

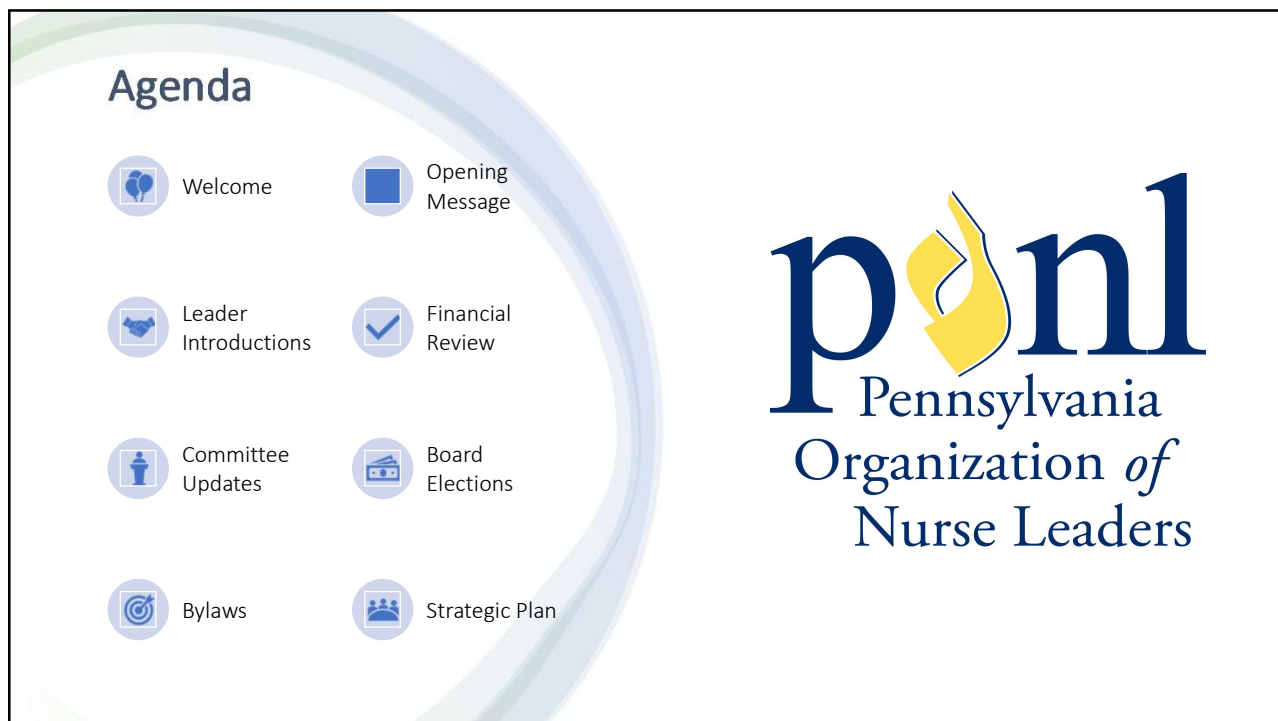
Annual Meeting  
September 28, 2023

Pennsylvania Organization  
of Nurse Leaders

Carol Ann Gioia, DNP, RN, NEA-BC  
Director Surgical Services  
Main Line Health, Lankenau Medical Center

The slide features the PNL logo on the left, which consists of the letters 'pnl' in a dark blue serif font with a yellow outline of the state of Pennsylvania integrated into the letter 'o'. Below the logo, the text 'Pennsylvania Organization of Nurse Leaders' is written in a smaller, dark blue serif font. To the right of the logo, the event details are listed in a simple sans-serif font. The background of the slide has a light blue and green circular graphic on the left side.

1



Agenda

- Welcome
- Opening Message
- Leader Introductions
- Financial Review
- Committee Updates
- Board Elections
- Bylaws
- Strategic Plan

Pennsylvania  
Organization of  
Nurse Leaders

The slide features the PNL logo on the right side, identical to the one on the first slide. On the left side, the word 'Agenda' is written in a bold, dark blue sans-serif font. Below it, there are eight items listed in two columns. Each item is preceded by a small circular icon: a heart for 'Welcome', a blue square for 'Opening Message', a handshake for 'Leader Introductions', a checkmark for 'Financial Review', a person for 'Committee Updates', a building for 'Board Elections', a target for 'Bylaws', and a group of people for 'Strategic Plan'. The background of the slide has a light blue and green circular graphic on the left side.

2

# Robyn Begley, DNP, RN, NEA-BC, FAAN CEO, AONL & CNO, SVP Workforce, AHA

In her role at AONL, she leads a membership organization of more than 11,000 nurse leaders whose strategic focus is excellence in nursing leadership. She oversees several key initiatives involving workforce, quality and safety, and future care delivery models. In addition, she works collaboratively with the AHA to ensure the perspective and needs of nurse leaders are heard and addressed in public policy issues related to nursing and patient care.



3

A presentation slide with a white background and blue and maroon geometric accents. The slide features the AONL logo (American Organization for Nursing Leadership) and the American Hospital Association logo. A small video feed in the top right corner shows Robyn Begley speaking. The text 'AONL Update' is centered on the slide. The American Hospital Association logo includes the text 'Advancing Health in America'.

4

## Board Officers

- **President:** Carol Ann Gioia, DNP, RN, NEA-BC
  - Main Line Health
- **President-Elect:** Heather Ambrose DNP, RN, NEA-BC, CENP, CP
  - UPMC Magee – Womens Hospital
- **Treasurer:** Tiffany Cabibbo, DSc, MSN, RN, CENP, FACHE
  - Mount Nittany Health
- **Secretary:** Terri Long, MSN, RN, CCRN, NE-BC
  - Doylestown Hospital
- **Immediate Past President:** Denise Morian, DNP, MSN, RN, NE-BC
  - Meadville Medical Center

5

## Regional Board Members

**PERONL: (32)** Tina Roma Fisher, RN, MSN, CRRN, Caritas Coach  
**Emerging Nurse Leader:** Crissy Schirer, MSN, CMSRN, TCRN

**SCONL: (109)** Michelle DeFabio, DNP, MS, RN, ACNS-BC, NEA-BC-BC, NEA-BC  
 Amy Cover, BSN, MS, RN, ACNS-BC, NEA-BC  
**Emerging Nurse Leader:** Caitlin McIntosh, MSN, RN, CMSRN

SEPONL(178)Heidi Seiberlich, MSN, RN, CCRN-K,NE-BC John  
 Renzi, DNP, MBA, RN, CCTM, NE-BC  
**Emerging Nurse Leader:** Jessica Nardi MSN, RN, CCRN

**SWPONL: (251)** Heather Ambrose, DNP, RN, NEA-BC, CENP, CPN  
**Emerging Nurse Leaders:** Rebecca Lavezoli, MSN, RN, CCRN, CBC  
 Libbey Scarborough, MSN, RN, CCRN

**NWPONL: (29)** Vacant

6

## Committee Chairs




**Program and Education:** Michelle E. DeFabio, DNP, MS, RN, ACNS-BC, NEA-BC, NPD-BC

**Membership:** Stacey-Ann Okoth, DNP, MBA, RN, NEA-BC

**Legislative:** Rosa Hickey, MSN, RN, NEA-BC

**New Nurse Leader Planning:** Elizabeth Menschner, DNP, MSN, MAS, RN, NEA-BC

\*\*Recruiting members to participate on any of the committees, the sign-up sheet is at the registration desk or scan the QR code! The committee service year starts in January 2024.

7

## Financials

| PONL 2023 Budget  | Annual Budget | YTD Actual (8/31/23) |
|-------------------|---------------|----------------------|
| Total Income      | \$242,750.00  | \$140,048.90         |
| Total Expenses    | \$232,888.00  | \$66,771.24          |
| Net Income (loss) | \$9,862.00    | \$73,277.66          |

|                            |                     |
|----------------------------|---------------------|
| <b>Total Assets</b>        | <b>\$405,090.03</b> |
| Total Liabilities & Equity | \$405,090.03        |

8



## Membership Committee Activities

PONL Orientation –

- Scheduled for Oct. 26 @6:00 p.m.

Membership Drives  
Lapsed Member Toolkit

9

A graphic with a road background and text about membership dues for 2024. The text is centered and reads: "Membership Dues Increase is Coming - Renew Now!" followed by "New Annual Pricing" and a list of prices: "Member - \$150", "Student/Unemployed - \$75", "Retired - Free", "New Leader \$100", and "\*Group Membership: \$135". At the bottom, the year "2024" is written in large white numbers. The graphic is decorated with blue and yellow geometric shapes in the corners.

**Membership Dues Increase is Coming - Renew Now!**

**New Annual Pricing**

Member - \$150  
Student/Unemployed - \$75  
Retired - Free  
New Leader \$100  
\*Group Membership: \$135

**2024**

10

## Legislative Committee Activities

- Legislative Committee
  - AONL Advocacy Events
  - Federal and State Legislation
- SAVE Act
- PA HB 106
- Nurse Licensure Compact (NLC)



This Photo by Unknown Author is licensed under CC BY-SA

11

## "The Ask"

- What is the Patient Safety Act in PA 2023?
- The Pennsylvania House of Representatives recently passed House Bill 106, entitled the "Patient Safety Act" (the "Bill"), which proposes specific patient-to-nurse staffing ratios, staffing plans and reporting requirements for Pennsylvania hospitals, as well as protections for nurses in noncompliant hospitals
- Updates: PA Senate Health and Human Services Committee Chair is not inclined to move the bill forward for a vote;
- They need your help, to support and defend **"why" this is not a good Bill**
- We know and expect the Unions will make a lot of noise
- Reach out to your local PA legislatures, write letter, make phone calls, or visit their home offices. Share your knowledge and experiences and asking them to oppose the Bill....

12

**Nursing Leader Message Map: Nursing Licensure Compact in State of Pennsylvania**

To verify a MSL, visit [nurys.com](http://nurys.com) via link below.




**NLC States**  
47 states have enacted the NLC

### Easing PA's Nursing Shortage

PA takes first step to implement Interstate Nurse Licensure Compact

**WHAT'S HAPPENING?**  
Registered nurses and licensed practical nurses from other states who hold multistate licenses through the Nurse Licensure Compact (NLC) will be able to provide in-person and telehealth services to the patients.

**WHAT IS THE NLC?**  
The NLC is an agreement among 47 states and territories to recognize each other's nurses who are licensed by compact jurisdictions, thereby to have states recognize each other's licensure.

**HOW DOES THIS AFFECT PA PATIENTS?**  
Allowing these qualified nurses to provide services here means that PA patients have access to additional health care resources, and that PA health care facilities have access to an expanded workforce to help ease the current nursing shortage.

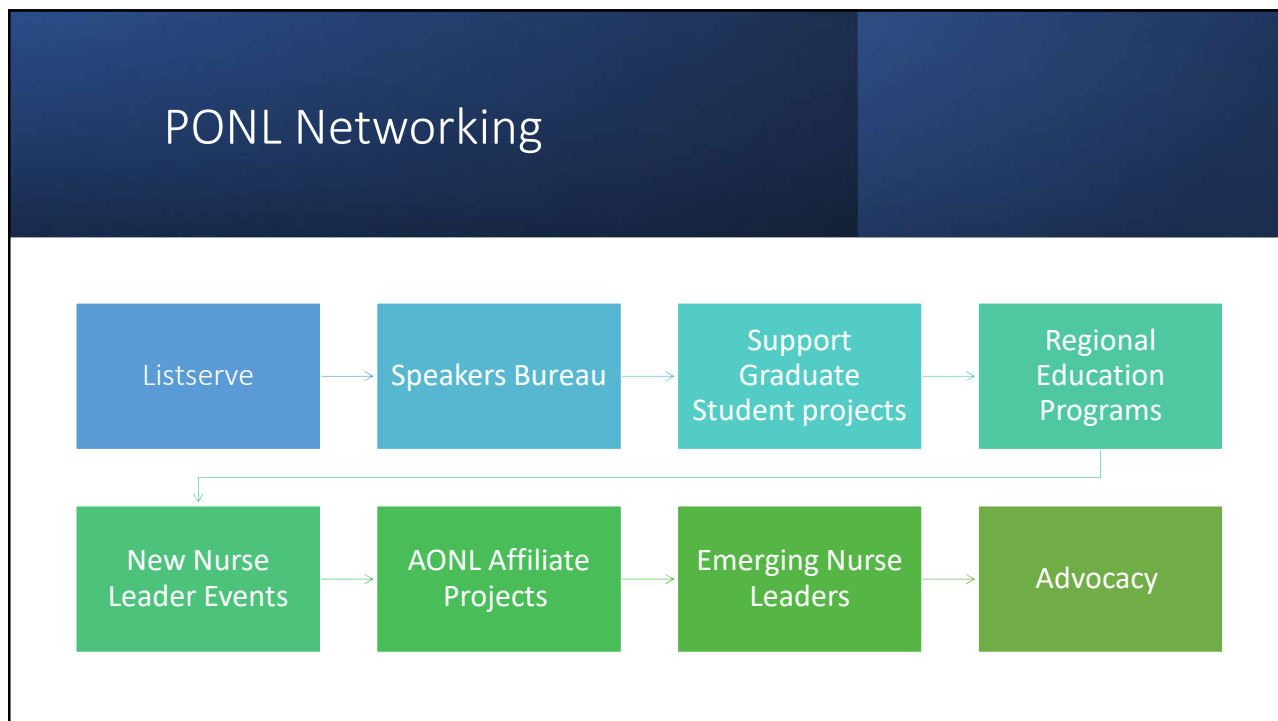
**WHEN DOES THIS CHANGE TAKE EFFECT?**  
Sept. 5, 2023

**WILL PA NURSES BE ABLE TO WORK IN OTHER NLC STATES?**  
Not yet. Pennsylvania nurses will be able to apply for a multistate license once the compact has been fully implemented.

**LEARN MORE AT [DOS.PA.GOV](http://DOS.PA.GOV)**


 **pennsylvania**  
DEPARTMENT OF STATE

13



14





## PONL Education

- **New Nurse Leader Events**
  - (2) In-person events to serve the state
    - Cranberry Township (RLA Center): **November 10**
    - Malvern (The Desmond Hotel): **November 16**
- **Community Conversations – Virtual Networking**
- **Regional Conferences**
  - SEPONL November 6, 2023
  - SWPONL August 29-30, 2024

15

## Bylaws

**Current:**

3. Term of Office and Removal

The Treasurer and Secretary shall serve a term of two years. **The President shall serve a term of one year. The President-Elect shall serve for a term of one year.** The President-Elect succeeds to the office of President at the end of the one-year term as President-Elect. The President becomes Immediate Past President, the President-Elect becomes the President, and the newly elected President-Elect takes office on January 1st.

The Secretary and Treasurer may be re-elected for a second term.

Each officer shall hold office for the term for which he or she is elected or appointed and until his or her successor has been elected or appointed and qualified. Any officer may be removed by the Board with or without cause, at any time. Removal of an officer without cause shall be without prejudice to his/her contract rights, if any, and the election or appointment of an officer shall not of itself create contract rights. Removal of any officer shall require a vote of two-thirds of the Board of Directors.

**Proposed Changes:**

3. Term of Office and Removal

The **President**, Treasurer and Secretary shall serve a term of two years. ~~The President shall serve a term of one year.~~ The President-Elect shall serve for a term of one year. The President-Elect succeeds to the office of President at the end of the one-year term as President-Elect. The President becomes Immediate Past President **for a one-year term**, the President-Elect becomes the President. **In the year preceding the termination of the two-year service of the President, a President Elect will be elected and take, and the newly elected President-Elect takes office on January 1<sup>st</sup>.**

The Secretary and Treasurer may be re-elected for a second term.

Each officer shall hold office for the term for which he or she is elected or appointed and until his or her successor has been elected or appointed and qualified. Any officer may be removed by the Board with or without cause, at any time. Removal of an officer without cause shall be without prejudice to his/her contract rights, if any, and the election or appointment of an officer shall not of itself create contract rights. Removal of any officer shall require a vote of two-thirds of the Board of Directors.

16



## Bylaws – Wait! What?



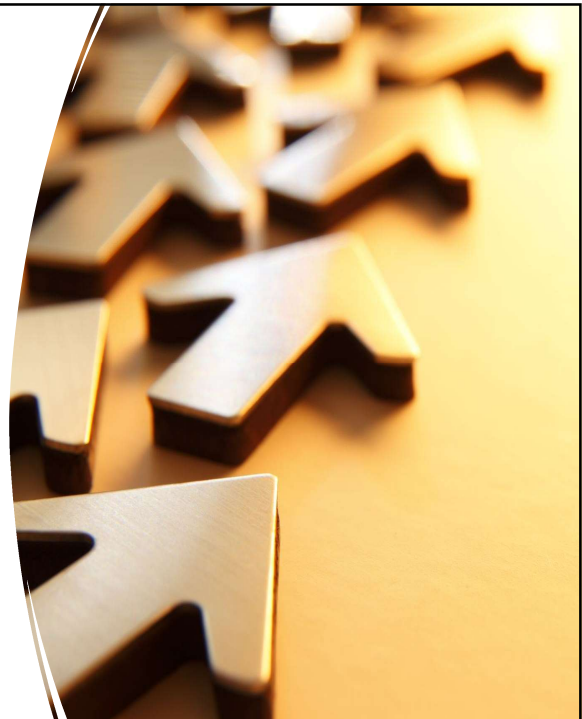
Example:

- Current President (C Gioia) extends their term till December 31, 2024.
- President-Elect (H Ambrose) serves in current position for December 31, 2024.
- H Ambrose assumes the role of President, effective January 1, 2025, and serves until December 31, 2026.
- A **new President-Elect** will be elected in the Fall of 2026, to begin serving in the President-Elect role in January 1, 2027, and serve as President for 2028-2029.

17

## Bylaws Motion

- 
- Would someone like to make a motion to amend the bylaws?
    - Can I get a 2nd to the motion?
    - Any discussion?
    - All those in favor?
    - All those opposed?
    - Motion carries/is opposed as presented



18

# Board of Elections 2024

## Secretary

The Secretary shall record or designate recordings all the proceedings of the meetings of PONL and of the Board of Directors to be kept for reference and archival purposes, and shall perform like duties for the standing committees when required. The Secretary shall give or cause to be given, notice of all meetings of the members and special meetings of the Board of Directors, and shall perform such other duties as may be prescribed by the Board of Directors or President, under whose supervision the Secretary shall be. The Secretary shall have custody of the corporate seal of PONL and the Secretary shall have authority to affix the same to any instrument requiring it and when so affixed, it may be attested by the Secretary signature. The Board of Directors may give general authority to any other officer to affix the seal of PONL and to attest the affixing by his/her signature.

## President Elect

The President Elect shall, during the absence or disability or refusal of the President, perform the duties and exercise the powers of the President and shall perform such other duties as the Board of Directors shall prescribe.



19

## Emerging Nurse Leader

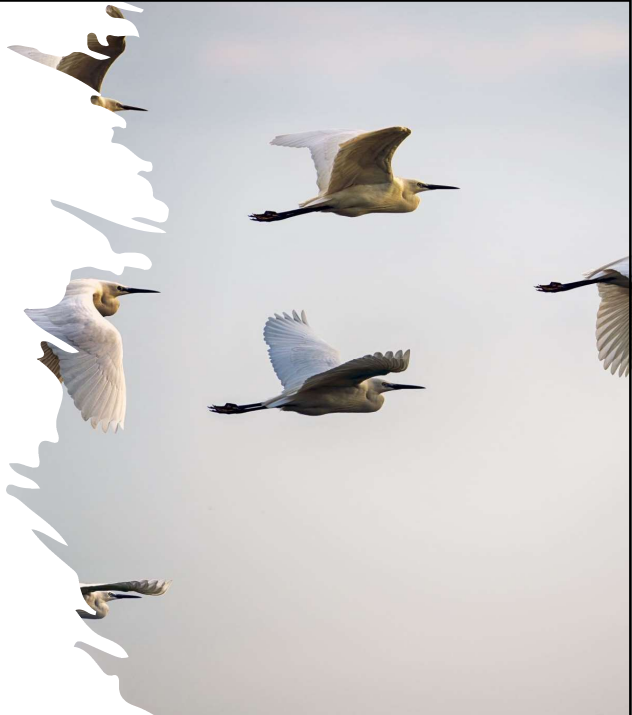
ENL –less than five years of leadership experience

Each region will select a candidate and propose them to the PONL Board

Appointed ENL will be voting members of the Board

Call for applications will go out in October

The region must submit their final candidate to the board by November 30 for approval



20

**p onl**  
Pennsylvania  
Organization of  
Nurse Leaders

## 2023-2025 STRATEGIC PLAN

**Strategic Priorities:**

- Lead, Influence, and Support the Healthcare Workforce
- Improve Health Through Advocacy
- Advance and Promote Nurse-driven Models of Care
- Advance Nursing Leadership
- Inspire and Promote Nurses to Achieve Health Equity

**MISSION:**  
TO SHAPE HEALTH CARE WITH INNOVATIVE AND EXPERT NURSING LEADERSHIP

**VISION:**  
TO BE THE VOICE OF NURSING LEADERSHIP IN PENNSYLVANIA

21

## Strategic Initiatives

### **AONL Nursing Leadership Workforce Compendium**

- Lead, influence, and support HC Workforce -
- Improve Health Through Advocacy
- Advance and Promote Nurse-driven Models of Car
- Advance Nursing Leadership
- Inspire and Promote Nurses to Achieve Health Equity

22

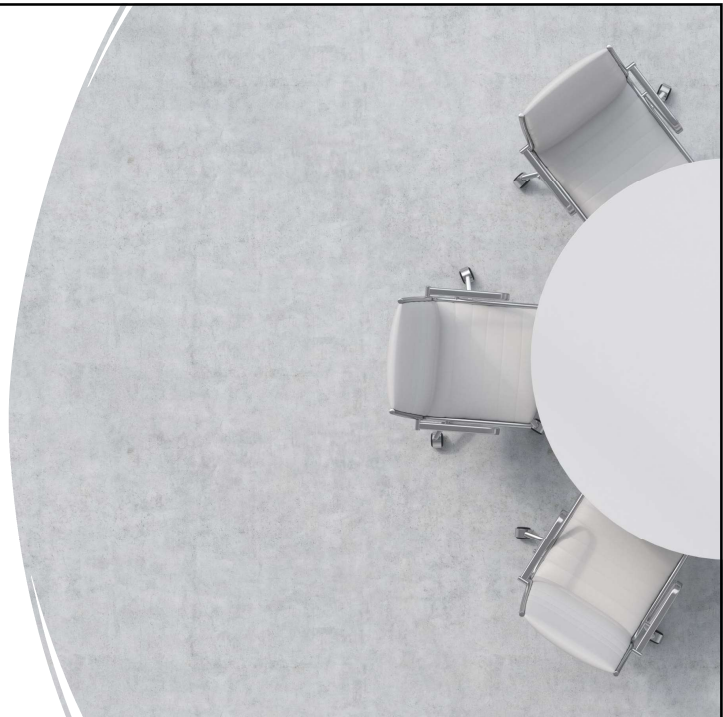
## Strategic Associations

- AONL- National parent organization
- Region (2) AONL Affiliation: New York & New Jersey
- AONL Advocacy Academy
- HAP Hospital Association of Pennsylvania
- PA Action Coalition
- PA State Nurses Association
- PA Coalition of Nurse Practitioners
- Nightingale Awards of PA Foundation

23

## PONL Executive Director

- 
- The Board approved to hire an ED
  - Job posted on PONL website
  - Members of the PONL Board will begin the interview process in October
  - The goal is to have the ED in place by January 2024



24

Sponsors – Thank you!!!!

**Thank You to Our Sponsors**

|  |  |   |   |
|--|--|---|---|
| <u>Platinum</u>                                      |  | <u>Gold</u>   |   |
| <b>Medtronic</b>                                     |  | <b>Aya</b><br>Healthcare  | <b>Baxter</b>   |
|  |  | <b>Qualivis</b>   | <b>WPA</b> Nurse + Staffing   |
| <u>Silver</u>  |  |   |   |
| <small>GRAND CANYON UNIVERSITY</small><br><b>HWL</b> | <b>icumedical</b><br>human connections | <b>Kahuna</b>   | <b>SAGE</b><br>THE HOSPITAL GROUP                                       |
| <b>SPECIAL CARE SYSTEMS</b>                          | <b>spectralink</b>                     | <b>Wolters Kluwer</b>   |   |
| <u>Bronze</u>  |  |   |   |
| <b>EB3 Integrations</b>                              | <b>EBSCO</b>                           | <b>Geiger</b>   | <b>HERCULES</b><br>PATIENT REPOSITIONER                                 |
|  |  | <small>ELEVATE YOUR STANDARDS OF CARE<br/>Elevating quality, efficiency, innovation and care.</small> |   |
| <b>INCREIBLE HEALTH</b>                              | <b>Mölnlycke</b>                       | <small>PennState</small><br>Ross and Carol Ness<br>College of Nursing                                 | <b>U Post</b> AMERICAN SENTINEL<br>COLLEGE OF NURSING & HEALTH SCIENCES |
|  |  | <small>HOVERTECH</small>  |   |
| <b>salentia</b>                                      | <b>UPMC NURSING</b>                    | <small>PENNSYLVANIA ACTION COALITION</small><br>A coalition for change in nursing                     | <b>ZEBRA</b>  |