

LEADING LEARNING MAKING A DIFFERENCE

ONL | **Organization of Nurse Leaders**

2024 ANNUAL REPORT

ONLINE AT-A-GLANCE

WHO WE ARE





OUR MISSION

Advancing a culture of health through nursing leadership and professional governance.

OUR VISION

Leading nurses to advance health and transform practice.

OUR 2022-2024 STRATEGIC PRIORITIES

-  Stabilize and grow the healthcare workforce through nursing leadership and influence
-  Advance policy and practice through nurse leader influence
-  Advance nursing leadership
-  Leverage and amplify impact through strategic partnerships and innovation

OUR APPROACH

- Delivering exceptional education and professional development programming
- Supporting members' public policy advocacy and inquiry
- Curating and sharing key resources
- Forging partnerships and nurturing innovation
- Building community

oonl.org

OUR IMPACT



1K+



MEMBER NURSE LEADERS

WHO LEAD

300K+

LICENSED NURSES

CARING FOR

MILLIONS

OF PEOPLE IN
OUR REGION



30

PROGRAMS



MORE THAN

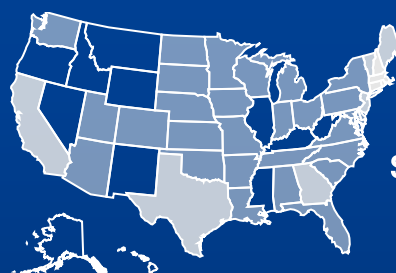
5.3K

PROGRAM
PARTICIPANTS

MORE THAN

11.6K

CONTACT HOURS
AWARDED



38

STATES REPRESENTED
BY PROGRAM
PARTICIPANTS



3.2K+

LINKEDIN
FOLLOWERS



2.3K+

FACEBOOK
FOLLOWERS

MESSAGE FROM THE OUTGOING PRESIDENT AND THE CEO

DEAR **COLLEAGUES**,

In a world where change is the only constant, ONL's steadfast commitment to empowering current and aspiring nurse leaders, so that they may advance the health of their patients and communities and transform nursing practice, remains unwavering. We have continued to pursue this aim through education and professional learning, by supporting nurse leaders' advocacy efforts, by curating and sharing key resources and essential information for nurse leaders, by nurturing partnerships and innovation that support our strategic priorities, and—perhaps most importantly—by building community.

This past year has been exciting for ONL, full of milestones and accomplishments. We have a lot to be proud of, and we are excited to share some highlights with you in this 2024 Annual Report. We have made tremendous strides in enhancing the value of ONL Membership for nurse leaders at all levels, introducing new member benefits that support professional growth and facilitate shared learning and connection. We have responded to member feedback with expanded program offerings, both in volume of programs and range of training topics, while also continuing our core focus on fundamental leadership development for nurse leaders at all levels. This year ONL's programs engaged more nurse leaders than ever before from 38 different states. We further expanded the reach of our programs by nearly tripling participation in ONL's Learning Subscription—helping organizations develop their nursing teams. At the same time, we've continued to support nurse leaders from around our region in their efforts to influence policy and are thrilled by the progress we have to celebrate. And, our ONL community continues to grow.

This was also a year of reflection for ONL. As we approach the end of the term for our 2022-2024 strategic plan, we have been taking inventory of our progress against our strategic priorities. It is truly incredible all that we have accomplished together, and we look forward to the work that remains. We've also taken time to reflect on what we're all about as an organization, how we pursue our mission, our impact, and the ways in which our organization needs to evolve as we look ahead to the future. In recognition of this, we released a new organizational tagline: *"Leading, Learning, Making a Difference."* After all, that is what we—together as an ONL community and individually as nurse leaders—aim to do.

Thank you, our members and friends, for your leadership, support, and partnership. ONL would not be what it is today nor would the accomplishments in this report be possible without you. We are grateful to you for all that you do.

Please join us in celebrating our shared accomplishments and looking ahead with excitement toward what is to come.

WITH GRATITUDE,



**Orla Brandos, DNP, MBA,
RN, NEA-BC, FACHE**
ONL President,
2023-2024



**Amanda Oberlies,
PhD, MBA, RN, FAAN**
Chief Executive Officer and
Chief Nursing Officer



The Organization of Nurse Leaders - MA, RI, NH, CT, VT (ONL) is a not-for-profit membership organization dedicated to empowering current and aspiring nurse leaders so they may advance the health of their patients and communities and transform nursing practice.

For more than 40 years, ONL has offered exceptional education and leadership development programming, engaged and supported nurse leaders in public policy and advocacy efforts, and built community.

DELIVERING ON OUR 2022-2024 STRATEGIC PRIORITIES

ONL's Strategic Plan provides a focused set of strategic priorities to serve as a roadmap and guide the work of our organization. As we approach the end of the current plan's term, we are reflecting on the fantastic achievements and progress made toward our priorities, which were possible thanks to the incredible contributions of our board, members, and the ONL community.



STABILIZE AND GROW THE HEALTHCARE WORKFORCE THROUGH NURSING LEADERSHIP AND INFLUENCE

- Engage, develop, and inspire nurse leaders as a critical component of the nursing workforce.
- Prepare nurses to lead diverse and inclusive teams through an enduring commitment to promote the *Nurse's Pledge to Champion Diversity, Equity, and Inclusivity* (oonl.org/pledge).
- Promote healthy workplace practices to support care team resilience and well-being.
- Prepare and equip nurses to lead engaged teams and healthy work environments.

SELECTED ACTIVITIES AND ACCOMPLISHMENTS

- ✓ **Expanded the reach of the Nurse's Pledge:** it has been signed by nurses from 48 states, shared with AONL, been the focus of an article in *Nurse Leader*, and been adopted by nursing schools as part of their pinning ceremony.
- ✓ **Published an article on nurse leaders' role in advancing healthy work environments:** ONL leaders explored current evidence and practical strategies for nurse leaders to rebuild and strengthen healthy work environments post-pandemic.
- ✓ **Created and disseminated a Tool Kit for Addressing Racism in Nursing and Healthcare** to bring into action the important commitments of the Pledge, providing resources and strategies to help nurse leaders cultivate a diverse and inclusive workplace. Shared the Tool Kit with all members, ONL social followers, partner organizations, and AONL.
- ✓ **Connected nurse leaders with diverse perspectives and approaches to healthy work environments** through leadership development programs and member engagement opportunities (including roundtables, forum discussions, and board and committee meetings) that addressed components of healthy work environments.



ADVANCE POLICY AND PRACTICE THROUGH NURSE LEADER INFLUENCE

- Position nurses to lead by ensuring ONL members and nurse leaders have a seat at the table.
- Influence policy by elevating leaders within and beyond nursing.
- Advance state and organizational policies aligned with ONL's member-defined policy priorities.
- Elevate and communicate ONL's policy agenda to promote awareness of nurse leader and ONL policy expertise.
- Achieve advocacy outcomes through strategic relationships and collaborative partnerships.

SELECTED ACTIVITIES AND ACCOMPLISHMENTS

- ✓ **Expanded our focus on growing nurses' participation around board tables:** hosted Member Roundtable on Claiming Your Seat at the Board Table; continued as an affiliate of the Nurses On Boards Coalition; ONL Board represented on Hospital Association Boards in MA, NH, RI, and VT; ONL appointed to hold a seat on the Nurse Licensure Compact Commission in RI.
- ✓ **Shared our expertise and advocated for consistent workforce policy within our region** related to the nursing assistant pipeline, challenges with inflexible nurse staffing ratios, and the collection and publication of nurse staffing metrics.
- ✓ **Provided testimony on legislation impacting nursing practice,** including on the Nurse Licensure Compact in CT, MA, and RI; workplace violence legislation in CT, MA, and VT; and nurse staffing regulations in CT.
- ✓ **Developed a member-driven multi-state 2023-2025 Policy Platform,** incorporating input from nearly 150 members shared through a survey and focus groups to shape a three-pillar framework that guides our efforts.
- ✓ **Continued collaboration with local and national partners:** state hospital associations, nursing organizations, the MA Nursing Council for Workforce Sustainability, and, when policy crosses into the federal space, our national affiliate, AONL.
- ✓ **Submitted an article for publication (late 2024) on our grassroots approach to developing a policy platform** so that organizations seeking to develop a more member-driven approach might learn from our experience.



ADVANCE NURSING LEADERSHIP

- Develop equity-minded leaders with skills to build inclusive workplaces and deliver equitable care. Champion diversity and belonging of nursing leaders and the overall workforce.
- Provide timely, relevant, actionable, accessible, affordable, educational content for nurses practicing at all levels.
- Create a community of nurse leaders by serving as a convener to promote sharing of new ideas, best practices, and lessons learned.
- Develop and disseminate new and original thought content.

SELECTED ACTIVITIES AND ACCOMPLISHMENTS

- ✓ **Applied a diversity, equity, inclusivity, and belonging lens to all ONL program content and dedicated a full day of ONL's Nurse Leader Master Class program to Advancing Diversity and Inclusivity**, equipping leaders with the knowledge and skills needed to reduce bias and advance inclusivity and belonging in their organizations.
- ✓ **Prioritized diversity in selection of program faculty and speakers** to ensure exposure to a range of perspectives and insights.
- ✓ **Expanded ONL program offerings both in number and in range of topics**, delivering exceptional professional learning opportunities for nurse leaders at all leadership and experience levels across practice settings and geographic boundaries.
- ✓ **Increased emphasis on member-to-member dialogue, shared learning, connection, and relationship building** through Member Forums, Member Roundtables, our semi-annual Leadership Lunch Series, and member-led discussions at our virtual Spring and Fall Quarterly Meetings.
- ✓ **Shared our perspective and experience with the broader nursing leadership community and beyond through publications and presentations**, including our Tool Kit for Addressing Racism in Nursing and Healthcare, our Nursing Workforce Report, an article on Healthy Work Environments, and two presentations to AONL affiliates.



LEVERAGE AND AMPLIFY IMPACT THROUGH STRATEGIC PARTNERSHIPS AND INNOVATION

- Strengthen ONL's relationships with nursing organizations, workforce centers, and hospital associations. Promote academic and practice partnerships.
- Test and scale innovative approaches to strengthen relationships with employers and organizational partners.
- Foster creative partnerships with industry colleagues.
- Cultivate partnerships with national thought leaders.
- Expand ONL's footprint; grow program participation, exposure to ONL thought content, membership, and member engagement.

SELECTED ACTIVITIES AND ACCOMPLISHMENTS

- ✓ **Developed, piloted, and scaled the ONL Learning Subscription**, an enterprise-level offering that supports organizations in making a strategic investment in the development of their nursing team while maximizing the reach and impact of limited budget dollars. Fourteen organizations are now participating.
- ✓ **Expanded recognition opportunities for nurse leaders by partnering with vendors and fellow nursing organizations to establish additional annual ONL Awards and Scholarships**, including the Karen Kirby Award for innovation in nursing leadership and the ONL/Daisy Nurse Leader of the Year Award.
- ✓ **Partnered with colleagues in academia to bring our audience specialized, deep-dive leadership development on key topics**, such as our Leading Evidence-Based Practice program, offered in partnership with The Fuld National Institute for Evidence-Based Practice at The Ohio State University.
- ✓ **Grew our program faculty lineup of national thought leaders and expanded our program offerings** to increase opportunities for nurse leaders to gain exposure to their ideas.
- ✓ **Provided nursing students with mentorship, internship opportunities, access to leadership development that is complementary to their coursework, and professional organization experience** through partnerships with academic institutions in our region.
- ✓ **Reinvented ONL leadership development offerings to align with changing member needs and preferences and to reduce barriers to participation**, moving to a blended approach to programming that includes virtual and in-person offerings.
- ✓ **Expanded ONL's footprint**: grew our membership to a post-pandemic high, increased program participation, widened our audience for ONL communications, and more than doubled our followers on LinkedIn.

WE ARE LEADING, LEARNING, AND MAKING A DIFFERENCE

It is abundantly clear that, working together, we are making an impact. These accomplishments would not be possible without the participation and support of our ONL community nor the leadership and dedication of those who shaped the organization and its work for decades previously. Thank you to all our nurse leaders who are and have been leading, learning, and making a difference.

ENHANCING MEMBER VALUE

ONL Membership provides current and aspiring nurse leaders with opportunities to learn, lead, and make a difference while building a peer network for inspiration and ideas. To better meet these objectives, we have introduced a number of new, no-cost member benefits throughout the past year. Many of these new offerings are focused on supporting nurse leaders' professional growth, while others aim to facilitate member-to-member connections and leverage the expertise and insights of nurse leaders within our ONL membership. We are excited about the positive response to these new offerings and continue to explore ways to strengthen and expand the value ONL Membership presents for nurse leaders.

ONL MEMBERSHIP OBJECTIVES



Help nurse leaders unlock their leadership potential and strengthen their leadership practice



Support nurse leaders in building their professional network, finding community, and advancing their career



Empower nurse leaders to get involved, help shape nursing practice, and make a difference

SUPPORTING PROFESSIONAL GROWTH

SUPPORT FOR PURSUING FELLOWSHIPS

Pursuing a fellowship can be a key milestone in a nurse leader's development and professional growth. To support members who are considering applying for Fellowship in the American Academy of Nursing (AAN) or the American Organization for Nursing Leadership (AONL), ONL established a new member benefit through which those wishing to learn more about fellowships can receive mentorship and guidance from ONL colleagues with fellowship experience and wisdom to share.

CV/RESUME GUIDANCE AND FEEDBACK

Building a new resume or curriculum vitae (CV) or strengthening an existing one can feel like a big undertaking. ONL is pleased to now offer our members the opportunity to get support building or strengthening their CV by being matched with a fellow ONL member nurse leader with CV expertise.

PROFESSIONAL HEADSHOT PHOTOGRAPHY

ONL has been providing a no-cost opportunity for nurse leaders to receive professional headshot photographs at ONL's Annual Meeting thanks to the support of the ONL Foundation. As nurse leaders seek to influence public policy or grow in their careers, headshots can be a helpful tool for reinforcing credibility and professionalism.

SUPPORT FOR DISSEMINATION OF PROFESSIONAL WORK

ONL provides an annual opportunity for nurse leaders in our community to apply to present a poster at our Winter Quarterly Meeting. Presenting a poster is an excellent opportunity for nurse leaders to showcase and disseminate work from within their organization, and this experience can be added to a resume or CV. Those who are new to developing and presenting posters can receive coaching from fellow members with expertise in this area.

CIVIC LEADERSHIP OPPORTUNITIES: BOARD AND COMMITTEE SERVICE

ONL is proud to offer opportunities for nurse leaders in our community to expand their leadership experience and elevate their influence through ONL Committee and Board service. Additionally, ONL has provided learning opportunities for nurse leaders who are considering getting involved on the board of a community organization.

RECOGNITION THROUGH ONL AWARDS AND SCHOLARSHIPS

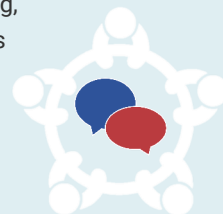
Each year, ONL recognizes exceptional nurse leaders in our community through our awards and scholarships. Such recognition can be another way for nurse leaders to strengthen a resume or CV.

For more details about our Awards and Scholarships, see page 14.

FACILITATING **SHARED LEARNING AND CONNECTION**

MEMBER ROUNDTABLES

ONL's Member Roundtables are one-hour virtual sessions that bring together the ONL community for shared learning, connection, and collaboration around pressing topics in nursing leadership and nursing practice. Roundtable forums serve to surface and share new ideas, promising solutions, and best practices from within our community, as well as an opportunity for members to build connections with one another. Some sessions feature a nationally recognized thought leader who kicks off the dialogue and facilitates the conversation, while others elevate the deep expertise of nurse leaders within our ONL community. These sessions are offered free of charge for all members thanks to the generous support of the ONL Foundation. Since launching our pilot in July 2023, more than 450 nurse leaders have participated in nine Member Roundtable sessions.



PAST MEMBER ROUNDTABLE TOPICS

- Healthcare Violence and Patient Throughput: A Closer Look at State-Level Data and Informing Policy Strategies
- Curious About Applying for AONL Fellowship? Insights and Advice from ONL Colleagues
- Expanding Your Influence: Claiming Your Seat at the Table, a discussion with Dr. Lisa Sundean
- Regulating Nursing Practice: Recent Developments and Potential Paths Forward
- Maintaining Team Positivity, a discussion with Dr. Rose Sherman
- Navigating Your Career, a discussion with Dr. Stacy Hutton Johnson and Sara Macchiano
- Meeting the Leadership Needs of a Diverse Nursing Workforce, a discussion with Dr. Rose Sherman
- Confronting Bullying and Incivility: A discussion with Dr. Renee Thompson
- Promoting Professional Accountability and Giving Constructive Feedback, a discussion with Dr. Rose Sherman

MORE THAN
450
NURSE LEADERS HAVE
PARTICIPATED

MEMBER COMMUNITY FORUMS

There is so much knowledge and deep expertise within our ONL community from which fellow nurse leaders can benefit. Our Member Community Forums, online discussion groups exclusively available to ONL members through the MyONL portal on our website, are designed to facilitate member-to-member learning and collaboration. Members can ask questions of one another, seek input, and share resources and ideas with peer nurse leaders at other organizations. When a new question is posted, members are notified by email. We are thrilled to see growing engagement in Forums since our initial launch in fall 2022, and we have heard from members that they value the at-your-fingertips opportunity for dialogue and sharing with fellow nurse leaders.

SAMPLE FORUM DISCUSSION TOPICS

- ED Patients in Inpatient Hallways
- Nurse Leader Weekend Coverage
- Care Plans
- Innovative Ideas to Engage Near-Retirement Nurses



GROWING **OUR ONL COMMUNITY**

MEMBERSHIP

ONL Membership is critical for nurse leaders' development: members gain an expanded peer community with which to share ideas and collaboratively problem-solve, exposure to current healthcare policy developments, opportunities to bring their expertise and influence to bear, and a sense of comradery that nurtures the joy we all seek in our work. We are thrilled to share that our membership community has been growing and reached a new post-pandemic high of more than 1,080 nurse leaders representing 19 states.

SOCIAL MEDIA

Social media offers a way for ONL to expand the reach of our ideas, programs, and calls to action beyond our regional borders to a broader audience of nurse leaders around the country. We are excited about the growth and increased engagement we are seeing on both our Facebook and LinkedIn pages. In the past year alone, our LinkedIn following doubled to more than 3,200 nurse leaders and supporters!

100%

YEAR-OVER-YEAR
GROWTH ON
LINKEDIN

VENDOR NETWORK

Another way our ONL community has grown is through our network of vendor partners. We are grateful to have more industry colleagues than ever wanting to support and be involved in ONL activities.



Exhibit hall at ONL's 2023 Annual Meeting

PROVIDING EXCEPTIONAL LEADERSHIP DEVELOPMENT FOR ALL NURSE LEADERS

While we are constantly refreshing and enhancing our lineup of programs each season, the goal of ONL's offerings remains the same: *to provide high-quality, accessible, and affordable leadership development programming that helps nurse leaders at all levels meet the challenges of today and lead for the possibilities of tomorrow while helping healthcare organizations build and support engaged, skilled, and resilient nursing teams.*

We carefully curate a program calendar that supports emerging nurse leaders, mid-careerists, and seasoned nursing executives alike with the goal of complementing organizations' internal professional development offerings. Our programs deliver value by addressing leadership fundamentals, providing exposure to big-picture context, creating peer-to-peer learning opportunities, sharing insight and strategies to address key issues impacting nursing practice and leadership, and offering access to nationally recognized nursing leadership experts.

REACHING **MORE NURSE LEADERS**

ONL's 2023-2024 Program Calendar included 30 program offerings (a 36% year-over-year increase), including our best-in-class foundational leadership development programs for nurse leaders, offerings that are designed to support shared learning and collaboration for nursing teams, and a range of timely, hot-topic trainings. These programs engaged more than 5,300 participants from across 38 states and Canada; our greatest geographic reach to date.

2023-2024 PROGRAMS BY THE NUMBERS

30

PROGRAMS

MORE THAN
5,300

PARTICIPANTS

FROM ACROSS

38

STATES

MORE THAN
11,600

CONTACT HOURS
AWARDED

COMPLEMENTING **ORGANIZATIONS' EFFORTS**

During the past year, we have seen organizations deepen and expand the ways in which they leverage ONL program offerings to develop their nurse leaders. We are proud to serve as a partner in this important work and are thrilled to see so many organizations turning to ONL for leadership development programming that complements their internal onboarding and training efforts.

"ONL's programs complement my organization's onboarding and internal professional development by providing our nurse leaders with new perspective and opportunities to strengthen their leadership skills."

MEETING NURSE LEADERS' NEEDS BY RESPONSIVELY EXPANDING OUR OFFERINGS

ONL constantly refreshes our educational offerings to align to nurse leaders' current leadership development and learning needs and establishes our program calendar in response to feedback from our community. We collect evaluations for every program and build off of recommendations made by our Program Committee. This year ONL introduced a record number of new programs to meet the evolving leadership development needs of nurse leaders at all levels.



2023-2024 NEW PROGRAMS

Essential Leadership Skills for Charge Nurses (Dr. Crystal Lawson)

Target audience: Current and aspiring charge nurses

This workshop equips and empowers new and aspiring charge nurses with the essential leadership skills needed to be effective and successful across key aspects of the charge nurse role, including promoting quality outcomes, cultivating a healthy work environment, and fostering teamwork. Participants gain practical tools and strategies that can be put to use immediately on their unit.

Financial Management and Business Essentials for Nurse Managers and Directors (Dr. KT Waxman and Dr. Mary Lynne Knighten)

Target audience: Nurse managers and directors

This two-part program prepares and empowers nurse managers and directors who want to hone the essential financial management skills they need to be successful and enhance their business acumen. Participants learn by doing, applying session learnings to assess their own department's budget, staffing, and variances and preparing and presenting a business case.

From Traditional Leader to Nurse Leader Coach: Meeting the Needs of the Contemporary Nursing Workforce (Dr. Rose Sherman)

Target audience: Nurse leaders at all levels

This workshop supports nurse leaders in expanding their leadership skillset to become a Nurse Leader Coach equipped to meet the needs of today's nursing workforce and strengthen retention. Participants learn how to adopt a coaching mindset, develop basic coaching skills, and coach their team to a higher level of performance and well-being.

Preparing New Preceptors for Success (Dr. Crystal Lawson)

Target audience: Current and aspiring clinical nursing preceptors

This workshop exposes new preceptors to the principles of adult learning theory and prepares them with tools to help newly hired nurses practice safely and feel welcomed. Participants learn key strategies for giving feedback and practice skills that will help them effectively pass on their knowledge and promote safe practice.

Redesigning Nursing Care Delivery: Strategies for Leadership Teams to Jump Start the Process (Dr. Rose Sherman)

Target audience: Nursing executives and senior nurse leaders

This session supports senior nurse leaders and executives in jump starting their transition to a team-based or collaborative care model. Participants receive guidance and strategies that can be applied to their own nursing care redesign efforts and gain an understanding of the infrastructure needed to ensure success.

OUR 2023-2024 PROGRAM FACULTY & SPEAKERS



Joyce Batcheller
DNP, RN, NEA-BC,
FAONL, FAAN



Marie Borgella
DNP, RN



Katie Boston-Leary
PhD, MBA, MHA, RN,
NEA-BC



Felesia Bowen
PhD, DNP, APRN, FAAN



Kecia Boyd
DNP, RN, NEA-BC,
AOCNS, BMTCN



Karey Dufor
DNP, MA, RN, ACNSBC,
CEN, EBP-C, USAF Col (ret)



Lynn Gallagher-Ford
PhD, RN, NE-BC,
DPPNAP, FAAN



Debra Gerardi
RN, MPH, JD, PCC



Leah Gordon
DNP, RN, CNP, FNP-C



Kelly Harmon
MBA, BSN, RN, NEA-BC



Stacy Hutton-Johnson
PhD, MS/MBA, RN, NEA-BC



Mary Lynne Knighten
DNP, RN, NEA-BC



Crystal Lawson
DNP, RN, CENP



Sara Macchiano
MS, MBA, RN, NEA-BC



Barbara Mackoff
EdD



Bern Melnyk
PhD, APRN-CNP, EBP-C,
FAANP, FNAP, FAAN



Adrianna Nava
PhD, MPA, MSN, RN



Tim Porter O'Grady
DM, EdD, ScD(h), APRN,
FAAN, FACCWS



Betty Jo Rocchio
DNP, RN, CRNA, CENP,
EBP-C



Rose Sherman
EdD, RN, NEA-BC,
FAAN



Lisa Summers
DrPH, MSN, BSN, RN



Renee Thompson
DNP, RN, FAAN, CSP



Andrew Thum
DNP, ML, RN, NE-BC



Joanna Vallie
EdD, MSN, RN



KT Waxman
DNP, MBA, RN, CNL,
CENP, CHSE, FSSH, FAAN



Dan Weberg
PhD, MHI, RN, FAAN

HELPING ORGANIZATIONS DEVELOP NURSING TEAMS

As organizations seek to hire and retain strong nursing teams in a competitive hiring market and in the face of tightening budgets, taking a strategic approach to developing an engaged, resilient nursing workforce is more important than ever before. Organizations have been looking for ways to be more intentional and proactive about investing in their nursing teams through professional development, and ONL has been a key part of the solution for many.

ONL LEARNING SUBSCRIPTION

The ONL Learning Subscription is an enterprise-model offering that supports organizations in making a streamlined, year-round investment in their nursing teams and the organization's success. Organizations subscribe in advance to provide their nursing teams with year-round professional learning and leadership development—at a 10% discount—through ONL's membership and professional development programs, designed by nurses and for nurses, addressing key skills and pressing topics impacting nursing practice today.

The ONL Learning Subscription has grown to include 14 organizations since launching our pilot program with two organizations participating in 2022. ONL is honored to serve as a partner to these organizations in developing their nurse leaders!

KEY BENEFITS: WHAT PARTICIPATING ORGANIZATIONS ARE SAYING

Each organization's senior nurse leaders have been tailoring their organization's usage to align with their nursing team's unique needs. While using their subscriptions differently, all participating organizations agree that the ONL Learning Subscription has saved their team time by reducing the administrative burden of developing leaders and by providing comprehensive reporting that can be used for Magnet and/or internal reporting needs. Additionally, participating organizations report that their subscriptions have expanded the impact of their professional development dollars while delivering quality programming that really meets nurse leaders' needs. Finally, participants report that the ONL Learning Subscription has helped them take a more strategic approach to planning year-round professional development, thinking about how to meet individuals' professional learning goals while also strengthening their nursing team organization-wide.

14

PARTICIPATING
ORGANIZATIONS

MORE THAN

\$20K

AVERAGE ANNUAL
ORGANIZATIONAL
COMMITMENT

THANK YOU TO OUR PARTICIPATING ORGANIZATIONS!

Beth Israel Lahey Health
Beth Israel Deaconess
Medical Center

BOSTON
MEDICAL
CENTER
EXCEPTIONAL CARE. WITHOUT EXCEPTION.

BUTLER
HOSPITAL

Dartmouth
Health
Cheshire Medical Center

CHA
Cambridge
Health Alliance

The Elliot
A Member of SOLUTIONHEALTH

Emerson
Health

Franciscan
Children's
So every kid can.

M+ Middlesex
Health

The Miriam Hospital
Lifespan. Delivering health with care®

Newport Hospital
Lifespan. Delivering health with care.™

South Shore
Health

Southern Maine
Health Care
MaineHealth

ST. JOSEPH
HOSPITAL
A Member of Covenant Health

INFLUENCING POLICY THAT IMPACTS NURSING PRACTICE

ONL continues to work alongside our members to influence public policy across our region on key issues impacting nursing practice and to inform solutions that address the complexity of ongoing and future workforce challenges. We strive to elevate and amplify the voices of nurse leaders in our community. We know that when nurse leaders engage in the dialogue, change is possible.

CELEBRATING SUCCESS: **NURSE LICENSURE COMPACT**

As healthcare organizations continue to navigate workforce shortages, participation in the Nurse Licensure Compact (NLC) is a critical way to grow the ranks of the nursing workforce. We are thrilled to share that New England is building upon its strong tradition of NLC participation and are proud to support nurse leaders who have been championing this progress.

EARLY NLC ADOPTERS IN OUR REGION: MAINE, NEW HAMPSHIRE, AND VERMONT

Maine, New Hampshire, and Rhode Island participated in the original NLC, created nearly a quarter century ago by nursing regulators recognizing the need for a safe and mobile nursing workforce. When the NLC was modernized in 2015, Maine, New Hampshire, and Vermont were quick to pass the enhanced NLC.



RHODE ISLAND REJOINS THE NLC!

With legislation passed in the 2023 session, Rhode Island re-entered the NLC on January 1, 2024, becoming the 41st state to enact the current NLC. Nurse leaders within the ONL community contributed to this success by participating on the Study Commission and testifying at multiple hearings, and ONL submitted written testimony in support.



IN CONNECTICUT, NLC AWAITS GOVERNOR'S SIGNATURE

On May 8, 2024, the last day of the legislative session, Connecticut HB 5058 passed the Senate. The bill now heads to Governor Lamont's desk for signature. When signed, CT will be the 42nd state to enter the NLC. As in Rhode Island, nurse leaders worked strategically to address concerns and support the NLC.



IN MASSACHUSETTS, SUPPORT CONTINUES TO BUILD

NLC legislation remains under consideration in Massachusetts as the 2024 session nears its close in July. It is part of the large healthcare bills being debated in both chambers. In an effort to garner more support, ONL leaders Patricia Noga and Ashley Waddell published an op-ed about the NLC in the *Boston Business Journal* in January.



EMPOWERING NURSE LEADERS TO **ENGAGE AND INFLUENCE**

ONL's Policy Platform reflects key, member-defined priorities and is shaped by our Government Affairs Committee in response to member survey and focus group feedback. Our role in advancing this policy platform is to empower nurse leaders to leverage their professional role, experience, and credibility to influence policy in their state, community, and organization, and to amplify their voices.

During the past year, we have deepened these efforts to support nurse leaders in influencing public policy, offering coaching for nurse leaders preparing for meetings with legislators or hearings, providing context and background on policy topics, offering talking points and reference material that may be useful in policy discussions, helping leaders write and edit written testimony or prepare for media events, and facilitating connections and relationships that may help to advance the work. We have also leveraged our multi-state structure as an asset for sharing lessons learned and insights in policy discussions so that nurse leaders across the region can benefit from the experiences of their peers in different states.

2024-2025 BOARD OF DIRECTORS



President

**Jennifer Thiesen, DNP, APRN,
FNP-BC, ACNP-BC, NEA-BC**
Assistant Chief Nursing Officer
Professional Practice,
Cambridge Health Alliance



President-Elect

**Kelly Haeckel,
MSN, RN, NE-BC**
VP Patient Care Services and
Chief Nursing Officer,
Middlesex Health



Past President

**Orla Brandos,
DNP, MBA, RN, NEA-BC, FACHE**
VP Patient Care Services and
Chief Nursing Officer,
Newport Hospital



Secretary

**Monica Tucker-Schwartz,
DNP, RN, NEA-BC**
Executive Director,
Ambulatory Nursing,
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VP and Associate Chief Nurse,
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Dana-Farber Cancer Institute



MA State Representative

**Karen Reilly,
DNP, MBA, RN, NEA-BC**
Chief Nursing Officer and VP of
Patient Care Services, *Brigham and
Women's Faulkner Hospital*



MA State Representative

**Marie Borgella,
DNP, RN**
Executive Director of
Learning and Development,
Massachusetts General Hospital



Appointed MA State Seat

**Patricia M. Noga,
PhD, MBA, RN, NEA-BC, FAAN**
Vice President Clinical Affairs,
*Massachusetts Health and
Hospital Association*



RI State Representative

**Seanna Zimmerman,
MSN, MBA, RN, NEA-BC, FACHE**
Director of Critical Care
and Respiratory Therapy,
Lifespan



RI State Representative

**Kimberly Francis,
PhD, RN, PHCNS-BC**
Chief Nursing Officer,
SVP Patient Care Services,
Women & Infants Hospital



Appointed RI State Seat

**Ara Millette,
MBA, DNP, RN, NE-BC**
Director, Talent Acquisition
and Workforce Development,
Lifespan



NH State Representative

**Kristine Irwin,
DNP, MHA, RN, CENP, NPd-BC**
Director, Clinical Education and
Professional Development,
Elliot Health System



NH State Representative

**Meaghan Smith,
MSN, RN, FAONL**
Chief Nursing Officer,
Spaulding Memorial Hospital



Appointed NH State Seat

**Helene Thibodeau,
DNP, RN, CCRN, NEA-BC**
Chief Operating Officer and Chief
Clinical Officer, *Northeast
Rehabilitation Hospital Network*



CT State Representative

**Diane Kelly,
DNP, MBA, RN**
President, *Greenwich Hospital*;
Executive VP and Chief Nursing Officer,
Yale New Haven Health



CT State Representative

**Jennifer Woynar,
RN, MSN, NE-BC**
Nursing Director of
Inpatient Services,
Middlesex Health



Appointed CT State Seat
Jeannette Bronsord,
DNP, MSN, MS, RN, NEA-BC
 Executive Director
 Surgical Services,
 Yale New Haven Hospital



VT State Representative
Deborah Hebert,
DNP, RN, CNML
 Director of Medicine and Oncology,
 University of Vermont
 Medical Center



VT State Representative
Betsy Hassan,
DNP, RN, NEA-BC, NPD-BC
 Director, Nursing Education and
 Professional Development, University
 of Vermont Medical Center



Appointed VT State Seat
Carol Conroy,
DNP, RN, FAAN
 Consultant



Appointed Board Member
Emily Nguyen,
MSN, RN, CMSRN, CNML
 Director of Quality and Safety,
 Bone and Joint Institute,
 Hartford Healthcare



Appointed Board Member
Nadia Raymond,
PhD, MSN, MHA, RN
 Regional Nursing Director,
 Brigham and Women's Hospital



Appointed Board Member
Anne Tyrol,
MHA, MSN, RN, CENP
 Chief Nursing Officer,
 Cheshire Medical Center

OUR STAFF



Amanda Oberlies,
PhD, MBA, RN, FAAN
 Chief Executive Officer and
 Chief Nursing Officer



Ashley Waddell, PhD, RN, FAAN
 Senior Director of Leadership
 Development and Government Affairs;
 Associate Chief Nursing Officer



Priscilla Almeida
 Office and Program Manager



Rachel Melikan, MPA
 Director of Marketing and
 Communications



Christine Paci
 Accountant



Tatiana Rodriguez
 Program Support Specialist

EMPOWERING NURSE LEADERS

The ONL Association for Nursing Leadership, Science and Education, Inc., referred to as the ONL Foundation, is a 501(c)(3) affiliate of ONL dedicated to empowering and developing nursing professionals. For more than 20 years, the ONL Foundation has supported research, educational, and leadership development initiatives that further this aim.

2024 AWARDS AND SCHOLARSHIPS RECIPIENTS

MARY B. CONCEISON AWARD

For Excellence in Nursing Leadership



Patricia M. Noga,
PhD, MBA, RN, NEA-BC, FAAN

PRESIDENT'S AWARD

For Excellence in Nursing Leadership



Rose Sherman,
Ed.D, RN, NEA-BC, FAAN

KAREN KIRBY AWARD

For Innovation in Nursing Leadership



Nadia Raymond
PhD, MSN, MHA, RN

JANET MADIGAN AWARD

For Excellence in Advocacy



Jeannette Bronsord,
DNP, MSN, MS, RN, NEA-BC



Ara Millette,
MBA, DNP, RN, NE-BC

PAMELA LEIGH VECCHIARINO AWARD

For Compassion in Nursing Leadership



Laura Nelson
MSN, RN, NE-BC



Pamela Stevens
MSN, RN, CPHQ, CLSSGB

ONL/DAISY FOUNDATION NURSE LEADER OF THE YEAR AWARD

For Excellence in Nursing Leadership



Wendy Napolitano
MSN, RN



MARILYN RINKER SCHOLARSHIPS

Supporting Pursuit of Advanced Nursing Degrees



Megan Corbett
MSN, RN, NP-D-BC, OCN
Doctoral Program



Melissa Maher
MSN, RN
Doctoral Program

SHARON A. SMITH SCHOLARSHIPS

Supporting Pursuit of Nursing Degrees



Joseph Gordon-Reznar
MPA, BA, BSN, RN
Doctoral Program



Jennifer Torosian
MSN, RN, NEA-BC
Doctoral Program



Susan Whiting
MSN, RN, OCN
Doctoral Program

laudio SCHOLARSHIPS

For Outstanding Nurse Managers/Directors



Mary Allegra
DNP, NEA-BC, NP-D-BC



Molly Forsa
MSN, RN



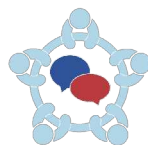
Perry Wein
RN, MSN, CNOR

ONL FOUNDATION NEW INITIATIVES

SUPPORTING ONL MEMBER ROUNDTABLES

For past year, the ONL Foundation has been pleased to underwrite ONL's Member Roundtables, making it possible for ONL to offer these sessions as a free member benefit. Member Roundtables bring together the ONL community virtually for shared learning, connection, and collaboration around pressing topics in nursing leadership and nursing practice, surfacing new ideas, promising solutions, and best practices from within our community. Since launching our Roundtable pilot in July 2023, more than 450 nurse leaders have participated in nine sessions on a range of topics. The ONL Foundation is excited to continue its support of this free member benefit in the coming year.

For more details about Member Roundtables, see page 7.



OFFERING PROFESSIONAL HEADSHOT PHOTOGRAPHY

With a goal to empower and develop nurse leaders, the ONL Foundation has been providing a no-cost opportunity for nurse leaders to receive professional headshot photographs. This opportunity was first offered at the 2023 Annual Meeting and again at the 2024 Annual Meeting. As nurse leaders seek to influence public policy or grow in their careers, headshots can be a helpful tool for reinforcing credibility and professionalism.

ONL FOUNDATION

GROWING AWARENESS AND SUPPORT

THE ONL FOUNDATION GOLF TOURNAMENT

Last summer, the ONL Foundation endeavored to establish an annual golf tournament that would serve as the premier fundraising and awareness-building event for the Foundation while also providing an opportunity for nurse leaders, vendor partners, and supporters to network, build relationships, and have fun together while supporting an important cause.

The Inaugural ONL Foundation Golf Tournament, held June 7, 2023, at the beautiful Newport National Golf Club in Newport, Rhode Island, brought together more than 80 nurse leaders, vendor partners, and friends for some spectacular golf and even better company. The 2nd Annual ONL Foundation Golf Tournament, held again at Newport National on June 12, 2024, was an even bigger success, growing to include 23 foursomes.

Together, the Inaugural and 2nd Annual ONL Golf Tournaments raised more than \$80,000 in revenue for the ONL Foundation, the proceeds of which will be used to support the Foundation's efforts to develop and empower nurse leaders across the region through research, learning, and leadership development initiatives, including future scholarships.



**THANK YOU TO OUR INAUGURAL AND 2ND ANNUAL
GOLF TOURNAMENT TITLE SPONSOR!**



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The Annual

ONL FOUNDATION GOLF TOURNAMENT

onlfoundation.org/golf



ONL | Organization of Nurse Leaders

Leading, Learning, Making a Difference

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