



FOR NURSING LEADERSHIP  
RESEARCH AND EDUCATION™

# Biannual Report

Summer 2025

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## Your Support Has Shaped 15 Years of Nursing Leadership Excellence

This year marks the 15th anniversary of the American Organization for Nursing Leadership (AONL) Foundation for Nursing Leadership Research and Education—and what a meaningful milestone it is!

Over the past 15 years, your generosity and steadfast support have profoundly shaped the professional growth and development of nurse leaders nationwide. It's a pleasure to reflect on how, together, we continue advancing the Foundation's vision of a healthier tomorrow through nursing leadership, while fulfilling our mission: to provide resources that create opportunities to bridge science and practice in shaping the future of nursing leadership.

Thanks to your continued engagement, your contributions have provided critical financial aid and fueled essential research in nursing leadership science. We simply cannot thank you enough. Your pledges, partnerships and individual donations have empowered nurse leaders at every career stage to attend AONL educational programs, fellowships and leadership events. Additionally, your support has funded grants for nurse leaders, nursing faculty and researchers—helping them advance their work and share insights that strengthen our profession.

Your ongoing commitment also allows the AONL Foundation to partner with industry leaders to host executive dialogues, roundtables, symposiums and Think Tanks on timely, complex topics—ensuring nurse leaders are equipped to lead through today’s dynamic health care landscape. Especially in these times, your generosity makes a difference in the lives of so many. Every achievement we celebrate belongs to you as well, because the Foundation’s mission would not be possible without you—a valued friend of the Foundation.

As the seasons change and autumn approaches, we invite you to join us in supporting the AONL Foundation’s Fall Donor Match Campaign—a wonderful opportunity to make a meaningful difference! Your gift will fuel vital research in nursing leadership science, and thanks to our generous match, every dollar you give will be doubled. Together, we can directly advance evidence-based leadership and help shape the future of our profession.

This milestone year is a heartfelt reminder of how grateful we are for your ongoing partnership. It’s through your generosity that we’re able to strengthen nursing leadership, support nurse leaders, and improve health outcomes in every community we serve. Together, we are building a stronger, healthier future for our profession and those we care for.

In gratitude,



**Claire M. Zangerle, DNP, MBA, RN, NEA-BC, FAONL, FAAN**

*President and Chief Executive Officer*

AONL Foundation for Nursing Leadership Research and Education

*Chief Executive Officer*

American Organization for Nursing Leadership (AONL)

*Chief Nurse Executive*

American Hospital Association (AHA)



# Celebrating 15 years of AONL Foundation



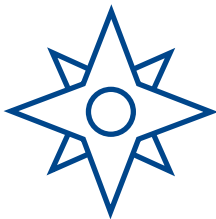
## IMPACT AT A GLANCE

From 2010 to 2025



**80+**

publications,  
presentations and  
posters resulted from  
AONL Foundation  
research grants



**\$50,000**

in financial aid given  
to nurse leaders to  
attend the nurse  
manager and nurse  
director fellowships



More than  
**\$500,000**  
given in **AONL**  
**Foundation grants**



**10**

Educational  
resources  
published

**7**

Think Tanks and



**2**

Leadership Symposiums

## FUNDRAISING UPDATE

The annual AONL Foundation fundraiser at Fenway Park in Boston, MA, was an overwhelming success! The event was sold out!

Nurse leaders and industry partners enjoyed an evening of networking and fun in the Aura Club, an upscale, private space within the historic ballpark. In addition to classic food and drink options like hot dogs, ice cream and pretzel bites, the group enjoyed tours of the ballpark, photos with Wally the green monster mascot and raffle prizes.



During our AONL annual conference \$10,000 challenge, we were able to meet the match and raise a total of \$30,000, which has allowed us to expand our Financial Aid program to offer new opportunities for 2025 onward.



## FINANCIAL REPORT

January through June 2025

**\$30,000**

in corporate sponsorships



More than

**\$50,000**

from long-term pledges and partnerships

More than

**\$51,000**

in individual donations



## FINANCIAL AID

Named in honor of CEO Emeritus Pamela Austin Thompson, the Pamela Austin Thompson Fellowship Fund supports nurse managers and nurse directors attending the AONL Fellowship programs, with priority to those from small, rural or critical access organizations. This year's recipient is Heather Entler, BSN, RN, nurse manager, Adena Pike Medical Center in Waverly, OH. Thanks to generous support from donors, the AONL Foundation is proud to offer financial aid every year to one or more individuals seeking to participate in this impactful program.



*From left to right: Renee Dalton, RT, cardio-pulmonary manager; Heather Entler, BSN, RN, nurse manager; Erin Hamilton, inpatient manager.*



**"Without this support, I may not have been able to take advantage of such a transformative opportunity. The financial assistance not only removed a significant barrier but also reaffirmed my commitment to lifelong learning and professional development."**

– Heather Entler, BSN, RN, nurse manager, Adena Pike Medical Center



**"Heather's growth has translated into more confident, proactive leadership within our department. Her mentorship of newer nurse leaders is another testament to how the Fellowship program's influence is extending well beyond her individual development."**

– Brandy Strain, MSN, RN, director of nursing, Adena Pike Medical Center

## Financial Aid Program Expanding in 2025

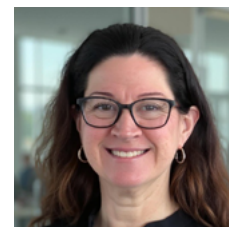
Financial aid is now available for AONL Finance and Business Skills for Nurse Managers, Nurse Manager Institute and Leadership Lab programs. Priority will be given to nurse leaders in small, rural and critical access health systems, as well as new nurse leaders. Visit our website for more information.



*The Foundation welcomes two new members to the Corporate Advisory Council: Artisight and VirtuAlly. **The Corporate Advisory Council** brings together health care industry leaders to help create a healthier tomorrow through nursing leadership. The council, composed of our industry partners, assists the AONL Foundation in its mission to provide resources that create opportunities to bridge science and practice to shape the future of nursing leadership.*



**Artisight** is a Smart Hospital platform powered by artificial intelligence (AI) computer vision and ambient intelligence. They help health systems improve care quality, reduce clinician burnout and operate more efficiently—without adding burden to staff. Their solutions support virtual nursing, remote observation, workflow automation, clinical documentation, safety monitoring and more, all through a unified, scalable platform. Built by practicing clinicians, scientists and prior health care executives, Artisight is committed to helping hospitals create a more sustainable, patient-centered future.



*Karie Ryan, MS, RN, BSN, chief nursing officer, Artisight*

Karie Ryan shares her story:



**“After witnessing the care a family member received following a traumatic event, I knew nursing was where I belonged. What began as a passion for providing hands-on care evolved into a deep commitment to leadership—supporting clinicians in reaching their full potential and shaping the environments where care is delivered... At Artisight, we believe that the best health care technologies are designed by and for clinicians. That’s why we work closely with frontline care teams to deliver scalable, intelligent solutions that truly reduce burden and improve outcomes.”**

Artisight’s involvement with AONL stems from a shared commitment to advancing nurse leadership and innovation in care delivery. Its chief nursing officer is an active member of AONL and currently serves on the Leadership, Innovation, Technology and Transformation (LITT) Committee. Through this partnership, Artisight has had the opportunity to engage in meaningful conversations about the evolving role of technology in nursing and how leaders can shape the future of care through thoughtful, scalable innovation.



VirtuAlly revolutionizes health care with cutting-edge virtual care services, offering virtual nursing and telesitting staffing solutions. Through strategic technology partnerships, VirtuAlly tailors its services to meet the unique needs of healthcare systems. Founded in 2021 by experts from a leading academic medical center, VirtuAlly offers flexible deployment options, including full-service packages, hybrid models, and consulting services to tailor solutions to each facility's needs.

Angel Bozard shares her inspiration for getting involved with the AONL Foundation Corporate Advisory Council:



*Angel Bozard,  
MSN, RN,  
CENP, CAVRN,  
chief nursing  
officer, MSN,  
VirtuAlly*



**"We got involved with AONL Foundation through a recommendation from a current member. As the chief nursing officer, I am privileged to witness the extraordinary compassion our virtual team extends not only to patients but also to the dedicated bedside teams who tirelessly care for them. It's inspiring to see how these nursing teams and their leaders have revolutionized their workflows, enhancing care quality and restoring emotional well-being. My journey into health care wasn't conventional, but my passion for serving others was undeniable. This calling led me to nursing school, and I proudly graduated just weeks after welcoming my fourth child into the world!"**

In the current health care landscape, embracing integrated care models presents a remarkable opportunity to address hospital staffing challenges. Although still emerging, these models are already demonstrating their potential to ease workloads, enhance care delivery and retain essential healthcare staff. Now is the perfect moment to explore the capabilities of artificial intelligence, which is still in its early stages. This exploration will be pivotal in shaping the future, identifying areas where AI can enhance healthcare and those where the human touch remains irreplaceable.

**A Special Thanks to All 2025 Corporate Advisory Council Members**





*From left to right: Ali Morin, MSN, RN, NI-BC, chief nursing informatics officer; Susan Grant, DNP, RN, NEA-BC, FAAN, chief clinical officer; Lori Bonnstetter, Sr. director, product management; Karissa Fuller, commercial managing director; Patricia Dorgan, Sr. director, product marketing; Kristin Russel, chief marketing officer; Scott Sbihli, chief product officer; Mary Rothschadl, solution executive; Luisa Quentin Sholkovitz, director of product marketing; Mike Mast, VP product marketing.*

## 2025 Friend of the Year

The AONL Foundation Friend of the Year Award recognizes an individual or organization that has made a profound impact on helping the Foundation advance its mission through their personal or organizational financial support, in-kind donations, volunteerism, and other activities. The 2025 Friend of the Year Award is **symplr**, a highly regarded software company, who cosponsored the Foundation's Leadership Symposium for Nursing Leaders on Artificial Intelligence. symplr also cosponsored the Beyond Gratitude program, a collaboration between the AONL Foundation and the DAISY Foundation, which encourages stakeholders to go beyond gratitude to support the emotional health and well-being of nurse managers. Karlene Kerfoot, symplr's late chief nursing officer, was a member of the Foundation's Corporate Advisory Council.



*From left to right: Eileen Lake, PhD, RN, FAAN, professor of nursing and sociology, Edith Clemmer Steinbright professor in Gerontology, and associate director of the Center for Health Outcomes and Policy Research, University of Pennsylvania School of Nursing; Tina Mammone, PhD, RN, CENP, NEA-BC, FACHE, Board Chair, AONL Foundation.*

## 2025 Researcher of the Year

The AONL Foundation Nurse Researcher Award recognizes an individual who has made a significant contribution to nursing and health systems research. The 2025 Researcher of the Year is **Eileen Lake**, PhD, RN, FAAN, professor of nursing and sociology, Edith Clemmer Steinbright professor in Gerontology, and associate director of the Center for Health Outcomes and Policy Research, University of Pennsylvania School of Nursing in Philadelphia.





*From top left to bottom right: Judith Hahn, PhD, RN, CPHQ, executive director of professional practice, Yale New Haven Hospital; Danielle Huseman-Maratea, MBA, BSN, RN, NE-BC, CPHQ, Magnet-integration manager, Office of Nursing Excellence, Yale New Haven Hospital; Kelly Nicholson, PhD, MPH, RN, NEA-BC, NPD-BC, nurse scientist, Yale New Haven Hospital; Kathleen E. Fitzpatrick Rosenbaum PhD, RN, CCRN, National Clinician Scholars Program Fellow, postdoctoral fellow at Yale University School of Nursing & School of Public Health, Research Fellow at Yale New Haven Hospital; Deena Costa, PhD, RN, FAAN, associate professor at Yale School of Nursing, associate professor, nursing, pulmonary, critical care & sleep medicine, co-director, National Clinician Scholars Program; Giselle O'Connor, MPH, Program Manager, Yale University School of Nursing.*

## 2025 Grant Recipient: Yale School of Nursing and Yale New Haven Health System

*Nurse manager turnover, span of control and its associations with nurse turnover and patient outcomes in an academic health care system:  
A longitudinal analysis*

About one in every five registered nurses working in a hospital have left their job in 2021 and 2022 (corresponding to 22-27 percent turnover). This persistent turnover of acute care nurses presents a substantial threat to the health and well-being of hospitalized patients, families, nurses, and health care systems. Job dissatisfaction relating to work environment





**“This grant kicks off a series of collaborative projects to expand the academic practice partnership between the Yale School of Nursing and the Yale New Haven Health system with a key emphasis on developing a joint program of research. The learnings from this project will inform continued improvements to the YNHHS workforce and develop larger scale workforce research in nursing. Our collaborative work aims to enhance the capacity of research in nursing workforce and recognizes the potential for academic practice partnerships beyond clinical skills, to develop nursing research to its highest capacity.”**

- Yale School of Nursing and Yale New Haven Health System Research Team

is the primary reason nurses consider other jobs or leave the profession. Nurse managers, who provide direct supervision to nurses working inpatient units and have oversight and influence on the work environment, can greatly impact nurse turnover.

Our previous work suggests that improvements in nurse manager leadership and ability are significantly associated with less staff nurse turnover, but nurse managers also face increasing pressures in their roles and practice; large and variable spans of control make the work of modern nurse managers untenable. A more detailed understanding of how nurse manager turnover may contribute to staff nurse turnover, nurse satisfaction, and nurse-sensitive indicators is needed, as well as how the relationship between nurse manager turnover and staff nurse turnover may be influenced by nurse staffing, the work environment, or nurse satisfaction.

Our work includes a detailed longitudinal assessment of these relationships to inform future interventions to address turnover at all levels and provide guidance for nurse leaders to best support the nursing workforce.

Expected Publication: Fall 2026

***An Examination of  
Workload, Responsibilities,  
and Barriers to Equitable  
Access to Leadership Roles  
Peri Pandemic: A National  
Study of Nurse Managers***

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Sandra Galura, PhD, RN University  
of Central Florida and team

Leadership Equity / Equitable Health  
Care Research Grant made possible by  
a generous gift from AMN Healthcare.

Expected Publication: Late 2025

***Care Delivery Models in  
Acute Care Hospitals:  
A Mixed Methods  
Descriptive Study***

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Heather Nelson-Brantley, PhD, RN,  
NEA-BC, University of Alabama  
Birmingham Lindell Joseph, PhD,  
RN, FAAN, FAONL, University of  
Iowa College of Nursing

Made possible through partnership  
with Association for Leadership  
Science in Nursing

Expected Publication: Late 2025

***Understanding Chief  
Nursing Executive Turnover***

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Cheryl Jones, PhD, RN, FAAN,  
University of North Carolina  
Chapel Hill  
Donna Havens, PhD, RN, FAAN,  
Villanova University M. Louise  
Fitzpatrick College of Nursing

Expected Publication: Late 2025

***The Role of the CEO in  
Organizational Priority  
Setting for Nurse Manager  
Recognition***

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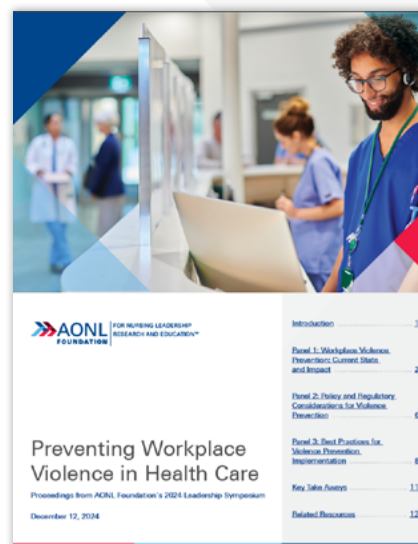
Lindell Joseph, PhD, RN, FAAN,  
FAONL, University of Iowa College  
of Nursing

Expected Publication: Summer 2026

## Workplace Violence Leadership Symposium

**December 12, 2024**

This Leadership Symposium consisted of three facilitated virtual panel discussions about workplace violence prevention efforts. The program convened health leaders from national organizations including the AONL, Institute for Health Improvement, American Nurses Association, International Association of Healthcare Security and Safety and others for a dialogue about one of the most important issues facing nurse leaders today. The symposium explored many aspects of workplace violence prevention, including simplified reporting systems, executive accountability, utilizing data and relevant training. The white paper is available for download at <https://www.aonl.org/foundation>.



## Artificial Intelligence for Nurse Leaders: Learning Together Think Tank

**January 23, 2025**

Led by moderators Patricia J. Mook, DNP, RN, NEA-BC, FAONL, vice president of nursing operations at Advocate Health, and Kelly Aldrich, DNP, RN, NI-BC, FHIMSS, professor and director of innovation, nursing informatics at Vanderbilt University School of Nursing, the Think Tank featured a group of more than 30 experts in industry, practice, and academia to discuss how AI can empower nurses, reduce practice burdens and allow nurses to focus their expertise where it matters most. The white paper is available for download at <https://www.aonl.org/foundation>.



## AONL 2025 Conference \$10K Challenge Donors

Larissa Africa	Susan C Engle	Lindell Joseph	Donna Richardson
Amy Akers	Nickolaus Escobedo	Lisa Kalafus	Sonja Roback
Amy Alsante	Linda Q Everett	Ashley Kamla	Meredith Robison
Damayra Amante	Traci Fick	Lori Koethe	Jethrone Role
Mosha Austin	Kate FitzPatrick	Gay L Landstrom	Jeanine M Rundquist
Deb Baker	Marie Foley-Danecker	Janice Laurore	Pat Samples
Jan Balajadia	Melissa Fritz	Cody Legler	Sharon Santoro
Kristie Elaine Ball	Gabriel Fruge	Brennan Lewis	Dawn Schwartz
Maria Barton	Bonnie Fryzlewicz	Debora Lindewall-Matto	Kimberly Schwenk
Joyce A Batcheller	Shanon L Fucik	Pamela Linzer	Joy Shackelford
Margaret Beckner	Margaret Gagne	Vera Lopez	Carmen Shaw
Crystal Bennet	Cory James Gallant	Eileen Magri	Rebecca Shepherd
Leah Nicole Blackwell	Jill Gehman	Tina Mammone	Amanda Shrout
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Amy Boone	Cheryl Gerdy	David R Marshall	Stephanie Stone
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Aimee Cloyd	Jill Heilskov	Joel Moore	Alexandria Traylor
Kaile Crawford	Stacy Herran	Kathy Morgan-Gorman	Sylvain Trepanier
Rachel Culpepper	Laura Hieb	Allison Morin	Theresa Trivette
Laura Daniels	Margaret Higgins	Lisa Morrissey	E Kate Valcin
Emma Dann	Sandra L Holmes	Yana Nazarov	Lisbeth Votruba
Marthe de la Paz	Terraca Holmes	Todd Nelson	Anthony Wade
Debra Jean Deeken	Chantal Howard	Christi Nguyen	Anthony Watkins
Rusela DeSilva	April Howell	Jennifer Nutt	Denise White
Doreen A Donahue	Cheryl L Hoying	Cari Olvera	Damita Williams
Jeff Doucette	Mary Beth Hunziker	Brad Phillips	Sherri Willoughby
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Jannaeah B Duncan	Linda Jackson	Marie Prothero	Charlotte Winger
Ronella Eaddy	Ramonita Jimenez	Moishe Ragieme	Susanne P Yeakel
Kim Edson	Renee Johnson	Rosanne Raso	Claire M Zangerle
Courtney Emory	Joshua Johnston	Diane Regan	Deb Zimmermann

## Cornerstone Society

The Foundation Cornerstone Society is the new legacy society that recognizes and honors members and friends who have included a gift to the Foundation in their estate plans or another planned giving vehicle. These individuals are dedicated to ensuring support for nursing leadership for generations.



*Rhonda Anderson,  
MPH, RN, FAAN,  
FACHE, principal  
owner, RMA  
Consulting, AONL  
Foundation Board  
Member*



*Lisbeth Votruba,  
chief nursing officer,  
AONL Foundation  
Board Member,  
MSN, RN, CAVRN,  
FAONL*

To learn more or how to get involved, visit  
<https://www.aonl.org/foundation/cornerstone-society>

## Special Recognition



AONL Foundation would like to extend a special thanks to AvaSure for its 10-year commitment to supporting the Foundation's mission.

### Thank You to the AONL Foundation Board

Larissa Africa  
Rhonda Anderson  
Helene Burns  
Lindell Joseph  
Hunter Joslin

Charles Larsen  
Tina Mammone  
Marie (Jay)  
Maningo-Salinas  
David Marshall

Patricia Mook  
Christi Nguyen  
Jay Tyler, Jr.  
Lisbeth Votruba  
Claire Zangerle

### AONL Foundation Staff Support

Erica Cheng  
Kelsey Irish  
Susan Solomon



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