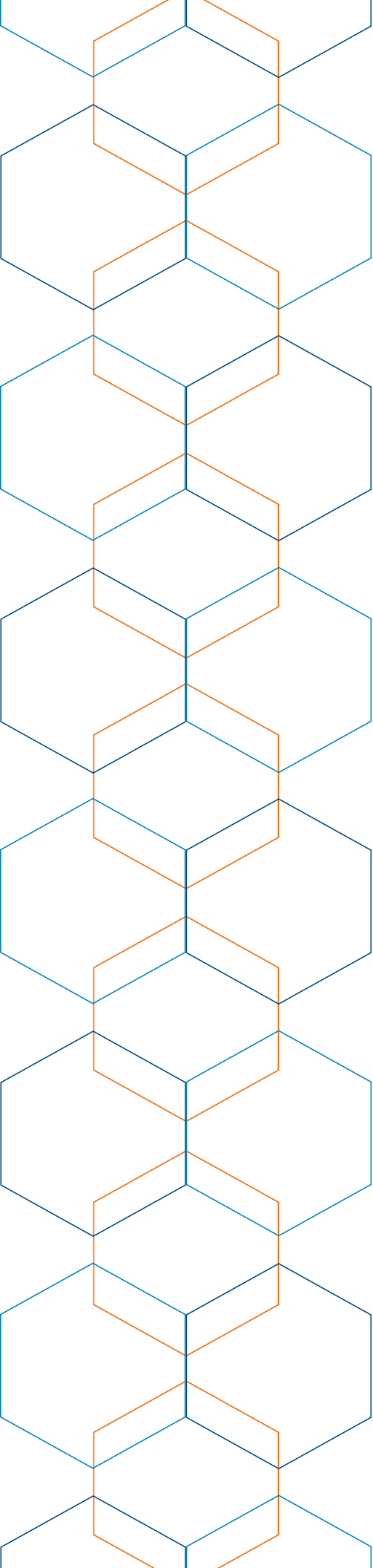




2025 ANNUAL REPORT

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MESSAGE FROM THE BOARD

DEAR MEMBERS, COLLEAGUES, AND PARTNERS,

As we reflect on another successful year for the International Association of Clinical Research Nurses (IACRN), I am grateful for the dedication, expertise, and commitment demonstrated by our members worldwide.

Clinical research nurses play a vital role in advancing science, improving patient outcomes, and ensuring the integrity of clinical research. IACRN remains committed to defining, validating, and advancing clinical research nursing as a specialty practice and to supporting the professional development of registered nurses who directly or indirectly impact the care of clinical research participants across all clinical specialties.

This year, we made significant progress toward strengthening the sustainability of both our organization and our profession. Through strategic initiatives, educational programs, and expanded global engagement, we continue to invest in the future of clinical research nursing and the communities we serve.

Professional development remains central to our mission. We have expanded opportunities for learning, certification support, and networking, empowering nurses at every stage of their careers. Equally important is our commitment to recognition. The achievements of clinical research nurses often occur behind the scenes, yet their impact is profound. We’ve connected with peer organizations and proudly celebrated the accomplishments of our members whose innovation, leadership, compassion, and scientific contributions continue to advance the field worldwide. Our global community is one of our greatest strengths. Across diverse countries and healthcare systems, our members are united by a shared commitment to excellence, collaboration, and improving health through research.

These accomplishments would not be possible without our dedicated volunteers and Board of Directors. I extend my sincere appreciation for their leadership, service, and ongoing commitment to our mission.

As we look ahead, we remain inspired by the resilience and professionalism of clinical research nurses worldwide. Together, we will continue to advance our profession, support one another, and contribute to research excellence and better health outcomes globally.

On behalf of the IACRN Board of Directors, thank you for your continued dedication to IACRN and to the patients and communities we serve.

With sincere appreciation,

Aris Eliades



Aris Beoglos Eliades
PhD, RN, CRN-BC
President
International Association of
Clinical Research Nurses

MEMBERSHIP

536
MEMBERS

27
COUNTRIES

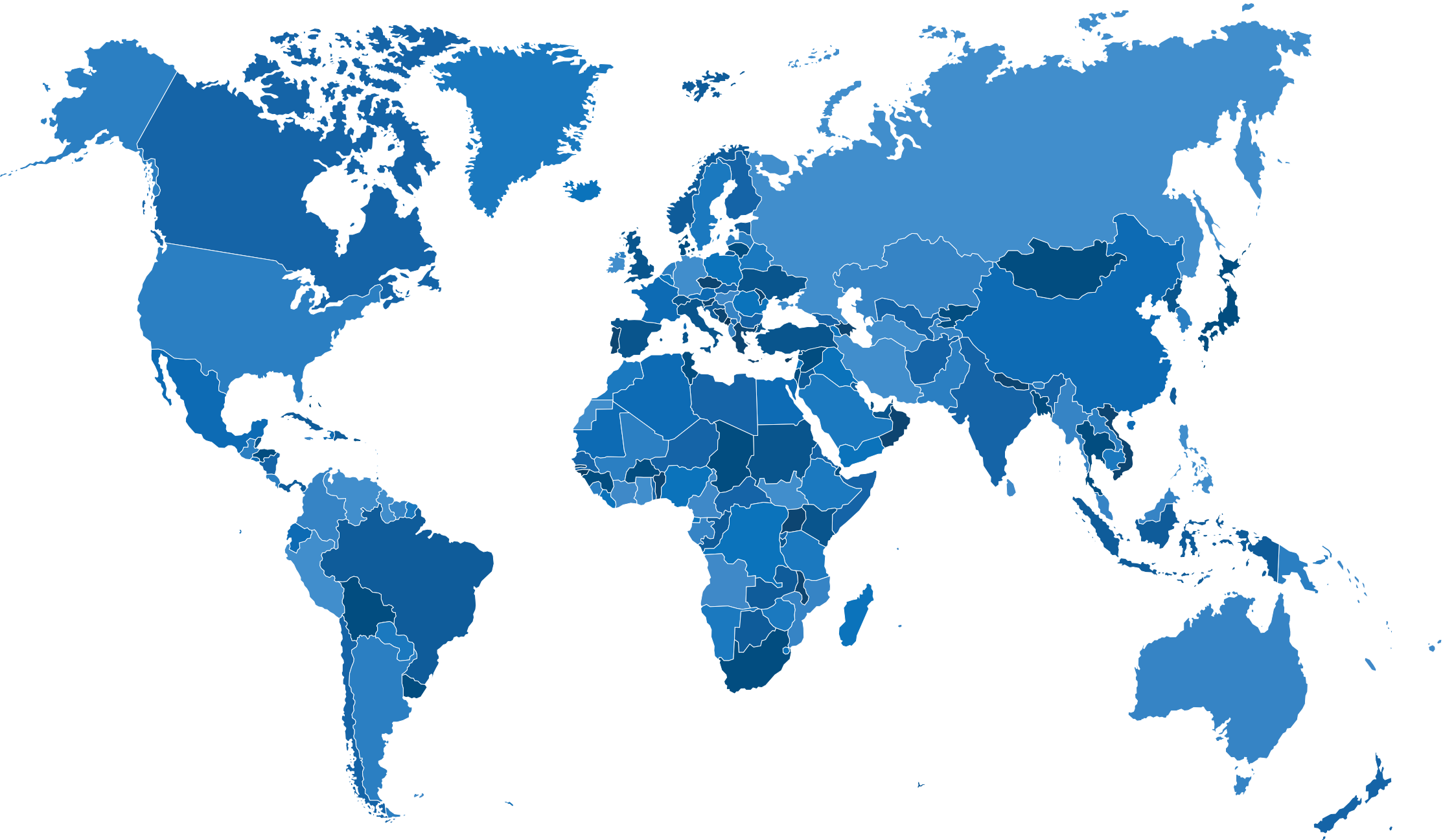
9
CHAPTERS

- Beijing, China
- Shanghai, China
- Japan
- United States:*
- Boston-New England
- New York City
- Ohio Midwest
- Rocky Mountain
- Southeastern

5
SPECIAL
INTEREST
GROUPS*

- APRN
- Gene Therapy
- Global
- Oncology
- Pediatric

*New in 2025



VISION

VISION

Enhancing clinical research quality and safety through specialized nursing practice.

MISSION

MISSION

The International Association of Clinical Research Nurses is a professional nursing organization. Its purpose is to define, validate and advance clinical research nursing as a specialty practice and to support the professional development of registered nurses who directly or indirectly impact the care of clinical research participants across all clinical specialties.

DEFINITION

Clinical Research Nursing is the specialized practice of professional nursing focused on maintaining equilibrium between care of the research participant and fidelity to the research protocol while ensuring ethical rigor. This specialty practice incorporates human subject protection; care coordination and continuity; contribution to clinical science; clinical practice; and study management throughout a variety of professional roles, practice settings, and clinical specialties. Clinical Research Nursing was recognized by ANA in 2016 as Specialty Practice.

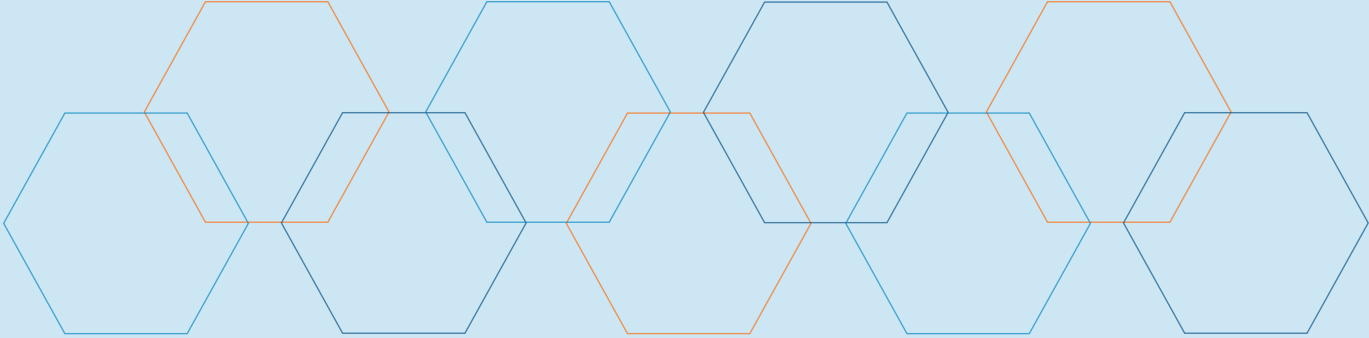
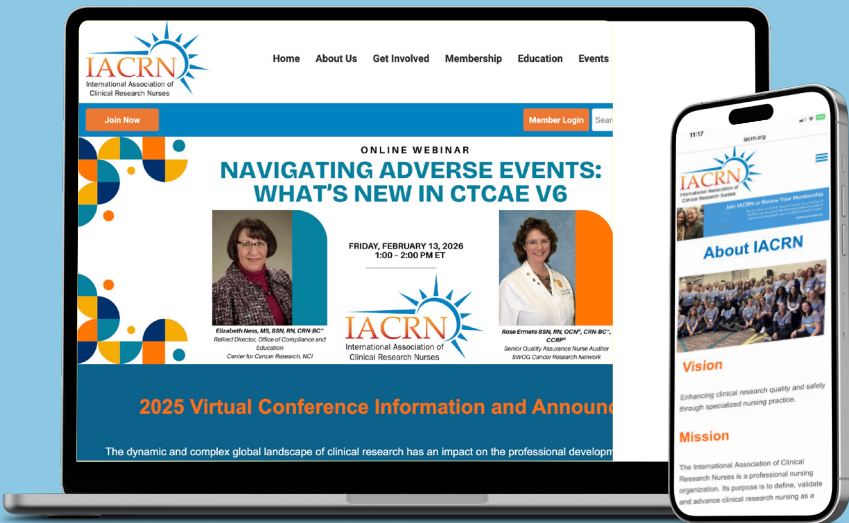
STRATEGIC INITIATIVES

SUSTAINABILITY

Goal: Ensure long-term financial and operational sustainability to strengthen IACRN’s impact.

2025 HIGHLIGHTS

- Strengthened governance through completed Board elections and leadership succession planning through 2026
- Enhanced operational capacity through the merger of Riggs Enterprise Inc. and Chicago Association Management
- Modernized technology infrastructure with a new website and member database (MemberClicks)
- Successfully delivered the 2025 Annual Conference in a fully virtual format
- Established clear resource allocation priorities and standardized the budget request process
- Streamlined budgeting through partnership with CCLC, improving consistency, transparency, and leadership education



RECOGNITION

Goal: Position IACRN as the global authority and leading voice of Clinical Research Nursing.

2025 HIGHLIGHTS

- Expanded national visibility through active engagement with peer organizations, including the Nursing Organizations Alliance and the Nursing Community Coalition
- Strengthened IACRN’s brand and digital presence through targeted website updates
- Issued IACRN’s first press release to support members during a challenging time
- Advanced strategic communications with a coordinated social media content plan
- Formalized use of IACRN affiliation in member presentations and publications



STRATEGIC INITIATIVES

PERSONAL & PROFESSIONAL DEVELOPMENT

Goal: Establish IACRN as the trusted education and training resource for Clinical Research Nurses.

2025 HIGHLIGHTS

- Expanded educational offerings across webinars, conferences, and special programs
- Delivered four webinars, including two with enduring contact hours
- Hosted a virtual annual conference with enduring continuing education credits
- Provided synchronous and asynchronous learning opportunities during Nurses Week and Clinical Trials Day



COMMUNITY DEVELOPMENT

Goal: Build a connected, engaged global community of Clinical Research Nurses.

2025 HIGHLIGHTS

- Launched the global Community of Practice (CoP) model, including SOP approval and leadership transition
- Implemented the Special Interest Group (SIG) model and integrated SIGs within the CoP structure
- Delivered inclusive, multilingual global programs:
 - Distinguished Clinical Research Nurse Award lecture with Japanese language integration
 - Multilingual celebration session supporting global participation

CONNECTING A GLOBAL
COMMUNITY OF NURSES THROUGH
SHARED EXPERTISE, LEARNING, AND LEADERSHIP.

SPOTLIGHT ON IACRN MEMBERS & COMMITTEES

THE PEOPLE BEHIND
THE PROGRESS

Throughout 2025, IACRN highlighted the dedicated members and committees helping shape the future of clinical research nursing. From advancing professional practice to strengthening education, advocacy, and collaboration, these spotlights celebrated the expertise, passion, and leadership that continue to move our community forward.

COMMUNITIES OF PRACTICE COMMITTEE

This Committee is made up of 27 dedicated members who are passionate about supporting the growth of member-led CRN communities across the globe. Their mission focuses on the development and implementation of IACRN Chapters and Special Interest Groups (SIGs), which bring together CRNs with shared interests, specialties, or practice settings.

Recent Accomplishments:

- Successfully rebranded the committee with a refreshed mission aligned to member needs
- Developed a process to formally recognize SIGs within IACRN
- Launched the “Sister Chapter” initiative to strengthen and expand chapter support
- Enhanced outreach to member-led groups to boost participation in IACRN-wide programming

What Members Love Most:

The networking! Members value the opportunity to collaborate, connect, and witness the meaningful contributions CRNs are making to the profession within their own communities.

RESEARCH COMMITTEE

The Research Committee is composed of 29 dedicated members focused on advancing the science, leadership, and visibility of Clinical Research Nurses (CRNs). Their mission is to support the growth of clinical research knowledge through member-led research, scholarly advocacy, and collaboration with global partners.

Recent Accomplishments:

- Submitted the IACRN response to the FDA’s Decentralized Clinical Trial guidance
- Conducted a global pilot survey on the CRN role and scope (Republic of Ireland, UK, US, and Australia)
- Highlighted member expertise through presentations at key conferences, including the IACRN Annual Conference

What Members Love Most:

The collective expertise! Members appreciate collaborating with a network of researchers, nurse scientists, and executives committed to advancing the specialty.



GLOBAL MEMBER AT LARGE

Meet **Noriko Fujiwara**, IACRN’s Global Member at Large. From contributing to board initiatives to celebrating cultural and professional diversity, Noriko brings a powerful international perspective to our mission.

Her advice to future Global Members at Large?

The activities of GML are very exciting. You will definitely meet new friends and open wonderful doors in your life. What you practice and think about every day is a crucial input for IACRN and CRNs around the world! Let’s work together and be a part of it!

MARKETING & COMMUNICATIONS
(MARCOM) COMMITTEE

IACRN members are welcome to join our committee anytime!

Recent Accomplishments:

- Released IACRN’s first-ever press release, spotlighting the organization’s leadership and adaptability
- Advised on website updates to improve user experience and visibility
- Collaborated with other committees to promote initiatives and events

What Members Love Most:

The people! Working with passionate professionals around the globe inspires creativity, connection, and a shared commitment to IACRN’s growth.

Continued on page 12

WHAT YOU PRACTICE AND THINK ABOUT EVERY
DAY IS A CRUCIAL INPUT FOR IACRN AND CRNs
AROUND THE WORLD.

THE PEOPLE BEHIND THE PROGRESS

ELIZE PIETERSEN

Lab Research Assistant and Study Coordinator,
University of Cape Town – Human Genetics &
Family Practice

Elize is driven by the belief that research participants are co-creators of the future, and she’s excited about the evolving role they play in shaping innovation and discovery.

Her favorite part of the job?

Asking new questions, analyzing data, and opening doors to the next breakthrough.

Her advice to aspiring CRNs?

Come prepared. This isn’t a 9–5. Be thorough, be detail-oriented, and stay focused on the patient.



E. MENDY DUNN
PhD, RN

Chief Operating Officer,
University of Florida
Clinical & Translational Science Center

With 14 years of experience as a Clinical Research Nurse, E. Mendy Dunn brings both heart and rigor to the field - blending her roots in microbiology with a passion for high-acuity patient care.

As an active member of IACRN’s Research Committee and the Southeast Region Chapter, she values the global connection and scholarly support the organization provides.

Her journey into research nursing began unexpectedly but led to a fulfilling path of leadership, innovation, and advocacy. From AI-driven clinical trials to policy-shaping leadership, Dunn is passionate about ensuring nurses are central to research design and implementation.

Her perfect day? Family time and kayaking Florida springs.

Theme song? “I Won’t Back Down” by Tom Petty



ASHLEY WEBB
MS, MN, RN, OCN, CRN-BC

Research Nurse Lead, University of Minnesota –
Masonic Cancer Center, Institute for Cell, Gene and
Immunotherapy

As co-chair of IACRN’s Oncology Special Interest Group, Ashley Webb is passionate about advancing safer, more effective cancer treatments through research nursing. With seven years of experience as a CRN, she currently leads a team working on cell therapies, a promising and fast-evolving field in oncology.

Ashley’s journey began on a pediatric oncology unit, where the difficult reality of toxic treatments sparked her interest in research and her drive to make a difference. She now plays a critical role in clinical trials, helping patients access new therapies and supporting her fellow nurses along the way.

Her favorite part of the job?

The autonomy, variety, and challenge that come with navigating complex trials. She’s excited about the future of decentralized trials and improving access for patients in their own communities.

Ashley’s advice to new CRNs?

Approach everything with curiosity. A spirit of inquiry is essential to our work.

Perfect day?

Biking, singing with her rock n’ roll a cappella choir at a festival, and cooling off in a Minnesota lake.

Theme song?

“Don’t Stop the Bike” her choir’s mashup of Queen’s Don’t Stop Me Now and Bicycle Race.



LAUREN HILL
MSN, RN, CPN

Clinical Research Nurse III, Cincinnati Children’s
Hospital Medical Center – Translational Pulmonary
Science Center

Lauren Hill brings both professional expertise and personal passion to her role as a clinical research nurse. Diagnosed with a rare disease herself, she now works on studies focused on Pulmonary Alveolar Proteinosis, a rare lung condition with no FDA-approved treatment, helping uncover hope for patients in similar situations.

Continued on page 14

APPROACH
EVERYTHING
WITH CURIOSITY.
A SPIRIT OF
INQUIRY IS
ESSENTIAL IN
OUR WORK.

THE PEOPLE BEHIND THE PROGRESS

With four years of CRN experience and active involvement in the IACRN Research Committee, Clinical Research Professional Taskforce SIG, Gene Therapy SIG, and the Ohio Valley Chapter, Lauren is committed to both advancing rare disease research and building a strong CRN community.

Her favorite part of the job?

Connecting directly with patients and offering access to innovative treatments that could change lives.

She’s excited to see clinical research nurses step into more leadership roles and bring increased visibility to the profession.

Lauren’s advice to new CRNs?

Talk to CRNs, ask questions, and don’t be afraid to try something new.

Perfect day?

Soaking up the sunshine with her husband and two daughters, filled with laughter and snuggles.

Theme song?

“Counting My Blessings” by Seph Schlueter

ELIZA BAKER

Clinical Research Coordinator, Connecticut Children’s Center

Eliza is inspired by the rapid advances in gene therapy and cellular medicine, with her institution building a new research tower dedicated to these groundbreaking treatments. She’s excited about the future possibilities for improving patient outcomes through innovative research.

Her advice to new CRNs?

Ask questions and stick with it. It first can be overwhelming because protocols vary once you become a clinical research nurse as opposed to just a regular nurse. Everyone wants the protocol to be successful. There aren’t stupid questions, you need to ask them.



CHRISTA VARNADOE
DNP, MSN, ARPN, AGNP-C, CCRP, OCN

Administrative Director, Cancer Clinical Trials
University of Vermont Cancer Center – University of Vermont Medical Center

Christa Varnadoe brings a powerful blend of clinical insight, academic achievement, and patient advocacy to her role in cancer clinical trials. With eight years of CRN experience, she leads with purpose, bridging research and care to ensure every patient receives not only cutting-edge treatments but also dignity and support.

A proud IACRN member and part of the Research Committee, Christa credits the organization as a vital support system during her DNP journey. “Without IACRN, I wouldn’t have completed my doctoral project or graduated on time.”

Her favorite part of being a CRN?

The patients. It is ALL about the patients.

What excites her about the future of CRN?

The rising professionalism and increasing role CRNs play in delivering life-changing therapies.

Advice to new CRNs?

It’s the most challenging but most rewarding profession. Nothing ventured, nothing gained.

Perfect day?

Exploring new cultures while traveling the world.

Theme song?

“Shake the Dust” by Trevor Hall

MAGGIE MALSCH, BSN, RN

Dana-Farber Cancer Institute
Education Committee Chair and Leadership Fellowship Alumna

Maggie began her career in a research lab and later transitioned into pediatric bone marrow transplant nursing; an area deeply connected to clinical research. Her passion for patient care and innovation led her to the CRN field, where she has over a decade of experience in pediatric and adult oncology.

Currently working in Phase 1 adult oncology trials, Maggie brings both operational leadership and clinical insight to her role. She’s especially excited about the growing visibility and standardization of the CRN role within institutions like Dana-Farber and sees great potential for CRNs in both patient care and industry.

She values the ever-changing nature of clinical research and encourages nurses considering this path to embrace its unique challenges and opportunities.



Yael Malul
MSN, CRNP, AGACNP-BC, OCN

Say hello to Yael, Nurse Manager at Penn Medicine and an active member of both the IACRN Pennsylvania Chapter and MarCom Committee. With 7 years of clinical research nursing experience, she currently oversees three innovative research care sites, an outpatient infusion unit, a hybrid inpatient/observation unit, and an exercise medicine unit.

Yael is passionate about bridging science and care: “My role gives me a front-row seat to the cutting edge of medicine and pushes me to continually improve the experience of both CRNs and our patients.”

She finds purpose in building long-term patient relationships while contributing to discoveries

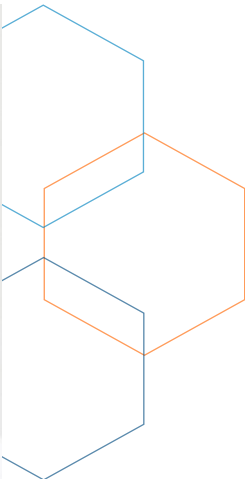
THE PEOPLE BEHIND THE PROGRESS

that become real-world treatments. For Yael, clinical research nursing is the most rewarding and exciting specialty in nursing.

Her favorite part of IACRN?

Connecting with other CRNs and sharing best practices across institutions. It’s fantastic to be part of a community that shares your values and goals.

Outside of work, you’ll find Yael hiking with her husband or rock climbing with friends on a perfect 60-degree day!



NORIKO FUJIWARA
RN, PHD, CRN-BC, CCRP

Meet Noriko, an oncology nurse specialist and research nurse at IMSUT Hospital of The University of Tokyo in Japan. With 16 years of experience as a clinical research nurse, Noriko plays a vital role in supporting patients navigating clinical trials, while championing international collaboration in research nursing.

She’s passionate about bridging present-day care with future discoveries: “Clinical trials are a meaningful practice that connects today’s research participants with future patients. As a nurse, I am proud to care for patients and create the future together with them. My role is to support patients who are seeking the trials and learning about them.”

Noriko believes communication is key to patient safety, to research progress, and to global understanding.

“I am proud to be a member of IACRN because it allows me to feel connected across borders with a shared spirit of research nursing.”

Favorite part of IACRN?

Connecting with nurses worldwide to learn, grow, and advance the profession.

Fun Fact

She loves My Favorite Things from The Sound of Music, studies English and Portuguese, and swears by muscle training as self-care!

CLINICAL TRIALS
ARE A MEANINGFUL
PRACTICE THAT
CONNECTS TODAY’S
RESEARCH
PARTICIPANTS WITH
FUTURE PATIENTS.

LEADERSHIP

The International Association of Clinical Research Nurses (IACRN) Board of Directors provided strong leadership and strategic guidance throughout 2025, supporting the organization’s continued growth and global impact. The Board remained committed to advancing the specialty practice of clinical research nursing through education, advocacy, collaboration, and professional development initiatives. Through their dedication and volunteer service, the Board helped strengthen member engagement, expand resources, and support IACRN’s mission of promoting excellence in clinical research nursing worldwide.



President
2026
Aris Beoglos Eliades
PhD, RN, CRN-BC



President-Elect
Tamara A. Kempken
MSN, RN, CRN-BC



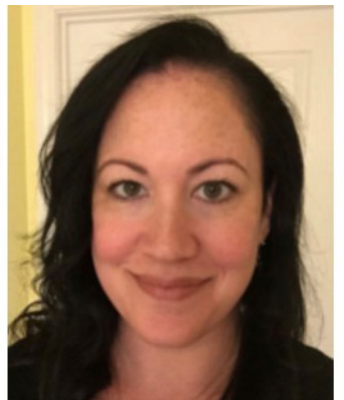
Treasurer
2026
Sheryl Forbes
PhD, MEd, RN, CRN-BC,
CCRP



Secretary
2026
Catherine A. Griffith
PhD, RN



Chair, Committee Chair &
Leadership Collaborative
2026
Melissa Schmitt
RN, BSN



Member-at-Large
2026
Kristen Legore
MSN, RN, CRN-BC



Member-at-Large
2026
Lee Ann Lawson
BSN, MS, APRN, CCRC



Global Member-at-Large
2025
Noriko Fujiwara
RN, PhD, CRN-BC, OCNS,
CCRP

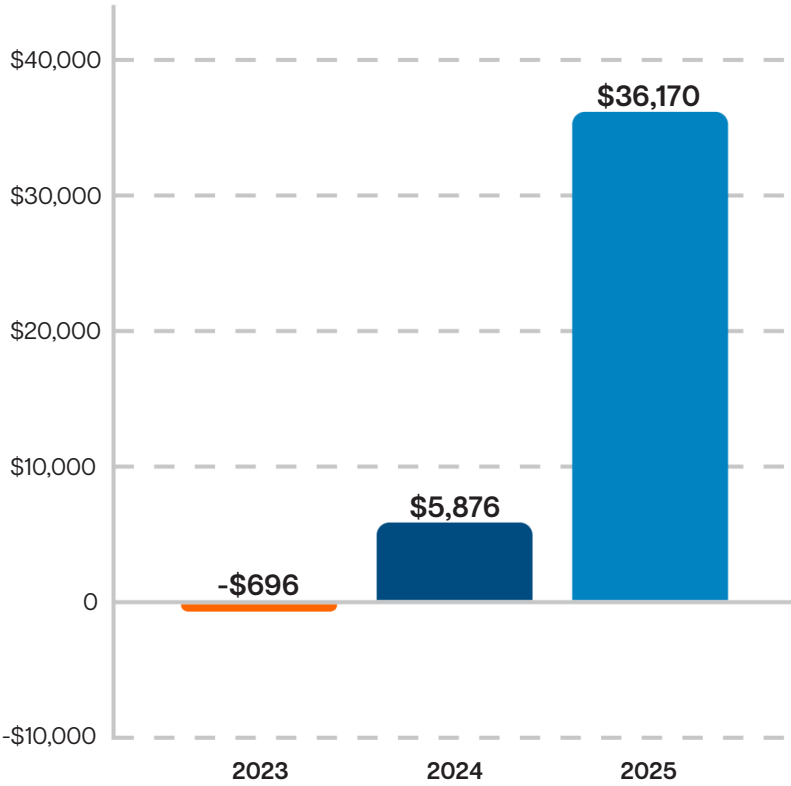
FINANCIALS

IACRN experienced a year of financial resilience and recovery in 2025. The organization saw significant positive momentum beginning in July, sustaining profitability through December. September was particularly strong, representing the highest net income month of the year.

These results reflect the organization’s ability to capitalize on key seasonal activities and revenue-generating initiatives while continuing to support its mission and programs. Overall, the 2025 financial trends demonstrate IACRN’s adaptability, ongoing operational oversight, and opportunities for continued strategic growth in future years.

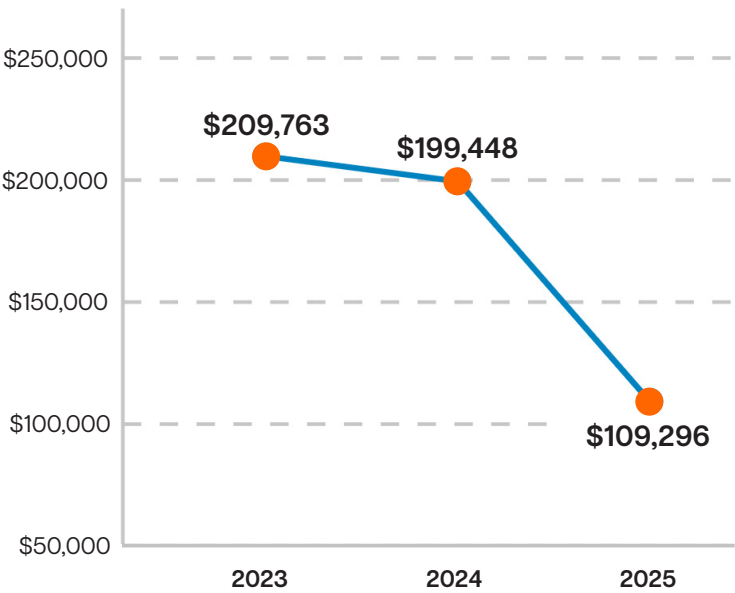


Three Year Profitability Transformation



\$36,170
NET INCOME
IN 2025

Expense Management Success



45.2%
EXPENSE
REDUCTION
IN 2025



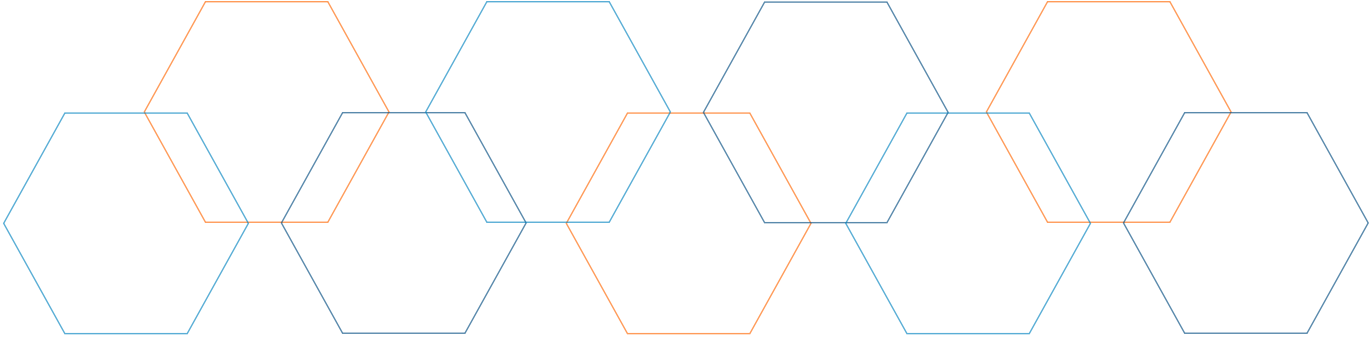
STRATEGIC EXPENSE
MANAGEMENT
WAS A KEY DRIVER
OF IMPROVED
PROFITABILITY
OVER THE THREE-
YEAR PERIOD
WITH \$518,507
IN EXPENDITURE
SAVINGS.

SPONSORS and INSTITUTIONAL MEMBERS

SPONSORS

IACRN is deeply grateful for the generous support of our conference sponsors, whose partnership plays a vital role in the success of our educational programs and annual meeting. Their contributions help IACRN provide high-quality educational content, networking opportunities, professional development resources, and accessible programming for clinical research nurses around the world. Through their support, IACRN is able to continue advancing the specialty practice of clinical research nursing while fostering collaboration, innovation, and global community engagement.

THE ROCKEFELLER UNIVERSITY
Science for the benefit of humanity



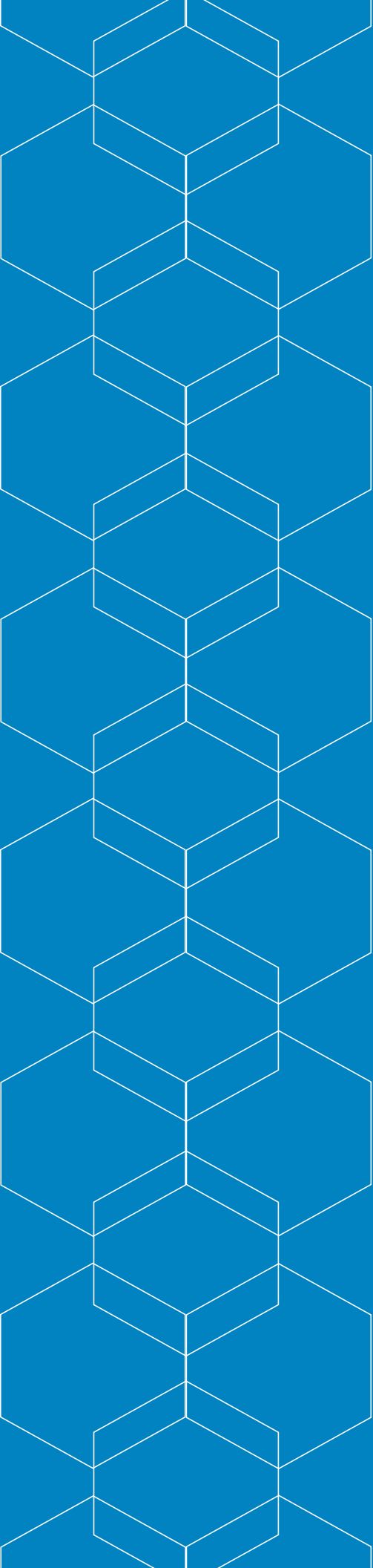
INSTITUTIONAL MEMBERS

IACRN sincerely appreciates the continued partnership and support of our Institutional Membership Partners. These organizations play an important role in advancing the specialty practice of clinical research nursing by investing in professional development, education, and engagement opportunities for their teams and the broader clinical research community. Their collaboration and commitment strengthen IACRN’s global impact and help support our mission to promote excellence in clinical research nursing worldwide.

GROUPS OF 20+ MEMBERS

GROUPS OF 5+ MEMBERS

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Science for the benefit of humanity



**INTERNATIONAL ASSOCIATION OF
CLINICAL RESEARCH NURSES**

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Chicago, IL 60601