



COMMISSION ON NURSE CERTIFICATION



# CNLS: INNOVATING THROUGH UNPRECEDENTED TIMES



**ANNUAL REPORT**  
Fiscal Year 2021

# CONTENT

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<b>CNLs: Innovating Through Unprecedented Times</b>	<b>03</b>
<b>About the Commission on Nurse Certification</b>	<b>04</b>
<b>Strategic Goals &amp; Objectives</b>	<b>05</b>
<b>CNL Certification</b>	<b>06</b>
<b>CNC Administration and Governance</b>	<b>09</b>
<b>Professional Development</b>	<b>10</b>
<b>Strategic Alliances</b>	<b>11</b>
<b>CNC Brand Awareness</b>	<b>12</b>
<b>CNL Recognition</b>	<b>13</b>
<b>Financial Summary</b>	<b>15</b>
<b>Appendix: Board, Committee and Ambassador Rosters</b>	<b>16</b>

## CNLs: INNOVATING THROUGH UNPRECEDENTED TIMES

Although plagued by a pandemic that challenged health systems worldwide, in Fiscal Year 2021, Clinical Nurse Leaders (CNLs) remained deliberate and steadfast in their mission to deliver the highest level of medical care possible. As such, the value and importance of the CNL<sup>®</sup> became even more evident. CNL Certification continued to have a critical impact on the healthcare system by driving improvement, elevating performance, and promoting higher standards in the care of patients. As certification standardizes the knowledge base nationally, and creates a platform that cultivates the skill set as a specialized competency, the CNL certification examination has effectively raised the professionalism and academic credibility of the Clinical Nurse Leader<sup>SM</sup>.

For the past 14 years, CNC's success has been based on the support and active participation of CNL students, faculty, nurse executives, health systems, and champions of the CNL program. As we continue to live through the COVID-19 pandemic, CNC's Board of Commissioners (CNCBOC) is fully committed to ensuring that the strategic plan (CNC's Promise to CNLs) comes to fruition, and its initiatives continue to have a positive impact on our programs.

This FY2021 Annual Report documents key developments in the CNL certification program. It outlines CNL examination statistics, describes CNL recognition activities, and reports on the Commission's operational developments. As you review this report, we encourage you to consider how you can become more engaged in CNC as we promote the value of the Clinical Nurse Leader and the Certification Program.

Having said that, we encourage you to look for opportunities that may be of interest to you such as: participating on the CNCBOC, becoming a CNL Ambassador, holding a position on a CNC committee, volunteering to mentor a CNL student, or working at the grassroots level to spread the word about the importance of the Clinical Nurse Leader.

Together, we are all making a real difference in building awareness of the value of the Clinical Nurse Leader<sup>SM</sup>. We look forward to your continued support in growing and elevating the CNL Certification Program.



*Becky Hulett DNP, RN, CNL*

**Becky Hulett,**  
DNP, RN, CNL, Chair,  
CNC Board of Commissioners



*Shantal H. Johnson*

**Shantal H. Johnson,**  
BS, CS, CNC Director

# ABOUT THE COMMISSION ON NURSE CERTIFICATION

The Commission on Nurse Certification was established in 2007, and is the autonomous certifying body of the American Association of Colleges of Nursing (AACN). To date, over 8,700 nurses have earned the CNL credential. CNC works to establish a collaborative environment with evolving CNL stakeholders to improve health and healthcare delivery, promote certification and professional development, and keep abreast of healthcare issues. The CNL certification program is governed by the CNC Board of Commissioners (CNCBOC). The CNCBOC and staff are solely responsible for the policies and administration of the CNL Certification Program.



## Mission

To govern the CNL certification activities and promote CNL practice.



## Vision

To establish a collaborative environment with evolving CNL stakeholders to improve health and healthcare delivery, promote certification and professional development and keep abreast of healthcare issues.



## Values

Leadership, certification standards, professional development, and collaboration.



# STRATEGIC GOALS AND OBJECTIVES

## *CNCs Promise to CNLs*

### *Goal 1: Maintain a Fair, Reliable and Defensible Certification Exam*

#### **Objectives**

- Maintain CNC's position as leader of the Clinical Nurse Leader Certification Program
- Optimize the certification exam's reliability and student/faculty participation
- Provide relevant certification exam content that reflects professional standards
- Enhance the initial certification exam and renewal application process
- Increase certification program renewal rates and promote professional development

### *Goal 2: Promote the Value of Certification*

#### **Objectives**

- Promote the value of CNL Certification and professional development
- Maintain a strong collaborative relationship with CNL stakeholders
- Enhance awareness of the CNL to the public, patients, and other healthcare disciplines
- Provide ready-made marketing tools on CNL certification to attract prospects
- Provide resources for CNLs to publish best-practice outcomes in national journals

### *Goal 3: Provide Mentoring Opportunities*

#### **Objectives**

- Provide orientation packet on mentoring CNLs
- Develop education pamphlet on what a novice CNL can expect
- Increase mentor/mentee networking opportunities at conferences
- Collaborate with CNLA on mentoring programs

### *Goal 4: Manage Fiscal Operations*

#### **Objectives**

- Maintain an effective governance structure and staff to oversee CNC operations
- Develop fiscal year budget to meet year-end projections
- Maintain at minimum three months of operational costs in long-term reserves
- Monitor and address confidentiality issues in the certification process

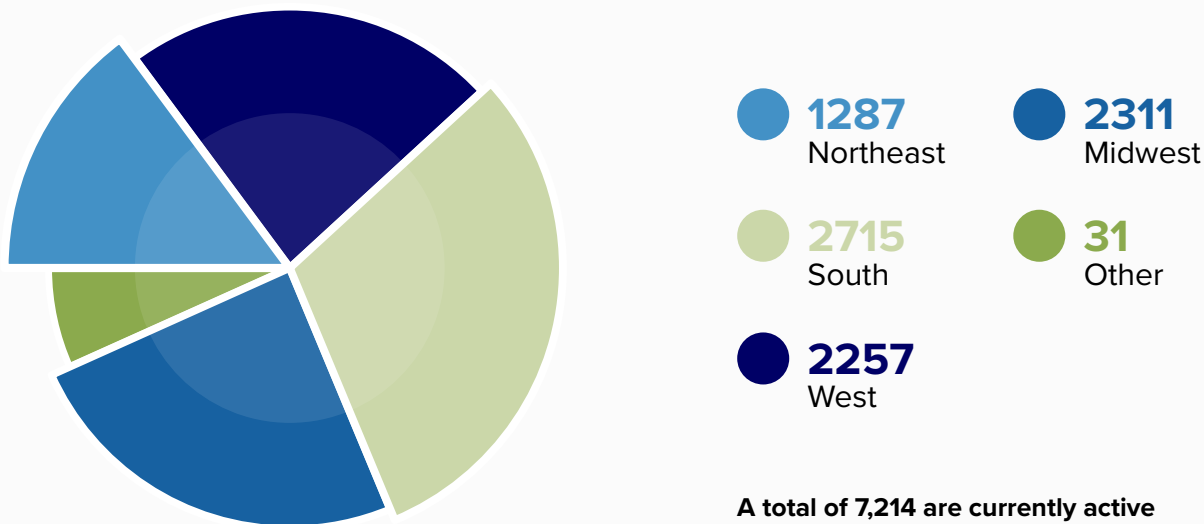
# CNL CERTIFICATION

The pool of certified CNLs continues to grow substantially each year. Since 2006, a total of 8,749 nurses across the United States and its territories have earned the certified CNL credential. At the state level, California has the largest number of active certificants with 1,422 certified CNLs. In FY21, 597 candidates successfully passed the CNL certification examination. Among those examinees, the pass rate among first timers was 74%.

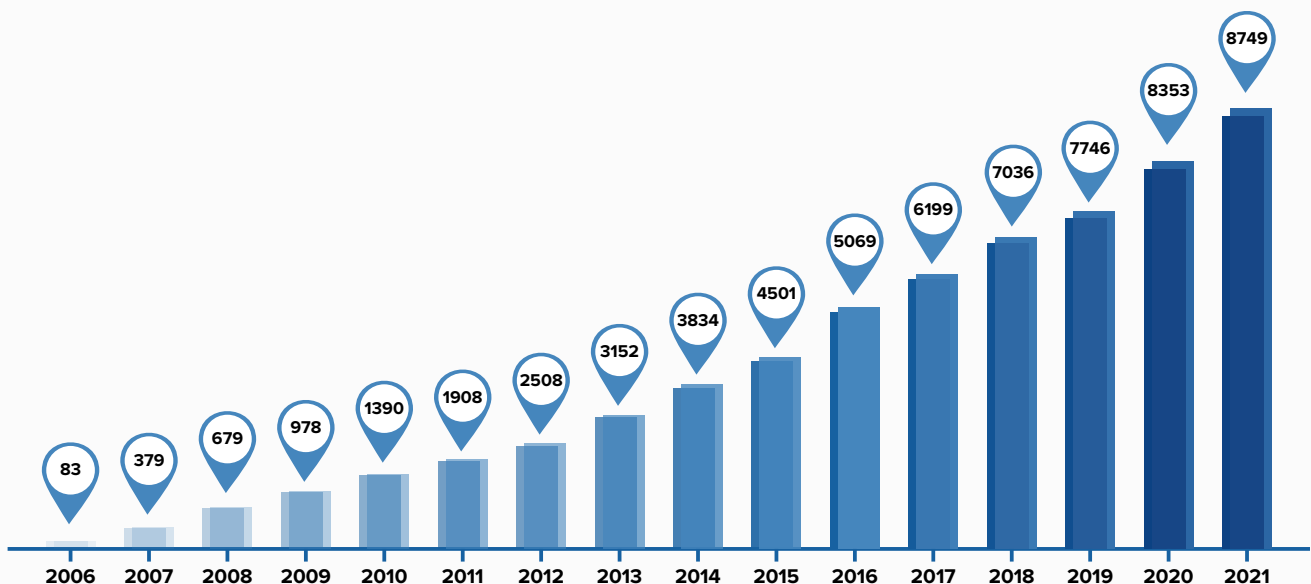
The following is a breakdown of the growth of certified CNLs from 2006 through the end of Fy21.

## CNL Certification Statistics

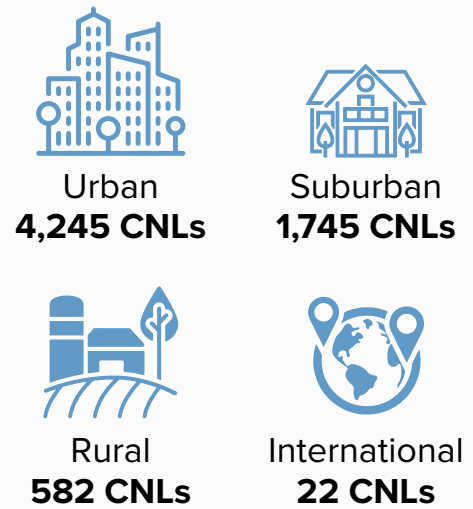
**Number of Nurses Who Have Earned the CNL Since 2006 by Region**  
Total= 8,749



**Total Number of Nurses Who Are CNL Certified**



## CNLs by Employment Setting and Type of Community



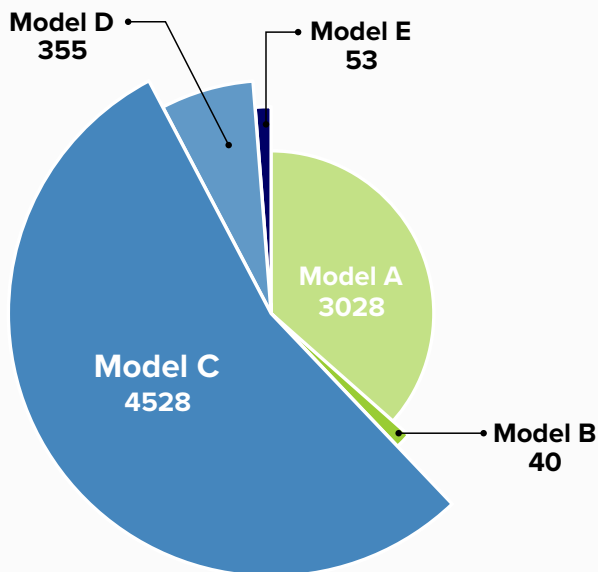
\*Other: Addiction/Recovery Facility, Administration, Behavioral Health Center, Corporate Office, Correctional Facility, Emergency Room/Department, Infection Control, Informatics, Insurance Company, Medical-Surgical, Oncology, Orthopedics/ Neuroscience and Research.

**Note:** Totals are based on the number of nurses who earned the CNL since 2010.

## Earned CNL Per Program Model

(As Provided by the Program Director Since 2010)

**Total= 8,749**



- **Model A= 3028**  
Master's degree program designed for BSN graduates
- **Model B= 40**  
Master's degree program for BSN graduates that includes a post-BSN residency that awards master's credit
- **Model C= 4528**  
Master's degree program designed for individuals with a baccalaureate degree in another discipline
- **Model D= 355**  
Master's degree program designed for ADN graduates (RN-MSN)
- **Model E= 53**  
Post-master's certificate program designed for individuals with a master's degree in nursing in another area of study

## Digital Badging



CNC is committed to providing certified CNLs with the tools necessary to achieve their professional goals. We have partnered with Credly's Acclaim platform to provide CNLs with a digital version of their credential. Digital badges can be used in email signatures or digital resumes and on social media sites, including LinkedIn, Facebook, and Twitter. The badge contains verified metadata that describes the CNL's qualifications and the process required to earn the badge.

## CNL Practice Exam

CNC's Clinical Nurse Leader<sup>SM</sup> Practice Exam is available to CNL students, graduates and faculty. This exam prep tool was developed by a group of certified CNLs in practice and academia along with Gray Matter Publishing, Inc./TestRun. The CNL<sup>®</sup> Practice Exam provides multiple practice tests, a customized user experience with a full practice exam or multiple short 10-question quizzes, visual performance analytics, and progress reports that aid in identifying areas of strengths and weaknesses.





# CNC ADMINISTRATION AND GOVERNANCE

## Working Through COVID-19

As we navigate through the COVID-19 pandemic, CNC continues to put the health and safety of staff and our constituents at the forefront. We remain persistent in providing up-to-date information on the pandemic's impact on the CNL Certification Program through our COVID-19 Information webpage at <http://AACNNursing.org/cnl-certification>.



CNC offices officially closed on March 13, 2020 and, as we prepare this report, staff continues to work remotely. The staff is tentatively scheduled to return to headquarters in January 2022. CNC is monitoring developments regarding the pandemic to evaluate and, communicate any potential impact on CNL students, faculty, exam candidates, practicing CNLs, and constituents.

In taking necessary precautions, Prometric SMT requires all exam candidates to wear an approved face covering and show proof of COVID-19 vaccination in order to sit for the exam at a testing center. Early in the pandemic, CNC staff, in collaboration with AACN staff members and the Commission on Collegiate Nursing Education (CCNE) released a joint video message targeting first responders.

## National Accreditation



CNC's CNL Certification Program is nationally accredited by the National Commission for Certifying Agencies—the authority on accreditation standards for professional certification programs. The NCCA helps ensure the health, welfare, and safety of the public through the accreditation of individual certification

programs that assess professional competency. Based on sound principles, NCCA standards are optimal and comprehensive criteria for organizational process and performance. They are broadly recognized, objective, and set current benchmarks for certifying bodies to achieve and by which to operate.

In FY21, CNC continued to maintain its NCCA accreditation. This process involved submission of documentation and policies that confirmed compliance with NCCA standards. Achieving and maintaining NCCA accreditation demonstrates CNC's commitment to adding value to the CNL Certification Examination and showcases to the healthcare community that certified CNLs and the CNL program adhere to the highest certification standards.

# PROFESSIONAL DEVELOPMENT

## 2021 Virtual CNL Research Symposium

In FY21, CNC hosted its first ever *Virtual CNL Research Symposium!* The symposium is a pre-conference workshop to the CNL Summit that focuses on the CNL's role in data collection, evaluation for reporting clinical outcomes, and quality improvement. The symposium united faculty, practicing CNLs, students, healthcare administrators, nurse executives, and others to discuss the CNLs role in evidence-based practice and outcomes.

### *Back to Basics! How CNLs Evaluate and Apply Research*

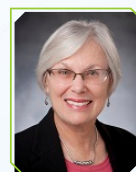
February 24, 2021

#### Welcome and Introductions



**Becky Hulett, DNP, RN, CNL**  
Chair, CNC Board of Commissioners  
MSN Program Director, Assistant  
Professor, Elmhurst University

#### Keynote - CNLs Beware: Avoiding Predatory Journals in a Search for Evidence



**Marilyn H. Oermann, PhD, RN, ANEF, FAAN**  
Thelma M. Ingles Professor of Nursing  
Duke University School of Nursing  
Editor, Journal of Nursing Care Quality

#### Session: The Current Science Validating the Impact of CNL Practice



**Miriam Bender, PhD, RN, CNL**  
Associate Professor, Associate Dean for  
Academic and Student Affairs  
Sue & Bill Gross School of Nursing



**Veronica Rankin, DNP, RN-BC, NP-C, CNL, NE-BC**  
Magnet Program Director, Director of Nursing  
Atrium Health-Carolinas Medical Center

#### Group Discussion: Gaps in CNL Work that Need to Be Published



#### Left to Right – 1st Row

- **Veronica Rankin**, DNP, RN-BC, NP-C, CNL, NE-BC Magnet Program Director, Director of Nursing, Atrium Health-Carolinas Medical Center
- **Tobie Olsan**, PhD, MPA, RN, CNL, NEA-BC, FNAP Professor Emeritus of Nursing, University of Rochester
- **Rosemary Hoffmann**, PhD, RN, CNL Associate Professor, University of Pittsburgh
- **Donna A. Ernst**, DNP, RN, CNL, NEA-BC Assistant Professor Texas Christian University, Harris College of Nursing and Health Sciences

#### Left to Right – 2nd Row

- **Becky Hulett**, DNP, RN, CNL Chair, CNCBOC, MSN Program Director, Assistant Professor, Elmhurst University
- **Bridget Graham**, MSN, RN-BC, CNL Clinical Nurse Leader, Mercy Health St. Mary's
- **Mary Bishop**, DNP, RN, CNL, NEA-BC, CNE Visiting Professor, Chamberlain College of Nursing
- **Linda L. Borns**, DNP, RN, CCRN, CNL, EBP (CH) Women's Health Clinical Navigator, Dayton VA Medical Center

#### Left to Right – 3rd Row

- **Helen Lach**, PhD, RN, CNL FGSA, FAAN Associate Dean, Professor, Saint Louis Univ, Trudy Busch Valentine SON
- **(Moderator) Cynthia R. King**, PhD, NP, MSN, CNL, FAAN CEO & Consultant, Special Care Consultants
- **Bobbi Shatto**, PhD, RN, CNL Coord., MSN-CNL & Accelerated MSN-CNL Program, Saint Louis Univ. Trudy Busch Valentine SON

## STRATEGIC ALLIANCES



Members of the CNCBOC performed a crosswalk of AACN's *Competencies and Curricular Expectations for Clinical Nurse Leader<sup>SM</sup> Education and Practice* against *The Essentials: Core Competencies for Professional Nursing Education*. Results concluded that over 62% of the CNL competencies were aligned with the Essential's Level 2 Model. In addition, the CNCBOC recommends the update of AACN's 2013 CNL Competencies so that they align with the Essential's Level 2 competencies.

CNC also submitted a letter of intent for formal recognition by the American Nurses Association of the Clinical Nurse Leader as an advanced nursing practice specialty. The CNCBOC and the Clinical Nurse Leader Association Board of Directors have agreed to collaborate on this 18–24-month project.

# CNC BRAND AWARENESS



## 2021 Certified CNL Day

CNC along with certified CNLs, students, faculty, and employers celebrated Certified CNL Day on March 19, 2021. This year's theme, **CNLs: Innovating Through Unprecedented Times**, recognized the perseverance of today's CNL and the impact of certified CNLs.

Designed to spread awareness about the significant impact certified CNLs have on patient care, healthcare professionals around the nation celebrate Certified CNL Day. On this day, employers recognize certified CNLs on staff, including employees, co-workers, and colleagues who deliver improved patient care. In addition, certified CNLs enlighten peers on how being certified has helped them deliver a higher quality of care.

Certified CNL Day Webinar. CNC also hosted a Certified CNL Day Webinar, which allowed participants to explore the impact and positive outcomes associated with the Clinical Nurse Leader during the COVID-19 pandemic. Speakers examined the value of the CNL, their impact leading others through uncertain times, the challenges faced by facilities during the pandemic, their comprehensive approach to addressing challenges, and the patient experience in times of isolation and uncertainty.

## Webinar Panelists



**Amanda Truesdale, MSN, RN, CNL, RN-BC, GRN**  
Clinical Nurse Leader/Unit Educator  
Atrium Health



**Preston Brown, MSN, RN, CNL**  
Clinical Nurse Leader/Med Surg Nurse Educator  
Texas Health Resources



**Latasha Kast, MSN, RN, CNL, CCRN**  
Advanced Clinical Education Specialist  
UPMC Passavant



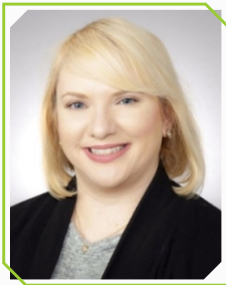
**Rosemary Hoffmann, PhD, RN, CNL**  
Associate Professor  
University of Pittsburgh

# CNL RECOGNITION

## CNL Educator and CNL Vanguard Award Winners

During the opening session of the first ever 2021 Virtual Clinical Nurse Leader (CNL) Summit, CNC and AACN recognized the innovative work of certified CNLs in practice and education. Latasha Kast, MSN, RN, CCRN, CNL and Rosemary Hoffmann, PhD, RN, CNL, were the 2021 award recipients.

2021 CNL Vanguard Award Winner. The CNL Vanguard Award recognizes a certified CNL for innovative and outstanding professional performance and advocacy of the CNL skill set. The award also promotes the contributions of the CNL in transforming health care.



**Latasha Kast, MSN, RN, CCRN, CNL**  
Advanced Clinical Education Specialist for Critical Care  
UPMC Passavant

2021 CNL Educator Award Winner. The CNL Educator Award recognizes a CNL faculty member or education program director for innovative and outstanding preparation and advocacy of CNLs. The award also promotes the contributions of the CNL faculty member in transforming nursing education and promoting innovation in both academia and practice.



**Rosemary Hoffmann, PhD, RN, CNL**  
Associate Professor  
University of Pittsburgh

## "I Have the CNL POWER!" Contest Winners

In FY21, CNC announced winners of the 2021 "I Have the CNL Power" contest. The contest allowed students, practicing CNLs, faculty and nursing executives to tell the community how the CNL skill set has equipped them with the POWER to improve patient care. Contestants had the opportunity to share their experiences on how CNLs are making a greater positive impact at their healthcare facility.

### CNL Winner

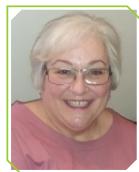
Borrinaga Leads, Advocates, and is a Catalyst for Change



**Maria Cielo Borrinaga**  
MSN, RN-BC, CNL, CCRN  
VA Dallas Medical Center

### Faculty Winner

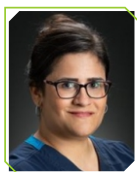
Hoblet Navigates Challenges Posed by COVID-19 Pandemic



**Karen L. Hoblet**  
PhD, MSN, RN, CNL  
University of Toledo College  
of Nursing

### Employer Winner

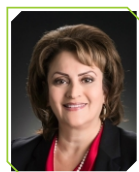
University Health San Antonio



**Rocío G. Garcia**  
MSN, RN, CNL  
Executive Director  
Emergency Services



**Rhiannon Rasmussen**  
MSN, RN, CNL  
Assistant Director Quality



**Dina Perez-Graham**  
MSN, RN  
Associate Chief



CNC's Electronic Newsletter. CNC's monthly newsletter, *The CNL Bulletin* is disseminated electronically to all certified CNLs, CNL students, CNL faculty, Program Directors, Nursing Executives, and supporters of the Clinical Nurse Leader. The newsletter provides readers with updates to CNC's activities and keeps constituents up to date on CNL program activities.

Exhibiting. CNC is committed to promoting the value of CNL Certification to all stakeholders. In doing so, CNC staff exhibited via virtual conferences to help bring awareness of the certified CNL credential and the importance of certification.



## FINANCIAL SUMMARY

In FY2021, CNC's total revenue earned was \$662,592.93, which is comprised of exam registration fees, renewal fees, symposium registration fees, and miscellaneous income. Expenses totaled \$514,544.62, which include program expenses, organizational management, and general expenses. These activities resulted in a fiscal year net asset of \$148,048.31.



**APPENDIX**  
Board, Committee and Ambassador Rosters



## CNC BOARD OF COMMISSIONERS

CNC is governed by the CNC Board of Commissioners comprised by nine members, four of which represent academia, another four represent practice and one public-member. In FY2021, one board position remained vacant.



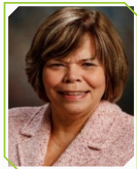
**Becky Hulett, DNP, RN, CNL (Chair)**  
MSN Program Director &  
Assistant Professor  
Elmhurst University



**Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM (Vice-Chair)**  
Patient Safety Program Manager  
Michael E. DeBecky VA Medical Center



**Linda Borns, DNP, RN, CCRN, CNL, EBP (CH)**  
Women's Health Clinical Navigator  
Dayton VA Medical Center



**Mary Bishop, DNP, RN, CNL, NEA-BC, CNE (Secretary)**  
Visiting Professor  
Chamberlain College of Nursing



**Julius Kitutu, PhD, Med, Msc,**  
Associate Professor, Associate Dean for  
Student Affairs & Alumni Relations  
University of Pittsburgh School of  
Nursing



**Tobie Olsan, PhD, MPA, RN, CNL, NEA-BC, FNAP**  
Professor Emeritus of Nursing  
University of Rochester



**Bobbi Shatto, PhD, RN, CNL**  
Coordinator, MSN-CNL &  
Accelerated MSN-CNL Programs  
Saint Louis University Trudy Busch  
Valentine SON



**Megan Williams, MSN, RN, CNL**  
Director of Complex Care  
Regional One Health

## CNC STAFF



**Shantal H. Johnson**  
CNC's Director



**Nuria Gramkee**  
CNC's Certification Manager

# CNC COMMITTEES AND TASK FORCES

## Appeals Committee

- Becky Hulett, DNP, RN, CNL (Chair)
- Tamara Houston, MSN, RN, CNL, PHN
- Bobbi Shatto, PhD, RN, CNL

## CNL Certification Ambassadors

- Melchora (Toy) Bartley, MBA, MSN, RN, CNL, CCRN
- Miriam Bender, PhD, RN, CNL
- Exzylle Pearl C. Canieso, MSN, RN, CNL
- Catherine Z. Curtis, MSN, RN, CNL, AGACNP-BC, AGPCNP-BC, WCC, CCRN
- Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM
- Erica DeBoer, MA, BSN, RN, CNL, CCRN-K
- Karen DeLong, MSN, RN, CNL, CNP
- Rhonda Donahue, RN, MS, CNL
- Ginger Evors, MSN, RN, OCN, CNL
- Michael T. Finch, MSN, RN, CNL
- Ola Fox, DNS, CNL
- Bridget Graham, MSN, RN-BC, CNL
- Cheryl Green, PhD, DNP, RN, CNL, LCSW, CNE, ACUE, MAC, FAPA
- Rosemary L. Hoffmann, PhD, RN, CNL
- Alma Holley, BSN, MPH, RN, CNL, CCM
- Lorraine R. Kaack, MS, RN-BC, CNL
- Kristine L'Ecuyer, PhD, RN, CNL
- Tammy L. Lee, MSN, RN, CNL
- Jasmine Lewis, MSN, RN, CNLQ
- Bernadette Mae Longo, PhD, RN, CNL, PHNA-BC, FAAN
- Colleen Morgan, DNP, RN, CNL
- Laurie Nolan-Kelley, DNP, RN, CNL, CEN, TCRN, EMT-P
- Floribirth Nwokocha, MSN, RN, CNL
- Sharon Oglesby, MSN, RN, CNL
- Susan L. Ottenfeld, MSN, RN, CNL
- Lisa Bridwell Robinson, DNP, CNE, CNL, NP-C
- Bobbi R. Shirley, MS, RN, CNL, OC
- Mary Stachowiak, DNP, RN, CNL
- Anna L. Thomas, MSN, RN, CCRN, CNL
- Judith Tinelli, BSN, MSN, RN, CNL, ONC, CRRN
- Emi V. Tomijima, MSN, RN, CNL, PHN
- Leigh Williams, RN, MSN, CNL, ACCNS

## CNL Exam Review and Approval Committee

- Elizabeth J. Cianci, JD, MBA, MSN, PMHRN-BC, CNL
- Angela M. Hageman, MSN, RN, CNL
- Lauren Langford, MSN, RN, CNL
- Tobie Olsan, PhD, MPA, RN, CNL, NEA-BC, FNAP
- Dawn Sarage, MSN, RN, CNL, CMSRN

## CNL Innovative Project Award Committee

- Becky Hulett, DNP, RN, CNL (Chair)
- J. Michael Leger, PhD, MBA, RN, CNL, NEA-BC, CNE
- Laurie Nolan-Kelley, DNP, RN, CNL, CEN, TCRN, EMT-P
- Bobbi Shatto, PhD, RN, CNL
- Megan Williams, MSN, RN, CNL

## CNL Research Symposium Planning Committee

- Becky Hulett, DNP, RN, CNL (Chair)
- Veronica Rankin, DNP, RN-BC, NP-C, CNL (Co-Chair)
- Donna A. Ernst, DNP, RN, CNL, NEA-BC
- Rosemary L. Hoffmann, PhD, RN, CNL
- Cynthia R. King, PhD, NP, MSN, CNL, FAAN
- Kristine M. L'Ecuyer, PhD, RN, CNL
- Wesley Richardson, PhD, MSN, RN, CNL

## Executive Committee

- Becky Hulett, DNP, RN, CNL (Chair)
- Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM (Vice-Chair)
- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH) (Treasurer)
- Mary Bishop, DNP, RN, CNL, NEA-BC, CNE (Secretary)

## Finance Committee

- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH) (Chair)
- Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM
- Megan Williams, MSN, RN, CNL

### Item Writers Committee

- Veronica Anderson, MSN, RN-BC, CNL
- Jeanne A. Bernier, MSN, RN, CNL
- D'Ana Marie Brooks, MSN, RN, CNL, CMSRN
- Elizabeth J. Cianci, JD, MBA, MSN, PMHRN-BC, CNL
- Laura L. Cooper, MSN, RN, CNL, PCMH CCE
- Debra V. Craighead, PhD, RN, CNL
- Kristina Davis, MS, MSN, MPH, CPHQ, CNL
- Christine Emmons, MSN, MPH, RNC-NIC, CNL
- Edna D. Frazier, MSN, RN, CNL, CCM
- Angela M. Hageman, MSN, RN, CNL
- Karen Ivie, MSN, RN, CNL
- Lauren Langford, MSN, RN, CNL
- Joslin B. Leasca, DNP, MSN, FNP, CNE, CNL
- Melissa Maddox, DNP, RN, CNL
- Brandy Manigo, MSN, RN, CNL, CNN
- Geralyn Meyer, PhD, RN, CNL, CNE
- Contemprist Nelson, MSN, RN, CNL
- Dominic Parone, MSN, RN, CNL, CFRN, CEN, MICN
- Dawn Sarage, MSN, RN, CNL, CMSRN
- Melissa Schmidt, MSN, RN, CNL, CPAN, CAPA
- Julia Stocker Schneider, PhD, RN, CNL
- Dianna Sorenson, PhD, MBA, MN, BSN, RN, CNL, CNS
- Christopher Cory Wilbanks, DNP, APRN, AGACNP-BC, FNP-C, CNL
- Janice Wilcox, DNP, RN, CNL

### Marketing Committee


- Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM (Chair)
- Elizabeth J. Cianci, JD, MBA, MSN, PMHRN-BC, CNL
- Bobbi Shatto, PhD, RN, CNL
- Ethel Santiago, EdD, RN, CNE, CNL

### Nominating Committee

- Tobie Olsan, PhD, MPA, RN, CNL, NEA-BC, FNAP (Chair)
- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH)
- Mary Bishop, DNP, RN, CNL, NEA-BC, CNE





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 [AACNNursing.org/CNL](http://AACNNursing.org/CNL)  
[DiscoverCNLs.org](http://DiscoverCNLs.org)

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