



ONL

**Organization of
Nurse Leaders**

Advancing a culture of health.

2023

ANNUAL REPORT

Learning · Leading · Making a Difference

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 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

OUR 2022-2024 STRATEGIC PRIORITIES



STABILIZE AND GROW THE HEALTHCARE WORKFORCE THROUGH NURSING LEADERSHIP AND INFLUENCE

Develop nurse leaders as a critical component of the nursing workforce; lead an enduring commitment to diversity, equity, inclusivity, and belonging; promote healthy workplace practices; equip nurses to lead engaged teams and healthy work environments.



ADVANCE POLICY AND PRACTICE THROUGH NURSE LEADER INFLUENCE

Position nurses to lead, ensure nurse leaders have a seat at the table, elevate leaders within and beyond nursing, advance state and organizational policies aligned with our priorities, promote our policy agenda and nurse leader expertise, leverage strategic relationships and collaborative partnerships.



ADVANCE NURSING LEADERSHIP

Develop equity-minded leaders who will build inclusive workplaces and deliver equitable care; provide timely, relevant, accessible educational content for nurses practicing at all levels; create and facilitate collaborative community for nurse leaders; develop and disseminate original thought content.



LEVERAGE AND AMPLIFY IMPACT THROUGH STRATEGIC PARTNERSHIPS AND INNOVATION

Strengthen relationships with nursing organizations, workforce centers, and hospital associations; promote academic and practice partnerships; cultivate partnerships with national thought leaders; test and scale innovative business endeavors aligned with our goals; expand ONL's reach and engagement.

MESSAGE FROM THE OUTGOING PRESIDENT AND THE CEO

DEAR COLLEAGUES,

Reflecting upon this past year and our accomplishments as nurse leaders and together as an ONL community, there is so much to celebrate. Thanks to your leadership, courage, perseverance, heart, and adaptability, we as a nursing profession have made it through these last few years of unprecedented challenges and have continued to provide much-needed, quality care in our communities. We have a lot to be proud of!

Yet, we as nurse leaders know that critical workforce challenges persist. Across the region and practice settings, we are grappling with strengthening nurse recruitment and retention, protecting joy in practice, building a nursing pipeline that can meet demand, and decreasing incidence of workplace incivility and violence. These are big problems to solve, but luckily, we are in this together as an ONL community. Together, we are sharing what is working and promising new approaches; we are learning and innovating; and we are influencing legislation that impacts nursing practice. Together, we are finding the way through and forward.

There has never been a more important time to lean into a supportive network with fellow nurse leaders. Recognizing this need, ONL redoubled our efforts to facilitate connection and collaboration this year. We added new features to our MyONL members-only website, including Member Community Forums discussion groups, Member Spotlights, and enhanced search features in our directory. We expanded recruitment efforts, bringing in more new members than ever before through our annual campaign. And, we increased the emphasis on member-to-member dialogue and collaboration at our meetings and events.

In many respects, ONL is leading the way for professional nursing leadership organizations. Our Tool Kit for Addressing Racism in Nursing and Healthcare has received widespread recognition and has been presented to more than ten organizations across the region and nation. We have embraced a willingness to try new things and think outside the box in order to be responsive to

members' needs and to help our profession meet this moment. We have blazed new trails by introducing enterprise-level offerings designed to make an impact at scale by helping nurse leaders develop their teams (ONL Learning Subscription) and manage workforce challenges (Nursing Workforce Central).

We have amplified the reach of ONL's remarkable leadership development programming and policy efforts. Our overhauled website makes the breadth and depth of what we do more accessible, and we have invested in our communications to increase awareness and engagement. Our program calendar has grown even more robust and responsive to current needs, offering both virtual and in-person programs on timely topics and foundational leadership development content we know is so needed. We have been nimble, quick to respond, and planning farther ahead, thereby helping nurse leaders better plan for their own development and that of their teams throughout the year.

We are so proud of all that we have accomplished together as an ONL community this year, and we are excited for what is to come. ONL is about nurse leaders, and nurse leaders are about nurses. Together we are working tirelessly to make the world a better place for nurses, and together we are making an impact.

THANK YOU FOR YOUR LEADERSHIP,



Nancy Gaden,
DNP, RN, NEA-BC
ONL President, 2022-2023



Amanda Oberlies,
PhD, MBA, RN, FAAN
Chief Executive 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.

HARNESSING THE POWER OF COMMUNITY AND CONNECTION



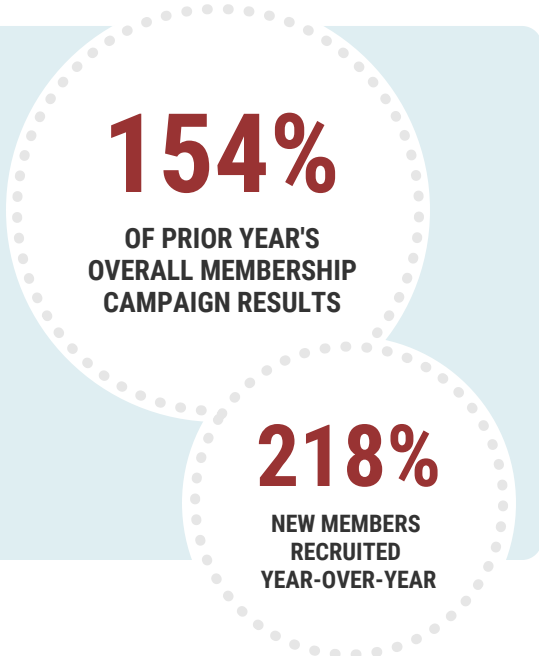
At ONL, our strength and impact are driven by our incredible community of nurse leaders, and our members draw strength and inspiration from one another. This past year, we have expanded our efforts to grow our community, deepen member engagement, enhance member value and satisfaction, and foster member-to-member connection and collaboration.

Building upon past successes of ONL's annual Member-Get-a-Member campaign, in March 2023, ONL celebrated our inaugural "Membership Month." While previous years' efforts have focused exclusively on recruitment and retention, Membership Month represents an expanded focus on also deepening member engagement and strengthening membership satisfaction and value.

GROWING OUR COMMUNITY

EXPANDED RECRUITMENT EFFORTS

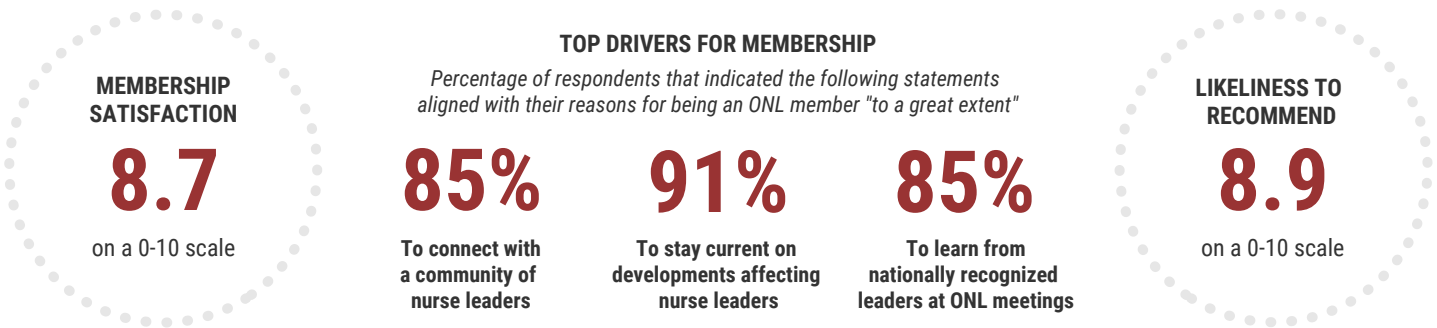
Membership Month included a multi-pronged recruitment campaign. In addition to our 7th annual peer-to-peer Member-Get-a-Member campaign and contest, which drives both membership renewals and new memberships, we introduced new, targeted outreach efforts inviting nurse leaders who had previously engaged with ONL programming and CNOs across the region to join our membership community. This expanded recruitment effort was a huge success, bringing in 74 new members in the month of March or 218% of the previous year's new member recruitment in the same period! Renewals were also very strong with 55 nurse leaders renewing their membership compared to 50 in the year prior. We are excited and energized by these results and the vitality of our community.



ENHANCING MEMBER SATISFACTION

MEMBER NEEDS ASSESSMENT AND SATISFACTION SURVEY

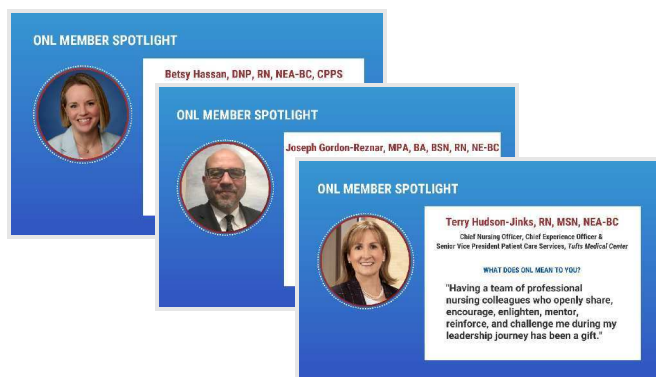
Every two years, ONL conducts a Member Satisfaction Survey and Needs Assessment to gain insight into what drives member value and the top challenges our members are facing in this moment. The results of this survey inform strategic decisions and future ONL programming. Here are the key findings from this year's survey.



FOSTERING CONNECTION AND COLLABORATION

MEMBER SPOTLIGHTS

During our inaugural Membership Month, we launched a new feature with a goal of building member-to-member connections: ONL Member Spotlights. These profiles of ONL members—distributed weekly via email, within our MyONL members-only website, and shared on social media—showcase the diversity of our members' backgrounds, career paths, roles, and practice settings, as well as their reasons for being a part of the ONL community.



We have heard from members that they love getting to know fellow ONL colleagues this way, and we are excited to share that Member Spotlights will continue as a regular feature in our communications!

MEMBER COMMUNITY FORUMS

There is tremendous value for ONL members in building a network of fellow nurse leaders and having a community that nurtures their leadership practice. This year, we focused on expanding the opportunities for more frequent member-to-member connection and dialogue. In fall 2022 we launched our Member Community Forums; online discussion groups exclusively available only to ONL members through the MyONL portal on our website.

Through both our Member-to-Member Forum and our CNO/Executives Forum, members can ask questions of fellow members, seek input, and share resources and ideas virtually with peers from other organizations, anytime, anywhere, transcending geographical or event boundaries.



OUR IMPACT



1K+



MEMBER NURSE LEADERS

WHO LEAD

275K+

LICENSED NURSES

CARING FOR

1.3M+

PATIENTS



22

PROGRAMS



MORE THAN

5.2K

PROGRAM PARTICIPANTS

MORE THAN

11K

CONTACT HOURS AWARDED



19



EVENTS SHAPING POLICY LED BY ONL AND OUR NURSE LEADERS



1.6K+

LINKEDIN FOLLOWERS



2.2K+

FACEBOOK FOLLOWERS

SUPPORTING ORGANIZATIONS IN DEVELOPING NURSING TEAMS

As nursing departments face tightening budgets and a competitive hiring market, there is a need to think even more strategically about retaining staff, building an engaged, resilient nursing workforce, and preempting burnout. Being intentional and strategic about managing professional development year-round for entire nursing teams is a big undertaking.

ONL **LEARNING SUBSCRIPTION**

To this end, last fall ONL developed and launched a new offering: the ONL Learning Subscription. This enterprise-level subscription supports organizations in making a strategic investment in their team, their goals, and their success through exceptional professional learning along with cross-organization collaboration and community. Participating organizations choose the level of commitment that best meets their needs, with a minimum commitment of \$10,000 annually, and customize how those funds are allocated to ONL membership and programs throughout the year.

We are thrilled to have five organizations participating this year with an average annual commitment of \$15,000 that will be invested in nurse leaders' growth and development through ONL programs and membership!

HOW IT WORKS

Participating organizations commit in advance to an annual spending amount for ONL's educational programs and membership in order to benefit from a 10% cost savings, time savings, and unparalleled professional development programming.

BENEFITS FOR ORGANIZATIONS

The ONL Learning Subscription helps organizations plan for year-round learning and be intentional and strategic about their professional development investment while demonstrating a commitment to their values. ONL helps participating organizations develop a year-long plan for immersing their nurse leaders in rich leadership content, thereby helping build and maintain strong nursing teams. The Subscription augments and complements organizations' internal professional development opportunities while integrating seamlessly. It eases the burden of coordinating professional learning for an entire team, enabling staff to turn their focus to other competing priorities.

WHY IT'S GOOD FOR ONL

This new offering supports ONL's mission directly by helping to expand the reach and impact of our educational programming. Further, this enterprise model has brought increased revenue that can be reinvested in our programs and has helped us forecast future program demand and participation more reliably.



**THANK YOU TO OUR
PARTICIPATING ORGANIZATIONS!**



The Miriam Hospital
A Lifespan Partner



HELPING BETTER MANAGE WORKFORCE CHALLENGES

Healthcare organizations everywhere continue to experience unprecedented workforce challenges: ongoing workforce shortages, surging demand for travel nurses, staff instability, and ballooning expenses. These challenges are a threat to organizations and are bad for both nursing teams and for patients. We have heard from our members that these workforce challenges remain a top concern.

INTRODUCING NURSING WORKFORCE CENTRAL

Responding to this need, ONL is creating and bringing to market a software-as-a-service solution to help healthcare organizations address this critical business problem, working in partnership with Praxie, a leader in developing strategic online software tools. ONL's Nursing Workforce Central helps nursing leaders better manage staffing analytics and optimize their workforce strategy. The product is currently being developed and piloted and will soon be available for purchase.



Empowering nursing leaders to meet the challenges of today—and tomorrow—with strategic workforce insights

EMPOWERING NURSING LEADERS TO BETTER MANAGE WORKFORCE CHALLENGES

- ✓ Gives nursing leaders strategic insight into workforce benchmarks by hospital system size, state & region
- ✓ Measures and tracks progress with dashboards and benchmark comparisons
- ✓ Helps nursing leaders better understand their workforce dynamics with monthly reporting of key data and graphics that can be exported for presentations
- ✓ Offers targeted best-practice recommendations and response plans
- ✓ Enables data-driven recruitment and hiring strategies
- ✓ Reduces costs by providing the insights needed to target investments to address specific issues

EMBRACING OPENNESS TO TRYING SOMETHING NEW

ONL is especially proud of this partnership with Praxie that has required thinking outside the box, longer term planning, and trying something that no other chapter affiliate is doing! It is exciting to expand beyond our existing offerings and diversify our revenue with a product that has tremendous potential to help address key challenges in our sector.

THANK YOU TO OUR PILOT PARTICIPANTS FOR PARTNERING WITH US TO DEVELOP THIS SOLUTION!



WORKING TOGETHER TO ADDRESS WORKPLACE VIOLENCE

ONL's longstanding commitment to helping nurse leaders build and sustain healthy work environments was validated through our 2022-2024 Strategic Planning process and our Fall 2022 Policy Platform survey and focus groups. We heard loud and clear that ensuring nurses' well-being and safe and healthy work environments remains the top priority for nurse leaders.

APPROACHING **WORKPLACE VIOLENCE** IN PRACTICE AND POLICY

OPPORTUNITIES FOR LEARNING AND DIALOGUE

WINTER QUARTERLY MEETING

Our 2022 Winter Quarterly Meeting addressed healthy work environments during the Business Meeting with a facilitated discussion by ONL President Dr. Nancy Gaden, followed by a full day of engaging content delivered by Dr. Renee Thompson, founder and CEO of The Healthy Workforce Institute.

WORKPLACE VIOLENCE TASK FORCE

In January, ONL launched a short-term Workplace Violence Task Force that brought nearly 20 members together to collaborate on this important topic with a more formal structure. Task Force members wisely advised ONL to collect and synthesize existing resources to address workplace violence and make them available to members. This content is available on ONL's website. Additionally, ONL's Policy Position on workplace violence was updated.

SPRING QUARTERLY MEETING

ONL's 2023 Spring Quarterly Meeting brought together more than 100 members to take a deeper dive into current trends and discuss addressing workplace violence in policy and practice. Presenters spoke to the big picture including an evolving regulatory landscape, legislative approaches to addressing workplace violence through policy, and organizational leadership decisions that are shaping how workplace violence is addressed in practice.

TIMELY PROGRAMMING

In partnership with Dr. Renee Thompson's Healthy Workforce Institute, ONL continued to provide in-person, live virtual, and asynchronous online programs focused on building healthy work cultures, including eradicating bullying and incivility.

ADVANCING WORKPLACE VIOLENCE POLICY ACROSS ONL MEMBER STATES

State legislatures sought to address workplace violence in a variety of bills introduced this session. While the proposed legislation is different in each state, common themes include an intent to raise public awareness about the prevalence and impact of workplace violence in healthcare; to allocate resources to address the complex problem; and to increase accountability and penalties for people who threaten or harm healthcare workers. ONL has submitted written testimony and continues to work alongside our members, whose advocacy and influence are shaping policy across the region.

We are optimistic that ONL-supported new workplace violence bills will become law by the end of the legislative session.

ONL MEMBER ADVOCACY IN ACTION



Bristol Hospital VP and CNO Nancy LaMonica (left) and members of her team testify in support of CT Senate Bill 4: An Act Ensuring the Safety of Health Care Workers, a bill that was brought forth as a result of the Bristol Health community's advocacy following a tragic event last fall in which two police officers were ambushed, treated at Bristol Hospital, and ultimately did not survive. The team channeled their anguish into action to raise awareness of the need to do more to protect healthcare and frontline workers.

REFRESHING OUR PRIORITIES AND PURSUING LASTING SOLUTIONS

As the COVID-19 pandemic emergency formally drew to a close this year and legislators shifted focus from temporary responses to longer-term considerations, ONL has been working alongside our members to inform solutions that address the complexity of ongoing and future workforce challenges. Our approach to supporting member advocacy really came alive this legislative session with leaders in multiple states engaging in important policy discussions with industry leaders and their state legislators. No one in healthcare can better speak to the unprecedented workforce challenges than nurse leaders, and ONL has been working alongside our members to inform policy solutions in each state. Through advocacy, partnerships, and collaboration, we are having an impact!



GATHERING MEMBER INPUT ON PRIORITIES

Last fall, we turned to our members to help us refresh our Policy Platform. We had strong participation in the process, with nearly 150 members contributing their perspectives through an online survey and two focus groups. ONL's Government Affairs committee and Board reviewed the survey and focus group findings and incorporated member input to shape ONL's 2023-2025 Policy Platform.

ONL's 2023-2025 POLICY PLATFORM

ONL's Policy Platform presents policy priorities related to our mission, *to advance health care through nursing leadership*. This framework addresses important state policy issues, as well as policy priorities and governance within organizations. With these three pillars guiding our efforts, ONL is working as a centralized hub, sharing information and positioning nurse leaders to advance policy through their own spheres of influence and collaborative relationships.



HEALTHY WORK ENVIRONMENTS

- Workplace safety / violence
- Safe nurse staffing
- Investments in employee supports, wellbeing, and meaningful benefits
- Nurse manager span of control
- Care team re-design



POSITIONING NURSES AND CLINICIANS TO LEAD AND INFLUENCE

- Hospital Board diversity
- Credentialing Committee composition
- Intentional messaging / strategies to elevate the image of nurses and nursing
- State appointments relating to health care decision-making and oversight



NURSING AND HEALTHCARE WORKFORCE DEVELOPMENT

- State policies and priorities related to nursing and healthcare workforce development
- State budgets and workforce implications
- Regulations concerning CNA training/ licensure
- Nurse Licensure Compact
- Social justice policies
- Engagement with state Boards of Nursing

WORKING TOGETHER, WE ARE MAKING AN IMPACT

This spring, we saw exciting policy advancements in our region related to healthy work environments, addressing workplace violence (see p. 8), and the nursing and healthcare workforce. Cultivating relationships and sharing key information contextualized for the local discussion are key strategies to advance nursing influence. While much work remains, we celebrate the progress made thanks to the actions and influence of nurse leaders. ONL members testified both in person and in writing, and ONL also submitted written testimony for a range of bills across our member states, including showing support for bills addressing graduate nurse status, the Nurse Licensure Compact, the nursing assistant pipeline, and opposing bills related to mandatory nurse staffing ratios.

PROVIDING OPPORTUNITIES FOR ALL NURSE LEADERS TO LEARN

EMBRACING VIRTUAL AND IN-PERSON LEARNING

This year ONL defined what the "new normal" looks like with a calendar of educational programs that are offered in person, and virtually. The pandemic pushed us to re-invent our education and leadership development offerings, and with member feedback and the guidance of ONL's Program Committee, we have been able to offer a robust program calendar that is responsive to current learning needs.

Virtual programming remains in high demand and reduces barriers to participation, increasing accessibility across geographic boundaries and lowering overhead costs. Virtual programming also enables ONL to deliver more timely, hot-topic focused content and facilitate more frequent collaboration between our members throughout the year. At the same time, we know that the energy and connection of in-person convenings remains unmatched and incredibly important. Our 2022 Annual Meeting and Winter Quarterly Meeting were cause for celebration as we were finally able to come together again face-to-face as an ONL community! Looking ahead, we plan to continue embracing this blended approach to programming and taking full advantage of the best of both virtual and in-person offerings.

22

PROGRAMS

5.2K+

PARTICIPANTS

MORE THAN
11,000

CONTACT HOURS
AWARDED

LEADERSHIP LUNCH SERIES

An exciting ONL pandemic innovation was our Leadership Lunch Series; a four-part virtual program that is offered each spring and fall. During each session, participants spend 90 minutes learning and gaining inspiration from nationally recognized thought leaders, with protected time to enjoy their lunch! This program offers organizations the opportunity to provide timely and consistent educational content at an affordable price. In organizations that participate together as teams, dialogue and discussion emerges that supports team bonding, collaboration, and ideas to advance practice.

We are excited that this team-based educational offering has enabled us to expand our reach, engaging as many as 700 leaders per series! We are also energized by the remarkable lineup of nurse leaders serving as faculty for these sessions, with speakers sharing diverse perspectives ranging from big-picture thinking to tactical, actionable strategies. The Leadership Lunch Series offers something for everyone at all levels of leadership and a way for organizations to invest in their teams.

FALL 2022-SPRING 2023 LEADERSHIP LUNCH SERIES YEAR-IN-REVIEW TOPICS FOR EVERY LEADER

- Adverse Event Management: The Journey from Harm to Healing
- Discovery and Learning After a Criminal Conviction of a Nurse
- Growing Your Future Workforce: Evidence-Based Components for New Graduate Nurse Transition to Practice Programs
- How Coaching Creates Community: The Foundation for Belonging
- Mentoring Moments: The Gestures of Generativity
- Strengthening a Culture of Clinical Inquiry & Establishing Academic Partnerships to Advance Nursing Science
- Thriving: Leveraging Innovation to Address Pressing Healthcare Challenges and Reignite Our Professional Passion
- Watson's Caring Science as Sacred Activism: How can micro-acts create an environment of healing, connection, and change for informed leadership?

WHAT LEADERSHIP LUNCH SERIES PARTICIPANTS ARE SAYING

"I am so grateful that my organization supports these sessions. I look forward to learning and broadening my thinking during this hour and a half each month. Please keep offering this series!"

"The Leadership Lunch Series is an excellent program! I appreciate the range of topics covered, the contact hours, and the convenient scheduling."

"ONL is always at the forefront of what is relevant to nurse leaders. The Leadership Lunch Series is on point and makes the content accessible to so many members of my team."

DELIVERING TIMELY HOT-TOPIC TRAININGS

ONL strives to be responsive to nurse leaders' needs when developing our educational offerings. We collect feedback on every program through evaluations and build off of recommendations made by our Program Committee. This year, our hot topic programs primarily focused on leading through ongoing workforce challenges. Programs addressing *Rebuilding Teams* and *Nurse Retention* were in such high demand that our initial program dates quickly reached capacity! ONL worked quickly to secure additional session dates so that more members of our community could benefit from these important programs.

2022-2023 HOT TOPICS

Be the Boss No One Wants to Leave: Nurse Retention in Turbulent Times (Dr. Rose Sherman) **SOLD OUT!**

Best Practice Solutions to Disruptive Behaviors in Healthcare (Dr. Renee Thompson)

Effective Communication Skills for a Healthier Work Culture (Dr. Renee Thompson)

Eradicating Bullying and Incivility Self-Study eCourse (Healthy Workforce Institute)

Rebuilding Teams: Coming Together After Falling Apart (Dr. Rose Sherman) **SOLD OUT!**

Reinventing Precepting in New and Challenging Times (Donna Wright)

CONTINUING FOCUS ON LEADERSHIP DEVELOPMENT

As leaders in organizations work tirelessly to onboard new team members, ONL is staying true to our mission to advance nursing leadership by offering best-in-class foundational leadership development programs for nurse leaders at different stages of their leadership journeys. Many organizations have integrated these programs into their leadership on-boarding pathway.

ONL FOUNDATIONAL LEADERSHIP DEVELOPMENT PROGRAMS

The Nuts and Bolts of Nursing Leadership—Custom programs offered for *Nurse Managers/Directors* and for *Emerging Leaders/Charge Nurses* (Dr. Joyce Batcheller and Dr. Rose Sherman)

Nurse Leader Master Class—For nurse leaders already established in a leadership role (Dr. Barbara Mackoff, Dr. Gaurdia Banister, Dr. Leah Gordon, and Deb Gerardi)

Leading Evidence-Based Practice—For nurse leaders at every stage of their leadership journey (Dr. Karey Dufor and Dr. Lynn Gallagher-Ford)

OUR 2022-2023 PROGRAM FACULTY & SPEAKERS



Larissa Africa
MBA, BSN, RN, FAAN



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



Margo Brooks Carthon
PhD, RN, FAAN



Laura Castellanos
MHA



Elizabeth Duthie
PhD, RN, CPPS



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



Leah Gordon
DNP, RN, CNP, FNP-C



Nancy LaMonica
MSN, MHA, RN, PCCN, NEA-BC



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



Rose Sherman
EdD, RN, NEA-BC, FAAN



Jean Watson, PhD, RN,
AHN-BC, FAAN, LL (AAN)



Donna Wright
MS, RN, NP-BC



Gaurdia Banister
PhD, RN, NEA-BC, FAAN



Kevin Browne
DNP, RN, CNS, CCRN-K



Peter Buerhaus
PhD, RN, FAAN, FAANP(h)



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



Nancy Gaden
DNP, RN, NEA-BC



Deb Gerardi
RN, MPH, JD, PCC



Mary Gullatte, PhD, RN,
ANP-BC, AOCN, LSSYB, FAAN



Barbara Mackoff
EdD



Cynda Rushton
PhD, MSN, RN, FAAN



Renee Thompson
DNP, RN, FAAN, CSP



Kaisa Wieneke
MPH

2023-2024 BOARD OF DIRECTORS



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Chief Nursing Officer,
Newport Hospital



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Professional Practice,
Cambridge Health Alliance



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Newton Wellesley Hospital



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Appointed MA State Seat
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PhD, MBA, RN, NEA-BC, FAAN
VP Clinical Affairs, Massachusetts
Health and Hospital Association



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RI State Representative
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Director, Clinical Education & Professional
Development, Elliot Health System



NH State Representative
Carol Long,
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Director of In-Patient
Care Services,
Elliot Health System



Appointed NH State Seat
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Dartmouth-Hitchcock
Medical Center



CT State Representative
Kelly Haeckel,
MSN, RN, CNML, NE-BC
VP Patient Care Services &
Chief Nursing Officer,
Middlesex Health



CT State Representative
Diane Kelly,
DNP, MBA, RN,
President, Greenwich Hospital;
Executive VP & Chief Nursing
Officer, Yale New Haven Health



Appointed CT State Seat

**Jeannette Bronsard,
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

**Sarah Hoffman,
MSN, RN, CENP**

Director of Nursing Operations and
Resources, University of Vermont
Medical Center



Appointed VT State Seat

**Carol Conroy,
DNP, RN, FAAN**

Consultant



Appointed Board Member

**Nadia Raymond,
PhD, MSN/MHA, RN**

Regional Nursing Director, Brigham
and Women's Hospital



Appointed Board Member

**Emily Nguyen,
MSN, RN-BC**

Director of Quality and Safety Bone
and Joint Institute, Hartford Healthcare

**THANK YOU TO ALL OUR BOARD MEMBERS
FOR THEIR WILLINGNESS TO SERVE!**

OUR STAFF



**Amanda Oberlies,
PhD, MBA, RN, FAAN**

Chief Executive Officer



**Ashley Waddell,
PhD, RN, FAAN**

Director, Government
Affairs and Programs



Priscilla Almeida

Executive Assistant



Rachel Melikan, MPA

Marketing and Communications
Consultant



Christine Paci

Accountant

INVESTING IN OUR NURSE LEADERS

The ONL Foundation is a 501(c)(3) dedicated to supporting research, educational, and leadership development initiatives. The Foundation's steadfast commitment to developing and recognizing exemplary nurse leaders is evident in our history of awards and our sustained investment in scholarships for nurses pursuing undergraduate, graduate, and doctoral degrees.

2023 AWARDS AND SCHOLARSHIPS

MARY B. CONCEISON AWARD

For Excellence in Nursing Leadership



Helene Thibodeau
DNP, RN, CRRN, NEA-BC

ELAINE K. SHERWOOD AWARD

For Excellence in Service



Joseph Gordon-Reznar
MPA, BA, BSN, RN, NE-BC

PRESIDENT'S AWARDS

For Excellence in Nursing Leadership



Sarah Sjostrom
MSN, RN ACPN-BC



Susanne Yeakel
MSN, RN, NEA-BC, CNML

MARILYN RINKER AWARD

For Excellence in Nursing Leadership



Sarah Hoffman
MSN, RN, CENP

PAMELA LEIGH VECCHIARINO AWARD

For Excellence in Nursing Leadership



Lisa DeMelis
MSN, RN, CAPA

JANET MADIGAN AWARDS

For Excellence in Advocacy



Betsy Hassan
DNP, RN, NEA-BC, CPPS



Nancy LaMonica, MSN, MHA, RN, PCCN, NEA-BC & the Bristol Health Team



SHARON A. SMITH SCHOLARSHIPS

Supporting Pursuit of Nursing Degrees



Susan Graff Tolman, MSN, RN
Doctoral Program



Martha Kaniaru, MSN, RN CRRN, NEA-BC
Doctoral Program



Jennifer O'Brien, BSN, RN, OCN
Graduate Program

laudio SCHOLARSHIPS

For Outstanding Nurse Managers/Directors



Victoria Franco
BSN, RN



Kari Irwin
MSN, RN, RCIS, NE-BC



Fran Leonard
MSN, RN, AOCN

EXPANDING OUR REACH

THE INAUGURAL ONL FOUNDATION GOLF TOURNAMENT

The ONL Foundation achieved a major milestone this year, launching the inaugural ONL Foundation Golf Tournament, taking place at the award-winning Newport National Golf Club on June 7th, 2023. With a goal of raising \$25,000, the tournament is this year's signature fundraising event for the ONL Foundation.



THANK YOU TO OUR
TITLE SPONSOR!



Lifespan
Delivering health with care®

MASSACHUSETTS RN LICENSE PLATES

In 2017, ONL embarked on a journey to create an RN license plate for the Massachusetts driver. This custom plate is a way to celebrate the profession and to demonstrate pride in being a nurse or show support for nurses. All proceeds from the license plates go directly to the ONL Foundation and are used to develop and empower more nursing professionals.

Plates are available through the RMV. The number of plates on the road is growing, and during the past year, this initiative has brought in more than \$10,000 to the ONL Foundation.

800+
MA RN LICENSE
PLATES ON
THE ROAD

MORE THAN
\$10K
RAISED FOR THE
ONL FOUNDATION

WHAT ONL MEANS TO ME

"Being an ONL member and having the opportunity to be enlightened by outstanding nursing leaders has been the fuel in my professional tank that keeps me going."

"I joined ONL to build my network and for continuing education. I have remained an ONL member because it gives me the opportunity not only to grow my own practice, but to grow the profession regionally and nationally."

"ONL has been an integral part of my growth, development, and success as a nurse leader. It has provided a critical network of supportive peers and truly amazing educational opportunities."

"Having a team of professional nursing colleagues who openly share, encourage, enlighten, mentor, reinforce, and challenge me during my leadership journey has been a gift."

"ONL is an unmatched resource for networking and collaboration. Having the opportunity to connect and share ideas with nursing leaders from across the healthcare system with varying levels of experience has allowed me to become the leader I am today."

"I am an ONL member because I want to give back to a profession that I love, and ONL is a wonderful way to do that. The content is always excellent, and the networking is simply the best in the entire New England region."

"ONL always has its finger on the pulse of what nurse leaders are experiencing and what they need. Whether its training, a space for camaraderie and collaboration, or support influencing policymakers and legislators, ONL is there."

"ONL brings together an inspiring, motivated group of nurse leaders who are committed to continuous learning and advancement of the nursing profession."

I am a better nurse leader and can better support my team thanks to ONL."

"ONL is my one stop shop for leadership development!"



ONL | Organization of Nurse Leaders

Advancing a culture of health.



781-272-3500
info@oonl.org



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facebook.com/OrganizationofNurseLeaders
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PO Box 178
Whitinsville, MA 01588



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