MISSION
Serve the public and nursing profession by advancing health policy and practice through the generation, synthesis, and dissemination of nursing knowledge

VISION
Transforming health policy and practice through nursing knowledge

2016 American Academy of Nursing Board of Directors

The Academy is governed by a 10-member board of directors that guides the strategic direction, provides financial oversight, and ensures legal and ethical integrity of the Academy. Elected by the fellows, board members serve for a term of two years.

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PhD, RN, PCC,
Uniformed Services University of the Health Sciences

From Left to Right: Paula Milone-Nuzzo, Karen Cox, Patricia Hinton Walker, Susan Albrecht, Ellen Olshansky, Julie Fairman, Bobbie Berkowitz, Cheryl Sullivan, David Keepnews, Linda Scott, Ramone Lavandero
Message from the President and the CEO

The work of the Academy takes many hands. We are grateful to the 253 leaders who guide the Academy’s standing committees, national advisory councils, expert panels, and task forces. (See the inside back cover for a listing of these highly engaged leaders.)

IT HAS BEEN ANOTHER BANNER YEAR FOR THE AMERICAN ACADEMY OF NURSING. Not only did we renovate the Washington, DC headquarters, but in the fall of 2016 we launched a beautifully remodeled Academy website – one which will greatly benefit fellows via its fresh design, more intuitive interface and improved community site for networking and discussion among nursing’s most accomplished leaders!

The Academy also advanced our strategic goals to influence the implementation of health care reform, lead efforts to address the broad range of factors that affect the health of populations, and position nurses to lead change to improve health and health care and drive policy.

A major accomplishment was the convening of the Institute of Nursing Leadership’s (INL) National Advisory Council in March 2015. The INL is an effort to institutionalize and staff the Academy’s work to place more nurses on governing boards, commissions, and councils, as well as the governing boards of national organizations aligned with the Academy’s strategic plan. In May 2015, another milestone was reached when the Academy added a National Advisory Council for our Have You Ever Served? campaign to improve Veterans’ health. This steering panel of experts joins our previously formed National Advisory Councils for Raise the Voice and the Leadership Council for the Council for the Advancement of Nursing Science.

The work of the Academy takes many hands. We are grateful to the 253 leaders who guide the Academy’s standing committees, national advisory councils, expert panels, and task forces. In addition, more than 800 fellows are doing important policy work on our 24 expert panels – whether drafting policy briefs and position statements, developing dissemination plans, or organizing conference panels.

We hope you will engage with your Academy and network with other fellows to the fullest extent possible over the coming year. We need your expertise as we advance the nursing profession and transform health policy and practice together. Peruse the new web site, look over this report, and see where you might get involved. We value your knowledge and opinions.

BOBBIE BERKOWITZ
PhD, RN, NEA-BC, FAAN
President

CHERYL G. SULLIVAN
MSES
Chief Executive Officer
Expert Panels

Expert panels are a major force within the Academy for developing new knowledge, promoting collaboration, and transforming policy and practice. Here are a few examples of the many actions approved by the board of directors and advanced through publication of policy briefs supporting the mission of the Academy.

More than one-third of all Academy fellows participate on one of 24 expert panels.

ACUTE & CRITICAL CARE
The policy brief “Reconsideration of do not resuscitate orders in the surgical/procedural setting” was published in the May/June 2015 issue of Nursing Outlook. In October 2015, at the Academy’s policy conference, the Acute & Critical Care Expert Panel co-hosted a policy dialogue entitled “Transitions of Care: Focus on Payment Issues and Performance Measures.”

AGING
The policy brief “Registered nurse staffing requirements in nursing homes” was published in the September/October issue of Nursing Outlook. In collaboration with the Psychiatric/Mental Health/Substance Abuse Expert Panel, the Aging Expert Panel published “Elder justice: preventing and intervening in elder mistreatment” in the September/October 2015 issue of Nursing Outlook. Another policy brief, “Registered nurse staffing requirements in nursing homes,” was published in the September/October 2016 issue of Nursing Outlook. In October 2015, the Aging Expert Panel co-hosted a policy dialogue with the Acute & Critical Care Expert Panel. (See details above.) In 2016, the Expert Panel prepared a GAPNA Consensus Statement on Proficiencies for the APRN Gerontological Specialist.

BREASTFEEDING
A position statement, “Regarding use of informally shared human milk,” was published in the January/February 2016 edition of Nursing Outlook. The manuscript, “Human Milk and Breastfeeding to Mitigate Toxic Stress,” was accepted for publication in Nursing Outlook.

CHILD/ADOLESCENT/FAMILY

CULTURAL COMPETENCE & HEALTH EQUITY
This expert panel contributed to “Implementing culturally competent care,” a policy brief initiated by the Global Nursing and Health Expert Panel. It was published in the March/April 2015 issue of Nursing Outlook.

EMERGING INFECTIOUS DISEASES
At the 2015 policy conference, this expert panel co-hosted a policy dialogue entitled “Revisiting the Vaccination Debate: Protecting the Health of the Public.”
In collaboration with the Women’s Health Expert Panel, “Engaging the voice of women in HIV prevention, care, and treatment” was published in the January/February 2016 issue of Nursing Outlook. In June 2016, this issue brief was disseminated during National HIV Testing Day. It also was highlighted by the Oakland Press (Michigan) in a July 2016 article that included quotes from the Academy President and a fellow who helped develop the issue brief.

GLOBAL NURSING AND HEALTH CARE

HEALTH BEHAVIOR
Supporting the US Department of Health and Human Service’s Million Hearts initiative, this expert panel published “Call to action: Nursing action necessary to prevent one million heart attacks and strokes by 2017” in the March/April 2016 issue of Nursing Outlook. The position statement “Harmful effects of environmental noise exposures” was published in the July/August 2016 issue of Nursing Outlook.

INFORMATICS AND TECHNOLOGY
The policy brief “Putting health in the electronic health record: a call for collective action” was published in the September/October 2015 issue of Nursing Outlook.

LGBTQ HEALTH
Three policy briefs were published in 2015 in Nursing Outlook: “Same-sex partnership rights: Health care decision-making and hospital visitation” (January/February); an Academy position statement on reparative therapy (May/June); and another position statement on employment discrimination based on sexual orientation and gender identity (May/June). In June 2015, the Academy collaborated with GLMA on submitting an amicus brief before the US Supreme Court on a landmark case concerning same-sex marriage. In the May 2016 Nursing Outlook, the LGBTQ Health Panel issued a policy statement entitled “Lesbian, gay, bisexual, and transgender health disparities are a global concern and the position statement “Health care services for transgender individuals” was published in the September/October 2016 issue of Nursing Outlook.

PALLIATIVE AND END OF LIFE CARE
In March 2015, the Academy endorsed the findings and recommendations of the Institute of Medicine report, Dying in America—Improving Quality and Honoring Individual Preferences Near End of Life.

PSYCHIATRIC/MENTAL HEALTH/SUBSTANCE ABUSE
In September 2016, the policy brief “Toxic stress: Urgent action needed to reduce exposure to toxic stress in pregnant women and young children” was published in Nursing Outlook. “Removing reimbursement barriers to increase the use of SBIRT to prevent risky alcohol use” was published in the November/December 2015 issue of Nursing Outlook. In collaboration with the Aging Expert Panel, “Elder justice: preventing and intervening in elder mistreatment” was published in the September/October 2015 issue of Nursing Outlook. In October 2015 at the Academy’s policy conference, two policy dialogues were co-hosted: “Optimizing RN and APRN Practice to Integrate Mental Health and Primary Care Services” and “Directions for Organizational Responses to Gender Violence: A Focus on Military and University Policies in the United States.”

WOMEN’S HEALTH
The Women’s Health Expert Panel provided its expertise and guidance resulting in the Academy joining in the signing of the amicus brief on Whole Woman’s Health v. Cole, which was filed with the US Supreme Court on January 4, 2016. The Women’s Health Expert Panel also prepared a response on behalf of the Academy regarding the Supreme Court case Whole Woman’s Health vs. Hellerstedt which was published in the Huffington Post on February 22, 2016.

Academy Jonas Policy Scholars

The American Academy of Nursing Jonas Policy Scholars Program of highly qualified doctoral and post-doctoral students provides critical content-related assistance to expert panels. Supported by the Jonas Center for Nursing and Veterans Health Care, led by fellow Darlene Curley (pictured, far right), the program creates a pipeline of young scholars who will contribute to shaping practice, education, and research policies relevant to nursing. The 2015-2017 cohort had seven policy scholars, and in August 2016 a cohort of six were selected for the 2016-2018 term.
Fellows Shaping Policy

**LINDA SCHWARTZ**
*DRPH, MSN, RN, USAF (RET), FAAN*

Nominated by President Obama to be the US Department of Veterans Affairs’ Assistant Secretary for Policy and Planning, Dr. Schwartz was confirmed by the Senate in 2014. In this role she oversees the Office of Policy and Planning’s mission to serve as the VA’s principal advisor on all matters of policy and organizational strategy.

**ERIN MURPHY**
*MA, RN, FAAN*

Formerly a surgical nurse and Executive Director of the Minnesota Nurses Association, Ms. Murphy is the District 64A Representative in the Minnesota House of Representatives. First elected in 2006, she currently sits on the Health and Human Services Finance Committee.

**PATRICIA GRADY**
*PHD, RN, FAAN*

Dr. Grady has served as Director of NIH’s National Institute of Nursing Research since 1995. An internationally recognized researcher focused on stroke, she oversees an annual NINR budget of $150 million that primarily funds the work of nurse scientists.

**PATRICIA BRENNAN**
*PHD, RN, FACMI, FAAN*

In August 2016 Dr. Brennan was appointed by NIH to be the Director of the National Library of Medicine. As head of the world’s largest medical library, she oversees all aspects of a vast collection used by scientists and health professionals around the world.

**SYLVIA TRENT-ADAMS**
*PhD, RN, FAAN*

As Deputy Surgeon General, Rear Admiral Trent-Adams advises the Surgeon General regarding operations of the US Public Health Service (USPHS) Commissioned Corps and in communicating the best available scientific information to advance national health. As Chief Nursing Officer of the USPHS, she advises the Office of the Surgeon General and the DHHS on personnel issues related to Corps nurse professionals.

**MARY WAKEFIELD**
*PhD, RN, FAAN*

Dr. Wakefield has served as Acting Deputy Secretary of the US Department of Health and Human Services—the second in command—since March 2015. Previously she served as Administrator of the Health Resources and Services Administration, a DHHS office charged with improving access to care for underserved populations.

**ERIN MURPHY**
*MA, RN, FAAN*

Formerly a surgical nurse and Executive Director of the Minnesota Nurses Association, Ms. Murphy is the District 64A Representative in the Minnesota House of Representatives. First elected in 2006, she currently sits on the Health and Human Services Finance Committee.
Strategic Partners

Work with the Academy’s strategic partners is one of the most important responsibilities that our fellows undertake. Opportunities exist for policy development and action through effective use of expertise in partnership with other health professions, consumers, media, and policy makers.

<table>
<thead>
<tr>
<th>STRATEGIC PARTNER</th>
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<td>ANCC Commission on Magnet Recognition</td>
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<td>Christine Mueller</td>
<td>Coalition to Transform Advance Care (C-TAC)</td>
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<td>Eldercare Workforce Alliance</td>
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<td>Million Hearts</td>
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<td>Janet Williams</td>
<td>National Coalition on Health Care</td>
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<td>Joint Commission on Accreditation of Health Care Organizations, Nursing Advisory Council</td>
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<td>Nursing Community</td>
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<td>Gerri Lamb</td>
<td>Research!America</td>
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<td>Nursing Alliance for Quality Care</td>
<td>Cheryl Sullivan</td>
<td>The Partnership to Fight Chronic Disease</td>
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<td>United States Breastfeeding Committee</td>
<td>Diane Spatz</td>
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Distinguished Nurse Scholar

The Distinguished National Academy of Medicine Nurse Scholar-in-Residence program provides a year-long residential leadership opportunity in health policy in Washington, DC.

Supported by the Academy, the American Nurses Association, and the American Nurses Foundation, it is designed as an immersion experience at the NAM to facilitate engaging nurse leaders in a prominent role in health policy development at the national level.

Suzanne Bakken, PhD, RN, FAAN, FACMI, was chosen as the 2015-2016 Distinguished Nurse Scholar-in-Residence. Dr. Bakken is the Alumni Professor of Nursing and Professor of Biomedical Informatics at Columbia University School of Nursing. During her time as Distinguished Nurse Scholar, Bakken has focused on “big data” and health equity, and has proposed a study to identify policy efforts to help mitigate health disparities.
The Academy’s Institute for Nursing Leadership (INL) was launched to place fellows on governing boards, commissions and councils with an emphasis on federal and gubernatorial appointments, as well as governing boards of national organizations aligned with the Academy’s strategic plan.

Through August 2016, a total of 304 Fellows hold 839 appointments on 624 boards, commissions, and councils—43 are on 44 federal boards, commissions, and councils; five are on five international boards, commissions, and councils; 201 are on 363 national boards, commissions, and councils; and 159 are on 214 state boards, commissions, and councils in 41 states.

The INL National Advisory Council members launched a monthly essay series covering topics that will help candidates prepare for securing appointed positions. The first essay was posted to the Academy website in July 2016. Visit the archive of essays at www.aannet.org/institute-for-nursing-leadership.

Have You Ever Served?

The American Academy of Nursing has been adding its strength to First Lady Michelle Obama and Dr. Jill Biden’s national Joining Forces effort since 2013 when it launched the Have You Ever Served in the Military? campaign.

The goal is to ensure that nurses and other providers identify the Veterans in their patient population and provide appropriate care for military-related conditions. Pocket cards, posters, and a mobile-optimized web site have been designed as a tool kit to enable practitioners, particularly nurses, to facilitate outreach and proper referral for Veterans. This campaign was designed by the Academy’s Military & Veterans Expert Panel and endorsed by the National Association of State Directors of Veterans Affairs.
Nursing brings a unique perspective to the design of health care delivery models. Since 2007, the Academy’s Raise the Voice initiative has made nurse-designed models of care visible to policy makers and stakeholders. Edge Runners are nurse leaders who are shaping practice and policy via innovative strategies that impact cost, improve quality, and enhance consumer satisfaction. Read about these nurse-designed models of care at www.aannet.org/edgerunners.

2015-2016 EDGE RUNNERS

KAREN COX
PhD, RN, FACHE, FAAN
American Association of Critical Care Nurses Clinical Scene Investigator (CSI)
Academy

DONALD GARDENIER
DNP, FNP-BC, FAANP, FAAN
Mount Sinai Primary Care Hepatitis C Clinical and Research Program

LAURIAN HARDIN
MSN, RN-BC, CNL
Complex Care Center

SUSAN LACEY
PhD, RN, FAAN
American Association of Critical Care Nurses Clinical Scene Investigator (CSI)
Academy

JOHN LOWE
PhD, RN, FAAN
Talking Circle Intervention

CINDY MUNRO
PhD, RN, ANP-BC, FAAN
Oral Care in Mechanically-Ventilated Adults

SARAH RHoadS
PhD, DNP, APRN
Angel Eye Web-Camera System

DIANE SPATZ
PhD, RN-BC, FAAN
10 Steps to Promote & Protect Human Milk and Breastfeeding in Vulnerable Infants

JEFFREY J. WEISS
PhD, MS
Mount Sinai Primary Care Hepatitis C Clinical and Research Program

The Academy has partnered with the ABIM Foundation on the Choosing Wisely® initiative to identify nursing practices and procedures that are overused, costly, and/or may create harm. The Academy initiative promotes conversations between nurses and patients by helping patients choose care that is supported by evidence, not duplicative of other tests or interventions, and truly necessary.

Originally launched in 2014 with five statements, the Choosing Wisely® initiative added 10 more over 2015 and 2016. These 15 statements identify interventions commonly used by nurses whose necessity should be questioned and discussed. They have been promoted to the press and on social media platforms, and Consumer Reports has partnered with the Academy to encourage consumers to question these specific interventions. The initiative crosses all settings where nurses are delivering care. More information can be found at www.aannet.org/choosing-wisely.

Registered Nurses: Partners in Transforming Primary Care

Through the generous leadership and support of the Josiah Macy, Jr. Foundation, a conference on the role of RNs in primary care was convened in June 2016. Fifteen Academy fellows participated in this working conference and commissioned papers were written to inform the issues addressed. The Academy is implementing a dissemination plan for reaching a wide audience of stakeholders throughout regions of the country so that the recommendations will be a catalyst for continued innovations supporting RNs in enhanced primary care roles.
Membership

Fellowship is more than recognition of accomplishment in the field. Academy Fellows also have a responsibility to contribute their time and knowledge to the Academy and to engage with health care leaders outside of the Academy.

The Academy is comprised of more than 2,400 fellows representing all 50 states, the District of Columbia, and 28 countries. They are nurse leaders in education, management, practice, policy, and research and include hospital and government administrators, college deans, and renowned scientific researchers.

In 2016, the Fellow Selection Committee was led by Susan Dean-Baar, PhD, RN, FAAN (Chair), Joan Shinkus Clark, DNP, RN, NEA-BC, CENP, FACHE, FAAN (Co-Chair), and Judy Beal, DNSc, RN, FAAN (Co-Chair). The Committee is comprised of 18 members — 12 elected and six board-appointed. This year the Academy will induct 164 new fellows and four honorary fellows.

Academy Fellows by State
Finance

The American Academy of Nursing’s $3.9 million budget was prepared by its Finance Committee for review and approval by the 10-member board of directors.

The Finance Committee counsels the board on priorities consistent with the strategic plan to be observed in the use of the Academy’s resources. Audited annually, the Academy has strong financial statements that enable it to be strategically positioned to fulfill its mission.

Generous gifts to the Academy’s Rheba de Tornyay Development Fund are vital to the organization. In 2015, 14% (351) of Academy fellows donated to this fund. These donations totaled $223,550.65. The average donation per fellow was $636.90. The Fund details, including acknowledgement of the donors, are presented in this report.

2015 Fundraising* Supports

| POLICY INITIATIVES | $145,434 |
| IOM Nurse Scholar |
| Raise the Voice, Edge Runners |
| Choosing Wisely |
| Policy Task Forces |
| EXPERT PANELS | $128,679 |
| DONOR RESTRICTED |
| INSTITUTE FOR NURSING LEADERSHIP | $35,685 |
| RAISE THE VOICE EDGE RUNNERS | $8,250 |
| TOTAL | $318,048 |

*Fundraising includes gifts to the Rheba de Tornyay fund, e-news advertisements, and sales
Rheba de Tornyay Development Fund

Gifts to the Rheba de Tornyay Development Fund support the American Academy of Nursing’s critical strategic policy work, demonstrating that the nation’s nurse leaders are fully supportive of the organization’s mission. While donations of any size are vitally important, the Academy wishes to thank the following donors who have cumulative giving totals of $100 or higher from September 16, 2015 to September 15, 2016.

$10,000+:
Linda Burnes Bolton*3
Princeton Area Community Foundation

$5,000-9,999
Colleen Conway-Welch
Fran Hicks*4
Jenannine M. Rivet

$2,500-4,999
Bobbie Berkowitz*8
Karen Cox
Marc and Lillie Gelinas
Ada Sue Hinshaw*3
Diana J. Mason
Angela McBride*2
Pamela Mitchell
Cheryl and Frank Sullivan*1
Eileen Sullivan-Marx
Terri Weaver*3
Louise Woerner*1

$1,000-2,499
Lauren Aaronson
Clara Adams-Ender
Susan Albrecht
Naeema Al-Gasseer
Ida Androwich
Carol Applegeet
Susan Bakwell-Sachs
Suzanne Bakken
Dawn Bazarko*8
Judy Beal
Kaye Bender
Judith Berg
Sandra Bibb
Michael R. Bleich*1
Kathleen Bower
Carol Boyd
Marion Broome
Billye Brown
Patricia Burns
Laura Caramanica*1
Michael Carter
Cathy Cartwright
Joan Shinkus Clark
Janet Heinrich Cobey
Chandice Covington
Darlene Curley
Susan Dean-Baar
Nancy DeBasis
Connie Delaney
Joanne Disch
Elizabeth Burgess Dowdell
Karen Drenkard*1
Jane Englebright*8
Julie Fairman
Suzanne Feetham
Stephanie Ferguson
Mary Foley
Sylvia Fung
Kathleen Gallo
Catherine Alicia Georges*1
Catherine Gilliss
Evelyn Gioiella
Kimberly Glassman
Colleen J. Goode
Millicent Gorham
Joyce Griffin-Sobel
Linda Groah
Susan Groenwald
Deborah A. Gross
Mary Dea Hacker
Susan B. Hassmiller*8
Robert Hess
William Holzem*1
Sharon Horner
Tonda Hughes
Tara Hulse- WV School of Nursing
Karen Huss*1
Pamela Jeffries
Linda Jones
Deborah Kenny
Katherine Kenny
David Keepnews
Katherine K. Kinsey
Karen K. Kirby
Mary Krugman
Ann E. Kurth
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Ruth Lubic
Sally Lusk
Kathleen Malloch
Beverly Malone
Graham J. McDougall Jr.*2
Gloria McNeal
Michael and Angela McNelis
Janet C. Meiningerr
Araf Meleis
Paula Milone-Nuzzo
Jeri Milstead*1
Dianne Cooney Miner
Nilda Peragallo Montano
Susan Morrison
Michael Neft
Robin Newhouse
Linda Norman
Jeanne Novothy
Ellen Olsphansky
Marilyn Parker
Sharon Pappas
Nola J. Pender
Robert V. Piemonte*2
Patricia Reid Ponte*2
Luz Porter
Marilyn Rantz*2
Marilyn A. Ray
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Susan Sherman
Shirley Smoyak
Glady Sorensen
Eileen Sporing
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Beth Ann Swan
Jane Swanson
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The UCLA School of Nursing
Marian Turkel
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Joan M. Vitello-Cicciu
Patricia Hinton Walker
Jean Watson
Maureen White
Carolyn A. Williams*1
Nancy and Jim Woods
Barbara Wright
Phyllis Zimmer

$500-999
Bonnie & Mark Barnes
Janis Bellack
Dorothy J. Brundage
Sheila Burke
### Institute for Nursing Leadership

#### Restricted Gifts

<table>
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<td>Myrna Armstrong, Dorothy J. Brundage, Sarah Burger, Dorothy J. DeMaio, Cole Edmonson, Joyce Fitzpatrick, Marquis Foreman, Ann Hamric and Patricia Benner, Janice Humphreys, Dorothy Jones, Mary Jo Ann Ladden, Jeanne Leffers, Carrie Lenburg, Marilyn Lots, Ruth Merkatz, Patricia Moritz, Madeline Naegle, Judith Payne, Carol Porter, Sheila Ryan, Mary Fran Tracy, Eleanor Weinstein</td>
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**$100-249**
Susan Apold
Joyce Batcheller
Marjorie Batey
Anne Belcher
Diane Boyle
Carol S. Brewer
Butch de Castro
Dorothy DeMaio
Joyce Fitzpatrick
Roberta Fruth
Shirley Girouard
Christine Grady
Patricia Grady
M. Katherine Hutchinson
Linda Krebs
Maryjoan Ladden
Lucy Marion
E. Jane Martin
Pamela A. Minarik
Karen Morin
Charlene Phelps
Carol Porter
Virginia Rice
Albert Rundio
Diana Taylor
Tami L. Thomas
Rita Wray

**$100-249**
Donna McCarthy Beckett
Lynne Braun
Sarah Burger
Joyce Fitzpatrick
Jennie Hansen
Karen Sue Hoyt
Vicki Hines-Martin
Dorothy Jones
Sandee McClowry
Graham J. McDougall, Jr.
Pamela Minarik
Madeline Naegle
Julie Shinn

**$250-499**
Terri Weaver
Marilyn Rantz
Fran Hicks
Linda Sarna
College of Nursing
Deborah Gross
Linda Burnes Bolton
IN HONOR OF
- M. Louise Fitzpatrick by Class of 2005 Fellows
- Karen Cox by Eileen Sporing
- Colleen Conway-Welch by Angela McBride
- Karen Cox by Eileen Sporing
- Class of 2005 Fellows by Karen Cox
- Joanne Disch by Connie Delaney
- M. Louise Fitzpatrick by Robert V. Piemonte

**$500-999**
Linda Sarna
IN MEMORY OF
- Joyce C. Clifford by Kathleen A. Bower
- James L. Droebeke by Marilyn A. Ray
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- Laurie M. Gunter by Iris R. Shannon
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**$1,000-2,499**
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Beverly Malone
IN MEMORY OF
- Catherine Gilliss by Paula Milone-Nuzzo
- Kimberly Glassman by Robert V. Piemonte
- Judith A. Halstead by Carol Boswell
- Pamela R. Jeffries by Diane Billings
- Alice M. Kuramoto, a protégé of Dr. Tornyay by Clara Adams-Ende
- Bernardine Lacey by Nemours/Office of Health Equity & Inclusion
- Carol A. Ledbetter by Martha G. Lavender
- Angela McBride by Diana Mason
- Angela McBride by Cheryl Sullivan
- Margaret McClure by Kimberly Glassman
- My children, Zach and Ariana by Dawn Bazarko
- Sally Sample by Ida Androwich
- Sarah Shannon by Ann Hamric and Patricia Benner
- Thomas Stenvig by Robert V. Piemonte
- Eileen Sullivan-Marx by Terri E. Weaver
- The extraordinary work of nurses by Bonnie and Mark Barnes
- Pamela Thompson by Joan Shinkus Clark
- Theresa M. Valiga by Carol Boswell
- Terri E. Weaver by Eileen R. Chasens
- UMass Marthas by Deborah Kenny
- Patricia Yoder-Wise by Karren Kowalski

**$100-249**
• M. Louise Fitzpatrick by Class of 2005 Fellows
• Karen Cox by Eileen Sporing
• Colleen Conway-Welch by Angela McBride
• Karen Cox by Eileen Sporing
• Class of 2005 Fellows by Karen Cox
• Joanne Disch by Connie Delaney
• M. Louise Fitzpatrick by Robert V. Piemonte

**RHEBA DE TORNYAY FUND DONORS NOTATION KEY**

1. Donor made a gift to the Rheba de Tornyay Fund and made a restricted gift to the Institute for Nursing Leadership Fund.
2. Donor made a gift to the Rheba de Tornyay Fund and made a restricted gift to the Raise the Voice Fund.
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6. Donor made a gift that was matched by the Robert Wood Johnson Foundation. The Academy thanks the Foundation for their generosity.
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Every effort has been made to ensure the accuracy of gifts made to the Rheba de Tornyay Development Fund. Please bring any concerns you may have to the attention of our Development Manager, Josh Phoebus at: Joshua_Phoebus@AANnet.org, so that we may accurately acknowledge your generous gift.
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