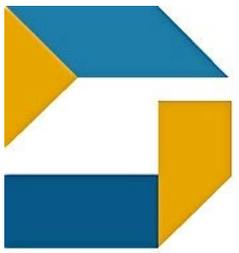




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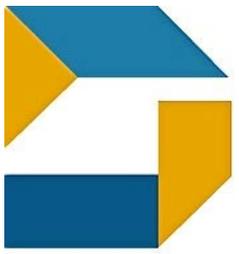


ASPAN 2.0: Enhancing Organizational Capacity to Empower and Advance the Perianesthesia Nursing Profession

Presentation to the ASPAN Representative Assembly

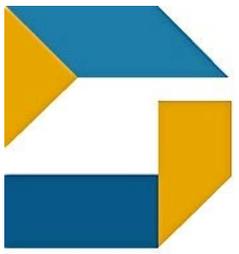
Dunleavy & Associates | April 27, 2025

Findings and Takeaways



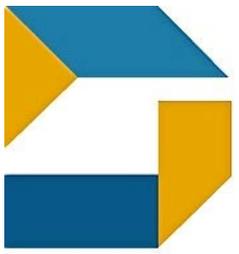
Membership: 2018 vs. 2024

- ASPAN's membership is down 9.7% in this period:
 - 2018: 13,740 members
 - 2024: 12,528 members
- Component membership:
 - 8 components increased membership
 - 1 component stayed even
 - 31 components lost membership



Selected Results from 2022 Component Revitalization Survey

- “I joined a component primarily because of:”
 - Professional Development and Education – 60%
 - Required by ASPAN – 26%
 - Networking – 10%
 - “Desire to manage the administrative aspects of a small nonprofit” – 0%
- “One thing my component does exceptionally well is:” (open ended Q)
 - Providing Education/CEU opportunities and Conferences
 - But a lot of folks answered, “not sure” or “don’t know”



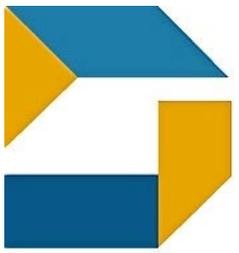
Selected Survey Results (p.2)

- 70% of respondents would NOT be willing to consider serving on their Component's board if asked. Reasons provided in open responses:
 - Time commitment: family, professional pressures
 - Feel stymied by existing leaders, older members, "old guard," etc. – not welcoming to younger members
 - Been there, done that; time for others to step up
- In the absence of sufficient leadership, what should a component do?
 - 73%: merge with another component; 6%: dissolve; 6%: go dormant



Takeaways About Components

- The “secret sauce” for most successful components is being big enough to have a critical mass of members
 - A larger membership base presents a larger pool of volunteers, potential board members and leaders, conference and meeting attendees
 - More members means more financial resources (dues, sufficient conference attendees to cover costs)
- For successful, smaller components, the presence of a core of committed volunteers has been the key to their “success.”
- Small components require a small group of volunteers to exert considerable time, energy, and resources to maintain the organization: leads to burnout, lack of fun, difficulty in recruiting new members



National Office/National Policies - Programs

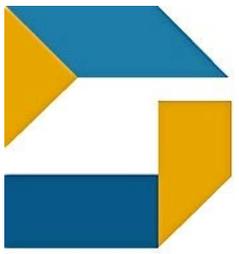
- Folks generally give the staff kudos and expressed warm feelings toward them.
- High marks around Clinical Practice and Standards and Guidelines
- Questions or concerns about policies, procedures, and/or practices:
 - Long lead times on several things (scholarships mentioned several times) are a discentive/barrier to participation
 - Submission process is “archaic” – needs to be more flexibility
 - Education resources not easy to use; other organizations’ tools perceived as much easier, better, user friendly (ACCN, CAL BRN)
 - Question whether the deadlines/processes are truly necessary or are a function of “it’s how we’ve always done it”?
- Desire for ASPAN to be more engaged and active in outreach to hospitals and health care systems to promote value of membership.

Recommended Proposals



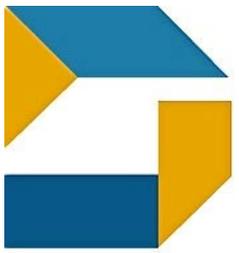
Principles Underlying the Proposals

1. ASPAN will continue to be the premier voice in promoting, empowering, and establishing excellence in perianesthesia nursing practice.
2. ASPAN will continue to support the personal and professional development of the nurses in this unique practice specialty.
3. The structure of the national and local organizations should ensure a meaningful and sustainable membership experience for all members without imposing an undue administrative burden on a limited number of members.



Long Term Goals of Proposed Changes

1. ASPAN's organizational structure (nationally and locally) will be enhanced to reduce administrative burdens (especially for smaller components), improve long-term sustainability, and allow more focus on continuing education, professional growth and development, and member relationships.
2. ASPAN's national office will provide additional administrative and management support for local components to reduce the components' administrative workloads and enhance the availability of local resources for program activities.
3. Professional Development and Education Offerings will be offered to members for free or at lower costs, and access to those programs will be streamlined, modernized, and made more accessible to members.



Proposals: Summary

1. Local components will combine into 10-15 Regional Chapters across the country, based on geography and commonality of member interests, to serve the local needs of ASPAN members in those regions.
2. ASPAN's national office staff will provide administrative and management support, including fiscal sponsorship, to Regional Chapters (become a "member driven, staff supported" organization).
3. Professional Development and Education offerings will be enhanced by providing free resources to members and eliminating barriers or obstacles to easy access.

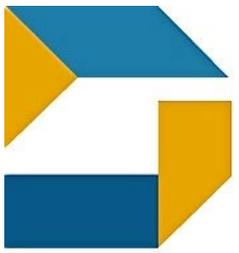


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Recommendation 1: Create Regional Chapters



Creating Regional Chapters

- Create 10-15 Regional Chapters based on geography and commonality of interests (state/population centers).
- Primary function of Regional Chapters: provide education, networking, and professional development opportunities for members.
- Leverage size and success of existing components (PANAC, TAPAN, NPANA, RMPANA) to serve as foundations for some of the Regional Chapters.
- Create critical mass of members in each Regional Chapter to provide talent pools for Regional leadership and sufficient financial resources to support Regional programming and activities.



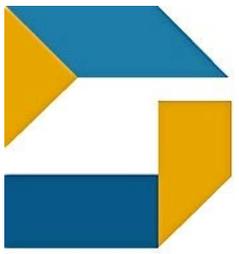
Regional Chapter Structure & Policies

1. Each Regional Chapter will use the same bylaws, policies, and practices to ensure consistency and application of best practices across the organization.
2. Create synergistic branding with ASPAN to enhance presence nationally: “Region Name” + SPAN – stress “Society of PeriAnesthesia Nurses.” (Current component names are confusing and inconsistent). For example only: Great Lakes SPAN; Mid-Atlantic SPAN; Pacific Northwest SPAN.
3. Create local “affiliates” or “gatherings” or “divisions” in each Regional Chapter: based on state or metro areas – to facilitate in-person gatherings and networking. Local groups would have no formal governance structure or financial/administrative functions or responsibilities.



Regional Chapter Governance Recommendations

1. Each Regional Chapter will be governed by a Board elected by the Regional members.
2. Board terms and Board officer terms will be subject to term limits: prevent “entrenched” leadership.
3. The Board will include representation from each state in the region plus at-large members (*details TBD; could vary from region to region, or be consistent across whole organization*).
4. Board leadership should rotate geographically to ensure one or more population centers will not dominate the regional leadership.



Combining Local Components Into Regional Chapters

1. Numerous details will be worked through with the components in the next phase of this process.
2. Existing funds and assets currently held by local components will remain under their control as designated/restricted funds (i.e., legacy funds will not be commingled with other component or Regional Chapter funds).
3. ASPAN will provide appropriate legal support to assist components with this transition.
4. Post-reorganization, ASPAN will continue to collect member dues, with Regional Chapter dues accounted for in separate, restricted funds under the control of the Regional Chapters.



Future Planning Work

1. Define the size and scope of the Regional Chapters in partnership with local components.
2. Ensure that bylaws, policies, and procedures protect appropriate local interests within the regional structure.
3. Determine the legal status of the Regional Chapters and recommendations for the continuing status of local components.
 - Should Regional Chapters be separate legal entities or legally part of ASPAN?



Future Planning, part 2

4. Develop an efficient transition process for local components to combine into Regional Chapters, with appropriate legal and accounting support from the national office.
5. Create designated, restricted funds to ensure that the legacy resources of current components remain under the control of the those component members after the restructuring.
6. Determine appropriate representation in the Representative Assembly for each of the Regional Chapters and their members.

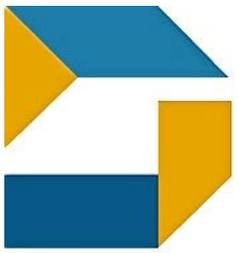


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Recommendation 2: National Office Administrative Support



National Support

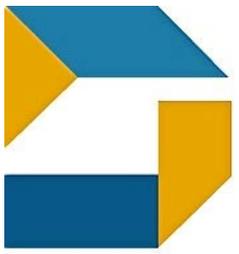
ASPAN National Office would provide most of the administrative support for the Regional Chapters (“member driven; staff supported”)

- ASPAN would be the fiscal sponsor for each Region; maintain financial accounts (Regions would have access and control of accounts, subject to financial policies)
- ASPAN would manage an online portal for each Region, which would house record keeping and document storage; also, ASPAN would maintain physical copies of non-digital records.
- National office resources could include:
 - Conference planning support
 - Technology support (managing websites, assisting in setting up virtual or hybrid conferences)
- Standard policies and procedures, tools and templates would be available for all Regions (create consistent “user experience” and set of resources across the organization)



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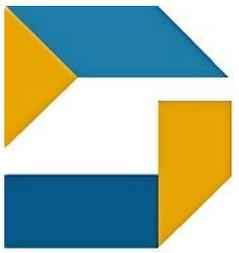
Recommendation 3: Enhance Continuing Education and Professional Development Offerings



Education and Professional Development

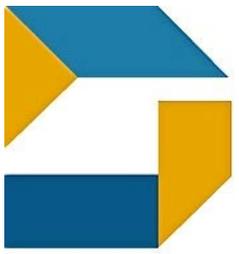
1. Enhance Professional Development and Education Offerings
 - Offer free education sessions (CEs, contact hours) as part of ASPAN membership
 - Streamline and modernize education resources on website
2. Restructure and enhance leadership development programs to build strong pipeline of national leaders
3. Increase ASPAN'S outreach and brand awareness activities with major health care systems and employers

Process and Timeline for Approving Proposals



Process and Timeline for Further Development of the Proposals

1. “Strategic Work Team on Enhancing Organizational Capacity” will work through the details (including policies and procedures) of the three proposals (May 2025; work through calendar year 2025)
2. SWT presents final recommendations to Board for review and approval: December 2025
3. Proposals presented to Representative Assembly/membership: January 2026
4. Changes considered and voted upon: National Conference April/May 2026
5. If approved, the transition to the new Regional Chapter structure would begin in 2026, to be completed by January 1, 2027 (start of new fiscal year).



Feedback Discussions

- Ron Gifford & Marta Kiesling, Dunleavy & Associates
- Times for informal discussions:
 - Sunday until 5:30
 - Monday 8 am – 4 pm
- Text Ron at 317.727.8053

Thank you
for your time
and attention!

Questions and Discussion