

Nicholas C. Snow, DNP, MS-HPL, BSN, RN, NEA-BC, is a nurse executive known for rethinking how care is delivered and building systems that allow nurses to lead that change. At the University of Utah Health, he leads a complex, multi-specialty ambulatory portfolio spanning infectious diseases, immunology, endocrinology, international travel, and the enterprise Transgender Health Program, where he is responsible for aligning strategy, operations, and clinical care across a growing system.

What defines Dr. Snow's leadership is a clear focus on redesign. He has led the development of nurse-driven care models that expand access, reduce provider burden, and improve outcomes; work that has contributed to significant program growth and downstream revenue. His approach is grounded in a simple belief: the future of healthcare will require new models of care, and nurses must be at the center of building them.

His perspective is shaped by both governance and execution. As a former Magnet Commissioner, he evaluated organizations at the highest level of nursing excellence, developing a national lens on leadership, performance, and accountability. As the 2025 AACN Board Fellow, he continued to build expertise in strategy, governance, and board leadership, bringing a forward-looking view of how nursing organizations can evolve to meet emerging challenges.

Recognized as a 2026 AONL Emerging Professional Voices Honoree, Dr. Snow is part of a new generation of nurse leaders shaping where the profession is going. He brings a perspective that bridges frontline reality and boardroom strategy, focused on workforce innovation, ambulatory care transformation, and designing systems that improve access and outcomes at scale.

At his core, his leadership is about building what comes next; creating environments where nurses don't just adapt to change, but drive it. The future of healthcare will be built by the systems we design today, and nurses must be at the center of that work.