staff members through unit-based and institution-wide courses and retreats. She has worked on key quality/patient safety initiatives in the Universal Care Unit which resulted in zero reportable hospital-acquired pressure ulcers (HAPUs), zero central line-associated blood stream infections (CLABSIs), zero catheter associated urinary tract infections (CAUTIs), and a reduction of unassisted falls by 46 percent in fiscal year 2018.

In addition to her membership in ACNL, ACNL’s Los Angeles Coastal Chapter and the American Organization of Nurse Executives, Heather is actively involved in the American Association of Critical Care Nurses as an ambassador. She plans to continue striving to improve the nursing workplace as a member of ACNL’s 2019 Healthy Work Environment Committee.
EXCELLENCE AWARDS

These awards are presented to recognize, document and communicate outstanding accomplishments in specific areas of nursing.

Excellence in Clinical Practice

Juli McGinnis, MSN, RN, NEA-BC
Director, Nursing Professional Practice
Patient Care Services, Southern California Region
Kaiser Permanente

A passionate change agent, Juli’s vision, determination and optimism propels nursing practice to new heights.

With more than 20 years of experience in the nursing profession, Juli is a dedicated advocate and mentor, consistently creating new strategies to support and encourage nurses at all levels. Utilizing the ANCC Magnet Recognition program as a road map to elevate nursing practice, Juli is a strong advocate for shared governance, lending to her motto that “empowering front-line staff nurses is the best and most effective way to transform cultures.” She coaches and empowers nurses, encouraging them to drive change. Shifting from a top-down model to nurse-driven structures improves patient outcomes, nurse engagement and nursing practice. To promote and sustain shared governance structures, Juli developed Magnet resource toolkits. Through advocacy and co-design of numerous programs, Juli has positively impacted patient outcomes through implementation of bedside shift report, processes to improve nurse communication and numerous quality improvement initiatives. Her drive for shared governance and nursing excellence contributed to the first Kaiser Permanente Medical Center (Orange County - Irvine) receiving Magnet designation in 2017 and the second (Orange County - Anaheim) in 2018.

A strong believer in partnerships, Juli launched the Southern California Regional Nursing Professional Practice and Shared Decision-Making Council consisting of frontline nurses, nurse leaders and labor representatives – all collaborating to improve nursing practice for patients and communities. Additionally, she has partnered with academia to develop strategies to integrate classroom learning with clinical application. A longtime member of ACNL, Juli has presented numerous posters showcasing her work at ACNL conferences.

Excellence in Innovation and Technology

Anne Tanner, MN, RN, NEA-BC, FACHE
Executive Director, Acute Care Services
CHOC Children’s Hospital

An effective strategist dedicated to advancing innovation in patient care, Anne was the first nurse leader to join CHOC’s Medical Intelligence and Innovation Institute (MI3), previously composed mostly of physicians and PhD scientists. MI3 provides the hub for education and training for CHOC associates seeking to translate their ideas into tangible outcomes to improve patient care. Under Anne’s leadership, three nurses are now MI3 core team members, resulting in more ideas and participation from frontline RNs who are seeking ways to improve their practice.

Anne led a diverse team in building a strategic plan for innovation which resulted in a tiered structure for education and support, known as the I-Series. Innovation Primer introduces nurses and multidisciplinary team members to the steps of innovation. I-Beach enhances design thinking and novel ways to approach problems. The newest component, I-Surf, offers 1:1 coaching for individuals who have ideas they would like to commercialize. She also spearheaded collaborative efforts between nursing and information technology departments to develop an innovative, electronic decision-making dashboard to address an unexpected, sustained surge in patient census. The result was a readily accessible data source to predict staffing by using trended data. This data analytics tool is used daily by unit-based managers, staffing office personnel and nurse leaders at CHOC Children’s, leading to a more comprehensive understanding of inpatient staffing needs and trends to improve patient placement and throughput.

An ACNL member for more than 30 years, Anne has served on ACNL’s Board of Directors and numerous committees and is a former secretary-treasurer.
June Rondinelli, PhD, RN, CNS
Director, Regional Nursing Research Program
Patient Care Services, Southern California Region
Kaiser Permanente

A champion of evidence-based practice, June is committed to improving patient care by advancing the art and science of nursing.

An advocate for the nursing profession for 32 years, June’s diverse career spans medical-surgical, critical care and perinatal specialties. Underlying her professional practice is one guiding principle – using data to drive science-based care. This core value has influenced her activities, achievements and outcomes throughout her distinguished career.

June’s research proficiencies transcend boundaries to embrace frontline staff at KP medical centers and safety net hospitals by promoting research activities, evidence-based practice involvement and enhancement of research skills. June partners with academic scholars to expand opportunities for the development of research/EBP competencies with an overarching goal of organizational and interprofessional integration of research knowledge within KP and the community at large.

June’s contributions to nursing science have covered a wide range of patient/staff focused research activities, including being primary investigator/co-investigator on 10 research studies, completing 6 evidence reviews, publishing 10 journal articles, presenting 25 podium/poster presentations, and securing 2 large research grants and 1 research residency grant. Her contributions have helped establish KP as a leader for nursing research throughout the nation.

Currently, Stephanie is augmenting student support services to address underrepresented and first-generation college students through a $2 million U.S. Department of Health and Human Services HRSA grant. As part of these efforts, she is implementing holistic admission practices that create equity in student access to baccalaureate, masters and doctoral level education. Through this grant she leads a team to increase student support, including creating positions to meet identified needs of first-generation college students and assist faculty and student advisers in utilizing culturally-appropriate teaching/learning methods while incorporating inter-professional approaches.

In addition to her involvement in ACNL and several other professional nursing organizations, Stephanie is a past president of the Association of Rehabilitation Nurses and serves on the editorial board of the Rehabilitation Nursing Journal. She has received numerous awards including CSU Fullerton’s Exceptional Teaching Effectiveness Award and the Daisy Award for her faculty leadership and teaching expertise.

Stephanie Vaughn, PhD, RN, CCRN, FAHA
Director and Professor, School of Nursing
California State University, Fullerton

A vibrant and collaborative leader, Stephanie led the CSU Fullerton nursing faculty in creating an innovative model with student success as the foundation of educating RN students to excel in nursing practice and meet the needs of diverse populations. A leader in both service and academia, Stephanie continues to practice as a Clinical Nurse Specialist in rehabilitation. Stephanie’s unique background provides her with the insight to bridge the gap between service and academia. She excels at creating new partnerships with community colleges and health care venues to address patient and student educational needs. One example is her leadership in the Tri-County Nursing Pathway, a model collaborative program between Riverside Community College, CSU San Bernardino and CSU Fullerton. This model creates a pathway for community college nursing students to dual enroll in their community college nursing program and a CSU with the goal of completing a nursing baccalaureate degree in four years.

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In addition to her involvement in ACNL and several other professional nursing organizations, Stephanie is a past president of the Association of Rehabilitation Nurses and serves on the editorial board of the Rehabilitation Nursing Journal. She has received numerous awards including CSU Fullerton’s Exceptional Teaching Effectiveness Award and the Daisy Award for her faculty leadership and teaching expertise.
As transformational leaders, Marty and Aubrey have consistently supported excellence in nursing practice and patient care at Eisenhower Health.

Eisenhower Health, under the leadership of CEO Aubrey Serfling and COO Marty Massiello, has provided unwavering support to advance nursing practice, optimal patient care and achievement of Magnet designation. While attaining Magnet designation requires resources and manpower that are expensive for hospitals, achieving this transformative goal enables RNs to invest in improving their practice and patient outcomes. Eisenhower’s leadership team, led by Aubrey and Marty, have dedicated the financial resources and support necessary to accomplish this objective. One example is development of the New Nurse Residency Program – supporting new graduate nurses in their roles for 12 months. This includes attending seminars and other learning opportunities as well as coaching and mentoring. In addition, staff nurses are supported and encouraged to attend conferences and share knowledge and best practices with colleagues to fuel staff enthusiasm for improving patient care. The leadership team has also supported endeavors outside their hospital, such as providing funding for nurses to travel to Vietnam and help another organization with far less resources to map their Magnet journey.

Marty and Aubrey consistently seek staff input regarding important decisions and initiatives. As a result of the positive culture created and nurtured by Aubrey, Marty and the leadership team, Eisenhower has received multiple awards and achieved excellent patient and employee satisfaction scores. Nurses in the organization have described themselves as empowered, blessed, privileged, inspired, grateful and appreciated. More than 1800 comments from nurses at 314 California hospitals reviewed by Nurse.org revealed that Eisenhower Health has achieved high levels of satisfaction among its nursing staff.

EXCELLENCE AWARDS

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

G. Aubrey Serfling
President and Chief Executive Officer Eisenhower Health

Martin J. Massiello
Executive Vice President and Chief Operating Officer Eisenhower Health

ACNL Chapter Excellence Award
ACNL Los Angeles Coastal Chapter

G. Aubrey Serfling
President and Chief Executive Officer Eisenhower Health

ACNL’s Los Angeles Coastal Chapter ensures a consistent flow of new and returning members through outstanding educational, networking and membership events. To foster collaboration and engage new members in 2017, the LA Coastal Chapter hosted their inaugural harbor cruise launching from Marina del Rey. Chapter leaders welcomed new and returning members with a Hawaiian lei greeting, a group picture and a champagne toast as they boarded the yacht. The two-hour cruise was an excellent opportunity for networking and camaraderie and was hailed as a success by those attending.

The Chapter’s educational offerings throughout the year are timely and provide valuable and practical knowledge for nurse leaders. A recent presentation during a chapter meeting featured a panel discussion identifying vulnerable populations affected by human trafficking and the nurse’s role in assessment and prevention. Lessons learned were applicable to chapter members serving these vulnerable clients in their communities. Outstanding presentations such as this, provide an opportunity for robust conversation and discussion of critical issues in nurse leadership.

The LA Coastal Chapter strives to promote excellence in leadership utilizing the ACNL values of integrity, innovation, inclusivity and diversity. This chapter has built a structure to foster successorship in its leaders. The group regularly identifies and mentors new leaders in “elect” positions. Each year, the leadership builds upon those who served before them, promoting ACNL’s vision of positioning nurse leaders to create and influence the future of healthcare.

The Los Angeles Coastal Chapter engages the local nursing community through education, networking and mentorship.

Excellence Awards

The LA Coastal Chapter’s Board of Directors (left to right): Mary Reyes-Gonzales, MSN, RN, 2018 President-Elect; Courtnay Caulfield, DNP, RN, Chair Membership Committee; Jennifer Baird, PhD, RN, Secretary; Lee Galuska, PhD, RN, Past-President; Todd Griner, RN, Past-President; Quanna Batiste-Brown, DNP, RN, 2018 President; and Maria Olton, MSN, RN, Program Committee Chair.

Chapter members at the inaugural networking cruise in Marina del Rey.
2019 SCHOLARSHIP RECIPIENTS

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

Joy Lanfranchi, BSN, RN, CNOR, CMLS
Staff Nurse, Operating Room
St. Jude Medical Center
School: Vanguard University
Degree: Master of Science in Nursing

Alpha Consulting Scholarship
Awarded by Alpha Consulting Group, Inc.

Zachary Krom, PhD(c), RN, CCRN
Education Program Coordinator
Cedars-Sinai Medical Center
School: University of Connecticut
Degree: PhD in Nursing

Barbara Brantley Memorial Scholarship
Awarded by Catalyst Systems, LLC.

Michael Froeberg, BSN, RN, CEN
Advanced Clinician, Emergency Department
Sharp Memorial Hospital
School: Point Loma Nazarene University
Degree: MSN - Adult/Gerontology CNS

ACNL Academic/Research Scholarship

Loralie Woods, MSN, RN-BC
Manager of Professional Practice
Sharp Mesa Vista Hospital
School: University of San Diego
Degree: PhD in Nursing

ACNL Leadership Scholarships

Courtney Caufield, DNP, MSN, RN, CENP, CNML, NE-BC, RN-BC, CPN
Executive Director, Pediatric Service Line
Cedars-Sinai Medical Center
School: University of San Francisco
Degree: Doctor of Nursing Practice - Executive Leadership

Surani Hayre-Kwan, MSN, RN, FNP
Director, Professional Practice and Nursing Excellence
Sutter Health
School: Samuel Merritt University
Degree: Doctor of Nursing Practice

Penny Morgan Overgaard, MSN, RN, CPN
Director, Outpatient Pediatrics
Cottage Children’s Medical Center
School: University of Arizona
Degree: PhD in Nursing