

Lisbeth Votruba, MSN, RN, CAVRN, FAONL

BIO

Lisbeth Votruba is a seasoned healthcare executive and board member. She has 29 years of healthcare experience with 10 years in healthcare technology. She started her career in critical care and has worked as a clinical nurse specialist and Magnet program director. Currently she is the chief clinical officer of AvaSure, leading and developing the clinical strategy for products and services, driving the research agenda and engaging in high performance partnerships with top health system customers. She was instrumental in helping the company scale from a start-up to a market leader. In her 10 years the organization has grown the hospitals they serve from 50 to over 1,200 across the US and Canada. She is the pioneer of virtual sitting and has a vision to revolutionize inpatient care delivery through virtual care. She is a nurse “intrapreneur” committed to continuous improvement of healthcare and the diffusion of new technologies to drive patient and staff safety. She has published multiple research articles on technology and patient safety, is a sought-after speaker and was recognized as one of Becker’s Patient Safety Experts to know in 2023 & 2024. She is currently focused on virtual nursing models and is participating as a subject matter expert on the task force that has defined the role of the virtual nurse and the creation of a virtual nurse certification from the Medical Surgical Nursing Certification Board.

As a third-generation nurse, she believes she has a duty to give back to the community and the profession. She is currently serving on the Foundation Board for the American Organization for Nursing Leadership (AONL) and is a charter member of AONL’s Corporate Advisory Council. She serves as a Doctor of Nursing Practice Practicum Advisor, Health Innovation and Leadership students at the University of Minnesota. She is president of the Board of Directors for Our Hope, a residential treatment center for women in Grand Rapids, MI. She was appointed by the Board of Nursing in Michigan representing Michigan’s nurses on the Health Providers Recovery Committee, which oversees the state’s monitoring program for healthcare professionals struggling with impairment due to substance use disorder and/or mental illness. She served on the inaugural taskforce that developed the Certified Acute Virtual Registered Nurse credential, which has since certified nearly 200 nurses nationwide in just over two years.

In her free time, she enjoys paddle-boarding, running, hiking, and travelling. Although she is a harpist, she tries not to feel guilty about not practicing very often outside of Christmas.

STATEMENTS

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

The biggest issue facing AONL is the uncertainty driven by external forces that include political pressures, workforce challenges, and evolving market demands. Nurse leaders must make decisions in complex, shifting environments while advancing quality care. AONL must support members in leading through ambiguity with strategic foresight, innovation, and advocacy. We must balance readiness with bold action using disruption as a catalyst to reimagine care models, strengthen nursing leadership, and proactively shape the future of healthcare.

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

I focus on fostering engagement and belonging by creating platforms where virtual and bedside care teams connect, collaborate, and learn from one another. Our annual symposium creates an environment where nursing leaders and frontline staff share best practices and build community; in

2024, it included presentations from 23 hospitals. I also prioritize the dissemination of research, underwriting a published study on bedside nurses' perceptions of virtual care and mentoring a researcher whose work on virtual provider engagement I helped bring to a national stage, bridging role-based divides and modeling team cohesion across evolving care settings.

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

I bring a strategic growth mindset, a passion for innovation, and a deep commitment to nurse well-being. With over a decade of executive leadership in healthcare technology, I helped scale a startup into a market leader and establish a nationally recognized standard of care. This experience gives me insight into developing and delivering practical, mission-aligned solutions that support both frontline nurses and organizational performance. My perspective is also shaped by lived experience and service on boards focused on nurse recovery and community wellness, grounding my leadership in empathy, clarity, and a drive to elevate the profession

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

Improving health outcomes through advocacy starts with protecting the well-being of those who provide care. Advocating mental health equity, I've focused on supporting nurses and healthcare workers. As Michigan's Board of Nursing representative on the Health Professional Recovery Committee, I championed support for clinicians facing mental health or substance use challenges, enabling them to stay in the workforce safely. I also testified at a Michigan Senate hearing on patient safety of geriatric patients and have advocated flexible staffing, workplace violence prevention, and nurse title protection through MONL and ANA in Michigan, impacting care delivery across the state.