

February 16, 2026

I am Kimberly Goldsborough, Executive Director of Nursing at Johns Hopkins Bayview Medical Center and Johns Hopkins Hospital. I provide executive oversight of the Nursing Float Pool and Resource Management team and Neurosciences across both campuses, as well as the Department of Inpatient Surgery and Interventional Radiology at Johns Hopkins Bayview Medical Center. Within my span, the wound ostomy nursing team, trauma program and the Baltimore Regional Burn Center program are included. Over my 29-year tenure within the organization, I have served in progressive leadership roles that have shaped my commitment to operational excellence, workforce development, and system-level innovation.

I am sincerely interested in serving as Member-at-Large on the MONL Board and contributing to the organization's strategic priorities. Throughout my career, I have championed initiatives that strengthen nurse leader development, build sustainable workforce models, and advance safe, high-reliability care environments. My oversight of centralized staffing and resource management has required innovative approaches to workforce optimization, retention, and resiliency—critical issues facing nurse leaders across Maryland.

Advocacy is central to my leadership philosophy. I am deeply committed to promoting policies and practices that enhance patient and staff safety, improve care delivery systems, and ensure that nurses' voices are represented in executive and legislative decision-making forums. I believe nurse leaders must be positioned not only as operational experts, but as influential policy advocates who shape the future of healthcare. I have been fortunate to attend and support my staff in participating in legislative sessions.

As a faculty member at the Johns Hopkins School of Nursing, I remain closely connected to emerging nurses entering the profession. This perspective allows me to bridge executive leadership with the evolving expectations, competencies, and values of the next generation. I am particularly passionate about mentoring future nurse leaders.

I would be honored to support MONL's mission by contributing strategic insight, collaborative leadership, and a steadfast commitment to advancing nursing leadership across Maryland. I believe my operational experience, academic engagement, and dedication to advocacy and innovation align strongly with the organization's vision for the future.

Thank you for your consideration,

Kimberly Goldsborough DNP, RN, CNML

Bio

Kimberly Goldsborough, DNP, RN, CENP

Kimberly Goldsborough is the Executive Director of Nursing at Johns Hopkins Bayview Medical Center and Johns Hopkins Hospital. She provides executive oversight of the Nursing Float Pool and Resource Management team, Neurosciences across both campuses, and Inpatient Surgery and Interventional Radiology at Johns Hopkins Bayview.

With 29 years at Johns Hopkins, Dr. Goldsborough has held progressive leadership roles and is known for building strong teams, optimizing workforce models, and advancing patient and staff safety initiatives. She also serves as faculty at the Johns Hopkins School of Nursing, where she mentors entry-to-practice nurses.

Her leadership is grounded in innovation, collaboration, and a commitment to advancing nursing excellence across Maryland.