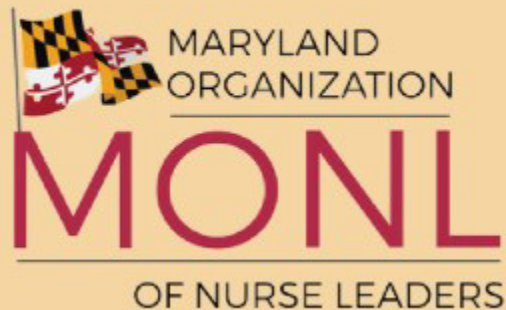




# MONL Quarterly Dispatch

## MONL PRESIDENT'S REPORT

Dear MONL Members and Friends,  
On behalf of the Maryland Organization of Nurse Leaders, I want to extend my sincere thanks to all who joined us for our recent networking and social event at Nick's Fish House, as well as our September 18th Membership Meeting. It was wonderful to connect with so many of you in person, share ideas, and continue building our strong professional community. I also appreciate those who have participated in our online education sessions this year. We've had engaging discussions and valuable learning opportunities, and I'm excited to share that we have one more virtual session scheduled for December 18th.

Looking ahead, we are preparing for our biggest event of the year—our Annual Gala on November 15th. This evening will not only be a celebration of nursing leadership but also an opportunity to recognize excellence among our members. We will proudly present two scholarships—the Emerging Leader Scholarship and the Visionary Leader Scholarship—as well as three awards: the Emerging Leader Award, the Visionary Leader Award, and the Daisy Award. I encourage each of you to apply, nominate a colleague, or share these opportunities within your networks so we can celebrate the very best in nursing leadership and excellence together.



**Christine Frost,  
DNP, MBA, RN,  
NEA-BC**

Finally, as we approach the close of the year, I invite you to renew your MONL membership (or become a member for the first time!) and join us for another exciting year of events, education, and networking. Your continued support and engagement make our mission possible, and I look forward to everything we will accomplish together in the year ahead.  
Warm regards,  
Christine Frost  
President, Maryland Organization of Nurse Leaders

### LEADERSHIP



### KNOWLEDGE



### ADVOCACY



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#### SPECIAL POINTS OF INTEREST

- Scholarship Information
- Gala Details
- New Legislative Committee

## MEET OUR NEW BOARD MEMBERS



**Quinn Collins,  
DNP, MSN, RN,  
NE-BC**

Quinn Collins, DNP, MSN, RN, NE-BC, currently serves as the Executive Director of Nursing Strategy and Integration at Johns Hopkins Health System (JHHS). In this capacity, Dr. Collins works closely with Chief Nursing Officers across the organization to standardize strategic initiatives and nursing practices, while providing leadership and support in the development of a comprehensive, system-wide professional practice model focused on nursing excellence and patient-centered care.

With a career that spans both clinical and administrative management roles in academic and community hospital settings, Quinn has led nursing systems and operations, overseeing critical functions such as finance and budgeting, staffing, clinical productivity, and the allocation of materials and other support resources. Her expertise in systems integration has allowed her to drive operational efficiencies, unifying practices to deliver high-quality, cost-effective patient care.

In her current role, Quinn is also active in government relations activities related to nursing. In 2024 Quinn testified before the Maryland House of Delegates Health and Government Operations Committee in opposition to a Safe Staffing bill which indirectly spoke to mandated ratios. She has been involved in advocacy in opposition against this bill again this legislative session in 2025. Quinn attended the AONL advocacy academy and Advocacy Day in 2024 and will attend again in 2025, visiting several state and federal legislators on Capital Hill. Quinn is an active member of the NLIA (nurse leaders in advocacy) committee of AONL, which keeps her in contact with state and federal legislators throughout the year.



**Margo Mancl, DNP,  
RN, NEA-BC**

Dr. Mancl has an extensive background in clinical nursing and a wealth of leadership experience. Her nursing career spans over 18 years, during which she has held various leadership roles in inpatient and outpatient settings across multiple nursing specialties including Pediatrics, Women's Services, Adult Acute Care, and Ambulatory practices. Currently, Margo serves as a Senior Director of Nursing Operations and Patient Care Services at MedStar Franklin Square Medical Center supporting Capacity Management, Adult Med/Surg, Nursing Practice, Innovation, Magnet, Informatics, and Professional Development.

Dr. Mancl earned a Bachelor of Science in Biology from Purdue University, Bachelor of Science in Nursing from Villa Julie College, and both a Master of Science in Health Services, Leadership, and Management and a Doctor of Nursing Practice from the University of Maryland in Baltimore. She is board certified in Advanced Nurse Executive leadership. Dr. Mancl is a graduate of the Nurse Leadership Academy at the Institute of Johns Hopkins Nursing, and an American Organization of Nurse Leaders (AONL) Nurse Director fellow. Margo is committed to nursing advocacy at the policy level, actively participating in advocacy efforts with the Maryland Emergency Nurses Association (MDENA), Emergency Nurses Association (ENA), Maryland Organization of Nurse Leaders (MONL), and AONL, for all of which she maintains membership.

Dr. Mancl lives near Baltimore and enjoys being her three teenagers' biggest cheerleader.

## MEET OUR NEW BOARD MEMBERS

Dr. Katelyn Quarry is an Assistant Clinical Professor and Assistant Director of the BSN program at Loyola University Maryland. She received her Bachelor of Science in Nursing from Duquesne University, her Master of Science in Nursing, Leadership in Nursing Education from Notre Dame of Maryland University, and her Doctor of Nursing Practice from Duquesne University.

She serves on multiple advisory boards in and around Baltimore and Maryland, including Johns Hopkins, Mercy Medical Center, and UM St. Joseph Medical Center's Nurse Residency Program advisory boards and the Maryland-DC Clinical Collaborative. She is active in multiple nursing organizations, including service as a District 2 Director for the Maryland Nurses Association and the program planning committee for the American Association of Critical Care Nurses Chesapeake Bay Chapter. She continues clinical practice as a critical care nurse in the greater Baltimore area.

Her overarching goal is to bridge the academic-practice gap for new graduate nurses in and around Maryland. She maintains a unique role as a pre-licensure faculty member and BSN program administrator while also maintaining clinical practice and connections throughout the Baltimore area with practice partners. Her work with MONL will help guide the nursing workforce in Maryland.



**Katelyn Quarry, DNP,  
RN, CCRN, CNE**



### About MONL

*MONL is a non-profit organization consisting of nurse leaders, executives, educators, administrators and officers from across the state of Maryland. Our leaders are experts in Nursing administration, nursing advocacy, nursing policy, nursing position papers & white papers, professional nursing practice, nursing leadership and the Maryland nursing workforce.*



*MONL members enjoy networking at our summer social at Nick's Fish House (above) and participate in our September Membership Meeting with special guest speaker Dr. Sherry Perkins(below).*



# Advocacy Day

## June 2 & 3, 2025



AONL recently hosted its annual Advocacy Day in Washington, D.C., where over 270 nurse leaders from 40 states actively participated. During the event, they engaged with legislators, advocating against Medicaid cuts proposed in the One Big Beautiful Bill Act. Additionally, they urged support for crucial acts like the Save Healthcare Workers Act (S. 1600/H.R. 3178), the Dr. Lorna Breen Healthcare Provider Protection Reauthorization Act (S. 266/H.R. 929), and the Title VIII Nursing Workforce Reauthorization Act (S. 1874/H.R. 3593).

To broaden the impact, AONL encourages nurse leaders to continue their advocacy efforts remotely by reaching out to their legislators. They emphasize the importance of opposing Medicaid cuts and rallying support for the Save Healthcare Workers Act. For detailed information and to delve deeper into AONL's advocacy priorities, visit the AONL Advocacy Action Center. Stay informed and engaged with the latest updates from AONL's Advocacy Day: <https://lnkd.in/gx4EHeNc>



## Charting Progress: Maryland Nurse Residency Collaborative (MNRC) News & Highlights

The Maryland Nurse Residency Collaborative (MNRC) has had an eventful and impactful first half of 2025, marked by leadership additions, expanded programming, and national recognition. The MNRC welcomed Dr. Racquel McCrea as its new contracted NRP Coordinator. With over 15 years of experience in nursing education and leadership, Dr. McCrea brings a wealth of knowledge to support Maryland's Nurse Residency Programs.

Thirteen new Nurse Residency Program (NRP) Coordinators and staff also joined the MNRC this year, representing hospitals across the state. MNRC's presence was strongly felt at the 2025 Vizient/AACN NRP Annual Conference in Orlando, where a record-breaking 61 participants from Maryland—including 38 coordinators, 16 leaders/ academic partners and 7 nurse residents—were in attendance. Our MNRC hospitals and partners shared innovative best practices across eight presentations.

Looking ahead, the Collaborative invites members to upcoming Coordinator Meetings, with special emphasis on October's session.

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*The Maryland Nurse Residency Collaborative (MNRC) has had an eventful and impactful first half of 2025, marked by leadership additions, expanded programming, and national recognition.*

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### MONL SUB-COMMITTEE CORNER: TIDBITS FROM THE MEMBERSHIP COMMITTEE

Join MONL!



- Membership subcommittee is working on programming to continue to add value of membership to the MONL organization
- We hosted a flash sale in July— in July, we added 19 additional new members
- Finalized the quarterly newsletter this fall
- Reviewing data of membership for last 5-10 years, including discussing value of auto renew, discounting for long term memberships
- Investigation future value add to membership including a List Serve
- Discussing how to onboard new members and capture expired members
- If you have ideas on how to add value to our MONL membership, feel free to email our Membership Chair [mandy.bounds@tidalhealth.org](mailto:mandy.bounds@tidalhealth.org)

## MONL SUB-COMMITTEE CORNER: TIDBITS FROM ACADEMIC PARTNERSHIP COMMITTEE

The Academic Committee, co-chaired by Iskra Gillis and Katelyn Quarry, plays a vital role in building strong connections with colleges and schools of nursing throughout Maryland and the surrounding region. Their mission is to promote membership in MONL and support the recruitment and smooth transition of nursing students into the professional workforce.

For more information on this committee, please contact Committee Chair Iskra Gillis at [iskra.gillis@umm.edu](mailto:iskra.gillis@umm.edu)



*"While leading the future of an entire profession may seem like a massive undertaking, the most important part of change is that it starts with one. Leaders can focus on one collaboration, adopting one change, shifting one behavior, or building one new connection. The possibilities for the future of nursing are endless, but the inherent risk is that our profession maintains status quo." Weberg, 2021*

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## MONL SUB-COMMITTEE CORNER: TIDBITS FROM THE LEGISLATIVE COMMITTEE

What is nurse advocacy and how can I learn more? If you are interested in learning more, please consider joining our newly formed MONL Legislative Committee. This is a valuable opportunity for nurses who want to stay ahead of the ever-evolving landscape of healthcare laws and policies in Maryland. By becoming a member, you'll gain direct access to up-to-date information on legislative activity that directly impacts nursing practice, patient care, and workplace standards. This committee will serve as a vital bridge between the legislative process and frontline nurses, ensuring you're not only informed but also empowered to influence decisions that shape the future of healthcare in our state.

Moreover, as a member, you'll play a crucial role in keeping your colleagues informed about key legislative developments. Sharing timely updates and insights helps foster a stronger, more knowledgeable nursing community, which can advocate more effectively for policies that protect our profession and enhance patient outcomes. Your participation will ensure that nurses' voices are heard and that everyone stays connected to the critical issues shaping our work environment. Together, we can make a meaningful difference in the way nursing practice evolves in Maryland.

Please check on the [MONL website](#) for news of upcoming meetings as we will post any news there and via this newsletter.

For more information, please contact Committee Co-Chairs Quinn Collins or Margo Mancl.

Quinn Collins: [qcollins@jhmi.edu](mailto:qcollins@jhmi.edu)

Margo Mancl: [memanclrn@gmail.com](mailto:memanclrn@gmail.com)



## MONL SUB-COMMITTEE CORNER: TIDBITS FROM PLANNING/PROGRAM/EVENTS COMMITTEE

The planning committee had a busy 2025, engaging membership with new events! Past highlights include:

- Our new Leadership Symposium Series (4th Session on December 18th!)
- Advocacy Day
- Summer Social at Nick's Fish House
- September Membership Meeting at MHA

Upcoming Events include:

- Presenting with Impact: A Public Speaking Coaching Session (October 29th)
- Our Annual Gala (November 15th)

Stay tuned for more exciting events in 2026! For more information on this committee, contact [mdnurseleaders@gmail.com](mailto:mdnurseleaders@gmail.com).



## UPCOMING EVENTS: SAVE THE DATE

A vertical poster with a gold background and a border of small gold stars. At the top, there is a logo for MONL (Maryland Organization of Nurse Leaders) featuring a Maryland state flag. Below the logo, the text 'Save The Date' is written in a large, elegant, gold cursive font. Underneath, in a smaller, dark blue serif font, it says 'YOU ARE CORDIALLY INVITED TO'. This is followed by 'The Maryland Organization of Nurse Leaders' in a dark blue cursive font. The words 'ANNUAL GALA' are prominently displayed in a large, bold, dark blue serif font. Below this, the date and time 'SATURDAY, NOVEMBER 15, 2025 4:00 PM' are written in a dark blue serif font. The venue 'The Blackwell Barn & Lodge' is written in a dark blue cursive font, followed by the address '329 GAMBRILLS RD, GAMBRILLS, MD 21054' in a dark blue serif font. At the bottom, a paragraph in a dark blue serif font invites guests to the Annual Gala, describing it as a night dedicated to celebrating excellence in nursing leadership. It mentions networking, inspiration, and honoring nurse leaders. A final line in a dark blue serif font notes that the attire is semi-formal.

  
Maryland Organization  
of Nurse Leaders

*Save The Date*

YOU ARE CORDIALLY INVITED TO

*The Maryland Organization  
of Nurse Leaders*

**ANNUAL  
GALA**

**SATURDAY, NOVEMBER 15, 2025  
4:00 PM**

*The Blackwell Barn & Lodge*  
329 GAMBRILLS RD, GAMBRILLS, MD 21054

You are cordially invited to the Annual Gala of the Maryland Organization of Nurse Leaders, a night dedicated to celebrating excellence in nursing leadership. Join us for an elegant evening of networking, inspiration, and the chance to honor the remarkable contributions of our nurse leaders. Please note that the attire for the evening is semi-formal.

## ***Join Us for Presenting with Impact: A Public Speaking Coaching Session***

The Maryland Organization of Nurse Leaders is thrilled to host a special four-hour, hands-on coaching session designed to strengthen communication and presentation skills for today's fast-paced healthcare environment.

Delivered by Nan Tolbert, Executive Communication Coach at The Communication Center, this session provides tailored instruction, live feedback, and interactive practice to help you:

- Communicate clearly and concisely, even under pressure
- Adjust delivery for in-person huddles and virtual meetings
- Analyze audiences—from patients and families to peers and executives—and tailor your message effectively
- Apply quick-hit formulas (PREP/ANSA) to structure updates and presentations with impact
- Manage speech anxiety and project confidence in challenging situations
- Strengthen PowerPoint slides into practical tools for persuasion and education.

Through small-group exercises, peer practice, and real-time coaching, participants will leave with practical strategies they can immediately apply—whether leading rounds, updating colleagues, or presenting quality-improvement initiatives. This program is more than theory—it's about building confidence, presence, and leadership impact.

### **EVENT DETAILS:**

Date: Wednesday, October 29th

Time: 11:30am-4:00 pm

Location: Belcher Pavilion at Anne Arundel Medical Center  
2000 Medical Pkwy, Annapolis, MD 21401

Note: Lunch will be provided from 11:30am-12:00 pm, followed by a 4 hour coaching session complete with learning blocks and interactive exercises. Time is also built in for a short break and wrap up/q&a at the end of the session.

Cost: This event is FREE for current MONL members. Tickets are available for non-members at \$200 per ticket. (Or become an annual MONL member for \$150 and attend for free-visit our membership page!)

Space is limited. [Click here to register now!](#)



Do you have ideas for future MONL programming, topics you'd love to see covered, or a special request for upcoming events? We also welcome the opportunity to celebrate milestones within our community—such as acknowledging a colleague's retirement or honoring professional achievements. Share your suggestions with us and help shape the future of MONL!

Please contact [mdnurseleaders@gmail.com](mailto:mdnurseleaders@gmail.com) to get in touch!



Thank You for Your Support!

We are so grateful for the dedication and engagement of our MONL members. Your support makes it possible for us to provide valuable programs, networking opportunities, and recognition for nurse leaders across Maryland. As we look ahead to another exciting year, we invite you to renew your membership today and continue being a vital part of our community. Together, we can keep advancing nursing leadership and celebrating one another's successes.

# What Nurses Do Matters!

## Share Your Story of Advocacy

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Do you have a story to tell?  
Your voice can inspire others! Scan this QR code to connect with us.



We are gathering stories of how nurses have made a change by advocating for

- themselves
- their patients
- their communities

Join us in raising awareness and celebrating the impact of nurses in Maryland.



## RAISE THE VOICES

**OF NURSES!**



**RESILIENT NURSES INITIATIVE**

• M A R Y L A N D •