Biannual Report

Summer 2026

AONL FOUNDATION
FOR NURSING LEADERSHIP RESEARCH AND EDUCATION™

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WELCOME LETTER



Building Momentum. Expanding Impact. Advancing Nursing Leadership.

The first half of 2026 brought tremendous momentum and progress for the AONL Foundation. As we look toward the remainder of the year, we are energized by what we have accomplished together and excited to build on that progress — reaching more nurse leaders and deepening our impact across the profession.

One of the year's most memorable moments was the AONL Inspiring Leaders Conference in Chicago. On March 31, more than 950 nurse and healthcare leaders gathered at the iconic House of Blues for the Foundation's annual in-person fundraiser. It was an unforgettable evening of connection and celebration — one that generated essential support for our mission and reminded us of the extraordinary contributions nurse leaders make every day.

That same spirit of generosity carried through the 2026 "Rock the Mission" Conference Match Campaign. With matching gifts from two inspiring nurse leaders and contributions from hundreds of supporters, we achieved our fundraising goal and expanded the resources available for scholarships and nursing leadership research. We are deeply grateful to all our Friends of the Foundation.

During the first half of the year, we introduced a new scholarship for the highly sought-after AONL Leadership Lab: Leadership Development for Nurse Managers program. We also launched a call for research proposals focused on eliminating disparities in healthcare outcomes — a priority at the heart of AONL's strategic plan. Building on this progress, we will continue to expand our investment in nurse leader development and nursing leadership science. In the months ahead, we plan to increase both the number and range of scholarships and research grants awarded, creating new opportunities for nurse leaders and researchers across the continuum of care.

As you explore this report, you will see that behind every investment is a nurse leader with an opportunity to grow. Behind every program is the potential to strengthen healthcare through expert and influential leadership. Behind every achievement is a community united by a shared belief in the transformative power of nursing leadership.

None of this progress would be possible without our donors, volunteers, industry leaders, Corporate Advisory Council members, Board members, and community partners. Thank you for believing in our mission and for helping us turn generosity into opportunity, evidence into action, and leadership into lasting impact.

We are immensely proud of the momentum we have built, inspired by what we have achieved together, and confident that our greatest impact is still ahead!

With heartfelt thanks,



Tina Mammone

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

CONFERENCE IMPACT

Annual Fundraiser at the House of Blues in Chicago

$57,000

raised through the **Annual Fundraiser**

950

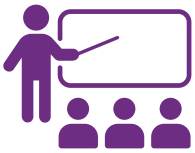
Annual Fundraiser tickets sold

AONL Inspiring Leaders Conference

$18,775

donated during conference registration



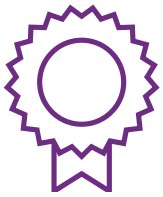


2

Ignite Presentations from Foundation-funded research studies

3

Main stage awards presented



"Rock the Mission" $20K Match Campaign



$60,000

raised for professional development scholarships and research grants



270

leaders showed their support with a gift to the Foundation

Research Keynote: The Human Revolution in the Rise of all Things Technology

On March 31, 2026, at the AONL Inspiring Leaders Conference, the AONL Foundation presented the research keynote, "The Human Revolution in the Rise of all Things Technology," by Christi Dining-Zuber, PhD, MHA, RN, FAAN. The keynote was sponsored by Johnson & Johnson, and Anna Caravaggio, MBA, vice president of global health equity, provided opening remarks.



Christi Dining-Zuber, PhD, MHA, RN, FAAN, presents onstage at the 2026 AONL Inspiring Leaders Conference.

In a world of rapidly changing and expanding technology, what is our role as humans and nurse leaders? The keynote explored how we lean into, and even guide, how this future unfolds, using human-centered design, frontline innovation and the role of nurses in shaping technology-enabled healthcare.

Dining-Zuber introduced CQ (Creative Quotient) as essential leadership capabilities and being a "toothed human-in-the-loop" in an era of rapid technological and Artificial Intelligence (AI) advancement. She unpacked how creativity shows up, and doesn't, as we move into adulthood and how to build it back up as a key strategic skill. Nurse leaders learned about the research behind building and supporting innovative cultures and an innovative workforce which was brought to life in clear and compelling metaphors of innovative change agents swimming through shark-infested waters to reach a far-off goal.

Participants gained practical, research-informed strategies for strengthening creative leadership, including asking better questions, fostering psychological safety and leading at the intersection of people, systems and technology. The keynote emphasized the unique human strengths nurses bring to innovation and change.

"Christi Dining-Zuber, PhD, MHA, RN, FAAN, embodies much of what we stand for, working at the intersection of community co-design, workforce creativity, and leadership capacity — she is helping nurses shape what comes next."

- Anna Caravaggio, MBA



Anna Caravaggio, MBA, vice president of global health equity, Johnson & Johnson.

Johnson&Johnson

Annual Fundraising Event: House of Blues in Chicago







The Foundation's Annual Fundraiser was held at the House of Blues in Chicago on Mar. 31, 2026, during the AONL Inspiring Leaders Conference. Guests enjoyed food, drinks and live entertainment by Chicago's own Sixteen Candles, playing classic 80s hit music. More than 950 leaders purchased tickets to dance the night away at the annual fundraiser. Thank you to everyone who joined us to celebrate nurse leaders and help support the Foundation's mission. We would like to extend a special thanks to our sponsors who made this event possible:

ADVOCATE HEALTH · argano · Healing Hands · ShiftMed® · SIMPLI·FI · UKG









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.

Artisight



Karie Ryan, DNP, RN, CENP
Chief Nursing Officer
North Logan, UT

AvaSure



Lisbeth Votruba, MSN, RN, CAVRN, FAONL
Chief Clinical Officer
Belmont, MI

Baxter



Samantha Burton, PharmD, CPHQ, FISMP
Principal Medical Liaison
Lafayette, IN

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careismatic brands



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Eric Wright, MBA
Director, Brand Marketing
East Aurora, NY

Rauland® AMETEK



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Mt. Prospect, IL



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Green Bay, WI

staffgarden by Ascend Learning



Larissa Africa, MBA, RN, FAONL, FAAN
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Chief Clinical Officer
Marietta, GA



Allison Morin, MSN, RN, NI-BC
Chief Nursing Informatics Officer
Cincinnati, OH

UKG



Jackie Blanchard, DNP, RN, LSSGB
Chief Nurse Executive
Nashville, TN



Samantha Glennon, MSN, RN, NEA-BC
Nurse Executive, Strategy & Solutions
Valdosta, GA

VirtuAlly



Angel Bozard, MSN, RN, CENP, CAVRN
Chief Nursing Officer
Charleston, SC

MEMBER SPOTLIGHT

Rauland/AMETEK

Rauland/AMETEK is a healthcare technology company that advances clinical communication through the orchestration of people, systems and workflows across complex care environments. For more than 95 years, they have partnered with healthcare systems to develop solutions that support care delivery and impact patient outcomes. Rauland provides a platform for healthcare organizations to improve care coordination, impact patient outcomes and reduce operational inefficiencies across the care continuum.



Representing Sales, Product Management, and Marketing, the Rauland team was proud to connect with nursing leaders at the 2026 AONL Inspiring Leaders Conference and demonstrate how trusted communication technology helps caregivers respond with confidence.

The AMETEK Foundation, through its support of Rauland initiatives, is proud to serve as a Visionary Member of the AONL Foundation Corporate Advisory Council. The Ametek Foundation is committed to advancing health and welfare, civic and social service programs that strengthen communities and improve lives. We are honored to support initiatives that elevate nursing leadership, foster professional development, and encourage innovation that improves the experiences of both caregivers and patients.

Rauland stands as a prominent authority in crafting and providing indispensable solutions for vital communication, workflow optimization and life-safety systems within the healthcare sector on a global scale. Across 40 countries, our renowned Rauland Responder® solutions support over a million acute care beds. These innovative communication and workflow tools empower hospital staff to ensure top-tier patient care by facilitating swift patient-to-staff communication, seamless integration capabilities, intelligent call routing, and real-time reporting. As part of AMETEK, a leading global entity specializing in electronic instruments and electromechanical devices, we operate alongside colleagues across various manufacturing, sales and service locations in the United States and numerous other countries worldwide.

MEMBER SPOTLIGHT

Artisight



From left to right: Cameron Murphy, RN, MSN, Senior Clinical Consultant; Claire Sorenson, PhD, RN, Sr. Product Manager, Hardware; Andrew Lydens, Strategic Account Executive; Karie Ryan, DNP, RN, CENP, Chief Nursing Officer; Tyler Kelleher, MSN, NI-BC, Sr. Clinical Consultant; Kayla Slovenec, MBA, Events Manager; Lee Taylor, MBA, VP of Growth.

"What I hear consistently from nurse leaders across the country is that the pilot worked… now what? The hard part isn't turning on the technology. It's building the workflows, the culture and the confidence so that nursing teams can truly own it. That's where clinician-led design makes all the difference. When nurses are in the room shaping the solution, adoption follows. Burnout decreases. And the care experience improves for everyone, patients and staff alike."

– Karie Ryan, DNP, RN, CENP

Now in its second year as a member of the AONL Foundation Corporate Advisory Council, Artisight continues to deepen its commitment to advancing nursing leadership and transforming care delivery at scale.

Artisight is the smart hospital platform built to support bedside teams without disrupting clinical workflows. Combining two-way audio and video, computer vision and AI-powered intelligence, Artisight transforms the patient room into an active participant in care delivery. The result is continuous awareness, faster response times and safer, more

Continued on page 12

MEMBER SPOTLIGHT

Artisight

Continued from page 11

efficient care. Designed and validated by practicing nurses, physicians and scientists, Artisight reflects a simple belief — the most powerful technology in a hospital is the kind that disappears into the workflow and lets clinicians lead. Today, over 400 hospitals trust Artisight to strengthen their workforce, protect patients and build a more sustainable model of care.

From pilot to practice: meeting nursing teams where they are

When Artisight first began working with health systems on virtual nursing, the conversations centered on possibility. Today, those conversations have shifted. Nurse leaders aren't asking whether to adopt these technologies — they're asking how to do it right, at scale, without losing the human connection that defines great care.

Artisight's approach has always been rooted in a core philosophy: the best healthcare technology is co-created with the people who use it. As health systems move from early virtual nursing pilots into enterprise-wide care models, that principle becomes even more critical. Sustainable transformation doesn't happen through technology alone — it happens when nurse leaders are empowered to lead the change.

A partnership built on shared purpose

Artisight's continued involvement with the AONL Foundation reflects a shared belief that nursing leadership is the cornerstone of healthcare's future. Through participation in the Corporate Advisory Council, Artisight collaborates with peer organizations, researchers and leaders to advance meaningful conversations about preparing nursing teams for the future of care delivery. In addition to Artisight's involvement with the Foundation, Karie Ryan remains an active member of AONL and also serves on the Leadership, Innovation, Technology & Transformation (LITT) Member-Led Group, helping shape discussions around innovation, technology, and the evolving role of nursing leadership.

"Being part of this community keeps us grounded. We're not just building technology in a vacuum. We're in conversation with the people who will use it, lead it and ultimately be accountable for its impact on patients. That's what makes the AONL partnership so valuable to us."

– Karie Ryan, DNP, RN, CENP

NEW RESOURCES

Virtual Care Nursing: From Readiness to Results

This **complimentary white paper** highlights key insights from the AONL Foundation's Leadership Symposium on Virtual Care Nursing, sponsored by AvaSure. Learn about emerging trends in virtual nursing, innovative care delivery models and practical strategies to help nurse leaders advance virtual care across their organizations. Drawing on insights from expert panels and eight case studies from leading adult and pediatric health systems, the white paper provides actionable guidance for navigating the evolving landscape of virtual care and preparing the nursing workforce for the future.

AvaSure

Read Here

Advancing Virtual Nursing Care: The Journey From Readiness to Results

Mammone, T., Hunter, K. D., & Collins, M. (2026). Advancing virtual nursing care: The journey from readiness to results. *The Journal of Nursing Administration, 56*(4), 173–175. https://doi.org/10.1097/NNA.0000000000001704

Read Here

Today's healthcare environment, marked by significant workforce shortages, financial pressures and rising demands for operational excellence and efficiency, has prompted nurse leaders to rethink how to deliver high-quality patient care. For some, virtual nursing care has emerged as a promising solution. The American Organization for Nursing Leadership (AONL) Foundation convened nurse leaders from clinical practice, academia and professional organizations to learn from leaders who are supporting virtual care delivery models in a symposium entitled Virtual Care Nursing: From Readiness to Results. The article covers key learnings from the event.

Research Presented at the 2026 AONL Inspiring Leaders Conference

Invisible Work: Nurse Manager Leadership Before and After COVID-19

Sandra Galura, PhD, RN, NE-BC, and team, University of Central Florida College of Nursing, Orlando, FL



Our research study, Invisible Work: Nurse Manager Leadership Before and After COVID-19, examined how the role responsibilities of the nurse manager has evolved, with particular attention to the expansion of "invisible" labor and its implications for leadership sustainability. The session highlighted the critical role nurse managers play in connecting patient care, staff engagement, quality and organizational performance, while emphasizing that much of their work remains unseen but essential to healthcare system functioning.

Prior to the COVID-19 pandemic, nurse managers were already managing complex responsibilities that included clinical oversight, administrative tasks, staff supervision and quality management. This work was characterized by excessive workload, role strain and a mismatch between responsibilities and available organizational support, leaving many operating at or beyond capacity. The COVID-19 pandemic served as a disruptive force that dramatically intensified these demands. Nurse managers were required to navigate rapid operational changes, staffing shortages and emotional crises while simultaneously assuming expanded and often enduring responsibilities.

Using a mixed methods design, our team surveyed 166 nurse managers and interviewed a sub-sample of the same nurse managers to examine changes in workload and work environments. Findings revealed significant increases in time spent across all role-related responsibilities, particularly in administrative operations, clinical oversight, meetings and non-traditional tasks. This expansion contributed to "role creep," where additional duties became normalized, raising concerns about long-term sustainability of the nurse manager workforce.



Quantitative results also indicated strong staff relationships but highlighted critical resource limitations and the growing cost of invisible labor, including emotional and cognitive burdens. While many nurse managers reported job satisfaction, uncertainty about remaining in their roles suggested potential retention challenges. Qualitative findings further illuminated new categories of work, such as managing organizational policies, supporting staff mental health and enhancing engagement and professional development, tasks often unrecognized in formal role expectations. Overall, the presentation underscored the urgent need for healthcare organizations to reevaluate nurse manager roles, address invisible labor and implement strategies to mitigate burnout, prevent turnover and sustain leadership capacity in a post-pandemic environment.

Academic-Practice Partnerships Impact Environment of Students and Nurses

John J. Whitcomb, PhD, RN, CCRN, FCCM, and team, Clemson University School of Nursing and Prisma Health, Greenville, SC



This research study examined how an established partnership between Clemson University School of Nursing and Prisma Health could expand clinical education while sustaining a high-quality learning environment. In response to South Carolina's projected nursing shortage and medically underserved communities, the partnership tripled the number of baccalaureate nursing students completing clinical experiences within the health system. The team then evaluated whether students, clinical faculty, and supervising nurses experienced those placements as welcoming, educationally effective, and supportive of professional growth.

The work evolved over several years from early data collection with seed funding through organizational change and the disruption of the COVID-19 pandemic. Using a prospective design with institutional review board approval from both organizations, the team implemented the validated Quality Clinical Placement Evaluation (QCPE) survey to assess belonging, teaching and learning, confidence and competence. Data collection resumed after workforce indicators—including retention, hiring, and reliance on travel nurses—showed greater stability. Student focus groups were later added to explain how and why the clinical experience was viewed positively.

Results reflected consistently strong perceptions across all groups. Mean QCPE scores on a Likert scale of 1-5 were 4.39 for students, 4.39 for clinical faculty, and 4.63 for supervising nurses. Students described nurses who welcomed them, involved them in care, provided constructive feedback, and made them feel valued. They also emphasized knowledgeable staff, varied patient experiences, current technology, and a supportive physical environment.

The study achieved its goals of generating measurable evidence, incorporating feedback from all participants, and demonstrating the value of academic-



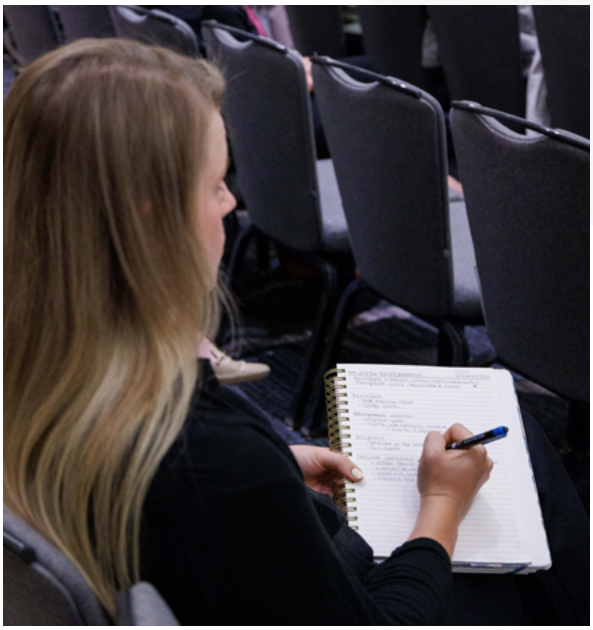
practice collaboration. For nurse managers and healthcare leaders, the study demonstrates that effective clinical education is not created by individual preceptors alone. It depends on intentional partnerships, leadership expectations, reliable measurement and shared accountability. The presentation emphasized that QCPE provides leaders a practical way to monitor learning environments, guide improvement, strengthen transition to practice, and identified the value of investing in clinical education.

CURRENTLY FUNDED RESEARCH

An 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, University of Kansas Health System, Kansas City, KS

- Expected Publication: Fall 2027



Positioning Nurse Manager Recognition with a Strategic Priority Mindset for Resource Allocation

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

- To be presented at The Association for Leadership Science in Nursing (ALSN) Annual Conference, Sept. 30 - Oct. 2, 2026, Los Angeles
- Journal Publication: August and October 2026

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, CT

- Expected Publication: Winter 2026

SCHOLARSHIP PROGRAM

Pamela Austin Thompson Fellowship Scholarship



Pamela Austin Thompson, MS, RN, FAAN, is chief executive officer emeritus of AONL, serving from 2004-2016. Among her many achievements, Pam launched the Nurse Manager Fellowship Program in 2008, the Nurse Director Fellowship Program in 2012, and her work paved the way for the establishment of the Nurse Executive Fellowship Program. To recognize her many contributions, after her retirement, the Pamela Austin Thompson Fellowship Scholarship was established.

"I am very proud that AONL continues to offer the Nurse Manager Fellowship, Nurse Director Fellowship and the Nurse Executive Fellowship to nurse leaders. We have often heard from alumni of these programs that they were "life altering". They bring together outstanding speakers and experiences to challenge and develop our leaders of the future. The scholarship provides financial support to the Nurse Manager and Nurse Director Fellowships, prioritizing small, rural, and critical access hospitals."

- Pam Thompson, MS, RN, FAAN

2026 Pamela Austin Thompson Fellowship Scholarship Recipient



Rebecca Simmons, MSA, BSN, RN, NE-BC, is participating in the 2026 AONL Nurse Director Fellowship Program. Simmons is at a small independent hospital, Goshen Health in Goshen, Ind., where she is director of home care, hospice and care transitions. Goshen Health serves many rural and underserved populations, including a high threshold of undocumented patients and Amish families. Simmons is committed to serving her community while increasing healthcare leadership collaboration within and outside of the organization.

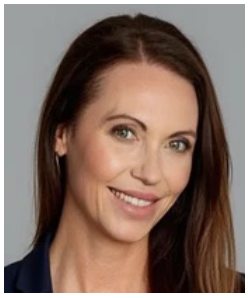
"The healthcare environment itself has not changed, but I have. What has shifted is the energy, perspective and sense of purpose I bring to work each day. I find myself intentionally sprinkling moments of joy, hope and encouragement wherever I can, knowing how deeply they are needed in our current reality."

– Rebecca Simmons, MSA, BSN, RN, NE-BC

Professional Development Scholarships

In 2026, the Scholarship Program expanded to offer two additional professional development scholarship opportunities: the April Nurse Manager Institute and the Leadership Lab: Leadership Development for Nurse Leaders program. In the first half of the year, we have awarded six professional development scholarships to nurse leaders across the nation. Additional scholarships will be awarded in the second half of the calendar year.

April 2026 Nurse Manager Institute Scholarship Recipients



Nena Taveira Da Silva, MSN, RN, is an assistant director of nursing, emergency department, at MedStar Harbor Hospital in Derwood, MD. The Nurse Manager Institute has been incredibly valuable to Taveira Da Silva in her work as an emergency department leader, where significant cultural and operational shifts have taken place since the COVID-19 pandemic. The most meaningful aspects of the program for Taveira Da Silva, and the ones most applicable to her work, is the focus on communications and conflict management.



Ashtan Sheppard, MSN, RN, is a nurse manager of emergency services at Providence Swedish in Ilssaquah, WA. Sheppard, a relatively new nurse manager, described the Nurse Manager Institute as "one of the most meaningful learning experiences" in her leadership journey. She has recommended the Nurse Manager Institute program to colleagues because of the lasting impact it has had on her, both personally and professionally.

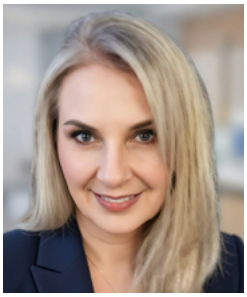
2026 Leadership Lab: Leadership Development for Nurse Leaders Scholarship Recipients



Sherrica Harris, RN, is a nurse manager at Emory Healthcare, a small, 120-bed community hospital supporting the metro Atlanta area in Lithonia, GA. Harris is currently pursuing her doctorate, and the Leadership Lab: Leadership Development for Nurse Leaders program complements her studies while covering topics directly related to her role managing varied departments.



Shirley Mondesir Garnett, BSN, RN, is a gynecology registered nurse care manager and women's health nurse navigator at Veterans Affairs (VA) Boston Healthcare System, Jamaica Plain Division in Boston, MA. The Women's Health Program serves more than 5,000 women veterans, many of whom are at higher risk for health disparities. She is committed to advancing equitable and veteran-centered care throughout New England. The Leadership Lab: Leadership Development for Nurse Leaders program supports Mondesir Garnett's responsibilities including leadership, planning and systems-level coordination.



JoAnn O'Neill, MSN, RNC-OB, is a nurse manager for Labor and Delivery and a Mother/Baby Unit at Providence Mission Hospital in Mission Viejo, CA. O'Neill views the Leadership Lab: Leadership Development for Nurse Leaders program as a great opportunity to further her development as a leader in operations and to provide additional support to her organization. She is learning strategies to improve caregiver retention, engagement and an overall culture of positivity.

2026 Nurse Researcher of the Year Award



Amany Farag, PhD, RN

The AONL Foundation Nurse Researcher of the Year Award was presented on Mar. 31, 2026 at the AONL Inspiring Leaders Conference in Chicago. Amany Farag, PhD, RN, is an associate professor at the University of Iowa College of Nursing, Iowa City, IA, and co-director of the Veterans Affairs (VA) Quality Scholars Program at Iowa City Veterans Affairs. Her work includes collaboration with the University of Iowa College of Engineering to develop Artificial Intelligence (AI)-driven predictive models for nurse scheduling, as well as the use of computer vision and wearable technologies to assess fatigue and improve patient safety. Farag's research has shaped nursing leadership practice through initiatives such as the AONL and ALSN Association for Leadership Science in Nursing (ALSN) Research Advisory Group and contributions to the AONL Workforce Member-Led Group, including the white papers *The Role of the Nurse Manager in High-Turnover Environments* and *Implementing Team-Based Models of Car*e. Her work on burnout in patient aligned care teams and interprofessional discharge teams within the VA, along with her leadership in the VA Quality Scholars Program, continues to advance workforce well-being, team-based care and health system performance.

2026 Friend of the Year Awards

The AONL Foundation Friend of the Year Awards were presented on Mar. 31, 2026 at the AONL Inspiring Leaders Conference in Chicago. David R. Marshall, DNP, JD, RN, FAAN, FAONL, senior vice president and chief nursing executive at Cedars-Sinai Health System in Los Angeles, has demonstrated sustained generosity and commitment to the AONL Foundation, highlighted by seven consecutive years of philanthropic giving at the prestigious Nightingale Guild level. Beyond his financial support, Marshall has served as Director-at-Large on the AONL Foundation Board of Directors and as a valued member of the development committee. He has helped secure significant sponsorships for the AONL Inspiring Leaders Conference. As a previous member and treasurer of the AONL Board of Directors, Marshall's continuous leadership and generosity have strengthened the AONL Foundation's reach and impact.



David R. Marshall, DNP, JD, RN, FAAN, FAONL



From left to right: Samantha Glennon, MSN, RN, NEA-BC, nurse executive, strategy & solutions, UKG, Jackie Blanchard, DNP, RN, LSSGB, chief nurse executive, UKG, and Tina Mammone, PhD, RN, CENP, FACHE, executive director, AONL Foundation.

UKG provides workforce management systems used by more than 3,500 hospitals and 10,000 post-acute care facilities, including nearly 90% of the largest U.S. health systems. From spearheading the first AONL Foundation Think Tank and Leadership Symposium to Nanne Finis, retired Chief Nurse Executive, co-founding AONL's Leadership, Innovation, Technology & Transformation Member-Led Group and participating on the Foundation's Corporate Advisory Council—UKG has been instrumental in advancing the AONL Foundation's mission. Through these collaborative efforts, UKG and its leadership team have played a pivotal role in expanding the AONL Foundation's national programming and advancing thought leadership on the complex workforce challenges facing nurse leaders.

The Friend of the Year Awards recognize one individual and one organization who consistently have a profound impact on advancing the Foundation's mission.

DONOR SPOTLIGHT

AMN Healthcare

At AMN Healthcare, we believe the future of healthcare depends on strong, innovative and resilient nurse leaders. As the nation's healthcare workforce leader, we see firsthand the critical role nurse managers, directors and executives play in creating healthy work environments, improving patient outcomes, supporting workforce retention and advancing the delivery of care.

That is why AMN Healthcare proudly supports the AONL Foundation. The Foundation's unique ability to bridge research and practice through leadership development, scholarships and the funding of evidence-based research aligns closely with AMN Healthcare's mission to empower the future of care. Through our collaboration, we are helping invest in the next generation of nurse leaders while supporting research that addresses some of healthcare's most pressing workforce challenges, including nurse retention, leadership development, workforce equity and organizational effectiveness. These investments strengthen the nursing profession and help ensure patients and communities across the country receive the highest quality care.

AMN Healthcare has generously contributed a major gift to the AONL Foundation to fund professional development scholarships for nurse leaders attending the 2027 AONL Nurse Manager and Nurse Director Fellowship, the 2026 Nurse Manager Institute and the Foundational Finance and Business Skills programs.

"Nurses are at the heart of healthcare, and strong nurse leaders are essential to navigating today's workforce challenges, strengthening care delivery and shaping the future of healthcare. AMN Healthcare is proud to support the AONL Foundation's work to advance nursing leadership through research, education and professional development. By investing in today's and tomorrow's nurse leaders, we are helping build more resilient healthcare organizations, support caregivers and improve outcomes for the patients and communities they serve."

– Cary Grace, MBA



Cary Grace, MBA, chief executive officer and president, AMN Healthcare

AMN® Healthcare
EMPOWERING THE FUTURE OF CARE

THANK YOU TO OUR DONORS

2026 AONL Inspiring Leaders "Rock the Mission" Fundraising Campaign Donors

Donations made during the "Rock the Mission $20K Fundraiser" support professional development scholarships and research grants for nurse leaders. Thank you to all!

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