

## **Dale E. Beatty, DNP, RN, NEA-BC, FAONL**

### **BIO**

Dr. Dale E. Beatty is the Chief Nurse Executive and Senior Vice President at Stanford Health Care, a premier academic health system and the flagship hospital of Stanford University. He has twenty-five years of experience as a Chief Nurse Executive in highly reliable healthcare systems. Stanford is advancing toward our five-year ANCC Magnet designation.

Dr. Beatty holds a BSN from Ohio Wesleyan University, an MSN with Distinction from DePaul University in Chicago, Illinois, and a DNP from the University of Illinois at Chicago, Illinois. He is a Fellow of the Academy of Diversity Leadership in Nursing, a Fellow of the American Academy of Nursing, and a Fellow of the American Organization for Nursing Leadership.

A long-standing member of the American Organization of Nursing Leaders, he has served on the AONL Nominations Committee. Dr. Beatty also actively participates in the AONL Affiliates meetings. Additionally, he served on the Boards of Directors for the Illinois and California State Nursing Leadership organizations. He served as President of the Illinois Organization of Nursing Leaders (IONL) in 2011 and President of the Association of California Nurse Leaders (ACNL) in 2023. At ACNL, he served as the Board Liaison for Communication and Voice, the Finance Committee, and the Nomination Committee. He is the recipient of the Inaugural Diversity, Equity, Inclusion, and Accessibility & Anti-Racism Leadership Award at the 47th ACNL Annual Program.

Dr. Beatty is the recipient of Sigma Theta Tau International Honor Society of Nursing & the University of Illinois's Leadership Recognition Award for 2015 and the recipient of the UIC College of Nursing Outstanding Alumnus Award for 2021. Dr. Beatty was also recognized by US News and World Report's Top 10 Hospital Chief Nursing Officers in 2022. Finally, he received a Certificate of Distinction and is an Honorary Member of the Philippine Nurses Association of Northern California.

Stanford Medicine is the first Sigma Practice Chapter in the world. Our Stanford Sigma chapter has accelerated our ability to communicate and disseminate knowledge and innovation. Stanford Health Care has over 120 doctorates that prepare nurses to drive practice, education, and research. Dr. Beatty has published and professionally presented his work at the state, national, and international stages. Through philosophical and theoretical integration of Watson's Caring Science, Dr. Beatty continues to advance substantial global contributions to Nursing Caring Science Practice and Policy Leadership. As Chief Nurse Executive, nursing advancements at Stanford Health Care were recognized as national/international exemplars in Caring Science Practice and Clinical Scholarship.

Academic-practice partnerships are essential in building a robust workforce. Dr. Beatty is the Co-Chair of the University of Illinois-Chicago College of Nursing Dean's External Advisory Board. He has also collaborated with the University of California-San Francisco School of Nursing to advance nurses in pursuing doctoral education. Finally, he has collaborated internationally to elevate the careers of over 500 advanced practice Nurses outside the United States.

### **STATEMENTS**

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

AONL faces many issues & challenges. One of the more significant issues is related to enhancing our workforce, and their associated well-being and safety. Workforce shortages have been identified across the county. We must address outdated federal regulations to improve service through advocacy and policy change. Workforce wellness and safety are foundational, and we need to advance federal protection of healthcare workers against violence. In addition, despite the recommendations made by the Future of Nursing, we continue to face a Nursing Faculty Shortage. We must further develop Academic-Practice Partnerships to bridge the gap in salaries and numbers. We must unify our leadership voices.

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

At Stanford Health Care, I served as the Co-Chair for Stanford Medicine's Diversity, Equity, and Inclusion Alignment Committee, which recruited our inaugural Chief Inclusion Officer. I am also the Executive Sponsor of our LatinX Employee Resource Group. In addition, I have sponsored four nursing affinity groups at Stanford Health Care. We now have the Philippines, Indian, Hispanic, and Black Stanford sponsored Nurses Association. These nursing affinity groups are all chaired by Stanford Nursing Leaders. As a result, we have increased the representation of marginalized nurses in leadership positions at Stanford. I received the ACNL inaugural DEIB award for my statewide contributions & impact

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

My career includes twenty-four years as a Chief Nurse Executive (CNE) in premier community and academic healthcare systems and boards. Additionally, I have served as President of the Illinois Organization of Nurse Leaders (IONL) and President of the Association of California Nurse Leaders (ACNL). In these leadership roles, my focus has been on advancing the healthcare workforce, policy, and advocacy, as well as promoting nursing leadership and championing diversity, equity, inclusion, and belonging (DEIB) and health equity. Through the lens of a minority nurse leader, I would bring unique and valuable knowledge to the AONL Board, armed with significant professional and academic experiences.

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

At Stanford Health Care, I serve as the Co-Chair for Stanford Medicine's Diversity, Equity, and Inclusion Alignment Committee. This work informed and recruited our inaugural Chief Community Engagement and Health Equity Officer. Stanford also sponsored and disseminated our Health Equity work at the National Black Nurses Association Annual Meeting in 2022, and I co-presented at the NBNA 2023 Annual Meeting in August 2023. We also published our work on health equity, accompanied by a concept analysis in Elsevier B.V. Additionally, I led the Patient Family task force at SHC, which aligned current county, state, and federal regulations to ensure safety during the pandemic and published our work.