

Lisa Bailey
Candidate for AORN Vice President

1. What emerging trends or anticipated changes in perioperative nursing do you believe will have the greatest impact on our profession, and how would you, as an elected leader, help prepare AORN to meet these challenges?

Emerging trends in perioperative nursing, such as expanding RN-to-scrub roles, integrating advanced technology, and addressing workforce shortages, will profoundly shape our profession. The growing reliance on nurses assuming scrub responsibilities highlights the need for robust training programs and competency validation to ensure patient safety. At the same time, innovations like robotics, AI-driven scheduling, and enhanced simulation education demand that perioperative nurses remain agile and technologically fluent. Workforce challenges, including generational shifts and retention, require intentional strategies to build resilience and inclusiveness.

As an elected AORN leader, I would champion initiatives that prepare members for these changes by advocating for standardized RN-to-scrub curricula, expanding access to simulation-based education, and fostering mentorship across career stages. I would prioritize policy advocacy to secure funding for workforce development and ensure nurses' voices shape technology adoption. By promoting innovation, connection, and advocacy, AORN can empower perioperative nurses to thrive in a rapidly evolving surgical environment.

2. Collaboration is essential to effective leadership. Can you share a specific example of a time when you successfully fostered teamwork across diverse individuals or groups?

During the implementation of an RN-to-Scrub program, I led a diverse team of perioperative nurses, educators, and administrators to redesign workflows and training processes. Recognizing that each group brought unique expertise and concerns, I established structured forums where all voices were heard, educators contributed curriculum design, administrators addressed budgetary constraints, and frontline nurses shared practical insights from the OR. To foster trust and alignment, I used evidence-based data to guide discussions and facilitated consensus-building sessions that emphasized shared goals: reducing reliance on contract labor while maintaining patient safety. By promoting psychological safety, encouraging open dialogue, and clarifying roles, the team developed a sustainable program that balanced financial stewardship with clinical excellence. The success of this initiative demonstrated how collaborative leadership can unite diverse perspectives into a cohesive strategy, ultimately strengthening both workforce development and patient outcomes. This experience reinforced my belief that inclusive teamwork drives lasting organizational change.

3. What inspired you to run for this elected position, and how does serving in this role align with your passion for advancing perioperative nursing and AORN's mission?

What inspired me to run for Vice President is my unwavering commitment to advancing perioperative nursing and ensuring every nurse has the tools, support, and voice to thrive. Over the past 24 years, I have seen firsthand how advocacy, education, and collaboration transform patient care and elevate our profession. My service on the AORN Board of Directors deepened my understanding of our organization's strengths and challenges, and it reinforced my belief that bold, inclusive leadership is needed now more than ever.

This role aligns perfectly with my passion for empowering nurses and advancing AORN's mission. As Vice President, I will champion diversity, equity, and inclusion, expand access to innovative education, and strengthen connections across chapters. Together, we can ensure AORN remains the gold standard in perioperative nursing—a beacon of excellence, inspiration, and advocacy for generations to come.