



FOR NURSING LEADERSHIP
RESEARCH AND EDUCATION™

Biannual Report

Winter 2025

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Celebrating a Year of Impact – 2025

As 2026 begins, we pause to celebrate a remarkable 2025 — a year of growth, strength, and renewal for the American Organization for Nursing Leadership (AONL) Foundation for Nursing Leadership and Education. Because of your generosity and commitment, nurse leaders are gaining the knowledge, resources and opportunities they need to lead with confidence and purpose. Your support continues to power our mission and advance the future of nursing leadership.

Building on the milestones we celebrated last summer, the impact of your support is both tangible and far-reaching — transforming the professional lives of nurse leaders and supporting the communities they serve across the nation. In 2025, your generosity enabled the AONL Foundation to advance its mission in meaningful ways. Together, we have:

- **Supported the next generation of nurse leaders through scholarships** for fellowships and professional development opportunities, ensuring that nurse leaders at every career stage have access to experiences and AONL education programs that bolster their leadership capabilities.
- **Funded innovative research in nursing leadership**, equipping nurse scientists and faculty with resources to explore critical areas of study and share evidence-based insights that advance nursing leadership science.

- **Fostered collaboration and innovation** through initiatives, roundtables and a leadership symposium — addressing timely topics from artificial intelligence to virtual nursing care delivery models providing leaders with knowledge and resources to navigate a rapidly evolving health care landscape.

This is the work you make possible through the AONL Foundation. Your generosity amplifies the impact of nurse leaders, advances nursing leadership science and ensures that research-informed leadership practices reach every corner of our profession. Every grant awarded, every scholarship supporting a nurse leader and every convening of leaders reflects your commitment to those leading the future of health care.

As we look ahead to 2026, we are energized by what we can accomplish together. With your continued partnership, we will deepen our investments in nurse leaders, expand the reach of nursing leadership research and strengthen the specialty of nursing leadership nationwide. In return, we remain committed to providing our community of donors and partners with valuable resources, learnings and opportunities that advance nursing leadership.

Thank you for standing with us throughout 2025 — for your engagement, your advocacy, and belief in the mission of the AONL Foundation. Together, we are building a stronger tomorrow for nurse leaders and the patients, families and teams they serve.

With deepest appreciation,



Tina Mammone

Tina Mammone, PhD, RN, CENP, FACHE
Executive Director
AONL Foundation

257+
registrants for
Leadership Symposium
on Virtual Nursing Care
Delivery models





71%
increase in total
financial aid and
scholarships awarded

600
downloads of the
Artificial Intelligence
(AI) Think Tank
Whitepaper

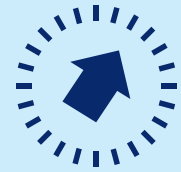


Awarded
one leader a
Pamela Austin
Thompson
scholarship
for the Nurse
Director
Fellowship
Program




The financial aid
program expanded
to include **2** new AONL
education programs:
Nurse Manager Institute
and the Finance
and Business Skills
for Nurse Managers,
providing scholarships
to **10** nurse leaders
across the nation

67%
increase in
number of research
grants awarded
compared to
previous grant
cycle





The AONL Team attends the Annual Fundraising Event at Fenway Park.

► **APR. 1, 2025:** The 2025 Annual Fundraising Event at Fenway Park in Boston, Mass., hosted 500 nurses and interprofessional leaders from the AONL Inspiring Leaders Conference. Thank you to our sponsors, Advocate Health, Vital.io and CipherHealth for making this event a success.

► **MAR. 30 TO APR. 2, 2025:** The “AONL Inspiring Leaders Conference Challenge Fundraiser” took place in Boston, Mass., and raised a total of \$31,000 for the AONL Foundation Financial Aid Program, which offers scholarships for nurse leaders to attend AONL programs throughout the year. Thanks to an anonymous nurse leader, all donations were matched dollar-for-dollar, up to \$10,000.

► **AUG. 10, 2025 TO AUG. 12, 2025:** The “Friends of the Foundation Giveaway Fundraiser” at the AONL Professional Governance Leadership Conference in San Antonio raised over \$2,000 and promoted awareness of the Foundation’s Financial Aid Program. Thanks to VirtuAlly for sponsoring the giveaway.

► **SEPT. 1, 2025 TO SEPT. 30, 2025:** The “Back to School, Forward in Research Fundraiser” raised \$26,000 for the Foundation Research Grants Program. Thanks to an anonymous nurse leader, every donation was matched, dollar-for-dollar, up to \$10,000.

► **DEC. 2, 2025 TO JAN. 12, 2026:** Thanks to our generous community, the “Foundation End-of Year Fundraiser” raised \$42,600. We extend a special thank you to Herbert and Mary Ann Fuchs for their \$10,000 match challenge that ignited the spirit of giving during the holiday season.

CORPORATE ADVISORY COUNCIL

The AONL Foundation Corporate Advisory Council (CAC) unites health care industry leaders committed to building a healthier future through nursing leadership. The CAC plays a pivotal role in providing resources to support the Foundation's mission to bridge science and practice to shape the future of nursing leadership.

The CAC's Goals are:

- To provide insight and expertise on emerging research, evidence and health care trends.
- To advise the Foundation on research and education programs that will help nurse leaders advance health care through transformational, disruptive and non-disruptive innovative models of care.
- To establish collaborations and provide financial support for the Foundation to work to achieve its mission and vision.

The AONL Foundation is grateful to the members of the Corporate Advisory Council for being part of our thought leadership community, and for their help bringing innovative programs to nurse leaders across the country.



To learn more about the CAC, contact us at aonlfoundation@aha.org.

AvaSure and the AONL Foundation



AvaSure team attends the 2025 AONL Annual Conference in Boston, Mass.

AvaSure is proud to support nurse leaders and the future of nursing leadership through its long-standing collaboration with the AONL Foundation. Beginning in 2022, AvaSure, alongside Brad and Kathleen Playford, committed \$1 million over a 10-year period through 2032 to advance leadership development, research and education initiatives that strengthen the nursing profession. This investment reflects AvaSure's belief that meaningful innovation in health care must be led by nurses and grounded in the realities of clinical practice. With more than 15 percent of its workforce comprised of clinicians, AvaSure ensures nursing voices directly shape its virtual care platform — helping organizations redesign care models in ways that reduce burden, improve safety and elevate the role of nursing leadership.

In 2025, AvaSure is especially proud of its continued partnership with nurse leaders as they scale virtual care from pilots into enterprise-wide strategies. Across health systems nationwide, AvaSure's

virtual nursing, continuous observation and intelligent surveillance solutions are enabling more sustainable staffing models, measurable improvements in patient safety and better alignment between technology and clinical workflows. This commitment was further reinforced in 2025 through the acquisition of Nurse Disrupted, a nurse-led virtual nursing company, bringing front-line nursing expertise even more deeply into AvaSure's care model and innovation strategy. This year also marked continued recognition of innovation through AvaSure's annual AvaPrize Awards, celebrating seven health systems and leaders who are redefining care delivery through virtual care. These achievements, and the collaborative conversations that shape them, were on display at the 2025 AONL Annual Conference, where AvaSure connected with nursing leaders on practical approaches to care model redesign and workforce sustainability. Together with the AONL Foundation, AvaSure is helping ensure that nurse leaders have both the voice and the tools needed to shape the future of health care.



New Publication

This research was made possible through a joint collaboration with the AONL Foundation and the Association for Leadership Science in Nursing (ALSN).

Transforming Care Delivery Models: Insights and Innovations from Nurse Leaders

Susan H. Weaver, PhD, RN, CRNI®, NEA-BC, Bret Lyman, PhD, RN, Heather V. Nelson-Brantley, PhD, RN, NEA-BC, and M. Lindell Joseph, PhD, RN, FAAN, FAONL



Left: Heather V. Nelson-Brantley, Vice President of Research for the Association for Leadership Science in Nursing (ALSN); Right: M. Lindell Joseph, at-Large director on the AONL Foundation board of directors.

Study presented at ALSN September 2025: Joseph, M.L., Brantley, H., Weaver, S., Farag, A., Chipps, E., & Lyman, B. (2025, September 26). *Advancing care delivery innovations in acute care hospitals: A multimethod* [Poster]. 2025 Association for Leadership Science in Nursing International Conference, Atlanta.

This national multimethod study, co-funded by the AONL Foundation and the ALSN, examined care delivery models (CDMs) across acute care hospitals through a survey of 294 nurse leaders and 34 in-depth interviews. Study results indicated that CDM changes were largely reactive, driven by staffing shortages, hospital size and system pressures rather than evidence-based strategy. By identifying predictors of change and developing a three-level typology of organizational drivers, this work equips nurse leaders with a practical framework to guide intentional, system-aligned CDM innovation that strengthens care quality, workforce stability and progress toward the Quintuple Aim.

A poster was presented at AONL Inspiring Leaders Conference 2025 resulting from this work: Nelson-Brantley, H.V., Lyman, B., Weaver, S., Chipps, E., Farag, A., & Joseph, M.L. (2025, April). *Innovations in care delivery: A practice-based typology for driving change* [Poster]. 2025 American Organization for Nursing Leadership Conference, Boston, Mass.

2025 Research Grant Recipient

Accelerating New Nurse Manager Competency Performance: A Multi-Method Pilot Study

Lisa E. Guthrie, PhD, RN, NPD-BC, and
Stacey Wattier, MSN, RN, NEA-BC

- Expected Publication: Fall 2027



Left: Lisa E. Guthrie, nursing research scientist at The University of Kansas Health System; Right: Stacey Wattier, director of nursing, The University of Kansas Health System

The research study aims to evaluate the effectiveness of a comprehensive, multimodal Nurse Manager Transition to Practice program designed to accelerate

competency development, leadership self-efficacy, emotional intelligence and job satisfaction among new nurse managers and nurse manager interns. By integrating in-person instruction, asynchronous learning, simulation, mentorship, and AI-supported goal setting and mentor matching, the program seeks to address persistent challenges in nurse manager preparation and retention. Through quantitative and qualitative measures, the study will generate evidence on program feasibility, participant value and the relationships between confidence to perform competencies and manager satisfaction. Ultimately, findings will inform best practices for onboarding nurse managers, guide future professional development initiatives and provide a scalable model for improving leadership transitions across diverse health care settings.

Updates on Currently Funded Research

Nurse Manager Turnover, Span of Control and its Associations With Nurse Turnover and Patient Outcomes in an Academic Healthcare System: A Longitudinal Analysis

Kelly Nicholson PhD, MPH, RN, NEA-BC and team, Yale School of Nursing and Yale New Haven Health System, New Haven, Conn.

- Expected Publication: Fall 2026

Innovative Teaching and Learning: Key Metrics of an Undergraduate Nursing Academic and Clinical Learning Environment

John Whitcomb, PhD, RN, CCRN, FCCM, Clemson University and team, Clemson, SC

- Presented at the AONL 2026 Annual Conference
- 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

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

- Presented at the AONL 2026 Annual Conference
- Expected Publication: Spring 2026

Understanding Chief Nursing Executive Turnover

Jones, Cheryl, PhD, RN, FAAN, University of North Carolina Chapel Hill and team, Chapel Hill, NC

- Expected Publication: Summer 2026

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

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

- Expected Publication: Summer 2026

2025 Scholarship Recipients

Pamela Austin Thompson Fellowship 2025



Heather Entler,
BSN, RN, nurse
manager, Adena
Pike Medical
Center, Waverly,
OH

Finance and Business Skills for Nurse Managers



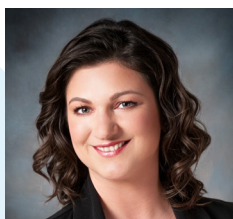
Courtney Hale,
BSN, RN, manager,
patient care services,
ECU Health Chowan
Hospital, Edenton, NC



Jodi Schiff,
BSN, RN, PCCN,
nurse manager
inpatient services,
UVMHN-Alice Hyde
Medical Center,
Malone, NY



Kelsey Gurganus,
MSN, RN, manager,
patient care services,
ECU Health Bertie
Hospital, Windsor, NC



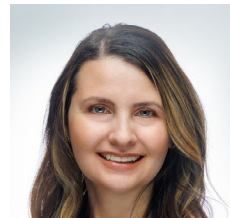
Stephanie Pelan,
MSN, RN, director,
surgical services,
Faith Regional Health
Services,
Norfolk, NE

Building on the program's strong success and positive impact, the Financial Aid Program will proudly expand its scholarships in 2026 to include additional AONL education programs — beginning with the Leadership Lab: Leadership Development for Nurse Leaders program.

Nurse Manager Institute



Amy Wells,
BSN, RN, director of
critical care services,
Hellen Keller Hospital,
Sheffield, AL



Ashley Hums,
DNP, RN, perioperative
services nurse manager,
Saint Joseph Regional
Medical Center,
Mishawaka, IN



Tomica Franklin,
DNP, MSN, RN, nurse
manager,
Harris Health,
Houston, TX



Tishika Bruno-Hill, BSN,
RN, CCRN, interim nurse
manager, PICU, Dell
Children's Medical Center,
Austin, TX

 “The fellowship helped broaden my perspective through a national lens and strengthened my confidence as a systems thinker... (The AONL Nurse Manager Fellowship) helped me extend my reach and accelerated my readiness for the regional director role at Essentia Healthcare”

– Gertrude Thomas, DNP, BSN, RN, CNML,
2024 Pamela Austin Thompson Fellowship
Scholarship Recipient



From left to right, Gertrude Thomas, DNP, BSN, RN, CNML, nurse manager, M Health Fairview, and team member.

New Resources for Nurse Leaders

Virtual Care Nursing: From Readiness to Results

Access the on-demand recording of the Nov. 19, 2025 webinar on Virtual Care Nursing: From Readiness to Results. This Leadership Symposium brought together three panels of nurse leaders to share their knowledge of how to prepare and support the workforce, as well as how to measure success and scale opportunities. Members and non-members can earn contact hours for this program. Thanks to AvaSure for exclusively sponsoring this program. For more information, visit www.aonl.org/foundation/VCNSymposium.



“I know I am an effective leader in part because of

my participation in the AONL Nurse Manager Fellowship. I plan to continue giving back to the Foundation in the future to help provide access to AONL programming to well-deserving nurse leaders.”

– Tiffany Mitchell, 2023 Pamela Austin Thompson Fellowship Scholarship Recipient



From left to right: Tiffany Mitchell, DNP, RN, NEA-BC, PCCN, graduating with her Doctor of Nursing Practice degree, with Christi Nguyen, DNP, RN, CENP, FAAN, clinical assistant professor at University of Texas Arlington and AONL Board Member, Region 7.



The AONL Nurse Manager Institute program strengthened my confidence, broadened my leadership toolkit and reaffirmed my passion for nursing leadership. I leave the program with a clearer vision of the leader I strive to be — one who supports staff wholeheartedly, leads operations with intention and consistently advocates for safe, excellent patient care.

– Tishika Bruno-Hill, BSN, RN, CCRN, interim nurse manager, PICU, Dell Children’s Medical Center, Austin, TX, 2025 Scholarship Recipient

**2025 AONL FOUNDATION FLORENCE NIGHTINGALE GUILD
AND HONOR ROLL OF DONORS**

The AONL Foundation proudly thanks the many individuals and organizations whose generous financial support helps advance our mission. Because of you, we are able to provide vital resources that bridge science and practice and create meaningful opportunities to shape the future of nursing leadership.

From first-time contributors to our most long-standing supporters, every gift makes a difference. Your commitment enables us to continue working toward our shared vision of a healthier tomorrow advanced through nursing leadership.

We gratefully acknowledge the following AONL members and friends for their donations to the AONL Foundation received between January 1, 2025, and December 31, 2025.

On behalf of the AONL Foundation Board of Directors and staff, thank you for your generosity, partnership and belief in the power of nursing leadership.

KEY

- Donor participated in the “AONL Inspiring Leaders Conference Challenge Fundraiser” \$10,000 match challenge
- ▲ Donor participated in the “Back to School, Forward in Research Fundraiser” \$10,000 match challenge
- Donor participated in the “End-of-Year Fundraiser” \$10,000 match challenge

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Platinum Level
(\$10,000 and above):**

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- AvaSure
- CipherHealth
- Deloitte Consulting
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- Kathleen and Brad Playford
- Reset Ventures Fund of the Community Foundation for Muskegon County
- VirtuAlly
- Vital.io
- Claire M. Zangerle ■▲

**Florence Nightingale Guild
Diamond Level
(\$5,000 to \$9,999):**

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- David R. Marshall ■▲●

**Florence Nightingale Guild
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(\$2,500 to \$4,999):**

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**Florence Nightingale Guild
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(\$1,000 to \$2,499):**

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(\$500 to \$999):**

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Although every effort has been made to ensure the accuracy and completeness of this list, errors may occur. Please contact us for any corrections.

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

The Foundation recognizes Carol A. Huebner (Reineck), PhD, CENP, FAAN, Col. (ret.) USA, Professor Emerita, UT Health San Antonio, as a valued member of the Cornerstone Society. Carol's 40 membership and service years with AONE/AONL began during her 31-year Army career. Her most recent of 23 military assignments was as chief nurse executive of the worldwide U.S. Army Medical Command. Through a collaboration with the former Council on Graduate Education for Administration in Nursing (now the Association for Leadership Science in Nursing), she contributed to the creation of a competency-based nursing administration graduate curriculum to help better preparing nurse leaders to meet demands of complex health care systems.

If you would like to learn more about legacy gifts, please reach out to us at AONLfoundation@aha.org.



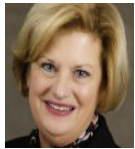
“My husband Michael and I are so confident in the AONL mission we remembered the AONL Foundation in our estate plan. We want to help support the next generation of nurse leaders, bridging science and practice.”

- Carol A. Huebner (Reineck)

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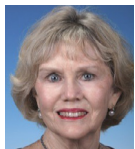
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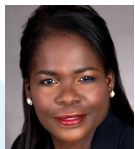
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