

Benjamin Farber, DNP, RN, CENP

BIO

Ben Farber currently serves as Vice President, Patient Care and Chief Nursing Officer for Eisenhower Health in Rancho Mirage, CA, leading practice and culture for the organization's 1700 RNs, LVNs, NPs, and CNAs, and supporting the leadership teams for Volunteer Services, Chaplaincy, Respiratory Therapy, Physical Therapy, Speech Therapy, and Occupational Therapy.

Ben previously worked for the Cleveland, OH based University Hospitals and Health Systems in a dual role as a System Associate Chief Nursing Officer for the West Region and in the Chief Nursing Officer role at University Hospitals Elyria Medical Center. Other previous positions include serving as the Chief Nursing Officer at Peace Health Sacred Heart Medical Center, University District in Eugene, Oregon and as the Senior Director of Patient Care Services at Mercy Southwest in Bakersfield, California. In 2018 he was named a "Tomorrow's Leader" by the Catholic Healthcare Association of the United States, and to the "20 under 40" by the Eugene Chamber of Commerce.

Ben holds a Doctor of Nursing Practice, Systems Leadership from Rush University, a Master of Science, Nursing, Bachelor of Science, Nursing, and a Bachelor of Science, Physical Education and Kinesiology with an emphasis in exercise science from California State University, Bakersfield. In 2020, he was named a Samuel H. and Maria Miller Foundation Post-doctoral Fellow in the Marian K. Shaughnessy Nurse Leadership Academy, part of the Frances Payne Bolton School of Nursing, Case Western Reserve University.

In 2021, Ben was named as a member of the inaugural cohort of the Coldiron Fellowship, a fellowship created in partnership with the Marian K. Shaughnessy Nurse Leadership Academy, American Organization for Nursing Leadership (AONL), The American Nurses Association (ANA), and the Healthcare Finance Management Association (HFMA).

Ben is an active member of the American Organization for Nursing Leadership, currently serving on the Diversity, Equity, Inclusion, and Belonging Committee (since 2023), The Nurse Manager and Director Fellowship Selection Taskforce in 2022, the 2021 Annual Conference Committee, and as an abstract reviewer for the 2018, 2019, and 2020 annual conferences. He serves on the Association of California Nurse Leaders (ACNL) Philanthropy Committee, and is the President Elect of the Inland Empire chapter of ACNL. Board service includes four years on the board of HIV Alliance in Eugene, Oregon, including two years as board president, six years of service on the Rush-Presbyterian-St. Luke's Nurse Alumni Association board (2018-2024), as well as the Community Board of the Mizell Center in Palm Springs, CA.

STATEMENTS

1. Provide a statement describing the biggest issue facing AONL and potential strategies to address the issue.

The biggest issue facing AONL surrounds workforce. From bedside to leader, an emphasis on recruitment and retention is paramount given the crisis associated with baby boomer retirements and budget threats to nursing education. Potential strategies include:

- The creation of a playbook with evidence-based workforce solutions; Generation specific education for new and rising leaders with a focus on Millennials and Gen Zers.
- A campaign welcoming younger nurses to AONL with resources to help the new leader succeed.

- A campaign to help healthcare leaders and the public understand the workforce and healthcare threats associated with a national decrease in nursing education funding.

2. Describe your actions to increase engagement/belonging within your organization or community.

I was the executive sponsor in creation of a DEIB committee focusing on increasing caregiver engagement and belonging within our organization. The committee currently includes 20 individuals, representing multiple ethnicities, religions, sexual orientations, and gender identities. The focus has been largely on nursing, and increasing knowledge of the diverse workforce and patient population we care for every day. This focus has allowed for sharing of unique perspectives that allow each person to be seen, feel valued, and, ultimately, feel better about the care they're providing to our patients.

3. Illustrate the unique perspective or skills you would bring to the AONL Board.

As a nurse leader, I've had the opportunity to work in multiple states, serving in a diverse range of hospitals and communities. I've had the opportunity to work with underserved communities in underfunded organizations, functioning in turnaround scenarios, as well as affluent organizations in communities with wide access and resources. This has allowed me to develop a leadership style that is thoughtful to the population I am currently serving, from a caregiver, patient, and community perspective. It has also given me insight to how different the needs and expectations of nurse leaders may be depending on their location and setting, allowing for appropriate advocacy.

4. Describe your actions to improve health outcomes through advocacy.

In June of 2023 Eisenhower Health hired its first Student Transition Associate Residency (STAR) cohort. The program created opportunity for students who need income to work in a way that enhances their education rather than distracting from it. These paid per diem positions also permitted students to practice skills tailored to their educational progression, while serving the organization in a direct care role. Space constraints do not allow detailed information on the reported ethnicity, or census reported finance of zip codes, these pipeline positions have contributed dramatically to our workforce, allowing us to care for more patients and increasing diversity in the nursing workforce.