ASSOCIATION OF CALIFORNIA NURSE LEADERS

Soaring to New Heights in Nurse Leadership

2016 ANNUAL REPORT
Our priority as a professional organization is our membership – the core and life of ACNL. ACNL provides many avenues for our members to engage in activities and programs that promote personal growth and continue our evolution as the organization for nurse leaders in California.

As President and ACNL member, I have observed innovative thought leadership from our Board of Directors, admirable commitment from our dedicated staff, and the passion, talent and skill of our membership.

We are an amazing demonstration of the human spirit and our desire to connect with others is innate. The value of those connections creates a sense of inclusiveness, community and a network of nurse leaders of all specialties and at all levels up and down our state. The relationships we build with our strategic partners is unrivaled by other groups. We can be proud of the aggregate of our efforts that result in positions, resources and programs for ongoing learning and development.

We are often seen as setting trends that other state organizations depend on and look to us to model the way. The investment in our members has built a healthy work platform that supports new knowledge, creativity, innovation and will support the demands of our healthcare consumers and population health. ACNL reflects its membership and we rely on each other to identify and adapt to environmental change and plot a strategic course for our future.

As ACNL members, each of you are ambassadors and represent who we are and what we stand for – the human side of healthcare. Disseminating information and fostering two-way communication at the local level, as well as with the public and our extended communities, is critical to our ongoing success. Through our affiliations between chapters and ACNL, enthusiasm and positive energy is being experienced at the grassroots level.
Our commitment to recurring chapter leader calls, collaboration and sharing of experiences will garner win-win results. This is an area that we very much want to nourish and grow.

ACNL is a proud organization – rich in history and tradition. We have learned to stand on the shoulders of those phenomenal leaders who served before us. We strive for seamless leadership transitions from year to year. We have improved our infrastructure and worked on clarity of roles — identifying responsibilities, defining processes and increasing accountability. In 2016, we tweaked some old and created some new documents, tools and competencies.

Communication consistency resulted from standardization efforts and developing timelines for reporting. Our committee chairs and co-chairs have provided exceptional goals and direction and continue to collaborate with their members, often exceeding our expectations.

At the Board level, as we discussed strategies to maximize our performance, Board members decided to identify our strengths and look at areas of opportunity for synergy among our team. In 2016, we began a systematic assessment and gap analysis, with the goal of enhancing our performance and satisfaction in governance. Each Board member completed a survey and a report was generated and reviewed. We broke into subgroups and an Executive Board member led the smaller groups in examining several developmental areas. We are committed to creating and sustaining a strong, productive leadership structure and engaging Board members to lead ACNL to new heights.

2016 was a very productive, fulfilling year. There are many opportunities to strengthen ACNL in the years to come, including increasing technological support, broadening our social media presence, and sustaining our relationships with partners and organizations to provide a powerful and consistent voice for professional nursing.

It has been an honor and privilege to serve as your 2016 President! Thank you for your continued dedication and support of ACNL and the nursing profession as we continue to Soar to New Heights!

Beverly Quaye, EdD, RN, CENP, FACHE, NEA-BC
2016 ACNL President
2016 was a year of focus and strategic visioning as ACNL seized opportunities to make our voices heard in conversations across the state related to nursing practice, the health of our communities and health care reform.

Our conversations were not sidetracked by the extraneous sounds of discourse, but remained razor sharp as we work to actualize our vision of positioning nurse leaders to create and influence the future of health care. From discussions in board rooms to providing public testimony, ACNL members lent their voices, leadership and expertise to advocate for our patients, communities and profession.

We began the year by launching our philanthropic program, the Circles of Giving. This new endeavor challenged our staff resources, but our efforts were beyond successful as dedicated ACNL members pledged more than $140,000 to ACNL’s philanthropic program in 2016. A portion of these funds then provided seed money to hire expert curriculum consultants to begin developing our Executive Leadership Academy. In addition, the Circles of Giving program is designated to provide funds for scholarships and fellowships, to support our mentorship program (LifeMoxie), build on current education and professional development offerings, further research activities, and strengthen ACNL’s health policy and advocacy education program.

2016 also was a year of change at the BRN as Dr. Joseph Morris assumed the role of Executive Officer. Dr. Morris has proven to be a great collaborator and partner. Under his leadership, many difficult issues have been addressed and are moving to resolution. I have had the privilege of working closely with Dr. Morris and greatly admire his commitment to improving BRN systems and processes, as well as his passion for nursing. ACNL is committed to working closely with the BRN over the next few years as additional processes are addressed and improved.

My role as CEO allows me the opportunity to represent ACNL on numerous boards, advisory councils and committees, and serve frequently as an invited speaker at chapter meetings, schools and other events. I have the opportunity to share ACNL’s vision, mission and work with nurse leaders and health care professionals across the spectrum.

I invite you to convey ACNL’s message to colleagues and stakeholders. This is our time and our opportunity to soar to new heights as nurse leaders. Thank you for entrusting me to be your voice and messenger!

FINANCIAL OVERVIEW

Although ACNL continues as the largest AONE affiliate chapter, our financial strength is in the diversity of our revenue streams. We are meticulous in managing expenses and continuously monitor our financial health and the environment in which we exist to successfully meet challenges and capitalize on opportunities. In 2016, we realized a change in net assets of $212,385.

Today, ACNL’s revenue is generated primarily from education programs, association management and membership. In addition, we receive revenue from our online Career Center and job postings. As one of the oldest professional nursing organizations in California, we have developed a healthy
portfolio to ensure that our work will continue. With the help of our investment consultants at Abacus, our Finance Committee and Board monitor ACNL’s investments monthly. Our portfolio is diversified through socially responsible money managers. Sustained performance is our goal as investments are critically reviewed monthly against the S&P 500. The Board will continue to monitor performance and adjust as necessary to ensure ACNL’s long term growth.

**AUDIT RESULTS**

Nonprofit organizations are required to have annual financial audits only if their total revenue is greater than $2 million. As stewards of ACNL, our Board of Directors believes that, given the size of our organization and the diversity of our revenue streams, it is prudent to audit ACNL’s records annually.

I am pleased to report that the audit of our 2015 records (conducted in 2016) found that we had met appropriate accounting principles. Additionally, the Board adopted several best practices that were shared by the audit team of Campbell, Taylor and Company. This team has also been retained for a full audit of ACNL’s 2016 financials in 2017.

*Patricia McFarland, MS, RN, FAAN*

ACNL Chief Executive Officer

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**ACNL MEMBERSHIP:** A Must for Successful Nurse Leaders!

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<thead>
<tr>
<th>MEMBERSHIP GROWTH</th>
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<tr>
<td>2010: 1048</td>
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<tr>
<td>2012: 1240</td>
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<td>2015: 1453</td>
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<td>2016: 1440</td>
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**MEMBERSHIP BREAKDOWN**

- Regular: 57%
- Associate: 25%
- Affiliate: 3%
- Emerging: 12%
- Emeritus - Prof Colleague: 1%
- Prof: 2%
Leading Policy Change and Advocacy

Supporting Proposition 52 with a coalition of health care organizations in the November election, was a clear example that ACNL’s voice was heard in 2016! The Health Policy and Communication/Voice of Nursing Committees embraced the challenge to get involved and advocate for the passage of this initiative. Many of our members noted the ACNL logo on TV commercials supporting Prop 52. The initiative passed by a wide margin, saving the Medi-Cal hospital fee program and strictly prohibiting the Legislature from using these funds for any other purpose without a vote of the people. These funds will ensure that more than 13 million Californians – including children, those with chronic illness, persons with disabilities, and low income families – will receive health services.

A special thanks to the Communication/Voice Committee for developing an outstanding template for disseminating talking points on issues. The team also utilized this new tool to develop talking points about the Zika virus and the leadership qualities needed as California selected a new Executive Officer for the Board of Registered Nursing.

Our voices were also heard at BRN meetings on many important issues including fingerprinting requirements and processing of new graduate records. ACNL members also provided written feedback on the proposed nurse practitioner regulations.

“Leaders become great, not because of their power, but because of their ability to empower others.”

— John Maxwell

Strengthening Our Voice Through Strategic Partnerships

Effective leaders and organizations do not work in isolation but rather in coalitions, partnerships, collaboratives and teams. ACNL often collaborates with our strategic partners to increase our influence and ability to lead change.

When discussions turned to the Value of Nursing and the need to complete work started in 2015, ACNL not only assisted in the project, but joined the California Hospital Association and HealthImpact in funding this work. Special thanks to the team who led this effort, including Judee Berg, BJ Bartleson and Myra Lang.

ACNL is a founding member of CALNOC, the highly successful nurse sensitive registry. A large contingent of ACNL members were present to celebrate CALNOC’s 20th anniversary at their conference in October and recognize the nurse leaders who paved the way for CALNOC’s success.

ACNL’s president is a voting member of the California Hospital Association Board of Directors and our organization’s past president and CEO are invited guests. This relationship has been fully supported by Duane Dauner, CHA’s President and CEO. Duane has been a trusted colleague and advisor to ACNL for more than 25 years.
ACNL’s 38th Annual Conference, *The Power of Us! A Force for Change*, was held at the popular Westin Mission Hills Resort in Rancho Mirage, January 31 – February 3, 2016. The goal of the conference was to provide knowledge, tools and resources to empower nurse leaders to maximize their leadership potential and drive meaningful change.

Immediately following the 2016 Conference, ACNL’s Annual Program Committee began planning the 2017 Conference in Disneyland.

**The Power of Us! A Force for Change**


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

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**thank you …**

**TO ACNL’S 2016 CONFERENCE SPONSORS!**

**diamond:** Hill-Rom

**platinum:** Cedars-Sinai Medical Center • Stryker Medical • UCLA Health
UC Davis Health • UC Irvine Health • UC San Diego Health

**gold:** Catalyst Systems • CEP America • Dignity Health
Kaiser Permanente – South • Lucile Packard Children’s Hospital Stanford
Providence Health and Services • St. Joseph Hoag Health
Stanford Health Care

Participants enjoy ACNL’s inaugural golf tournament.
ACNL’s Foundation for Leadership Excellence program was presented in San Diego, Stockton and Anaheim in 2016 – with 124 emerging leaders attending this five-day intensive. The curriculum, updated earlier this year by Foundations faculty, was well received with more than 90 percent of participants rating the program as excellent. The ACNL Board expresses gratitude to the supporting organizations and faculty who make ACNL’s Foundations program a success.

“Helped me understand where I need to go and what I need to concentrate on.”

“I really enjoyed the diversity and experience of the nursing faculty.”

“I learned so much!”

“Feel well-prepared to make even greater impact in my department.”

“Great course for new leaders and those who need help getting to the next level.”

“What a wonderful, educational and inspiring week!”
In support of our commitment to lifelong learning, ACNL partners with several academic institutions who agree to provide stipends or tuition reductions for ACNL members attending their programs.

A special 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
- University of San Francisco
- Vanguard University
- Walden University
- West Coast University
- Western Governors University
ACNL WEBINARS:
Promoting Innovation!

Sharing Knowledge and Best Practices

2016 ACNL WEBINARS

- Building and Sustaining Healthy Work Environments
- Improving Care for 5150 Patients in California Emergency Departments
- The Power of Social Media:
  Part 1: Using Facebook
  Part 2: Using Twitter
- Our Influential Voice: Leading Policy Change and Advocacy
- Improving Outcomes Through Patient and Family Engagement
- Throughput Process: From Discharge Order to Discharge

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.

ACNL
Board of Directors Election

The Nominations Committee worked diligently to present a strong slate of candidates for the 2017-2019 Board of Directors. 42 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**
  Dennis Kneepkel, MPA, RN, FACHE, CPHQ, NEA-BC

- **Board Member North**
  Susan Acquisto, DNP, RN, NEA-BC

- **Board Member Central**
  Michelle Lawrence, MSN, RN

- **Board Member South**
  Ann Tanner, MN, RN, FACHE, NEA-BC

- **Board Member San Diego**
  Marlena Montgomery, MBA, MSN, RN, CEN

ACNL Members Young
2013: 27%
2014: 41%
2015: 27%
2016: 42%
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 will enable ACNL to expand vital programs fostering innovation, professional development, mentorship, research, health policy advocacy and lifelong learning.

The Circles of Giving debuted in 2016 at ACNL’s Annual Conference in Rancho Mirage, California. The outpouring of support for the philanthropic program was tremendous, with more than $140,000 pledged by ACNL members in 2016. $22,500 of funds generated through the program were allocated to support scholarships for advanced degrees and $3000 for pre-licensure student scholarships awarded through the California Nursing Students Association. In addition, $10,000 was earmarked to subsidize program development for ACNL’s Executive Leadership Academy.

Approximately 10 percent of ACNL members have donated to the Circles of Giving. ACNL thanks all those who have contributed to this important program. Our Board of Directors and Philanthropic Committee are working to increase the percentage of members participating in ACNL’s philanthropic program. This is because the next phase in our fundraising strategy is to approach foundations, philanthropists and industry donors. One of the most important measures they examine is how many members of our organization have contributed. Typically, they will want to know the member participation rate, along with how much money has been raised.

As a result, every dollar and contribution makes a difference! Support the work of nurse leaders by making a donation today. Visit the ANCL website for more information.
What ACNL Members say about the Circles of Giving

“I cherish being a nurse leader because it gives me even more opportunity to guide, support, mentor, teach, and be a role model for those who care for the diverse needs of the people in the communities we serve. My dad, Jack Green, was very proud of me as a nurse and as a nurse leader, so I made the decision to give some of the money he left me as a donation to ACNL’s Circles of Giving as one small way of honoring him and, at the same time, giving back to the profession I love.”

Kathy Dawson, MSN, RN, NEA-BC
VP, Patient Care Services/Chief Nursing Officer
Saddleback Memorial Hospital

“Participating in the Circles of Giving gave me a unique opportunity to increase my financial influence for an organization that has had a profound effect on my professional and personal life for over 25 years. I have always supported ACNL’s Scholarship Program – I appreciate that the Circles of Giving expanded the impact of my donation on professional development, mentorship, research, innovation and health policy.”

Kathy Cocking, MSN, RN
Director of Clinical Services
Carson Valley Medical Center

“I strongly believe in giving back to nursing in any way I can. By contributing to the Circles of Giving, we are investing not only in the future of nursing leadership but are continuing the spirit and vision of ACNL.”

Donna Kistler, MS, RN
Nurse Consultant

“As a nurse leader, I have always believed in the ‘power of a dream.’ I am hoping that my contribution to the Circles of Giving will provide other nurse leaders with the opportunity to fulfill their dreams through participation in ACNL programs which will allow them to learn and grow.”

Margarita Baggett, MSN, RN
Chief Clinical Officer
UC San Diego Health

“I contributed to ACNL’s Circles of Giving to give back to the organization that has provided me with so much. I am proud to be a member for over 30 years and will continue to contribute to this worthwhile cause.”

KT Waxman DNP, MBA, RN, CNL, CENP, CHSE, FSSH, FAAN
Director, Executive Leader DNP Program
Director, Masters in Healthcare Simulation Program
University of San Francisco, School of Nursing & Health Professions

“I embrace doing anything I can to assist others to join the nursing profession, which is why I was so proud to support the Circles of Giving program. I know that my dollars are working to help others fulfill their wishes and dreams. The dollars I donate are making a difference!”

Janet Hanley, BSN, MBA, RN, NEA-BC
Vice President of Patient Technology, Innovation, Efficiencies
Sharp Healthcare

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Janet Hanley, BSN, MBA, RN, NEA-BC
Vice President of Patient Technology, Innovation, Efficiencies
Sharp Healthcare
“ACNL is my family! To be able to give back to ACNL and our profession through Circles of Giving is a tremendous gift enabling me to further support this amazing professional organization.”
Beth Eichenberger, DNP, MPA/HSA, RN, CNML
Healthcare Consultant

“I have been a member of ACNL for over 35 years and have had the honor of being a past president of our organization. That experience was amazing and resulted in tremendous professional and personal growth. I am and will be forever grateful to ACNL for supporting me and being such an integral part of my career. So why did I donate to Circles of Giving...To pay it forward!”
Lynne Whaley-Welty, MS, RN, ACM
Nurse Consultant

“As nurse leaders, it is incumbent upon us to participate in owning our professional practice and shaping our future. The external demands placed on healthcare and nurses require that we stay active as a group and develop and implement shared strategies. By donating funds collectively to the Circles of Giving, we can ensure our ability to fund ongoing education, professional development, and share responsibility in attaining our goals. I am a strong proponent of mentorship, and want to see our vision of developing leaders from emerging to executive levels flourish.”
Rhonda Martin, MSN, RN, CPHQ, NE-BC
Assistant Vice President, Nursing Operations
NorthBay Healthcare

“I believe in ACNL! Leadership development is essential for our profession, and ACNL is the best organization to deliver this critical need.”
Mary Foley, PhD, RN, FAAN
Director, Center for Nursing Research and Innovation
UC San Francisco
School of Nursing

“I believe strongly that being a professional means being active in one’s professional association. As a dedicated member, I want to see nurse leadership grow and develop. It takes nurturing and effort to grow. Most importantly, it takes resources. Through the Circles of Giving program, ACNL can acquire the resources necessary to develop nurse leaders and design, not only the nursing profession, but also health care. This means we can help shape the future for nurses as well as patients.”
Ellen Waxenberg Zoschak, MPH, MS, RN, NEA-BC
Vice President, Performance Improvement Practice
Truven Health Analytics

“I contributed to ACNL's Circles of Giving because I know our organization is making a difference! Nursing is my passion and I have a grateful heart for the richness of my nursing experiences and for the warm friendships that I have developed through the Association of California Nurse Leaders.”
Peggy Diller, MS, RN
Nurse Consultant

“I am so grateful that we have ACNL to assist us on our leadership journey. The information and networking ACNL provides for its members is worth its weight in gold and that is why I donate annually to the Circles of Giving – both personally and through my business.”
Paul Wafer, BS, MBA, RN
Principal
Alpha Consulting Group, Inc.
2016
Circles of Giving Donors

Nightingale Leadership Circle
($2500 and Above)

Susan Acquisto
Margarita Baggett
BJ Bartleson
Mark Beck
Mary Bittner
Jan Boller
Deborah Crist-Grundman
James D’Alfonso
Kathy Dawson
Ann Dechario Marino
Holly DeGroot
Peggy Diller
Gail Freeman
Ryan Fuller
Beth Gardner
Janet Hanley
Susan Herman
Mary Hobus
Judy Husted
Kaiser Foundation – Nurse Scholars Academy
Donna Kistler
Dennis Kneepkel
Patricia McFarland
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Robyn Nelson
Katie Skelton
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Kim Tomasi
Paul Wafer
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Lynn Whaley-Welty

Visionary Circle
($1000-$2499)

Katherine Abriam-Yago
Judee Berg
Audrey Berman
Linda Biondini
Erlinda Bolor
CA Assoc of Colleges of Nursing
Kathleen Chai
Kathy Cocking
Terry Cottle
Jill Deetz
Traci Duncan
Beth Eichenberger
Mary Foley
Lynn Forsey
Kathy Harren
Melissa Howard
Judith Karshmer
David Loose
Mary R. Lopez
Rhonda Martin
Nina Plata
Beverly Quaye
Alice Jean Shackelford
Anne Tanner
Virginia Terra-Hodge
Denise Vermelhoort
KT Waxman
Mary Wickman

Partner Circle
($500-$999)

Jacqueline Bagatta
Sylvia Bertram
Nancy Blake
Barbara Borbeck
Brenda Brozek
Paige Burston
Nancy Carolina
Maureen Casamiquela
Maria Jean Catenicchio
Rae Charos
Mary Contreras
Paula Cover
Irene Craft
Judy Dahle
David Davis
Pilar De La Cruz-Reyes
Laurie Ecco
Joyce Eden
Karen Flaster
Pat Forsberg
Lee Galuska
Laurie Garrison
Denise Giambalvo
Melanie Guerrero
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Shanna Hall
Dave Hanson
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Gertrude Johnson
Deloras Jones
Larry Reese Kidd
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Nadine Mariotti
Alice Martanegara
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Stephanie Robinson
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Marylin Stephens
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Tanna Thomason, Co-Chair
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**MEMBERS:** Jackie Bagatta, Maureen Casamiquela, Kathy Cocking, Paula Cover, Deb Crist-Grandman, Martha Dispoto, Beth Eichenberger, Mary Foley, Beth Gardner, Melissa Howard, John Lussier, Jennifer Pugh, Stephanie Robinson, Ellen Zoschak

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Denise Vermelloor, Board Liaison

**MEMBERS:** Lori Armstrong, Norie Bencito, Ron Carpio, MJ Caterinicchio, Susan Condie, Jim D’Alfonso, Judy Dahle, Jerome Dayao, Beth Eichenberger, Grissel Hernandez, Priscilla Javed, Ed Largoza, Giancarlo Lyle-Iedrosolo, Erica Martinez, Julli McInnis, Lori Patoros, Tammy Someisa, Alexandra Wiggins, Benson Yeung
ACNL is the voice of nurse leadership in California: developing nurse leaders, advancing professional practice, influencing health policy and promoting quality and patient safety. ACNL’s annual awards program recognizes the outstanding contributions of nurse leaders in advancing nursing excellence and improving the health of our communities. This year’s award recipients are soaring to new heights while serving our profession with distinction. They are outstanding examples of the phenomenal work accomplished by today’s nurse leaders. ACNL salutes these and all innovative nurse leaders striving to improve health care throughout our state.

2017 SCHOLARSHIP PROGRAM

To further our mission to develop nurse leaders and promote lifelong learning, ACNL sponsors a wide variety of scholarships. This year’s scholarship program is offered through generous contributions from Alpha Consulting Group, Inc., Nurses Float Scholarship Fund, Catalyst Systems, LLC., and our members contributing to ACNL’s Circles of Giving.

2017 RECOGNITION AWARDS

A creative entrepreneur, Susan successfully leverages ACNL programs to benefit her clients and our organization. A dedicated ACNL member for more than 25 years, Susan has a long history of service to our organization. As a successful entrepreneur and consultant, she has effectively linked her clients with ACNL programs and services, creating mutually beneficial partnerships. Susan collaborated with faculty from ACNL’s Foundation for Leadership Excellence program to customize the curriculum for nurse leaders specializing in corrections — in 2006-2007 for the California Department of Corrections and Rehabilitation, and again in 2014-15 for the Los Angeles County Jail System. These projects provided needed professional development for hundreds of health care leaders, while substantially contributing to ACNL’s financial health and increasing the prestige and reputation of the Foundations program.

Paul Wafer, BS, MBA, RN
President
Alpha Consulting Group, Inc.

Paul transformed ACNL’s culture of fundraising by spearheading a bold new approach for philanthropy. As Chair of the Philanthropic, Recognition and Scholarship Committee, Paul led the development of an innovative, multi-faceted fundraising strategy to underwrite vital ACNL programs. Over three years in the making, ACNL’s Philanthropic Strategic Plan was created under Paul’s leadership through the collaborative efforts of ACNL’s Board, staff, Philanthropic Committee and consultants. The first phase, the Circles of Giving, was launched at ACNL’s 2016 Annual Conference last February, generating more than $140,000 pledged during the year, more than four times the annual amount raised in previous years. Phase II of the plan will focus on securing funding from foundations, philanthropists and industry donors. Through his business, Alpha Consulting Group, Paul also supports the philanthropic program by awarding an annual scholarship to an ACNL member pursuing an advanced degree.

Susan Odegaard Turner, MN, MBA, PhD, RN
President/Chief Executive Officer
Turner Healthcare Associates, Inc.

A dedicated ACNL member for more than 25 years, Susan has a long history of service to our organization. As a successful entrepreneur and consultant, she has effectively linked her clients with ACNL programs and services, creating mutually beneficial partnerships. Susan collaborated with faculty from ACNL’s Foundation for Leadership Excellence program to customize the curriculum for nurse leaders specializing in corrections — in 2006-2007 for the California Department of Corrections and Rehabilitation, and again in 2014-15 for the Los Angeles County Jail System. These projects provided needed professional development for hundreds of health care leaders, while substantially contributing to ACNL’s financial health and increasing the prestige and reputation of the Foundations program.
C. Duane Dauner, FACHE  
President/Chief Executive Officer  
California Hospital Association

A dynamic and influential leader and advocate, Duane has advanced health care on local, state and national levels.

For more than 30 years, Duane has been a champion for the health care industry – advocating for optimal patient care delivery, health care reform and the nursing community. He is a visionary health care leader with an astute talent for assessing a situation and developing an effective plan of action. The ultimate maestro, Duane’s ability to work across the aisle and bring diverse groups and coalitions together to develop effective solutions is phenomenal, resulting in decades of advances for health care organizations, patients and communities. A staunch supporter of ACNL, Duane’s commitment to our organization has been demonstrated in countless ways, from free office space for over 20 years, to ensuring a voting seat for ACNL on the CHA Board of Directors and the California Hospital Political Action Committee.

Judith Karshmer, PhD,  
PMHCNS-BC, FAAN  
Professor  
School of Nursing and Health Professions  
University of San Francisco

Known as an out of the box thinker, boundary-pusher and advocate, Judy successfully promotes human welfare and social reform.

Judy is a nurse leader whose mantra is: “get up every morning, draw a line in the sand, and then step over it!” For the past 11 years, she has served the San Francisco community as an advocate for the underserved and underrepresented, ensuring their voices are heard and their needs addressed. In recognition of her extensive knowledge of public health and her contributions to the community, Judy was appointed by Mayor Ed Lee to the powerful San Francisco Health Commission, the governing and policy-making body for the Department of Public Health. The Commission manages city and county hospitals, emergency medical services, and all matters pertaining to the preservation, promotion and protection of the lives, health and mental health of San Francisco residents. Judy is an outstanding example of a nurse leader making a difference by building collaborative partnerships and positioning herself to influence the future of health care and improve the health of her community.

Joey Driscoll, BSN, RN  
Manager, Emergency Services  
John Muir Medical Center  
Walnut Creek

A resourceful and energetic leader, Joey models the way and empowers others to take action.

Joey began his nursing career in 2009 – honing his skills on the medical/surgical unit before pursuing his passion for emergency nursing and transferring to the Emergency Department. In 2015, he became a unit supervisor. In recognition of his outstanding leadership potential, he was named ED manager just six months later. To improve efficiency, Joey analyzed patient flow and led collaborative efforts to reduce throughput time for discharged ED patients by 17 minutes and admitted patients by 62 minutes. An effective role model, Joey employs exemplary communication skills to build positive relationships and effective teams. In less than two years as manager, the ED has experienced a significant increase in employee satisfaction. Joey continues to expand his leadership skills by attending classes and working with a leadership coach.

The Honorable Lois Capps  
Representative, 24th Congressional District – Retired

The voice of nursing in Congress, Lois devoted her political career to creating a healthier America. First elected in 1998, Lois has been the voice of nursing in Congress for nearly two decades. During her tenure, she championed legislation to advance the nursing profession, increase RN education funding, alleviate the nursing shortage, reform Medicare, expand health care access and improve the health of Americans. She consistently educated fellow lawmakers about nursing and health care issues and established the Congressional Nurse Caucus. Additionally, she has been at the forefront of efforts to protect the environment and promote clean energy and green technology. Prior to launching her impressive political career, Lois served in public health and school nurse roles. In retirement, she plans to spend time with family and become involved in local community issues.

ACNL 2016 ANNUAL REPORT 17
EXCELLENCE IN LEADERSHIP AWARDS

Awarded to a nurse leader from each geographic region who has made a significant contribution to nursing leadership.

Excellence in Leadership – North
Myra Lang, MS, RN, CCRN, CNML, NE-BC
Senior Consultant
Regulatory, Risk, Compliance
Specialists, Inc.
A passionate advocate for health care and professional nursing, Myra is a dynamic champion in the health policy arena.
As current Chair and longtime member of ACNL’s Health Policy Committee, Myra is a tireless advocate for strengthening the voice of nurse leaders in forums where important health care decisions are made. Always ready to roll up her sleeves to get the job done, Myra has testified on behalf of ACNL on numerous occasions and has been working with fellow Health Policy Committee members to develop a multi-phase education program to engage nurse leaders in important advocacy issues. Along with ACNL’s CEO Patricia McFarland, Myra co-chaired the California Action Coalition’s Recommendation 7 work group to prepare nurses to lead health care change. She managed HealthImpact’s Values Project and is a strong supporter and participant in ACNL’s Mentoring Program.

Excellence in Leadership – Central
Marie Gilbert, DNP, RN, CHSE
Director, Clinical Development and Professional Practice
Saint Agnes Medical Center
A highly collaborative leader, Marie motivates nurses to take action and become change agents.
Originally from the United Kingdom, Marie has extensive experience in both service and academia. She utilizes her varied expertise to build collaborative teams, maximizing the diverse talents of nurse leaders. As 2015 President of the Nursing Leadership Coalition of the Central San Joaquin Valley, she created the theme of Team Up, and encouraged members to be visionaries while working collaboratively to advance the organization and its work. Under her leadership, the NLC developed a successful Legislative Boot Camp, bringing nurse leaders together with state and local elected officials to discuss health care issues and promote advocacy. Marie is an expert in the use of simulation to build competency and promote critical thinking. She has written and lectured extensively about simulation and has conducted several research studies on the topic. Marie currently serves on ACNL’s Research Committee.

Excellence in Leadership – South
Melanie Patterson, DNP, MHA, RN
Vice President of Patient Care Services and Chief Nursing Officer
CHOC Children’s Hospital
An inspirational leader committed to providing expert, compassionate care for children and their families.
CNO at CHOC Children’s for less than three years, Melanie is a highly successful leader, admired by her leadership team, frontline staff, physicians and families. After a painful reduction in force eliminated several director positions, she focused efforts on building leadership skills for nurse managers and charge RNs. Melanie created the Nursing Research Fellowship and Evidence-Based Scholars Programs, empowering nurses to develop competency in the research process and use evidence to improve patient care quality. Melanie launched the Innovation Beach Day, an off-site retreat for RNs and other health care professionals, facilitated by proven innovators, including representatives from Google. To improve nurse retention rates, Melanie successfully advocated for staff salary increases. She is a strong proponent of the organization’s Nurse Residency Program and ACNL’s Foundation for Leadership Excellence Course.

Excellence in Leadership – San Diego
Margarita Baggett, MSN, RN
Chief Clinical Officer
UC San Diego Health
A transformational leader, Margarita is dedicated to advancing nursing practice to improve patient and organizational outcomes.
A visionary leader, Margarita is committed to transforming the nursing practice environment by supporting and promoting the role of the professional nurse. This includes the development of a Professional Practice Model of Care and achieving Magnet designation. Margarita is a strong advocate of reaching beyond the walls of her organization to build partnerships among healthcare organizations. She encouraged several San Diego hospitals to participate in a 16-month leadership and innovation education program developed by the American Association of Critical Care Nurses. Margarita also inspires nurse leaders with a passion for advocacy to seek positions on community, regional and statewide boards, and promotes involvement in ACNL. Margarita is a past ACNL president, former board member and has served on several committees.
Ann Mostofi, MSN, RN, NEA-BC
Vice President, Patient Care and Chief Nursing Officer Eisenhower Medical Center

A visionary leader, Ann has created a culture of excellence in patient care delivery and nursing practice.

Ann is an exemplary leader, inspiring her team to continually strive for excellence in patient care, nursing practice and service to the community. Under her leadership, Eisenhower Medical Center achieved Magnet designation, the only hospital in Riverside and San Bernardino counties ranked in the nation’s top 50 cardiovascular hospitals by Truven Hospital Analytics, and has received several other accolades. Ann’s commitment to lifelong learning, shared governance and building leadership skills for nurses at all levels has significantly enhanced professional practice. She promotes collaboration with all disciplines to improve patient care and encourages the sharing of Magnet strategies with other hospitals. Ann also serves on local boards and is a popular speaker, frequently invited to address health care issues in the region.

Patti Aube, MSN, RN-BC, NE-BC
Executive Director, Nursing Professional Development and Research; Magnet Program Director St. Joseph Hospital-Orange

A passionate and enthusiastic leader, Patti engages and mentors staff to embrace lifelong learning.

Patti is an effective, confident leader and role model, who consistently develops strategies to help nurses raise their level of practice. During her 18-year tenure at St. Joseph’s, Patti has positively influenced thousands of nurses through the promotion of lifelong learning. She created an environment where “school is cool” and RNs are encouraged to pursue advanced degrees. She was an early advocate for service-academic partnerships, collaborating with Santa Ana College to establish an on-site RN program. To encourage participation, she championed weekend clinical rotations at the hospital and full employee tuition reimbursement. Patti is also a proponent of shared governance to ensure a strong voice for nurses. She facilitates the Clinical Development Council, where nurses apply for advancement through the clinical ladder.

Patricia “Peachy” Hain, MSN, RN, NE-BC, FACHE Designate
Executive Director, Nursing Administration Services Cedars-Sinai Medical Center

An astute servant leader, Peachy advances excellence by creating a culture of trust and empowerment.

As a leader, Peachy engages staff to create a culture that fosters patient care excellence. To improve nurse-patient communication and alleviate compassion fatigue, Peachy developed empathy and compassion workshops and training in de-escalation techniques. She champions shared governance and helped develop Cedars’ thriving Transforming Care at the Bedside program, harnessing the ingenuity of front-line staff to impact care. Peachy has led numerous patient safety efforts to prevent falls, decrease HAPUs, lower port infection rates and reduce specimen mislabeling. To improve inter-disciplinary teamwork, Peachy worked with medical staff to develop an MD-RN Collaborative and led efforts to institute Interdisciplinary Progression of Care Rounds. Her investment in people has resulted in tremendous staff engagement, increased patient safety and a significant rise in employee satisfaction scores.

Marielena Cid, BSN, RN, CDE
Diabetes Education Program Manager Eisenhower Medical Center

A passionate and caring advocate, Marielena is committed to improving the lives of individuals with diabetes.

Under Marielena’s leadership, the diabetes program at Eisenhower Medical Center has flourished. She actively promotes quality improvement and adherence to the highest standards of diabetes care and collaborates with physicians, educators and nurses to optimize glycemic management for every patient. Marielena was instrumental in developing an insulin pump policy and standards, and frequently makes presentations to physicians, peers and the public about innovations in diabetes care and strategies for glycemic management. Emphasizing the importance of patient education in diabetes management, Marielena has expanded the list of classes for patients and the community. She has a refreshing approach for communicating this information, using humor to engage participants. Fluent in Spanish, she also volunteers her services to present diabetes education classes in Spanish.
BEST PRACTICE AWARDS

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

Best Practice – Recruitment/Retention/Mentorship

Jane Swanson, PhD, RN, NEA-BC, FAAN
Executive Director, Geri and Richard Brawerman Nursing Institute
Magnet Program Director
Cedars-Sinai Medical Center

Creatively balancing individual, community and organizational needs, Jane designs innovative programs to fill RN workforce gaps.

An energetic and innovative leader, Jane develops fresh approaches to building an effective nursing workforce pipeline. She collaborated with CSU, Los Angeles to develop special courses and an RN residency program for new grads to launch their careers in peri-operative nursing. Jane co-designed a national education initiative, featuring a pre-licensure didactic online competency program, to increase the number of nurses with baccalaureate and graduate degrees. She spearheaded a model program, funded by the Robert Wood Johnson Foundation, to utilize older, experienced RNs as wisdom workers to assist novice nurses and RNs in transition. With succession planning in mind, Jane has also developed a successful emerging nurse leader program at Cedars. Jane is the founding president of ACNL’s Los Angeles/Coastal Chapter and continues to guide and mentor the board.

Best Practice – Nursing Research

Peggy Kalowes, PhD, RN, CNS, FAHA
Director, Nursing Research, Innovation and Evidence-Based Practice
Long Beach Memorial Hospital
Miller Children’s & Women’s Hospital

A renowned nurse scientist, Peggy engages and coaches RNs to embrace research to advance nursing practice and improve outcomes.

An accomplished nurse scientist, Peggy’s research has focused on prevention of falls, pressure ulcers and the symptom burden at end-of-life, with integration of palliative care among persons with life-limiting conditions. She is a leader in providing a forum for RN researchers in Orange and Long Beach counties to present their study findings at an annual conference. She has assisted RNs in submitting more than 175 abstracts and presentations for professional nursing organizations and scientific conferences. As Chair of ACNL’s Research Committee, Peggy has led efforts to disseminate research findings and evidence-based practice resources, and continue the development and implementation of a study to assess and validate ACNL’s research priorities using Delphi methodology.

San Diego ACNL

The San Diego Chapter engages the local nursing community by creating a climate of innovation and professional development.

ACNL’s first formally recognized affiliate, the San Diego Chapter has been a leader in providing professional development for members and RNs in the surrounding community for more than 15 years. Since 2001, the chapter has presented an Annual Innovations Conference to stimulate innovation in the practice setting, encourage inter-professional collaboration, foster exemplary patient and workplace outcomes and promote the professional advancement of frontline caregivers. Many of the podium and poster presentations are delivered by local RNs, enabling them to develop their speaking skills. Proceeds from the conference support chapter activities and Flo’s Cookie Jar, an emergency grant program for nursing students. San Diego ACNL also offers a professional development session at each chapter meeting and debuted an annual networking event in 2016 to engage experienced and emerging nurse leaders and nursing students in chapter activities.
Nurses Float Scholarship
Created with surplus donations for the Nurses Float at the 2013 Rose Parade in Pasadena, CA.

Kim Rossillo, BSN, RN, PCCN
Nurse Manager, Medical Telemetry
St. Joseph Hospital - Orange
School: Vanguard University
Degree: Master of Science in Nursing

Alpha Consulting Scholarship
Awarded by Alpha Consulting Group, Inc.

Nancy Loos, MSN, RN, NE-BC
Director, Nursing Operations and Patient Experience
Dignity Health Northridge Hospital Medical Center
School: Azusa Pacific University
Degree: PhD in Nursing

Barbara Brantley Memorial Scholarship
Awarded by Catalyst Systems, LLC.

Ellen Fleischman, MSN, MBA, RN, RD, NE-BC
Director, Maternal Infant Services and Support Programs
Sharp Mary Birch Hospital for Women and Newborns
School: University of San Diego
Degree: PhD in Nursing

ACNL Advanced Degree Scholarships

Julian Gallegos, PhD(c), MS, RN, FNP-BC, CNL
Nurse Practitioner, Urology
NorthBay Healthcare
School: University of Arizona
Degree: PhD in Nursing

Dave Hanson, MSN, RN, ACNS-BC, NEA-BC
Regional Director, Nursing Practice, Education and Professional Development
Providence Health and Services, Southern California
School: University of California, Los Angeles
Degree: PhD in Research

Keri Noeske, MSN, MHA, RN
Nurse Manager
Kaweah Delta Rehabilitation Hospital
School: Grand Canyon University
Degree: Doctor of Nursing Practice

Benson Yeung, MSN, RN, CCRN
Professional Education Consultant
Southern California Patient Care Services
Kaiser Permanente
School: University of San Francisco
Degree: Doctor of Nursing Practice

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

We also recognize and thank our members who contributed to the Circles of Giving program. In addition to funding scholarships, your generous support generates critical funds to further ACNL’s work and actualize our vision of creating and influencing the future of health care.

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

ACNL 2016 Annual Report
ACNL: Transforming Nurse Leadership