Positioning Nurse Leaders to Influence the Future of Health Care
Dear ACNL Colleagues and Members:

“Our challenges may be new. The instruments with which we meet them may be new. But those values upon which our success depends - honestly and hard work, courage and fair play, tolerance and curiosity, loyalty and patriotism - these things are old. These things are true. They have been the quiet force of progress throughout our history. What is demanded then is a return to these truths. What is required of us now is a new era of responsibility - a recognition on the part of every American, that we have duties to ourselves, our nation, and the world, duties that we do not grudgingly accept but rather seize gladly, firm in the knowledge that there is nothing so satisfying to the spirit, so defining of our character, than giving our all to a difficult task.”

- President Barak Obama, January 20, 2009 Inauguration Speech

These words, which began my year as ACNL President, continue to ring true today. I knew 2009 would be an exciting and challenging year, therefore, I chose the theme: *It’s not about waiting for the storm to pass; it’s about learning how to dance in the rain!* 

The economics of the past two years have certainly presented challenges for ACNL. But, these challenges have also been the catalyst for us to find new ways to continue our good work and remain the organization for California’s nurse leaders. Like most non-profit membership organizations during tough economic times, ACNL faced the challenges of retaining membership, seeking additional revenue and decreasing expenses. We rolled up our sleeves and changed the way we did business.

One important strategy was embracing technology. we decreased our face-to-face meetings, replacing them with conference calls or web-based meetings. We offered webinars in lieu of conferences. We transformed our quarterly magazine *DirectLink* from a paper publication to an electronic one - linking articles with web-based information and resources. E-mail blasts and online surveys became key information and communication conduits. Through the dedication and commitment of our Board of Directors, staff and members serving on committees and supporting ACNL’s various programs, we were able to continue to achieve the high level of success that characterized past years.

ACNL remains a strong organization with informed, intelligent and inspired members. We are the largest chapter of the American Organization of Nurse Executives and the largest statewide nursing leadership organization - ending the year with strong membership numbers in spite of the downturn in the economy. Our work continues to be driven by our vision: *positioning nurse leaders to influence the future of healthcare; and our mission: ACNL is the professional nursing organization that develops nurse leaders, advances professional practice, influences health policy, and promotes quality and patient safety.*

Always keeping our vision and mission in mind, we began planning for 2009 by engaging the Strategic Planning Committee in December 2008 (see Strategic Model on opposite page). The Committee helped define the organization’s key focus areas. Our focus areas are: leadership education, voice/visibility and practice environment.

In addition to the key focus areas, we validated the drivers which are foundational to ACNL’s success: increasing and engaging membership, developing strategic partnerships, and maintaining (or in these challenging times, regaining) financial strength and stewardship.

These focus areas were the lens through which ACNL committees determined their priorities for the year. I invite you to review the significant accomplishments of the committees highlighted in this report.
Based on our vision and these key focus areas, ACNL participated in key state and national issues in 2009. We provided written and verbal testimony at the Institute of Medicine/Robert Wood Johnson Foundation Forums for their Future of Nursing Initiative. We shared the perspective of California nurse leaders on the future of nursing in acute care at their October Forum in Los Angeles. We also provided insights on primary care, ambulatory care and public health in December in Philadelphia. We will submit testimony for the February Forum in Houston, which will address nursing education. The outcome of this important, two year initiative will be a blueprint for the future of nursing with a clear agenda for action, including changes in public and institutional policies at the national, state and local levels.

Healthcare reform has been at the forefront this past year as it will surely have a profound impact on our personal and professional lives. ACNL has been following the ever-changing landscape of healthcare reform, while the Health Policy Committee kept members informed about critical issues. Additionally, the Committee updated the Health Care Reform Guiding Principles, which can be found on the ACNL website. Our involvement in Healthcare Reform will continue as we create new ways to lead in an environment of shrinking healthcare dollars.

ACNL was front and center as the reorganization of the BRN occurred in the summer of 2009, making sure that our members were informed and the facts communicated. ACNL developed talking points and a press kit for our members to ensure that correct information about this crisis was shared with the broader community. The Professional Practice Committee has been working diligently to develop transitional core competencies for new graduate RNs as they transition to the practice arena. This work is based on the Quality and Safety Education for Nurses (QSEN) competencies as well as the Advisory Board’s Nurse Executive 36 competencies. It will be exciting to see the results of this work as it unfolds in 2010.

We continued to provide excellent leadership education opportunities in 2009, including the Foundation for Leadership Excellence program, a stimulating presentation by nursing icon Marie Manthey, the comprehensive educational program: STOPPING Disruptive Behavior and a three-part webinar series: Transforming Healthcare through Information Technology. Our webinar technology enables members to access quality educational programs in a cost-effective and convenient manner.

This has been an exciting year. It was a year of transition. A year of meeting our members’ needs despite very tough economic times. 2009 was a year of challenges that we turned into opportunities and accomplishments!

I would like to thank everyone for stepping up to the plate to make 2009 a successful year: the Board of Directors, ACNL staff, committee chairs and members of committees. It is your commitment, dedication, creativity, flexibility and your drive to achieve results that make ACNL the successful organization we are today.

It has been an honor and a privilege to serve as the 2009 president of ACNL and especially to have been surrounded by the many remarkable and extraordinary nurse leaders who comprise the membership of ACNL. You have the passion, drive and commitment to make a difference for the future of nursing, nurse leadership and healthcare.

Kathy Dawson, MSN, RN, NEA-BC
2009 ACNL President

Strategic Model
The Work of ACNL...

The ACNL Board of Directors in collaboration with the Strategic Planning Committee sets the strategic direction for the organization. The Strategic Plan is actualized by the work of our committees and staff. ACNL is fortunate to have outstanding members who volunteer their time and energy to make ACNL the voice for California nursing leadership.

ACNL’s foundation is built on our collective voice, financial strength and an engaged, diverse membership. Supporting our work is our commitment to educate members and other stakeholders on key policy issues, the development of strategic partnerships, education venues to position nurse leaders and advancing professional practice. Underlying these activities is our dedication to ensuring safe, quality care for all Californians.

Our commitment to life-long learning is reflected in the excellent education programs we offer as well as our diligent work with key partners to ensure scholarship funds for members to advance their education. Additionally, ACNL strives to support nurse leaders of the future through our work with CNSA. But, it is our passion for nursing leadership that separates our work from others.

The following are highlights from ACNL committee work in 2009...

Annual Program Committee
Maximizing the conference experience was the mantra for the Annual Program Committee charged with planning the 2010 Annual Program. Given the challenging economic times, the Annual Program Committee worked diligently to provide members and attendees with an exceptional program. Reviewing data from 2009 conference evaluations and a member survey, the Committee redesigned the 2010 program to feature outstanding plenary sessions and diverse educational options.

Members attending the 2009 Program at the Monterey Convention Center rated it an excellent venue for professional and personal growth. In addition, the program provided an excellent revenue stream for ACNL at a time when many organizations saw a drop in their convention revenues. It is the goal of the Annual Program Committee that the 2010 program exceeds attendees’ expectations while significantly contributing to ACNL’s bottom line.

Bylaws Committee
The 2009 Committee reviewed ACNL’s bylaws to ensure they reflect the activities of the organization. The Committee concurred that the bylaws were appropriate and reflect the organization’s current activities. Therefore, no bylaw amendments were placed before the membership since the 2009 Annual Meeting.

Recognizing the importance of bylaws and the need to engage the full membership in healthy discussions on bylaws, the Committee chose to focus on membership education to increase understanding of the corporation’s bylaws and parliamentary procedure. These activities will be unveiled at the 2010 Annual Program.

Education Committee
Acting as a catalyst and marketing body for ACNL’s education programs, the Education Committee capitalized on technology for ACNL’s educational programs in 2009. The Committee strongly endorsed the development of webinars and other computer based educational formats as the venue ACNL must embrace to ensure success in today’s competitive market.

In late summer, the Committee worked closely with staff to conduct a membership survey to determine the interest in a 2010 Education Cruise. Based on the survey results, the Committee is putting together a business case to determine the economic feasibility of ACNL hosting an education cruise in 2011.

The Committee is also working with key board members, past presidents and staff on a new leadership program designed for charge nurses. In early 2010, members will be asked to provide input into the curriculum of the Charge Nurse Program. The Charge Nurse Program will have a different leadership focus than the Foundations for Leadership Excellence program and will utilize on-line learning for a portion of the curriculum.
Environment of Practice Committee

Mindful that the work of the Committee directly supports a key pillar in the 2009 Strategic Plan, the Environment of Practice Committee successfully forged ahead with the completion of the Healthy Work Environment Assessment Instrument for use by the ACNL membership. The Committee’s goal was to build upon the accessibility of the instrument by initiating dialogue with users and supporting the exchange of ideas around building healthy work environments.

The second major undertaking of the EOP Committee was the review of the ACNL Mentoring Tool Kit which was last updated in 2006. Members are committed to completing this review and update in early 2010.

Finance Committee

The Finance Committee reviews ACNL’s financials and finance policies, assessing opportunities to further control expenses and capture revenue. The 2009 Committee served as a recommending body to the Board of Directors. The Committee shared their expertise in recommending new revenue streams as well as evaluating new financial tracking tools. The Committee continues to provide a fresh perspective on financial oversight to ensure ACNL’s overall financial health.

Fundraising/Scholarship/Recognition Committee

Like other committees, the Fundraising, Scholarship and Recognition Committee found itself challenged in 2009 when ACNL did not receive the same level of scholarship donations we had in the past. Despite the poor economy, the Committee looked for and found new scholarship opportunities.

The Claire V. Cunningham Masonic Scholarship Fund was unveiled at the 2009 Annual Program. This scholarship program awards $20,000 in scholarships to ACNL members. Five members received $2,000 scholarships to attend Foundations for Leadership Excellence. In addition, an academic scholarship for $10,000 will be awarded during the 2010 Annual Program.

The Camden Group requested ACNL administer their Victor E. Schimmel Scholarship Fund. Like the Cunningham Scholarships, individuals must be ACNL members to be considered for one of the Victor E. Schimmel scholarship awards. The Barbara Brantley Scholarship has been sponsored by Catalyst Systems for the last several years. It is given in memory of Barbara Brantley, a former ACNL member and founding partner in Catalyst. Cross Country Staffing has again supported ACNL by awarding two scholarships this year.

A total of $36,500 will be awarded in scholarships at the 2010 Annual Program. An additional $4,000 was awarded to emerging nurse leaders at the 2009 California Nursing Students’ Association Convention last October.

Recognition by one’s peers and colleagues is said to be the highest honor one can achieve. ACNL members put forward an excellent pool of candidates for recognition this year. Thanks to all the ACNL members who sent in nominations. Be sure to read about the ACNL Recognition Award recipients in this Annual Report.

The opportunity drawing is our single largest fundraising activity of the year. Funds raised from this activity support our scholarship program. The Fundraising, Scholarship and Recognition Committee wishes to thank all ACNL members who support the Scholarship Fund.
Health Policy Committee
The ACNL Health Policy Committee had a busy year in 2009 with Health Care Reform driving much of their work. ACNL Health Policy Committee members attended the California Hospital Association’s Health Policy Day in Sacramento. The day included visits with elected representatives to inform and educate them on several key issues confronting California’s nurse leaders. In addition, members attending the event discussed health care reform and other critical issues with elected officials, government staff, and health care colleagues from across the state.

ACNL’s Health Care Reform Guiding Principles and Tips at a Glance, outlining key strategies for communicating with and educating your legislative representative were reviewed and updated. It was a full year for our ACNL HP Committee, and like all of us, they anxiously await the formation of the Health Care Reform framework.

Member Services Committee
The economic climate this year made clear the goal and strategy to recruit and retain membership. Therefore, the Committee adopted a more personalized approach to increase retention.

This endeavor was undertaken with the assistance and collaboration of the entire ACNL staff who diligently worked to improve the renewal process by utilizing the new member database. In addition, committee members and staff contacted individuals with a personal appeal, reminding them of the benefits of membership and the need to strengthen the voice of nursing leadership through active participation in ACNL.

A random survey of members, tagged as Wish and Poof, provided an abundance of thoughtful and valued suggestions that were purposeful and will be critical to the work of the Committee in the future.

Nominations Committee
The 2009 Committee on Nominations worked diligently to present a strong slate of candidates for the 2010 Board of Directors, Officers and Committee on Nominations. Voting was done electronically again this year. The election results are:

- **President Elect:** Beth Gardner
- **Secretary – Treasurer:** Stephanie Robinson
- **Board-Academia:** Suzette Cardin
- **Board-North:** Duayna Pucci
- **Board-Central:** Joyce Eden
- **Board-South:** Gwen Matthews
- **Board-San Diego:** Ellen McKissick
- **Committee on Nominations – South:** Anne Tanner
- **Committee on Nominations – San Diego:** Pablo Velez

Professional Practice Committee
The Professional Practice Committee’s work focused on selecting a framework and developing a model to organize key transitional competencies identified by nurse leaders as critical to the success of new graduates. A review of the literature, discussions with key California nurse leaders and consensus building from thought leaders resulted in the PPC’s selection of the QSEN Model and the Advisory Board’s Nurse Exec 36 as the critical documents to shape their work. QSEN provides the framework of the skills, knowledge and attitude for six competency areas and the NEC 36 provides the behaviors needed to attain professional competence. The Committee developed a “crosswalk” to ensure “goodness of fit” between the two documents. In 2010, discussions will be held across the state to examine these core transitional competencies. This work will require consensus building and partnership development with all nurse leaders engaged in and committed to the success of our new graduates.

“All nurses are leaders - I encourage you to roll up your sleeves, plant your elbows firmly on the table and get involved in ACNL!“

Maria Jean Caterinicchio, Director - South
Quality and Patient Safety Committee

Capping off a two-year project, the Quality and Patient Safety Committee created and finalized an extensive power point presentation describing key quality and patient safety initiatives in the healthcare industry with a focus on nurse sensitive measures. This valuable tool is divided into modules and contains presenter notes and references for members to utilize when presenting quality and patient safety information to a variety of audiences. Loaded on a portable, external computer drive, this presentation is available to all ACNL members for a nominal cost.

In the past year, ACNL’s new website provided a perfect venue for committee members to pilot an on-line forum to share ideas and best practices related to quality and safety. The Committee is also working to establishing a system to share successes via a standardized poster presentation format. This will provide a venue for members to discuss and assimilate the innovations of others while keeping abreast of the rapidly changing expectations for quality and safety.

Research Committee

In 2009, the Research Committee focused on developing participant and employer surveys to evaluate the Foundations for Leadership Excellence program. A second accomplishment was collaboration with the Fundraising, Scholarship and Recognition Committee to implement research scholarship award criteria.

The Research Committee also provides oversight and advice to members seeking access to the membership to conduct nursing research. The Committee recommended that ACNL work with Dr. Jaynelle Stichler on her research study examining stress and work environments. The ACNL Board approved recruitment of the members to participate in the study. Dr. Stichler reported her findings to the Committee. A summary of this important work will be published in DirectLink in 2010.

ACNL is the voice for nurse leaders in California.
Increase our volume by adding your voice.

Nursing icon Marie Manthey discusses her relationship-based care model during an ACNL educational session in October.

Presidents gather in Monterey for the 2009 Annual Conference.

Board Member Maria Jean Caterinicchio at the 2009 Annual Program.
Critical Partnerships

Collaborative Alliance for Nursing Outcomes
*Leading the quest for global patient care excellence*

2009 was a pivotal year for CALNOC. The decision to move to an independent non-profit organization was made and supported by both the ACNL Board and the ANA\'s Board. CALNOC's work grew to international status, with the submission of data from international partners. Partnerships were developed with key national and international nurse leaders and CALNOC became recognized as the registry for nurse sensitive measures.

Established in 1996, CALNOC was formed after nurse leaders from ACNL and ANA\'s came together to discuss the recently published ANA Report Card on Nursing. Initial funding for CALNOC came from ACNL, ANA and California hospitals. Of the original state projects funded by the ANA, CALNOC is the only project that continues today. CALNOC has morphed into a business with national and international presence.

CALNOC’s mission is to advance global patient care safety, outcomes and performance measurements. This is accomplished through:

- Leveraging a dynamic nursing outcomes registry and reporting system
- Providing actionable data to guide decision making, performance improvement and public policy
- Conducting research to optimize patient care excellence
- Building leadership expertise in the use of practice-based evidence.

CALNOC’s unique dashboard combines staffing variables overlaid with nurse-sensitive patient variables to allow hospitals to benchmark against themselves and other like-sized facilities. The data collected provides hospitals with opportunities for improving best practices. Interacting with other CALNOC hospitals allows staff to share techniques to achieve optimal outcomes.

In August, the Centers for Medicare & Medicaid Services (CMS) announced important changes related to nursing quality. Beginning in fiscal year 2010, the RHQDAPU program requirement will include participation in a systematic clinical database registry for nursing-sensitive care. Reporting on this measure will begin in July 2010 by identification of whether hospitals participate in such a registry and the name of the registry. CALNOC participation meets this requirement.

The California Hospital Association has been a long supporter of CALNOC. In early January, CALNOC received the ultimate endorsement from Duane Duaner, President of CHA when he announced: “With the impending focus on nursing-sensitive measurements, now is the time for all hospitals to participate in CALNOC. California hospital nursing leaders have been proactive for the past 15 years by developing the infrastructure for confidential benchmarking. These efforts help inform hospitals and improve the care provided to all patients.”

In 2009 CALNOC partnered with the Northwest Organization of Nurse Executives (NWONE). As a result, more than 30 facilities in Oregon and Washington now participate in the database. In addition, we have four international facilities contributing data. The CALNOC Research Team presented at the Joanna Briggs Institute’s (JBI) Annual Conference in Australia in 2009. We are currently working with key leaders from JBI to determine if there is an opportunity for further collaboration.

If you are not yet a member of CALNOC please contact the ACNL offices for more information.

California Nursing Students’ Association
*I have seen the future and it looks bright.*

For the last five years ACNL has had the honor and privilege of working with the California Nursing Students’ Association (CNSA) and California Nursing Students’ Association Foundation (CNSAF). There is no question that these students are the nurse leaders of tomorrow.

The ACNL Board of Directors committed to working with the California Nursing Students’ Association in 2003. Since that time, CNSA has grown substantially - becoming financially stable and one of the largest chapters in the country. ACNL’s work with the students is greatly enhanced by our unique partnership with the American Nurses Association\California. ACNL provides the association, convention and financial management for CNSA, while ANA\'s supplies expertise in the areas of bylaws, policies and conducting the House of Delegates. Professional volunteerism is the backbone of this relationship with volunteers from both professional associations mentoring the students.

Key ACNL and ANA\'s members have been ongoing mentors and liaisons to the CNSA Board of Directors. They are: ACNL members Donna Kistler, Ginger Manss, Joanne Kingsbury and Mary Foley, and Susan Bowman and Nicole Marcy representing ANA\'s.
“I chose to join ACNL because of the difference this organization has made and continues to make in advancing the nursing profession. Nursing has not yet fully realized the significance of our voice in health care policy and service provision. ACNL is an avenue toward enhancing the voice of nursing.”

Kim Horton, Director - Central

Flo’s Cookie Jar

Nurse leaders responding to the growing need to help the next generation of nurses created Flo’s Cookie Jar, a grant-in-aid project to help pre-licensure RN students meet financial emergencies that would otherwise cause them to drop out of school. Since providing the first emergency grant in May of 2006, Flo’s has assisted 220 students with grants totaling nearly $300,000. An outstanding achievement considering this has been a grassroots effort.

Flo’s Cookie Jar is officially housed within the California Nursing Students’ Association Foundation. ACNL’s CEO Patricia McFarland provides financial oversight for the fund. However, the project is bigger than CNSAF and ACNL. Flo represents a collaboration of organizations that includes ACNL, CNSA, the California Institute for Nursing and Health Care (CIHNC) and the Foundation for California Community Colleges.

Funding has come primarily from professional nursing organizations, health care business leaders and California’s nurse leaders at ACNL regional and chapter meetings.

Of the students who have been help by funding, the vast majority are already working as registered nurses in California. There is no question Flo’s Cookie Jar is making a difference.

Foundations for Leadership Excellence

The Center for Leadership Excellence houses our very successful partnership endeavor, Foundation for Leadership Excellence. This is a collaborative partnership between ACNL and the California Institute for Nursing and Health Care (CINHC). Foundation for Leadership Excellence is a four-day comprehensive program designed for first line nurse managers. We held our first session in 2003. Since that time, we have graduated over 1,100 aspiring leaders. In addition to continuing education credit, students are eligible for three graduate nursing units from CSU, San Marcos.

In considering the mission of ACNL, it became clear that nurse leader development and education is a core value of ACNL. At the same time, CINHC had similar discussions with their board and identified that their focus was much broader than leadership education. As a result, in 2010, ACNL will take the lead in developing additional leadership programs for our members.

Here are some of the comments from attendees at the November 2009 Foundations program:

“Absolutely fabulous from start to finish and will serve me well in my leadership career. Thanks to all of you.”

“I have attended various seminars, this has been by far the best one. It was well organized and extremely useful. I’m able to apply my learnings immediately.”

“What an eye-opening experience. I will return to my organization with a fresh innovative perspective on leadership that will help me facilitate positive change.”

“Nurse leadership is rapidly evolving. As leaders we are now expected to be experts in budgeting, dealing with HR issues, understanding policy and politics. ACNL has provided us the skill and knowledge to accomplish these.”
2009 Board of Directors

Kathy Dawson, President
BJ Bartleson, President-Elect
Donna Kistler, Past-President
Anne Tanner, Secretary Treasurer
Patricia McFarland, CEO
Beth Eichenberger, Director – North
Dennis Kneepkel, Director – North
Kimberly Horton, Director – Central
Rae Charos, Director – Central
Maria Jean Caterinicchio, Director – South
Karen Price-Gharzeddine, Director – South
Maryann Cone, Director – San Diego
Judy Papenhausen, Director – San Diego
Carole Shea, Director – Academia

2009 Committee Members

Annual Program Committee
Robert Vos, Chairperson
Beth Gardner, Co-Chair
Maria Jean Caterinicchio, Board Liaison
Mary Farrell
Suzette Cardin
Peggy Diller
Robyn Nelson
Kathy Richerson
Patty Garcia
Kim Windsor
Duayna Pucci

Bylaws Committee
BJ Bartleson, Chair
Richard Brock
Martha Dispoto
Donna Kistler
Dale Vital
Carol Yocum

Education Committee
Kathy Cocking, Chair
Ellen Horton, Co-Chair
Beth Eichenberger, Board Liaison
Jo-Anne Andre
Pilar De La Cruz-Reyes
Jamie Eisenberg
Darlene Fishman
Jennifer Hall
Nancy Hoff
Dwanette Judkins
Sally Morgan
Dale Mueller
Linda Ruggio
Tricia Wickers
Peggi Winter

Environment of Practice
Tim Gilmore, Chair
Sue Reveso, Co-Chair
Rae Charos, Board Liaison
Melinda Beswick
Nancy Blake
Maryanne Garon
Mikel Hand
Donna McNeese-Smith
Lauren Spilsbury
Ellen Zoschak

ACNL Staff

Patricia McFarland, Chief Executive Officer
Brenda Brozek, Executive Director
Cathy Novaresi, Administrative Manager
Wendy Smolich, Administrative Assistant – CALNOC
Dena Fisher, Administrative Assistant – CNSA

Finance Committee
Anne Tanner, Chair
BJ Bartleson
Carol Bradley
Kathy Dawson
Judy Husted
Donna Kistler
Linda Mann
Stephanie Mearns
Susan Odegaard Turner
Ellen Zoschak

Fundraising/Scholarship/Recognition
Stephanie Mearns, Chair
Maryann Cone, Board Liaison
Carol Ansley
Deb Crist-Grundman
Jami de Santiago
Joan Forte
Marsha Nelson
Kathi Palange
Health Policy Committee
Kathy Harren, Chair
Jim Lowry, Co-Chair
Dennis Kneepkel, Board Liaison
Debra Amos-Terrell
Denise Giambalvo
Shirley Girouard
Pattie Hines
Katheryn Kray
Myra Lang
Julie McMahon
Kathleen Mendez
Terri Nair
Rosilyn Nolan
Mary Oelman
Alecia Passow
Suzanne Richards
Mary Anne Schultz
Barbara Walter
Susan Wilder
Patti Zabell

Member Services Committee
Karen F Flaster, Chair
Karen Price-Gharzeddine, Board Liaison
Jenny Decuir
Lucy Glaze
Candy Goulette
Bradley Howard
Juliet Lane
David Loose
Bob Patterson
Maria Rosales
Heather Sebanc
Carol Stern

Professional Practice Committee
Tammy Rice, Chair
Mary Wickman, Co-Chair
Maria Jean Caterinicchio, Board Liaison
Linda Ankeny
Jason Black
Betty Dobbs
Jacqueline Hils-Williams
Jackie Lowther
Ellen McKissick
Mary O’Conner
Claire Pacific
Alison Riggs
Marilyn Samuel-Butler
Susan Scott
Carolyn Seaton
Lorie Shoemaker
Judy Watland

Quality and Patient Safety
Tina Aguirre, Chair
Carol Shea, Board Liaison
Nancy Carlson
Cheri Graham-Clark
Patti Hamaguchi
Janet Hanley
Mary Jane Jones
Denise Leichter
Gwen Matthews
Lolla Mitchell
Loretta Murphy
Vonnie Nunes
Lisa Paolo
Kathleen Powers
Stephanie Robinson
Debby Rogers
Marlys Vespe
Leslee Whaley

Research Committee
Lynn Forsey, Chair
Judy Papenhausen, Board Liaison
Judith Berg
Jennifer Berke
Rosie Curtis
Nancy Donaldson
Chris Latham
Ann Mayo
Maria O’Rourke
Marsha Sato
Linda Searle-Leach
Jaynelle Stichler
Linda Urden
KT Waxman
Kathy Winston

Strategic Planning Committee
BJ Bartleson, Chair
Suzette Cardin
Maria Jean Caterinicchio
Rae Charos
Maryann Cone
Kathy Dawson
Joyce Eden
Beth Eichenberger
Mary Foley
Beth Gardner
Candy Goulette
Dennis Kneepkel
Linda Mann
Gwen Matthews
Ellen McKissick
Stephanie Mears
Susan Odegaard Turner
Karen Price-Gharzeddine
Duayna Pucci
Stephanie Robinson
Anne Tanner

“More than any other organization to which I belong, ACNL has helped me connect with nurses across many specialties. ACNL as a leadership organization helps transcend across barriers and promote a common cause for all nurse leaders.”

Anne Tanner, Secretary/Treasurer
2009 ACNL Recognition Award Recipients

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

Kathy Harren, MHA, RN
Chief Nurse Executive/Sr. Director of Patient Care Services
Providence Little Company of Mary Medical Center, Torrance

An inspiring transformational leader who captures the imagination of nurses through her vision and wisdom.

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.

Andrea Segura Smith, MSN, RN, NEA-BC
Director of Nursing Practice and Operations
John Muir Medical Center, Walnut Creek

Not just a volunteer, but a champion! Inspired hundreds to make a difference by volunteering and supporting foster children’s programs.

Melissa Sorge Punnoose, RN-BC, MSN
Clinical Nurse Educator
Providence Little Company of Mary Medical Center, Torrance

US citizen by birth. Third world citizen at heart! A dedicated servant of the poor and vulnerable who honors our profession through her commitment to those in need.

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

Rick Mearns, MBA
Financial Consultant
El Segundo

Consistently provides selfless service to ACNL by developing systematic approaches to analyzing and preparing monthly financial reports.
Excellence in Leadership Awards
Awarded to an ACNL nurse leader from each geographic region who has made a significant contribution to nursing leadership.

Excellence in Leadership - North
Colleen McKeown, MA, RN
Senior Vice President/Area Manager
Kaiser Permanente – Northern California

Master strategist, change manager, relationship builder and developer of talent - committed to a service oriented culture.

Excellence in Leadership - Central
Joyce Eden, MHA, RN
Director - Critical Care and Medical/Surgical Services
St. Agnes Medical Center, Fresno

No challenge too big, no task too small - turning problems into opportunities through her caring, supportive leadership.

Excellence in Leadership – South
Timothy Gilmore, MHA, RN
Manager - Special Projects
Providence Holy Cross Medical Center, Mission Hills

Methodical, compassionate leader consistently striving for excellence in patient safety.

Excellence in Leadership – San Diego
Pablo Velez, PhD, RN
CEO and Senior Vice President
Sharp Chula Vista Medical Center

A role model, mentor and coach to underrepresented populations in nursing, ensuring that the next generation of our profession reflects the diversity of California.

Best Practice Awards
These awards are presented to recognize, document and communicate best practices in specific areas of nursing.

Best Practice – Clinical Nursing
Candace R. Millek, MSN, RN, GNP, CWOCN
Wound and Ostomy Care Program Manager
Torrance Memorial Medical Center

Clinical excellence is her passion! Decreasing hospital acquired pressure ulcers is her mission!
Participation in ACNL inspires a nurse to the bigger picture of healthcare and how to lead others. Participation on the ACNL Board takes the whole experience to a higher level.

Rae Charos, Director - Central

Best Practice – Administration
Paul H. Pratt, BSN, RN
Director of Acute Care Services
Little Company of Mary Hospital, San Pedro

A results-oriented manager with a can do attitude - a tireless champion of quality and patient safety.

Best Practice – Education
Melinda Beswick, MSN, RN
Faculty, School of Nursing
University of California Los Angeles

Professional, insightful, practical - dedicated to giving back to the profession through her commitment as educator, mentor and role model.

Best Practice – Innovation
Terry Lynn Bream, MN, RN
Administrator
Kaiser Permanente-Pasadena

Turning dreams into reality - two leaders with a vision share stories from the field - through the book: Making a Difference One Story at a Time.

Best Practice – Nursing Research
Jaynelle F. Stichler, DNSc, RN, FACHE, FAAN
Professor, School of Nursing
San Diego State University

Passionate researcher dedicated to improving work environments for nurses.

Best Practice – Recruitment, Retention, Outreach
Joyce Stewart, BS, RN
Director of Workforce Development and Recruitment
Sharp Healthcare, San Diego

Creative, collaborative and a passionate advocate for nursing - energetically recruiting and engaging young people in health care careers.
2010 Scholarship Winners

**Barbara Brantley Memorial Scholarship** - Awarded by Catalyst Systems

*Austin Nation, BSN, RN*
AIDS Services Foundation, Orange County
School: CSU - Fullerton
Degree: Master of Science, Leadership and Education

**Cross Country Scholarships** - Awarded by Cross Country Staffing

*Leanne Thorpe-Critten, BSN, RN, CPHQ*
Menlo Park Surgical Hospital
School: San Francisco State University/Stanford Cohort
Degree: Master of Science, Nursing Administration

*Laura Kirwan-Crocker, RN*
Stanford Medical Center
School: University of San Francisco
Degree: RN to MSN/Clinical Nurse Leader

**ACNL Claire V. Cunningham Masonic Fund for Supporting Leadership in Nursing**
Awarded by the California Masonic Foundation

*Cecilia Crawford, MSN, RN*
Kaiser Permanente
School: Western University of Health Sciences
Degree: Doctorate of Nursing Practice

**Victor E. Schimmel Memorial Nursing Scholarships** - Awarded by the Camden Group

*John Obegolu, BS, RN*
Seton Medical Center
School: Golden Gate University
Degree: Executive Masters in Public Administration

*Mary Gish, MS, RN, NEA-BC*
Sierra Nevada Memorial Hospital
School: Rush University School of Nursing
Degree: Doctorate of Nursing Practice

**ACNL Advanced Degree Scholarships**

*Jenice Ria Guzman, MSN, RN*
VA Greater Los Angeles Healthcare System
School: UCLA School of Nursing
Degree: PhD, Nursing

*Nancy Blake, MSN, RN*
Children's Hospital - Los Angeles
School: University of California, Los Angeles
Degree: PhD, Nursing

*Lindsay Spry, BSN, RN*
Precision Surgery Center
School: CSU Sonoma
Degree: Family Nurse Practitioner
Vision
Positioning nurse leaders to influence the future of health care.

Mission
ACNL is the professional nursing organization that:

- Develops nurse leaders
- Advances professional practice
- Influences health policy
- Promotes quality and patient safety

Core Values
- Leadership
- Compassion
- Creativity/Innovation
- Excellence
- Integrity
- Stewardship

Membership
How we support our members:

ACNL offers a number of benefits and resources to keep you, our members, informed, engaged and equipped to meet the challenges you face on a daily basis. In today’s chaotic environment, it is important to collaborate with colleagues and participate in a community of learning and support.

Features of ACNL membership include:

- A growing network of talented, experienced nurse leaders and willing mentors.
- Tool kits with features to effectively manage practice and work environments.
- Sharing best practices in leadership, quality, patient safety and related key areas.
- Noteworthy educational programs that offer fundamentals to advance leadership skills, as well as cutting-edge substance and opportunities to build your career.
- Regional Forums - an open invitation to have a voice and be heard while staying informed and aware.
- A new center of resources through the ACNL website www.acnl.org
- On-line publications with up-to-date news, opinions and views.
- Discounts on ACNL programs and services.