

CANDIDATE FOR DIRECTOR

Kaitlyn A. Gregory, DNP, CRNP

Director of Advanced Practice Providers

Temple University Health - Fox Chase Cancer Center
Philadelphia, PA



Experience and Activities

AACN Commitment and Involvement, 2022-present

Includes ways in which the candidate integrated the mission and work of AACN into their current role and practice. Local and national volunteer activities are listed, if applicable.

- Integrate HWE standards into the advanced practice provider (APP) governance structure, 2024-present
- Health system instructor, Annual CCRN/PCCN Review, 2020-present
- AACN CSI Alumni, 2017-present
- Southeastern Pennsylvania Chapter
 - Member, Research Committee, 2019-present
 - Chair, Engagement Committee, 2022-2023
 - Past president, 2021-2022
- Member, Credentials Committee, Multihospital health system, 2019-present
 - First APP appointed to this systemwide committee
 - Aligned all CRNP credentialing to certification scope (primary vs. acute care)
 - Updated privileging forms for acute and primary care CRNP to align with scope and top of license
- Member, API Program Planning Committee, 2022
- Member, ACNPC-AG Virtual Score Evaluation Committee, 2022

Key Professional Activities outside AACN, 2022-present

Includes involvement with other professional organizations, teaching and/or speaking engagements

- Inaugural member, Pennsylvania Alliance of Advanced Practice Leaders, 2025
- Elected member, Nursing and Allied Health Professional Committee, International Association for the Study of Lung Cancer, 2023-2025
- Finalist, Pennsylvania Nightingale Award, Excellence - Doctor of Nursing Practice, 2024

Issues Statement

In acute and critical care today, no issue poses a greater silent threat to nurse retention, morale and patient outcomes than the failure to consistently operationalize the Healthy Work Environment (HWE) standards. While many institutions endorse the principles—skilled communication, collaboration, meaningful recognition, appropriate staffing, effective decision-making and authentic leadership—the application of these standards is often inconsistent.

For HWEs to truly thrive, accountability must be embedded across the organization—from senior executives to frontline clinicians. Senior leaders set the tone through transparent decisions, resource allocation and recognition structures. Bedside nurses enact the standards through peer support and shared goals. When any level falters, trust erodes, engagement declines and outcomes suffer.

The Synergy Model for Patient Care, foundational to AACN’s vision, provides a critical bridge by aligning patient needs with nurse competencies. Healthy work environments are essential to cultivate these competencies—clinical judgment, advocacy, caring practices and collaboration. When the work environment supports the nurse, the patient benefits through more personalized, responsive and effective care.

That’s why AACN’s tools to bridge the gap between intention and execution are so essential. Programs like the Clinical Scene Investigator (CSI) Academy empower bedside nurses to lead change efforts grounded in the HWE framework. The Beacon Award for Excellence elevates units that demonstrate sustained commitment to the standards and remarkable clinical outcomes. AACN and AACN Certification Corporation are uniquely positioned to champion this issue by reinforcing the HWE and Synergy Model as dual imperatives—one cultural, one clinical. Through continued education, benchmarking, recognition and resource development, AACN can help close the gap between values and actions.

By holding every member of the care team accountable for a healthy work environment, we move from aspiration to action—and ensure excellence in acute and critical care nursing can be achieved and sustained.