Simmy King, DNP, MBA, NE-BC, FAAN

BIO
Dr. Simmy King serves as the Chief Nursing Informatics and Education Officer at Children's National Hospital and holds the position of Associate Professor of Pediatrics at The George Washington University School of Medicine and Health Sciences. Emphasizing the importance of innovation, she spearheads initiatives in digital transformation, workforce education, and wellness strategies to improve clinical outcomes and promote the integration of technology into nursing practice. Through her leadership, Children's National was the first organization in Washington, DC to achieve recognition as ANCC Practice Transition Accreditation Program with distinction in 2019, and more recently as one of fve organizations globally, and the first pediatric hospital, to achieve the ANCC Well-being Excellence™ credential.

Dr. King's impact on nursing education and interprofessional practice is substantial. She has established academic-practice partnerships, advocated for diversity within the nursing workforce, and developed programs designed to prepare nurses for a dynamic, tech-enable healthcare ecosystem. Her expertise in trauma-informed care led to the development of a validated tool to assess knowledge, attitudes, and practices, which were used in both academic and clinical settings.

Beyond her leadership roles at Children's National, Dr. King actively participates in professional and civic organizations. She has held positions such as appointed member and Treasurer of the American Organization for Nursing Leadership (AONL) Board of Directors, At-Large Member of the Virginia Organization for Nursing Leadership (VONL) Board, and Commissioner for the City of Fairfax Commission for Women, advising on policies affecting women and girls. Her engagement with AONL includes serving on the membership committee, diversity, equity, inclusion and belonging committee, and currently on the LITT committee. She co-authored the AONL Nurse Leader's Role in Digital Transformation and recently co-led the development and facilitation of the AONL Pre-Conference session titled "Empowering Nurse Leaders in the Digital Revolution: Redefining the Future of Health Care." Currently, Dr. King is a Commissioner for the ANCC Commission on Magnet and contributes to the National Advisory Council for Nursing Education and Practice (NACNEP).

Dr. King earned her Doctor of Nursing Practice (DNP) from The George Washington University, an MBA/MHA from the University of Maryland Global Campus, and a Bachelor of Science in Nursing (BSN) from the University of Toronto. Recognized for her exceptional contributions, she recognized as an inaugural Distinguished Alumni by The George Washington University School of Nursing in 2020 and inducted into the American Academy of Nursing in 2022. As an Academy member, she actively engages with the Expert Panels on Child and Adolescent Health and Health Equity, contributing to the advancement of healthcare practices and policies, AI Taskforce, and elected to the Nominations Committee in 2024.

STATEMENTS
1. **Provide a statement describing the biggest issue facing AONL and potential strategies to address the issue.**
   AONL faces several pressing challenges, including legislative impacts that impact healthy work environments, workforce stabilization, financial turbulence, and workplace violence. To address these, leadership development programs must foster resilience and adaptability in healthcare leaders. Workforce retention and well-being initiatives must promote belonging, alongside

partnerships to align nursing education with future-oriented, digital competency. Advocacy efforts must address workplace safety legislation and financial stability across healthcare. Creating collaborative platforms to share innovative solutions and best practices ensures nurse leaders thrive amidst complexity and change.

2. **Describe your actions to increase engagement/belonging within your organization or community.**
   Through our nursing pathway and NCLEX Prep programs, nursing students and incoming nurse residents connect with future colleagues and develop a sense of belonging before starting their careers. Our transition to practice program has maintained over 85% first-year retention since 2020 through 1:1 well-being check-ins and group mentoring, promoting psychological safety and addressing workplace trauma. I also led the implementation of simulation-based training focused on addressing microaggressions and racism in the workplace. As a Fairfax City Commissioner, I advised on policy matters affecting women and girls, including co-authoring a resolution to eliminate all forms of discrimination.

3. **Illustrate the unique perspective or skills you would bring to the AONL Board.**
   I possess a blend of expertise in leadership development, promoting well-being, and implementing technology-driven solutions. My qualifications encompass designing leadership development programs to address workforce challenges, creating inclusive environments that prioritize belonging, tackling workplace violence through team collaboration, and implementing digital solutions to address systemic barriers and cognitive burden. Participating in the AONL Advocacy Academy and congressional visits has equipped me with insights and tools to advocate effectively for nursing. Through previous board experiences, I have gained skills in leading teams and advancing agendas to meet strategic goals.

4. **Describe your actions to improve health outcomes through advocacy.**
   As a senior advisor for the Advocacy and Well-being Steering Committee and a Child Health Improvement Plan committee member, I facilitate opportunities for nursing staff to attend advocacy days and address legislative issues to improve children's health. My focus on mental health and trauma-informed care has led to the implementation of trauma-informed care across the organization and the submission of testimony to the DC Adverse Childhood Experiences Taskforce, advocating for multi-sector collaboration to mitigate the effects of childhood adversity on health. I also secured funding to train Youth Mental Health First Aid Instructors for clinical staff, promoting early detection and referral.