

Charles Larsen, RN, MSN-L, MBA

BIOGRAPHY

Based out of Phoenix, Arizona, Charley has nearly two decades of healthcare experience and a proven track record of optimizing hospital operations, streamlining communications, and deploying clinical service initiatives.

Charley spent over 15 years with Banner Health, culminating with his role as a Chief Nursing Officer at the corporate offices, overseeing the organizations transfer center operations. In early 2020, Charley was pulled to the Arizona Department of Health Services to oversee the stand-up and implementation of the Arizona Surge Line. This Surge line was a public-private partnership between over 230 hospitals across Arizona and the Southwestern United States constructed to help transfer COVID infected patients to the most appropriate level of care. Most recently, Charley stepped in at Oregon Health & Science University (OHSU) as an Assistant Director for their Mission Control Transfer Center. In this latest role, Charley helped navigate the operations of a quaternary care medical center daily operations and planning for a system merger. Charley also currently is a nursing instructor at Alverno College, located in Mesa, AZ.

Charley is an active member of many local and national organizations. He is the region 8 board representative for the American Organization of Nursing Leadership (AONL). He also serves as the AONL advocacy committee Chair, AONL Foundation Board Chair, and is members of the Arizona Nurses Association Public Policy Committee and American Hospital Association (AHA) Regional Policy Board.

Charley earned his Bachelor's of Science in Nursing Degree from Arizona State University. He later obtained his Master's Degree in Nursing Leadership and Master's Degree in Business Administration from Grand Canyon University. He is currently enrolled at Post University in pursuit of his Doctor of Nursing Practice Degree.

STATEMENTS

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

We continue to face incredible workforce shortage challenges. I often say "the calvary is not coming". The retirement wave continues to out-pace the rate at which we're able to educate and train new graduate nurses. The only option with this is to innovate and evolve our profession to include alternative care models that include Artificial Intelligence, virtual nursing and non-conventional care settings such as hospital at home. The Nursing profession is at a crossroads with these continued workforce challenges accentuated by workplace violence which is making the workplace and profession as a whole much less desirable. There is not one solution to this problem but a multi-faceted approach.

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

Living in Phoenix, Arizona I like to believe that my community is fairly diverse when it comes to race, gender, and sexual orientation. While the actual diversity is there, the acceptance of it is not always as obvious. I like to focus my energy on the acceptance and promotion of DEIB within my

community by opening non-confrontational dialogue when I see an opportunity. I try to provide an alternative perspective on these things, recognizing that my messaging must come from a place of seeking to understand before being understood. The country remains grossly divided on so many of these issues and so i believe that promotion of DEIB is just as important as introduction of it.

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

Coming in as a 'vendor', I do not have unrecognized workplace biases in place. I do not have a system to promote or a system mentality that can at times cloud my perspective on issues we're facing. I work with hospitals, hospital systems, and state entities across the country. With this diversity in my everyday job, i understand challenges faced by small critical access hospitals just as much as large urban hospital systems. Additionally, with owning my own business, i understand the critical nature of finance management and how to ensure proper tracking, accountability, and adjustments when necessary.

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

I am an active member in advocacy both locally within the Arizona state legislature and nationally with AONL advocacy. My most recent and relevant example is that during this legislative session, i met with nearly 1/2 of the total Arizona state legislature to talk about a program that my company runs called "Arizona REACH". I shared relevant data, shared impactful and personal stories, and advocated for funding that would allow the program to continue to support small, rural, underserved hospitals around the state. Nationally, I've been an active member of AONL Advocacy committee (now NLIA), in promoting the AONL legislative agenda.