

Alysia Adams, DNP, APRN, AGACNP-BC

BIOGRAPHY

Dr. Alysia Adams is the Co-Founder, VP of Operations and Chief Clinical Officer for Luminous Nursing Staffing. Recently holding the role of Division Director at the University of Florida Health in Jacksonville, FL, responsible for areas of nursing administration, nursing education, professional practice, research, Magnet, and wound care. She is a member of the undergraduate faculty at University of Florida College of Nursing. Dr. Adams has more than 10 years of nursing experience and received her BSN and DNP degrees from the University of Kentucky.

In addition to her work for the American Organization for Nurse Leadership, Dr. Adams is currently serving as Chair of the NTI/API Planning Committee, with the American Association of Critical Care Nurses. She has held active roles in the Society of Trauma Nurses, Florida Organization of Nurse Leaders, Emergency Nurses Association, Society of Critical Care Medicine, American Association of Nurse Practitioners, American Nurses Association, Florida Nurses Association, Kentucky Nurses Association, and Sigma Theta Tau. She has a passion for nursing and leading nurse entrepreneurship, innovation and advancement through meaningful connections.

STATEMENTS

1. Statement describing the biggest issue facing AONL and potential strategies to address the issue.

The biggest issue facing AONL is guiding strategic leadership development and succession. As a recent Nurse Director Fellow, I recognize retention is our goal. We can achieve it with a strategy that fosters deeper engagement in development. Emphasizing leadership development by preparing staff to become leaders and enabling current leaders to advance into new roles is crucial. Effective coaching should ensure leaders are ready and successors are prepared. Addressing this gap by prioritizing leadership development and strategic succession will create a dynamic and retained workforce.

2. Please describe your actions to increase diversity, equity and inclusion within your organization or community.

As a bi-racial nurse leader, I know personally the importance of diversity, equity and inclusion. As a champion for healthcare access and volunteer with volunteers in Medicine, I have actively worked to improve access and reduce health disparities. Additionally, as an ally and champion for equitable hiring practices, I have partnered with human resources to create sustainable strategies to reduce biased applicant review. Additionally I have strategically created hiring practices among departments to address biased applicant review practices and increase applicant diversity in organizations in which I have led.

3. Please describe the unique perspective or skills you would bring to the AONL Board.

My multicultural background enables me to bridge gaps and foster inclusivity within diverse teams and patient populations. My experience as a nurse practitioner provides alternative clinical expertise and insight into frontline healthcare challenges, while my entrepreneurial background equips me with innovative problem-solving skills and a strategic mindset. This combination allows me to

contribute effectively to leadership development, organizational growth, and the promotion of equitable healthcare practices.

4. Please describe your actions to improve health outcomes through advocacy.

Locally, I participate in the healthcare committee of the Chamber of Commerce, collaborating with community leaders to address health disparities and promote wellness initiatives. At the state level, I engage with policymakers to advocate for legislation that supports healthcare access and quality improvement. Nationally, I contribute to professional organizations, championing policies that enhance patient care and nursing practice, as well as participate in organizational hill days annually to advance health and the professions of nursing and advanced practice. Through these efforts, I strive to create a healthier, more equitable and accessible healthcare system for all.