

MONL Quarterly Dispatch

MONL PRESIDENT'S REPORT

Dear MONL Members,

As we move into a new season for the Maryland Organization of Nurse Leaders, I want to take a moment to reflect with gratitude and look ahead with excitement. It has been an honor to serve in this role, and I am deeply thankful for the opportunity to work alongside such a dedicated and inspiring community of nurse leaders. Your commitment to advancing our profession and supporting one another continues to make MONL a strong and impactful organization.

As part of our Board transition, I will be moving into the role of Past President, and I am thrilled to welcome Amy Alsante (DNP, RN, NE-BC, CHEP, LSSGB) as our new President. Amy is a thoughtful, passionate leader, and I have no doubt she will guide MONL with vision and purpose in the year ahead. Please join me in congratulating and supporting her as she steps into this role. I would also like to extend my sincere thanks to each of you—our members—for your continued engagement, collaboration, and support. Whether you've attended events, participated in discussions, or contributed your time and expertise, your involvement is what makes MONL thrive.

A special thank you to those who recently testified in support of the Safe Staffing Act of 2026 (S.B. 411). Advocacy is at the heart of our mission, and your voices make a meaningful difference in shaping the future of healthcare in Maryland. We are especially grateful to Amy Alsante, Quinn Collins, and Meredith Cornett for their leadership and commitment in representing our community.



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

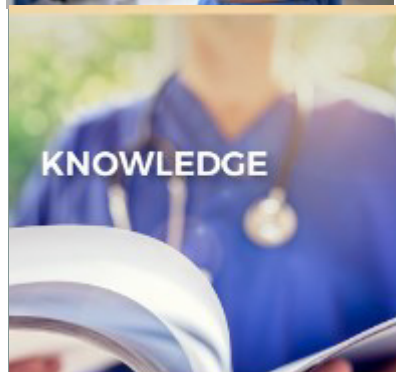
As we look ahead, I am confident that MONL will continue to grow, advocate, and lead with strength and purpose. Thank you for being part of this journey.

With gratitude,
Christine Frost
Past President (effective April 1)
Maryland Organization of Nurse Leaders

LEADERSHIP



KNOWLEDGE



ADVOCACY



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SPECIAL POINTS OF INTEREST

- AONL Legislative Updates

2026 New Board Members:



**Amy Alsante, DNP, RN,
NE-BC, CHEP, LSSGB
President**

Dr. Alsante has a background of diverse nursing experience. Alsante started her career in critical care and most recently has over ten years of progressive leadership experience in acute care and ambulatory settings. Her leadership positions include an ICU specialty resource nurse, ICU Assistant Nurse Manager, Nurse Manager for a Medical Surgical unit, manager of inpatient dialysis unit, Magnet program director, Nursing Practice Innovation Lead, Senior Director of Nursing Excellence and Resource Management, and Interim Chief Nursing Officer of MedStar Harbor Hospital.

Currently she is the Chief Nursing Officer of Sunburst Workforce Advisors.

Dr. Alsante received her Bachelor of Science in Nursing from Towson University, a Master of Science in Health Services Leadership and Management from the University of Maryland, Baltimore and her Doctorate of Nursing Practice in Executive Leadership from The George Washington University. Dr. Alsante has been awarded the Josie King Hero Award, MedStar HeRO award and the Baltimore Magazine Nursing Excellence Award for her work in transforming cultures, improving patient outcomes and engaging frontline healthcare workers.

She is passionate about Magnet and had a significant role in multiple Magnet designations at two facilities. Alsante enjoys mentoring emerging nurse leaders and empowering them with the knowledge and resources necessary to continuously improve the delivery of care and improve patient outcomes. She is committed to creating fiscally sustainable solutions for staffing, innovative care delivery models, and integration of technology to drive efficiency.

Dr. Alsante is a member of the Maryland Organization of Nurse Leaders (MONL), the American Organization of Nurse Leaders (AONL), the American College of Healthcare Executives (ACHE), the American Nurses Association (ANA), Maryland Association of Healthcare Quality (MAHQ) and the Maryland Nurses Association (MNA). She is thrilled to be the 2026-2028 President of MONL.



**Kari Mimnaugh,
DNP, RN, CCRN-K,
NEA-BC
President-Elect**

Dr. Kari Mimnaugh is a seasoned nurse executive with a proven track record of leading complex nursing and ancillary teams across the acute care continuum. Beginning her career in critical care, she has spent the past decade advancing through progressive leadership roles and currently serves as Senior Director of Emergency Services and Critical Care at Luminis Health Anne Arundel Medical Center. She is deeply committed to quality, patient safety, and operational excellence, and has led numerous system-level improvement initiatives focused on clinical outcomes, caregiver engagement, and sustainable performance improvement.

Dr. Mimnaugh earned her Bachelor of Science in Nursing from Chamberlain University, her Master of Science in Nursing with a focus in Nurse Leadership from Wilmington University, and her Doctor of Nursing Practice from Wilmington University. She holds CCRN-K and NEA-BC certifications and is a Lean Six Sigma Green Belt. She recently completed executive coursework through the CNO Institute.

She is an active member of the Maryland Organization of Nurse Leaders (MONL), the American Organization of Nurse Leaders (AONL), the American Nurses Association (ANA), and the American Association of Critical-Care Nurses (AACN). Dr. Mimnaugh has served on AONL committees, is a past AACN Ambassador, and has contributed to the planning and execution of MONL's Annual Gala and networking events.

Dr. Mimnaugh is honored to be MONL President-Elect and is committed to advancing nurse leadership, strengthening professional collaboration, and supporting the development of current and emerging nurse leaders across Maryland.

2026 New Board Members:

Jamie Chivaler, MSN, RN, NE-BC, CEN began her nursing career in Emergency Medicine, where she spent 12 years delivering bedside care before moving into formal leadership. During her tenure at WellSpan Health, Jamie expanded the organization's largest float pool from 60 to more than 250 team members while sustaining high employee engagement and earning the DAISY Leader Award during the COVID-19 pandemic. Her success in this role led to her selection to help design and implement a systemwide float pool for WellSpan Health. After successfully launching the program and presenting this work at two national conferences, Jamie transitioned to Luminis Health as the Director of Nursing Operations. After a year in that role, Jamie was promoted to Senior Director of Nursing Operations Optimization and Strategic Planning for Luminis Health. In her current role, Jamie oversees a comprehensive workforce strategies, including external staffing resources and internal resource teams such as float pools, patient transport, and patient safety attendants. She also directs key hospital throughput functions, including the system transfer center, bed placement operations, discharge lounge, and nurse expeditor program.

Jamie is an active member of several professional nursing organizations and contributes her leadership through participation on multiple committees. She is passionate about operational excellence, workforce innovation, and supporting nurse leaders as they navigate the complexities of modern healthcare.

Kimberly Goldsborough is an Executive Director of Clinical Nursing at Johns Hopkins Bayview Medical Center and Johns Hopkins Hospital. She provides executive oversight of the Nursing Float Pool and Resource Management team and Neurosciences units across both campuses, Trauma Program, Inpatient Surgery (including acute care, orthopedics, Regional Burn Center) Wound Ostomy Nursing Team and Radiology Nursing at Johns Hopkins Bayview.

With 28 years at Johns Hopkins entities, 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 students in the Master's Entry-to-Practice program.

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



**Jamie Chivaler,
MSN, RN, NE-BC,
CEN
Secretary**

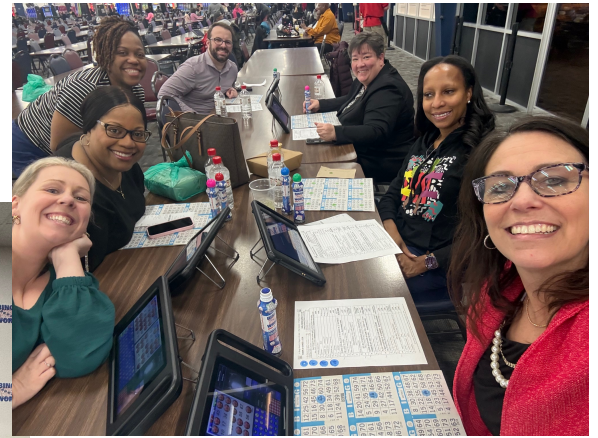


**Kimberly
Goldsborough,
DNP, RN, CENP
Member-at-Large**



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 a social outing at Bingo World (above) and MNRC members in attendance at the 2026 Vizient/AACN NRP Conference in Phoenix, Arizona (below).



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

The Maryland Nurse Residency Collaborative (MNRC) has had an exciting and productive start to the year, marked by meaningful achievements, collaboration, and statewide engagement. One highlight is the growing success of *The MNRC Connection* podcast, which was recently ranked #12 among the top 30 educational podcasts in Maryland—an impressive recognition of the collaborative’s commitment to sharing knowledge and advancing practice.

MNRC members also benefited from a dynamic session led by Dr. Zipp, who presented **statewide leadership data** to Nurse Residency Program (NRP) Coordinators. This sparked robust discussion, thoughtful analysis, and a collaborative brainstorming session focused on actionable strategies to improve key survey outcomes across programs.

Maryland was strongly represented at the **Annual Vizient/AACN Nurse Residency Program™ Conference** in Phoenix, Arizona. With 60 coordinators, staff, residents and faculty in attendance, MNRC participants contributed significantly to the national conversation. The group delivered 3 podium presentations, 5 coordinator poster presentations, and 3 resident poster presentations, representing a total of 29 presentation authors.

MNRC coordinators also earned national recognition with **several prestigious awards**. Racquel McCrea’s (Luminis Health) team won overall, while Shahde Graham Coker’s (UM Capitol Regional Health) team was honored for “Fan Favorite” in the Vizient Simulation Hack-a-thon competition during the pre-conference. Ashley Quetel (UM Baltimore Washington Medical Center) won the conference “Social Media” challenge. Finally, Ashley Ohaka (Adventist HealthCare Shady Grove Medical Center) won 3rd place for her Resident Poster titled *Voices Within: Enhancing Empathy Towards Psychosis in Nursing Care*. Of great significance, Meghan Perotta was named Vizient/AACN NRP™ Coordinator of the Year from a pool of 20 nominees submitted nationally—a remarkable achievement.

Looking ahead, please **save-the-date** for the **Third Annual MNRC Conference**, which will be held at Luminis Health Anne Arundel Medical Center on Friday, November 13th. Registration will open in September. We look forward to continuing this momentum and coming together for another impactful event.

Additionally, **please join us** for an upcoming **ANPD NPD-BC Certification Review Course** this June 10 & 11, hosted in collaboration with ANPD Chesapeake Affiliate of Maryland. You can register on the MONL Website at this link: <https://bit.ly/3QjvDr4>



MONL SUBCOMITEE CORNER: TIDBITS FROM PLANNING/PROGRAM/EVENTS COMMITTEE

The MONL Planning committee has been busy preparing some excellent sessions!

Please join us **Thursday, May 21 at 1:30 pm** for our *5th Leadership Symposium: A Heart and Science Approach to Nursing Leadership*.

This session will be presented by Executive Coach Talal Sadeh, MBA, HCC, ACC, EQ-i 2.0 Certified

[Register Here!](#)



MONL SUB-COMMITTEE CORNER: TIDBITS FROM THE MEMBERSHIP COMMITTEE

- Membership subcommittee is working on programming to continue to add value of membership to the MONL organization
- Quarterly newsletter now in production!
- 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

Join MONL!



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



"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

MONL SUB-COMMITTEE CORNER: TIDBITS FROM THE LEGISLATIVE COMMITTEE

Watch for "call to action" emails from Margo and Quinn with opportunities to contact your representatives and make your voice heard. 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
Margo Mancl: memanclrn@gmail.com



Join Us for the MONL Summer Writing Series
Presented by Dr. Rita D'Aoust

Have you ever led a quality improvement initiative, implemented an innovative practice change, or developed a project that others could learn from—but weren't sure how to turn it into a presentation or publication? This interactive session is designed to help nurse leaders transform practice-based work into meaningful scholarly contributions.

Throughout the series, participants will benefit from structured support strategies including stepwise templates, peer feedback opportunities, exemplar analysis, practical writing routines, and coaching designed to make scholarly writing approachable and achievable.

Whether you are new to scholarly writing or looking to strengthen your dissemination skills, this series offers practical guidance and hands-on support to help bring your ideas to a broader audience.

Session 1: From Idea to Abstract

Thursday, June 11; 1:00-3:00 pm

[Register Here](#)

Session 2: Writing for Impact and Dissemination

Thursday, July 16; 1:00-3:00 pm

[Register Here](#)

Session 3: Leveraging AI for Scholarship

Thursday, August 6; 1:00-3:00 pm

[Register Here](#)

About Dr. D'Aoust:

Rita D'Aoust is a Professor at the Johns Hopkins School of Nursing and a nationally recognized leader in nursing education, workforce development, and healthcare policy. With more than 30 years of clinical practice experience and an extensive record of scholarship, Dr. D'Aoust has dedicated her career to advancing nursing leadership, strengthening the nursing workforce, and preparing future nurse leaders to drive innovation in healthcare. She is the author of more than 90 peer-reviewed publications, books, and book chapters, and brings a wealth of practical and scholarly expertise to this summer writing series.

We look forward to learning and writing together this summer!

AONL Legislative Updates:

Legislative and regulatory actions at the federal level continue to significantly impact the nursing workforce, access to care, and education capacity. Advocacy efforts focus on workforce stability, education pathways expansion, access to care, and health care worker protection.

Regulatory & Legislative Updates:

- The Department of Homeland Security finalized a rule replacing the H 1B lottery with a wage-weighted selection system that prioritizes higher paid positions. While traditional bedside nurses typically rely on EB-3 visas rather than H-1B, this change will still heavily impact rural and underserved communities already facing persistent healthcare shortages.
- The Department of Education released a proposed rule to implement changes to federal student loan limits enacted under the One Big Beautiful Bill Act (H.R. 1). Beginning July 1, 2026, most graduate students would be limited to \$20,500 in annual federal loans and \$100,000 in total borrowing, unless enrolled in a designated professional degree program. The proposed rule does not include post-baccalaureate nursing programs (MSN, DNP, Ph.D.) in the definition of professional degree. The public comment period closed on March 2, generating 80,801 comments on Regulations.gov and underscoring the breadth of concern across the health care and education sectors. Under the regulatory timeline, the Department of Education is expected to issue a final rule within the next month.
- The Consolidated Appropriations Act of 2026 included extension of telehealth flexibilities, Hospital-at-Home,
- Dr. Lorna Breen Health Care Provider Protection Act, among other health care programs.

AONL Supports the Following Legislation:

- Title VIII Funding
- Title VIII Reauthorization Act (S.1874/H.R. 3593)
- Nurse Faculty Shortage Reduction Act (S.3707/H.R.7279)
- Future Advancement of Academic Nursing (S.3435/H.R.6607)
- National Nursing Workforce Center Act (H.R.4407/S. 1482)
- Providing Real-World Education and Clinical Experience by Precepting Tomorrow's (PRECEPT) Nurses Act (H.R.392/S.131)
- Strengthening Pathways to Health Professions Act (H.R. 593)
- Healthcare Workforce Resilience Act (H.R. 5283 / S. 2759)
- Improving Care and Access to Nurses (ICAN) Act (H.R 1317/S.575)
- Save Healthcare Workers Act (S.1600/H.R.3178)
- States Handling Access to Reciprocity Employment (SHARE) Act (S. 1101/ H.R. 2332)
- AONL does not support the Nurses Belong in Nursing Homes Act (S. 3886), which establishes nurse to patient ratios in nursing homes after the Biden administration rule was repealed in H.R.1.



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 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

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 •