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Nurses Month Campaigns Yield Big Support for Nurses

While the ANA Enterprise celebrated [National Nurses Month](#) in May 2022, several concurrent fundraisers took place to benefit front-line nurses through the Foundation.

Building off the success of last year, [Skechers](#) offered an expanded partnership. Not only did Skechers provide a 10% discount to nurses during National Nurses Month, but they also expanded their “register round-up” program to run the full month, allowing customers to round up their purchases into donations to benefit front-line nurses. As a result of the increased engagement, the campaign raised \$104,276! That was \$30,000 more than the total from 2021, which speaks to the altruism of Skechers employees and customers.

“Every day, our nurses are on the front lines, saving lives — and it’s critical that they receive the same quality of care and support that they give to their patients. The more than \$100,000 that our community has donated to the American Nurses Foundation reflects the gratitude we all have for these professionals. These funds will go a long way to providing them with better tools for managing stress and building well-being, mentorships, and other essential resources.”

Michael Greenberg | PRESIDENT **SKECHERS**

Others opted to donate directly, like skincare company [Perricone MD](#) which donated \$10,000 on May 6, 2022, in honor of National Nurses Day.

In May, the Foundation concluded a previously highlighted fundraiser led by Penn Medicine nurse [Samantha Roecker](#). By the end of Nurses Month her fundraiser (centered around her running of the Boston Marathon in nurses’ scrubs) had raised over \$52,000! This was over twice her initial goal and was directed towards the Foundation’s programs supporting nurse mental health and well-being.



The Foundation is extremely grateful for these new and expanded partnerships. We are proud to showcase the success of our partners to nurses and Foundation supporters. They have all gone above and beyond by supporting nurses in a time of need. In addition to Chipotle, the partners contributed to a historic National Nurses Month fundraising campaign that raised over half a million dollars for the American Nurses Foundation. Thank you to all the Nurses Month fundraising sponsors who give directly and make it easy for the public to support nurses in a meaningful way year after year.

Chipotle Rounds for Real Change for Nurses

In honor of National Nurses Month 2022, the Foundation benefitted from a compelling partnership with Chipotle Mexican Grill to support nurses. Inspired by the Foundation’s mission to support healthcare workers and their morale, Chipotle featured American Nurses Foundation as the beneficiary for its [Round Up for Real Change](#) platform throughout the month of May. Chipotle customers had the option to round-up their change to the next highest dollar amount when using the Chipotle app or Chipotle.com to order. Each round-up was donated to the Foundation’s programs supporting mental health and wellness of frontline nurses.

The 2022 campaign was a massive success thanks to the commitment of Chipotle’s employees and generosity of their customers. It was a great example of how small contributions from many add up to a big impact for nurses.

The donation campaign coincided with a giveaway to 2,000 lucky medical professionals selected to receive free Chipotle for a year (equivalent to more than \$1 million). This built on the company’s generous program from last year where it gave away 250,000 burritos to healthcare workers and donated 10% of sales from their egift cards to the Foundation. The Foundation thanks Chipotle’s leadership, staff, and generous customers for an incredibly meaningful contribution. Tens of thousands of nurses will have access to the Foundation’s programs for free as a result. And the knowledge that people everywhere are doing their part to help nurses is a real boost to morale for the nursing community during a challenging time for the profession.

If your company or employer would like to encourage customers to round-up for health and nursing, contact Patrick Giblin at Patrick.giblin@ana.org or call 301-628-5227.

“Our Round Up for Real Change campaign raised more than \$400,000 for the American Nurses Foundation. This gift provided complimentary mental health resources and outreach to 25,300 nurses both during and beyond National Nurses Month. With our mission to Cultivate a Better World, we are proud to partner with the American Nurses Foundation to support healthcare heroes across the country.”

Chris Brandt | CHIEF MARKETING OFFICER



Promoting the Next Generation of Nurse Leaders

The two 2022 recipients of the American Nurses Foundation's leadership awards embody our mission of "A healthy world through the power of nursing" in different ways and highlight the importance of supporting the next generation of nurse leaders.

Ayomidamope (Ayo) Adebisi, MSN, APRN, FNP-BC, COHC, CEN, was recently awarded the fourth [**Jeannine Rivet National Leadership Award**](#). The award, made possible by the generosity of the United Health Foundation, honors Jeannine Rivet, RN, MPH, FAAN, retired executive vice president of UnitedHealth Group. It is intended for a mid-career nurse who has a proven track record of volunteering within their community and provides mentoring and \$10,000 for leadership development.

Ayo is currently an Occupational Health Nurse practitioner through Work Health Solutions at the University of California, Merced where she leads occupational health compliance at the university's Biosafety Level 3 laboratories. Her record of volunteering encompasses a truly global community. In 2019 she created and currently manages a registered nonprofit organization called "Care for the Unreached," which aims to address the health needs of rural communities in Nigeria. Additionally, she is replicating a mentorship program at UC Merced that originated at UCLA and supports students from underrepresented groups. When asked about her vision of leadership, she said "I believe that...at the core of nursing is the initial call to serve people, the community, and those around us...So, a nurse leader should and must always be a servant leader, looking earnestly for an opportunity to bring growth and well-being to the people around them and the community to which they belong."



Ayomidamope (Ayo) Adebisi
MSN, APRN, FNP-BC, COHC, CEN

Dallas Ducar, MSN, RN, PMHNP-BC, CNL was awarded a special [**Tim Porter-O'Grady Nurse Leadership Award**](#) by the Foundation in honor of its former president Tim Porter-O'Grady, DM, EdD, ScD(h), APRN, FAAN, FACCWS. Dallas achieves the award's intent of supporting a nurse who has consistently demonstrated leadership, creativity, inspiration, strategic risk-taking, and willingness to champion new and innovative ideas to be an "agent of change." Dallas is the founder and CEO of Transhealth Northampton, a nonprofit and comprehensive health care center for transgender and gender-diverse individuals across Massachusetts. The award provides \$10,000 to participate in leadership development training. When asked about her goals, Dallas responded that, "The educational programs I enroll in will advance my leadership development and provide the essential foundations I need to lead Transhealth towards a brighter and sustainable future."



Dallas Ducar
MSN, RN, PMHNP-BC, CNL

"I am very proud of Dallas and the outstanding work she has accomplished as a leader in the health care profession and within her own community. She is a shining example of inspirational nurse leadership and creativity for her groundbreaking work in helping us redefine what it means to provide gender affirming care to the transgender community," commented Tim.

Ayo and Dallas each exhibit in their own way the extraordinary potential when passion, nursing, and leadership align. Their unique visions to lead in the global community can truly transform health and inspire nursing colleagues to pursue their own leadership potential.

Patients Lack Access to Appropriate Number and Skilled Nursing Staff

It has been over two years since the World Health Organization declared COVID-19 as a pandemic. Yet, the nation's nurses continue to face unprecedented staffing and workplace issues that are contributing to a shortage of nurses and an increasingly unhealthy work environment. As a continuation of the [Pulse on the Nation's Nurses Survey Series](#), the American Nurses Foundation launched a new survey to probe today's pressing workplace issues. In June 2022, an online survey was sent to nurses across the United States to assess current workplace challenges. The [Workplace Survey](#) was completed or partially completed by 11,863 nurses.

Nurses Working Beyond Their Shift and Being Asked to Work More

In the [January 2022 Foundation survey](#), nine out of ten nurses indicated their organization was experiencing a staffing shortage, with 90% classifying it as a serious problem. In this June Workplace Survey, questions were added to understand the effects of this shortage. A majority of nurses reported being requested to cover additional shifts, with 36% indicating being asked weekly and 23% daily. In acute care settings the rates are even higher, with 41% being asked to cover additional shifts weekly, and 28% daily.

Another question explored the nursing shortage in terms of the nurses' skills and knowledge. Nurses were asked how often their unit has the necessary number of RN staff with the right knowledge and skills. For nurses working in acute care hospitals, a concerning 55% of nurses indicated that more than half the time their unit does not have the necessary number of nurses with the right knowledge and skills.

The situation extends to nurses being required to work beyond their shift to finish existing work or provide adequate care to patients. Nurses indicated being required to work beyond their shift at least once a week, with 33% weekly, and 24% daily. The problem is worse in long-term care facilities, where 76% of nurses said they are required to work beyond their shift at least once a week.

Nurses Not Feeling Supported and Facing Bullying, Violence

Like previous Pulse on the Nation's Nurses surveys, nurses were asked to indicate what feelings they have experienced in the previous 14 days. In this survey, only 20% of nurses indicated feeling "supported," 17% "motivated," and 11% "fulfilled" and "empowered." The percentage of those who feel "supported" in fact dropped by four percentage points and "motivated," dropped by five percentage points since August 2021.

These findings are tied together and are influenced by the prevalence of incivility, bullying, and violence. When asked whether they have experienced one or more incidents of bullying or incivility in the past year, 60% of nurses across all care settings reported "Yes." Furthermore, 29% reported having experienced at least one incident of violence. When considering the definition of a healthy work environment, where incidents of violence should be zero, a 29% annual incident rate of violence is an astounding number.

The Foundation's Pulse on the Nation's Nurses Survey Series gives a voice to the experiences nurses continue to face. Learn more about this survey and other ways the Foundation listens to and elevates the voices of nurses at <https://bit.ly/3MeJVDg>.

The Foundation offers an array of free resources, designed by nurses for nurses, to support mental health and emotional well-being. Visit the Well-Being Initiative for more information at <https://www.nursingworld.org/thewellbeinginitiative>.

25%
feel RN staffing is appropriate less than 25% of the time.

30%
feel RN staffing is appropriate 26%-74% of the time.

16%
feel RN staffing is appropriate more than 75% of the time.

“ **The most worrisome aspect of this data is that nurses — who were called heroes for their extraordinary pandemic care — are still at risk and under-supported.** Virtually nothing has changed in terms of nurses' burdens and personal suffering. We must break the negative cycle and prioritize the health and well-being of our nurses who are already severely burned out and working overtime to care for patients and communities. Institutions must respond and change their work environments and culture. Healthy and safe work environments are critical to the success of nurses and the overall quality of health care provided.”

Kate Judge | EXECUTIVE DIRECTOR



Transitioning from Recovery to Rebuilding



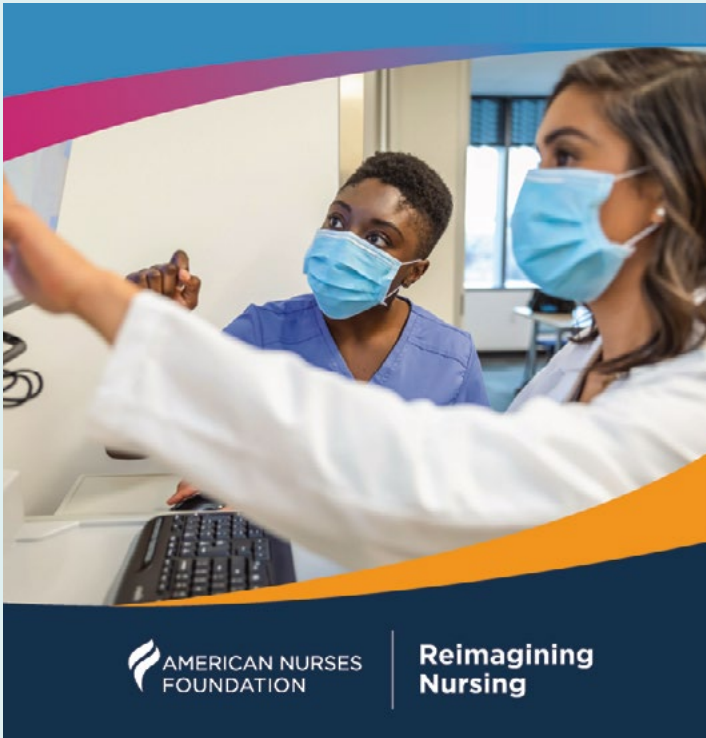
Stressed, frustrated, and exhausted. As the country approaches the third anniversary of the COVID-19 pandemic, nurses continue to report these feelings in the Foundation’s most recent Pulse on the Nation’s Nurses Survey. However, when reflecting on other disasters as a model, this state of emotion may not be unexpected.

The Substance Abuse and Mental Health Services Administration (SAMHSA) developed a multi-phase disaster curve that illustrates the experiences that many nurses have had, from the early first waves, to being lauded as “heroes,” to the hope of the vaccine, to the frustration of continued surges and variants, and now, to a new phase of the pandemic. SAMHSA describes this as a phase of “reconstruction,” recognizing that there will be setbacks as well as a need to work through grief. And this evolving need is what propels American Nurses Foundation’s commitment to support the mental health and well-being of nurses across the country into a new phase of work, transitioning from our initial relief efforts, through the recovery phase, and onto rebuilding.

For the Foundation, this curve aligns with the growth and development of our mental health and well-being programmatic priorities to date. Thanks to the generosity of thousands of donors across the country, over 300,000 nurses have used at least one resource created by the [Well-Being Initiative](#). But there is still much help needed in the months and years ahead. To sustain nurses in this phase, through the setbacks, grief, and the continuing unknowns, the Foundation is building an intentionally broader strategy. While mental health may seem to be solely a personal issue, there are important influences in the workplace and broader culture that need to be addressed as well. By including resources and programming for the individual, nurse peers, nurse leaders, and an organization, we increase the opportunity to rebuild better as a profession. Our work is taking on larger topics, including addressing stigma, normalizing the language of well-being in the workplace, and addressing the root causes of burnout, stress, and well-being in the nursing culture.



Foundation's Reimagining Nursing Initiative Funds Chamberlain University to Combat Nurse Turnover



Begun prior to the pandemic, the Foundation's [Reimagining Nursing Initiative](#) made its first ten \$1 million+ grant awards for projects — developed and led by nurses — to address nursing challenges and improve healthcare for all.

Chamberlain University received one of the Foundation's grants for a [Practice Ready. Specialty Focused.™ Nurse Education Model](#) that takes a unique approach to encourage nurses to stay in the profession and decrease first-year turnover.

Karen Cox, PhD, RN, FACHE, FAAN, president of Chamberlain University, argues that one of the reasons people are drawn to nursing is because of the diversity of specialties — there is a place for all skillsets and temperaments. For example, the experiences of nurses in perioperative care are profoundly different from nurses in the emergency department, and different strengths are needed for each role. Cox thinks this is where education plays a critical role. “Educators can guide students by identifying their strengths and helping students decide early on which specialty is the right one for them.”

Chamberlain's focus will complement the existing generalist approach to nursing education by offering interested students enrolled in the Bachelor of Science in Nursing (BSN) program a strengths assessment, specialty course online modules, and an intentional specialty-focused clinical experience. Together, this exposure will help the student determine their “fit” for the specialty.

Chamberlain began the project this year with perioperative nursing to address the extreme staffing shortages in this specialty. This is also an area that nursing students are rarely exposed to, according to Cox. To create this first offering, Chamberlain partnered with the Association of Perioperative Registered Nurses (AORN) to develop the online course and to connect students to the broader community of perioperative nurses. Three clinical partners — Emory Healthcare (Atlanta), Loyola Medicine (Chicago), and Ochsner Health (New Orleans) — provide the specialty clinical experience, and, hopefully, jobs to new graduates.

Chamberlain will add a second specialty, continuing health — historically known as home health — in 2023.

Over the next three years, Chamberlain will provide the perioperative or continuing health experience to at least 300 senior-year nursing students across eight Chamberlain campuses. The project will study the impact of the model on nursing students' performance in clinical settings and track those who report an interest in entering the specialty post-graduation. The project will then follow graduates who enter the specialty, assessing their readiness and measuring first-year retention rates.

While the project is just beginning, Cox and her team hope this initiative will have a profound impact on the profession.

Practice Ready. Specialty Focused.™ provides nursing students the opportunity to begin the journey of finding where they feel a sense of belonging. A place where they can leverage their strengths and passions to provide the best patient care, receive focused training and specialty clinical experiences in that area of practice to prepare them for the workforce, and lessen the potential for burnout and first-year turnover rates.

Karen Cox
PHD, RN, FACHE, FAAN,
PRESIDENT


Learn more about Practice-Ready. Specialty-Focused.™ Nurse Education and the Foundation's other nine projects by visiting the Reimagining Nursing Initiative website.

When a Company Cares about Nursing

Most people do not understand what nurses really do and what makes them tick. That is why telling nurses' stories is so important. Stryker, a global company focused on excellence in medical technology, has been highlighting what nurses do and who nurses are for the past three years in their Caregiver Stories video series. Stryker has been gathering and showcasing the stories of nurses because they, like the American Nurses Foundation, are committed to elevating the profession and, at the same time, ensuring nurses' in-depth knowledge of what patients need helps drive better solutions.

[Stryker's Caregiver Stories](#) are short, inspiring videos that get to the heart of how nurses take care of us and capture the complexity of their own lives and what inspires them.

“Nursing stories are important to us — they illustrate the deep clinical knowledge and passion for patients that are the heart of nursing. Through our Caregiver Stories initiative, we are able to honor outstanding nurses who provide exceptional care and go above and beyond for their patients and their peers.”

Scott Sagehorn | SENIOR DIRECTOR OF MARKETING 

Stryker's most recent story features Philadelphia's Temple University's Level 1 Surgical ICU team. These nurses put expert knowledge and compassion to work for each and every patient, creating a unit that is a true family forged through hardship and joy. “My life experiences with personal trauma make me a better nurse. I can relate to my patients and their families on a different level because I have been there,” shares Ann Lindley, RN.

Listening to nurses has been foundational to the development of Stryker's most innovative solutions. Because nurses are the primary users of many of Stryker's products — from patient beds to solutions that move patients safely — they know what works and what doesn't. Stryker is committed to incorporating nurses' knowledge in their work. They listen deeply and often to nurses so they can understand where the biggest needs and pain points are for nurses and patients. In fact, nursing input helps shape the development of Stryker's products — including its newest bed innovation, the ProCuity® bed series.

After more than six years of research, Stryker's R&D team began to design its safest and most intelligent bed to date, the [ProCuity® bed series](#) — utilizing more than 400 hours of customer research and input, as well as insights from more than 1,500 nurses and other medical professionals. The result: A bed pairing industry-low height with the quality, durability, and technology that its customers rely on. ProCuity launched globally in October 2020, and — with its cable-free nurse call — remains the industry's first and only truly wireless hospital bed.

Stryker's inherent value of nursing input and expertise was the genesis for their three-year commitment through the Foundation to [ANA's Innovation Awards](#). The awards, powered by Stryker, provide \$50,000 and \$25,000 to nurse innovators like these 2022 winners:

- KaSheta Johnson Jackson for community-based pop-up clinics across Eastern North Carolina to address social and economic barriers to health care.
- The multi-disciplinary team — Jeannine Eggers, Tadala Mulemba, Jaime Choate, Marilyn Hockenberry, Micheale Pickett — who created Redistik Warable Simulation Task Trainers to give hands-on practice in catheter insertion while receiving real-time feedback from instructors.

In addition, Stryker has supported nursing through a variety of Foundation and ANA programs including research awards to fuel care improvement; Healthy Nurse Healthy Nation, a free national campaign to help nurses be healthier; leadership programs and the Foundation's [Corporate Advisory Board](#).

“Stryker has been an outstanding friend to nursing. Throughout the organization there is a reverence for nursing and understanding what a key partner nurses are to ensure patients get the best care possible. Stryker shares our commitment to elevate the voices of nurses to achieve better care,” said Kate Judge, Executive Director of the American Nurses Foundation.

If you or your organization would like to make a meaningful contribution to nursing, contact patrick.giblin@ana.org.



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Thank you to the 2022 Corporate Advisory Board for your expression of commitment to transform the nation's health through the power of nursing.



Your gift will impact the future of nursing.

Many donors who have supported the American Nurses Foundation have said, "I wish I could do more." A legacy gift does just that. It allows you the flexibility to make a gift that suits your needs and ensures that the American Nurses Foundation can continue to make a difference for nurses and the nursing profession.

Help support the critical work nurses do with a gift from your will.

Your will is the key to your legacy and protecting your family's future. Without a will or trust, state law will determine who receives what and how much from your estate ... even if it is not what you intend.

A charitable gift in your will—a charitable bequest—is an easy and flexible way to support American Nurses Foundation. You can give a dollar amount, specific items, or designate a percentage of your estate. If you already have a will, you can add American Nurses Foundation to it with a simple amendment.

Giving to American Nurses Foundation is a powerful way to leave a meaningful legacy and support the life-saving work that we do. If you have already named the American Nurses Foundation in your will or other aspect of your estate plan, thank you and please let us know.

To learn more about the benefits of making a charitable bequest, visit our website at giftplanning.nursingworld.org or call Karen Schofield-Leca at 301-628-5095.



The [American Nurses Foundation](http://AmericanNursesFoundation.org) is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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