

# Newsletter

## FOR SUPPORTERS

## Bridging the Gap: Supporting a Multi-generational Nursing Workforce



### PULSE ON THE NATION'S NURSES

As healthcare organizations and stakeholders consider

ways to attract and retain nurses, the American Nurses Foundation has partnered with McKinsey & Company to conduct a new Pulse on the Nation's Nurses survey to understand nurses with varying levels of nursing experience. This survey of nearly 6,000 nurses across all tenures was conducted in October 2023 and identified early-tenured, mid-tenured, and tenured nurses as those with less than 5 years' experience, 5-20 years' experience, and 20 plus years' experience, respectively. This research provides additional insights into opportunities to bridge the tenure gap and support nurses across the continuum of their careers.

The survey revealed a concerning trend of intent to leave among nurses, with 30% indicating a likelihood of leaving their positions within the next 6 months. Early-tenured nurses, particularly those with less than 4 years' experience, reported even higher rates of intent to leave. These findings underscore the importance of retaining experienced nurses who play pivotal roles in mentoring and teaching newer colleagues.

#### Team dynamics

Research also has shown that team dynamics significantly influence nurses' health and burnout. In the survey, analyzing the experiences of early-tenured, mid-tenured, and tenured nurses in this regard revealed nuanced perspectives. Early-tenured nurses largely reported feeling supported by their mid-tenure colleagues at the conclusion of a shift (70%). However, they expressed frustration and intimidation when working with tenured nurses even though the majority still enjoy working with these older colleagues (75%) and consider them great resources to learn from

(80%). Conversely, mid-tenured and tenured nurses, while feeling respected by early-tenured colleagues, expressed concerns about their knowledge gap, indicating the need for effective mentoring.

#### Collaboration and trust

Creating cohesive work environments requires organizations to adopt processes that support collaboration. Survey respondents identified collaborative initiatives that could enhance retention such as formal mentoring programs, flexible schedules, and leveraging the expertise of tenured nurses. Frequent check-ins, after-action reviews, and team-building exercises also establish norms and foster trust among team members.

#### Tenured nurses

Research findings also underscore the advantages of retaining experienced nurses, particularly those approaching retirement age. The study revealed the eagerness of these nurses to explore new avenues of contribution, potentially leading them to postpone retirement. Over 40% expressed interest in the flexibility to adjust their schedules or reduce their working hours, while 27% emphasized the appeal of transitioning into roles such as virtual nursing or nurse education.

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## NURSING RESEARCH GRANTS: Diversify Nursing Research through Support of Minority Serving Institutions

**The Foundation advances** the nursing profession by serving as a thought-leader, catalyst for action, convener, and funding conduit, with the responsibility and ability to influence the shape of the field of nursing research. The Foundation is pleased to have recently established a three-year grant partnership with Southern University and A&M College to enhance diversification in funding nursing research. This new approach seeks to address the historic and persistent impediments to nurse researchers from racial and ethnic minorities.

The Foundation is working to expand the diversity of the pool of grant recipients and reviewers, and to advance nursing research with an eye to greater diversity of topics and perspectives and emphasis on health equity and inclusion. The recommendations of the National Commission to Address Racism in Nursing related to increasing the number of racial and ethnic minority nurse researchers and advancing an anti-racist nursing research agenda served as a call to action for this important work of the Foundation.

As a result, three minority serving institutions were solicited for a new nursing research grant opportunity. The Foundation facilitated a review panel comprised

of three diverse nurses who were new reviewers to the Foundation. The review panel selected the proposal from Southern University and A&M College as it engages new faculty, graduate doctoral nurse students, early DNP and PhD nurses in a qualitative and quantitative study design and implementation. A diverse team of students and nurse researchers will conduct a mixed methods explanatory-sequential design study to examine relationships between work-place racism, perceived stress, and health promoting life-style behaviors among African American RNs employed in acute care settings. The Foundation will share study updates and lessons learned to support an inclusive perspective for future nursing research. The lessons learned will be applied across the whole portfolio of Foundation grantees and inform future planning.

To learn more about the work of Southern University and A&M College and other Foundation grantees, please save-the-date for the upcoming Foundation Friends event on November 21 at 2 pm ET. Foundation Friends is a virtual appreciation event to recognize the achievements of our current grantees and thank our volunteer reviewers. To be added to our Foundation Friends invite list, please email [nursingresearchgrants@ana.org](mailto:nursingresearchgrants@ana.org).

## NURSE LEADER AND DONOR PROFILE: Emma Dann's passion for caring for people led her to a career in nursing

**A nurse since 1997**, Emma Dann has worked in oncology for her entire career. As the Vice President and Associate Chief Nurse for Network Nursing and Clinical Services at the Dana-Farber Cancer Institute (DFCI), Emma plays a pivotal role in ensuring excellence and quality of care across DFCI's regional campuses and collaborative sites.

Emma's journey began with a solid foundation in nursing when she graduated with a Bachelor of Science in Nursing from the University of New Hampshire. Starting as a staff nurse at the Maine Medical Center in Portland, Maine, she took on progressively advanced roles to become the Director of Oncology Nursing Services. Her continued thirst for knowledge and leadership skills propelled her to earn a Master of Science in Nursing Administration at Northeastern University. This degree equipped her with the tools to drive change and innovation within healthcare organizations. Emma's focus on executive leadership culminated in her Doctor of Nursing Practice degree at Simmons College. Armed with this advanced degree combined with decades of professional leadership roles at Maine Medical Center, Amgen and DFCI, she has become an exemplary nurse leader in her community.

Emma acknowledges the stress nurses face, especially during the pandemic's aftermath. Emma firmly believes that engaged and valued nurses contribute significantly to the healthcare system's success. She believes that the American Nurses Foundation's initiatives are crucial in supporting nurses' well-being and professional growth.

The Foundation's efforts play a pivotal role in ensuring nurses remain motivated and empowered.

Emma's passion for nursing extends beyond her professional responsibilities. As an active volunteer and member of various professional organizations, she recognizes the critical role nurses play in healthcare. Her decision to donate to the American Nurses Foundation reflects her unwavering commitment to supporting her colleagues. Emma believes that nurses deserve much needed support and resources as they care for others. By contributing to the Foundation, she ensures that the Foundation can continue its programs that support our nurses enabling them to thrive.

This year, Emma specifically donated to the Foundation's Nurses Month campaign whose theme was "Nurses Make The Difference." She wanted nurses to know that they deserve widespread support. Her contribution serves as a beacon of appreciation and encouragement for nurses everywhere.

Emma Dann's story exemplifies the spirit of giving and the transformative impact of nursing. Her dedication to the profession and her unwavering support for fellow nurses make her a true champion. We salute Emma and thank her for making a difference in the lives of countless patients and colleagues.

**The American Nurses Foundation appreciates Emma Dann's generosity and encourages others to follow her lead in supporting nurses. To make a donation, please visit [www.givetonursing.org](http://www.givetonursing.org).**

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Additionally, approximately 45% of retired respondents indicated that the option to set their own schedule might motivate them to re-enter the workforce, with over 30% considering opportunities to become educators or mentors for other nurses. As the number of nurses nearing retirement grows, organizations have the chance to design positions that recognize the expertise of these seasoned professionals, fostering a collaborative and supportive workplace environment for both experienced and newer nurses.

### Tailored solutions

The findings from the survey indicate the importance for organizations to thoughtfully develop initiatives and interventions tailored to support every generation within their workforce, acknowledging the role of tenure in nurse retention. Given the intricate nature of a nursing workforce comprising multiple generations and varied tenures, customized solutions are essential to effectively address workforce issues. Strengthening connections and tackling challenges specific to tenure are crucial in retaining nurses and upholding a dynamic nursing workforce. Through proactive measures aimed at tackling retention issues and fostering collaboration, organizations can nurture an involved and adaptable nursing workforce ready to meet the evolving needs of healthcare delivery.

To read the full report from this survey, and learn more about other points the Foundation is hearing directly from nurses, please visit <https://www.nursingworld.org/survey-series-results>.

## Highlights

### CLINICAL LEADERSHIP DURING THE PANDEMIC:

Emma played a pivotal role during the COVID-19 pandemic. She spearheaded the pandemic response at DFCI, overseeing testing and vaccine administration. Her efforts, along with her team, ensured the safety of patients, staff, and the community.

### NURSING INFORMATICS AND CANCER CARE EQUITY:

Emma's commitment to advancing nursing practice extended to informatics and equity. She championed the use of technology to enhance patient care and worked tirelessly to address disparities in cancer care.

**Emma L. Dann, DNP, RN, OCN, NEA-BC**  
Vice President and Associate Chief Nurse,  
Network Nursing and Clinical Services,  
Dana-Farber Cancer Institute



# NURSE WELL-BEING: Building Peer and Leadership Support Program

When the American Nurses Foundation (Foundation) launched the Stress and Burnout Prevention Pilot Program in 2022, we were confident that the program would be a valuable tool to help nurses recognize and address stress in themselves and their peers. Now halfway through the three-year initiative, the program is contributing to a growing movement to change the culture of nursing to one that supports nurses by creating healthier workplaces. Based on feedback from the pilots, the program is now called the Nurse Well-Being: Building Peer and Leadership Support Program, to better reflect this movement.

In partnership with four pilot sites, the Foundation has adapted the curriculum from Stress First Aid (SFA) —originally developed for military and first responders—to be for nurses by nurses. To date, over 50 Nurse Champions have delivered this adapted Stress First Aid for Nurses training as part of the Foundation's stress and burnout prevention program to 500 nurses at four pilot sites across 22 separate units. Pilot sites include BayCare Health in Tampa, FL, Indiana University Health, Indianapolis, IN, University of South Alabama (USA) Health University Hospital, Mobile, AL, and Atrium Health Wake Forest Baptist, Winston-Salem, NC.

The newest cohort of nurse champions from all four pilot sites traveled to the Foundation in Silver Spring, MD, in December to attend the two-day training for their units. The meeting kicked off with a welcome dinner the evening before the training, giving the nurse champions the chance to meet and build relationships. A final third cohort will be trained in winter 2024.

Five returning Year 1 nurse champions joined the December training to serve as mentors and coaches, provide valuable first-hand implementation advice, offer encouragement, and share examples that strengthened learning. They also shared stories of how the program has impacted their organization and themselves.

Amy Campbell, DNP, RN, Principal Investigator from USA Health said, "I would totally recommend that everyone get involved in Stress First Aid. Adjusting the culture of nursing is something that is necessary for us to survive as a profession, and like any culture shift it requires all of us working together to realize that change. When a SFA trained nurse helps at another hospital or if they move to a different state, they will take their skills with them, but what makes SFA unique is that it's not just about training the individual, it's about creating an environment of support that the nurse will need to continually address stress while on the floor."

Building on the successful implementation of the program at the pilot sites, the Foundation has already begun launching the national dissemination earlier than planned. In celebration and support of Nurses Week 2024, the Foundation held a free webinar, which previewed the program curriculum along with an interactive Q&A discussion.

During the educational component, Foundation Nurse Advisor Tiffany Covarrubias-Lyttle, RN, BSN, PCCN, provided nurses and healthcare leaders tools to identify stress levels, recognize stress injuries, and navigate difficult conversations to support each other on

the path to recovery. Nurses received continuing education credit for attending the webinar.

In partnership with the Association for State and Territorial Health Officials, a Q&A discussion in the second half of the hour allowed nurses and healthcare leaders an opportunity to engage with each other on the topic of burnout and learn about other resources available to create a healthier workplace.

In October, the full program curriculum will be available for free to all nurses on the American Nurses Association's Learning Management System. The topics for the course will include an overview module, a facilitator training module, an implementation guide, and the full course module. Based on insights gained from our pilot sites, a special leadership training module is also in development and expected by late 2024.

This suite of tools and resources will support individual nurses interested in learning and applying key concepts to address stress and burnout in themselves and their peers, as well as nurse leaders who intend to implement the program organization-wide. Visit <https://www.nursingworld.org/foundation/programs/nurse-wellbeing> for more information.

*The American Nurses Foundation launched the Stress and Burnout Prevention Program to support nurses and to address burnout, manage stress, and increase confidence. Content is adapted by nurses for nurses and is currently being piloted at four healthcare organizations across the country. The program is made possible by generous support from the United Health Foundation.*



# Reimagining Nursing Looks at Intensive Care

The Reimagining Nursing Initiative kicked off in 2020 with the broad goal of disrupting, for the better, the profession of nursing in the areas of education, technology, and direct-reimbursement.

**stryker**® Two years and ten pilots into the program, the American Nurses Foundation (Foundation), in partnership with Stryker, is expanding the scope of the Initiative by exploring high impact opportunities to innovate in the intensive care unit (ICU) in ways that improve the lives of nurses at work. Critical care is constantly evolving and the U.S. health care system is in need of new and innovative ways of delivering care in ever-changing environments with a more diverse, highly trained set of care team members.

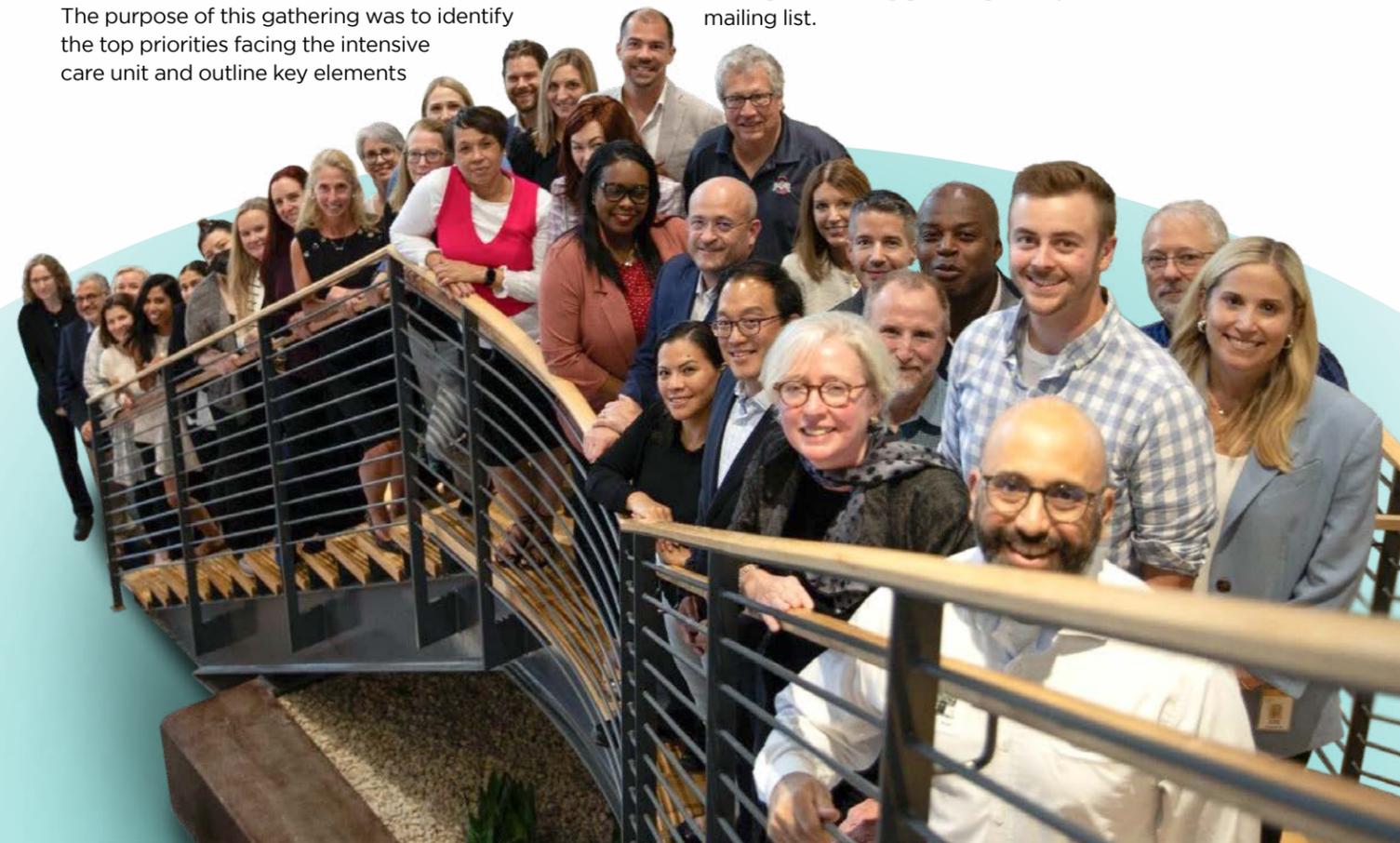
Challenges in the ICU include workforce shortages combined with increasing patient acuity and chaotic work environments that lead to burned out nurses and declining quality of patient care. To address these issues, in September 2023, the Foundation invited 22 thought leaders from multiple disciplines ranging from clinical nursing and informatics to pharmacy and medicine. These experts gathered at Stryker Communications headquarters in Flower Mound, Texas to delve into the needs of the modern critical care unit and brainstorming ideas to solve them with the nurse always top-of-mind. The purpose of this gathering was to identify the top priorities facing the intensive care unit and outline key elements

of focus areas in order to set criteria for pilots aimed at addressing the determined priorities from the perspective of the ICU nurse.

The participants were in focus groups to explore discussion topics, brainstorm exercises, and create concepts and pitch those concepts. Before arrival, the meeting participants were asked: "If there were no constraints -- budgetary, regulatory, system, process, or other -- what innovations in, or changes to, the ICU would you want to see?" This set the expectation that no ideas were off limits. The exercises were created with a design thinking approach and consisted of activities such as an "ICU Immersion" in which group participants walked the other members of their group through the ICU experience from the perspective of their respective disciplines. The groups then identified problems and suggested solutions with the creation of "How might we...?" statements to imagine how one might realize the ideal concept.

The event concluded with each group pitching their solutions. The ideas and feedback were collected by the Foundation to be incorporated into a subsequent report on the event that will be used as the basis for a business case for the potential funding of future pilot projects.

To receive updates about Reimagining Nursing in the ICU, email [givetonursing@ana.org](mailto:givetonursing@ana.org) to request the link to the mailing list.



# A Fond Tribute to Kate Judge

After 12 wonderful years at the American Nurses Foundation and serving the nursing profession for over 30 years, Executive Director Kate Judge retired from her position in May.



## Kate Judge came to the Foundation

from one of the largest and most sophisticated fundraising organizations in nursing – University of Pennsylvania’s School of Nursing, and before that the American Red Cross – because she wanted to have a bigger impact on nursing, which she knew to be the center of healthcare. During her illustrious tenure, she was instrumental in securing nearly \$62 million, including an incredible \$47 million in the past four years alone, for the Foundation and the nursing profession.

Kate was hired to transform the Foundation into a dynamic national resource driving change in nursing and healthcare. When she arrived, Nursing Research Grants were the Foundation’s primary focus. Kate expanded the Foundation’s programmatic agenda creating much needed programs aiding nurses’ well-being, increasing opportunities for nurses to take on leadership roles, and funding innovative pilot projects generating systemic changes in education, technology, and payment systems. She helped launch [Nurses on Boards Coalition](#), [Healthy Nurse Healthy Nation](#), [Reimagining Nursing Initiative](#), [Well-Being Initiative](#), [Stress & Burnout Prevention Pilot Program](#) (now called Nurse Well-Being: Building Peer and Leadership Support), [A Pulse on the Nation’s Nurses surveys](#), [Nursing Innovation Awards](#), and [multiple scholarship programs](#): Washington Policy Fellowship, Jeannine Rivet National Leadership Award, Tim Porter-O’Grady National Leadership Award, and Scholarships for Change.

Kate credits the Foundation’s success to the collaborative leadership of the Foundation’s Trustees and ANA Enterprise leadership. “We’ve had the most extraordinary board with leadership over the last 12 years by Presidents – Kathy Driscoll, MSN, RN, NEA-BC, CCM; Wilhelmina Manzano, MA, RN, NEA-BC, FAAN; Tim Porter-O’Grady, DM, EdD, ScD(h),

**“Kate Judge has generated tremendous support for nurses... which led to increased recognition of the value of nurses, the promotion of professional development opportunities especially for the marginalized nursing population, and supporting the mental well-being of our clinical caregivers. Her impact continues to have ripple effects that benefit both nurses and the patients they serve.”**

Christine Pabico, PhD, RN, NE-BC, FAAN, Director, Pathway to Excellence Programs at American Nurses Credentialing Center

APRN, FAAN, FACCWS; and Joyce Fitzpatrick, PhD, MBA, RN, FAAN. And I have had the honor of working with three exemplary nurse leaders in the American Nurses Association Enterprise CEO position – Debbie Hatmaker, PhD, RN, FAAN; Loressa Cole, DNP, MBA, RN, NEA-BC, FAAN; and Marla Weston, PhD, RN, FAAN, along with ANA and ANCC volunteer and staff leadership and dynamic and fun Foundation colleagues.”

## Leading with Compassion through Nurses’ Greatest Challenge

The COVID-19 pandemic solidified what Kate always knew to be true: The economy rests upon healthcare, and healthcare cannot work without nurses’ expertise and knowledge. Kate led the Foundation in running the largest public disaster campaign focused solely on nursing, impacting millions of nurses’ lives through education, financial aid, mental health support, and advocacy.

When reflecting on how she changed as a leader during her time at the Foundation, Kate noted that she is more radical now, and credited this period in particular. “COVID really was a turning point. I realized we must set our sights much higher in the profession and ask for more, even demand more. I have great faith in the generations of nurses that are coming up; they won’t be satisfied holding up a broken healthcare system.”

**“Kate Judge has impacted [the Foundation] with a national vision and commitment to growing the Foundation and its influence throughout nursing and the philanthropic communities. She has expanded the value of [its] funds five-fold, larger than at any time in [its] history.**

**Through personal skills and exceptional leadership, Kate has realigned the work of the Foundation, laid out an aggressive plan for change, and created an innovative and transformative agenda for the Foundation going forward.”**

Tim Porter-O’Grady, DM, EdD, ScD(h), APRN, FAAN, FACCWS, past Board President and bestower of the Tim Porter-O’Grady National Leadership Award

## Collaborating to Transform Healthcare

A hallmark of the Foundation over the last twelve years has been how it has worked with other organizations, professions, and industry. “An early priority for us, with Joyce Fitzpatrick’s leadership, was to convene a diverse board with a goal of having 50% of the board be nurse champions but not nurses themselves. While historically we worked with ANA, ANCC, and other nursing organizations to award research grants, we expanded those collaborations and partnerships. In COVID we worked alongside and provided grants to more than 30 organizations, schools, and health providers.”

This included partnering with: 19 leading nursing and healthcare organizations to launch the COVID Vaccine Facts 4 Nurses; five leading nursing organizations to launch the Well-Being Initiative; and Nurses House to distribute nearly \$3 million in direct financial aid. The Foundation also partnered with The American Nurse Project to make two nursing documentaries, [Defining Hope](#) and [American Delivery](#). Kate upheld the principle that a rising tide lifts all boats, determining that the money raised by the Foundation would not be kept, but shared through its collaborative programs.

## MAJOR ACCOMPLISHMENTS DURING KATE’S TENURE:

- ✓ Raised nearly \$62M
- ✓ Secured \$20M for Reimagining Nursing Initiative & awarded 10 pilot grants
- ✓ Created the Well-Being Initiative that has supported over 450,000 nurses to date
- ✓ Awarded \$2.8 million to nurse researchers through the [Nursing Research Grants program](#)
- ✓ Started A Pulse on the Nation’s Nurses survey that has been taken by over 200,000 nurses

Kate knew greater investment was needed to profoundly change healthcare. In 2023, the Foundation commissioned a report, [Philanthropic Support of the Nursing Profession](#), which documented that with over \$333.3 billion in private giving for healthcare between from 2015 – 2022, only one penny of every dollar was directed to nursing. She is leaving the Foundation well-positioned to take up the mantle and make the strongest case yet for nursing philanthropy. “Overall, I feel optimistic about the future of nursing and philanthropy. It’s essential to the future of health care we all want.”

Kate and Steve at the Grand Canyon

Kate pointed to the following inspiring quote that encapsulates the role of nurses in this world: “Nursing is a profoundly radical profession that calls society to equality and justice, to trustworthiness and to openness. The profession is, also, radically political: it imagines a world in which the conditions necessary for health are enjoyed by all people.”

Mark Lazenby, PhD, APRN, Dean at University of California, Irvine – Sue & Bill Gross School of Nursing

## What’s Next for Kate Judge?

Kate is excited for upcoming travel to Newfoundland and Nova Scotia with her husband, Steve, as well as plenty of family time with her daughters, grandkids, and her “pandemic” puppy, Albert Motek.

After so many years spent in service of nurses, she commented that she will never leave the nursing world, but is “looking forward to different to-do lists.” Kate will continue to support the Foundation in an advisor and collaborator capacity for some time following her retirement.

## Thank You, Kate

Through her leadership at the Foundation and beyond, Kate Judge has touched the lives of millions of nurses nationwide and has enacted transformative change within the healthcare system. Her peers and colleagues across the American Nurses Foundation, American Nurses Association, and American Nurses Credentialing Center, and the many organizations that partner in the Foundation’s work resolutely thank her for her bold, persistent drive for change, and for consistently placing nurses’ voices front and center.



# Reimagining Nursing Initiative: Our Bold Future

The Reimagining Nursing Initiative is entering its third year and the Foundation staff has begun the second round of pilot site visits for 2024. Between March and August 2024, the Foundation will make a special in-person visit to all ten current pilot sites to learn more about each project's progress and meet the extraordinary clinicians, researchers, and students who are participating in the biggest and most ambitious initiative in Foundation history. Ten bold projects, led by nurses and funded by a \$14 million grant from the East Bay Community Foundation, are set to transform nursing as we know it. By funding innovations in nurse education, direct reimbursement for nursing services, and design-thinking-driven tools and technology designed for nursing, this initiative will enable nurses to design a future where they are valued and compensated for the expertise and care they provide. A future where they are empowered to lead.

## Navi Nurses

Navi Nurses in Phoenix, AZ, uses an on-demand technology allowing people to connect with a nurse upon discharge from the hospital. The nurse meets the patient at their home and makes sure they have what they need to thrive after being discharged. They clarify the discharge instructions, ensure they have the proper medications and follow-ups scheduled and answer any questions the patient or the patient's caregivers may have. This pilot aims to reduce hospital readmission rates and post-discharge inquiries and give patients and their families the peace of mind they need to heal.

Foundation Executive Director, Kate Judge, and Vice President of Programs, Adriane Griffen, spent the day with Navi Nurses CEO and Founder Jasmine Bhatti, PhD(c), MS, RN, and her team of dedicated nurses to observe how this venture is not only enhancing the quality of care for patients, but bringing a greater sense of joy and job satisfaction to the nurses they employ. "Navi fills my cup," gushed one Navi Nurse clinician. "This project reignited my love of nursing after being burned out by the system."

Initial results reflect a 40% reduction in hospital readmissions though the team admits that more data is needed for statistical significance, but the trend is promising and the feedback from nurses and patients has been amazing.

Over the course of Summer 2024, the Foundation will visit the remaining pilots at the American Association of Colleges of Nursing (AACN), Chamberlain University, Columbia University, and a community-based nursing pilot in Oregon. To keep up to date with all the latest on the Reimagining Nursing Initiative, visit [www.NursingWorld.org/Foundation/RNInitiative](http://www.NursingWorld.org/Foundation/RNInitiative).

## Big 10 Practice-Ready Nursing Initiative

The University of Minnesota is partnering with the University of Michigan, Purdue University, and two other Big 10 schools pilot another virtual reality-based model tool that provides Immersive Virtual Reality Simulation (IVRS) to teach nursing students to care for multiple patients in a controlled environment with enhanced realism. Used in tandem with one-on-one, nurse-guided clinical experiences and theory-based debriefing, the model is being tested on senior nursing students and will measure its impact on practice readiness. Foundation Program Director, Nyuma Harrison, RN, EML, and Roberto Bacalski visited the team at Purdue University to see the model in action.

Cynthia Bradley, PhD, RN, CNE, CHSE, Director of Simulation at the University of Minnesota and Ann Loomis, PhD, RN, CNEcl, Assistant Professor of Nursing at Purdue University let the Foundation visitors sit in on a post IVRS session debriefing to see how the instructors walked the students through the scenario they had just experienced and asked probing questions about the choices they had made. Students appreciate the autonomy they have in these virtual scenarios. They are "the nurse" in the situation, not a student. They have the opportunity to make decisions they wouldn't normally be allowed to in a live clinical. They learn to delegate tasks and make tough choices in a safe space.

# The American Nurses Foundation Welcomes New Leadership

*While the Foundation bids adieu to its long-time Executive Director, Kate Judge, the Foundation is well-positioned to continue its work with the new leadership team.*



**Dr. Adriane K. Griffen** serves as the Interim Executive Director and the Vice President of Programs. Dr. Griffen oversees the Foundation's diverse programmatic portfolio, helps design, execute, and evaluate existing and new programs, as well as ensures the integration of those programs into the larger American Nurses Association Enterprise. She is an organizational and educational public health strategist who is dedicated to aligning organizations, building communities, and creating member-centric programs which reflect the needs of the community. Previously, Dr. Griffen was the Executive Director at the American Academy of Orthotists and Prosthetists, Executive Director of the National Center on Disability in Public Health at the Association of University Centers on Disabilities, and held various health promotion and partnership development leadership roles. She is currently a partner reviewer for the Council on Education in Public Health and an instructor at The George Washington University School of Public Health, Doctor of Public Health Program. She is a Doctor of Public Health with a focus in Leadership from the University of Illinois at Chicago, a Certified Nonprofit Executive Director (CNEd), and a Master Certified Health Education Specialist (MCHES).



**Inne Barber** serves as the Foundation's Director of Development, a strategic position that plays a key leadership role in the organization's growth and operations. She joins the Foundation with over 20 years in the non-profit industry specializing in development and corporate partnerships.

Working with the Executive Director, the Foundation Board of Trustees, and the ANA leadership, she oversees the Foundation's philanthropic efforts, including fundraising strategies, individual and corporate giving, major gifts, annual events, and the Corporate Advisory Board. She leads the development team and oversees the Foundation's marketing and communications materials. Before joining the Foundation, she was the Vice President of Strategic Initiatives at the National Sleep Foundation, where she led revenue generation and held progressive leadership roles during her 15+ years. She holds a B.S. in Economics from Georgetown University and received her Certified Association Executive (CAE) credential from the American Society of Association Executives (ASAE).



**Nyuma Harrison** is the Director of Programs and brings over 20 years of experience as a practitioner and global leader in healthcare, education, business, and non-profit management for organizations including AMN Healthcare, Amazon, Johns Hopkins University, and the Massachusetts General Hospital. In her role, Nyuma is responsible for ensuring the implementation and integrity of all programs including the Foundation's signature Reimagining Nursing, Well-Being and Stress/Burnout Initiatives. Further, she is responsible for collaborating with stakeholders, identifying opportunities in new markets, and cultivating relationships with major donors. Nyuma holds an Executive Master's in Leadership from Georgetown University's McDonough School of Business and a Bachelor of Science in Nursing from Howard University. She holds additional executive certificates from Johns Hopkins and Harvard Business School.

**Please join us in welcoming our new leadership team!**

## Disrupting Nursing Education with XR

Through technology-enabled learning tools deployed across its core curriculum, The Ohio State University College of Nursing and College of Engineering team are building students' competencies that can be validated in clinical experience. Vice President of Programs, Adriane Griffen, DrPH, MPH, MCHES®, and Program Manager, Roberto Bacalski spent a day with Michael Ackerman, DNS, RN, FCCM, FNAP, FAANP, FAAN, Director of the Immersive Technology Lab and his team to learn how students benefitting through learning with virtual reality. Starting in their first year, nursing students are taken through clinical scenarios via Quest VR Headsets. They are able to walk through everything from caring for patients in a homeless encampment to making decisions in the ICU.

Students decreased feelings of stress thanks to the fact that the scenarios are computer generated and therefore pose no risks to real patients, as well as the opportunity to run the scenarios multiple times to master skills and build competence.

*Dr. Cynthia Brandley of The Ohio State University demonstrates IVRS headset to American Nurses Foundation Program Director Nyuma Harrison, RN*



*From left to right, Neva Hardy, RN, Navi Nurses CEO Jasmine Bhatti, April Hinojosa, RN*

# Beyond Care: Celebrating Nurses Making The Difference



In May, the American Nurses Foundation saluted over 5 million registered nurses across the U.S. with the theme “Nurses Make The Difference.” We kicked off ANA’s Nurses Week (May 6-12) to honor our exceptional nurses who deliver compassionate care across all health care settings and extend our tribute throughout the month of May.

## Celebration highlights included:

**#NursesLightUpTheSky:** To illuminate the spirit of nursing excellence, landmarks across the country lit up in honor of Nurses Week on May 6. Notable sites included the Wrigley Building in Chicago, the Oregon Convention Center in Portland, Capella Towers in Minneapolis, and City Hall in Houston. People joined in on snapping photos with these landmarks or a local landmark of their own and shared them on social media. Check out the hashtag #NursesLightUpTheSky to see posts of people supporting our everyday nursing heroes.

**Thank a Nurse:** Throughout the month people joined us in celebrating the contributions of nurses who provide expert care, support patient safety, and advance the nursing profession. They came together to say a big “Thank You” to our nurses by making donations to the Foundation. These funds support the Foundation’s continued critical work and resources for nurses, such as nurse-focused mental health support, new care solutions, and health equity initiative advancements. Together, we are creating a brighter future for nurses and the patients they serve.

**Nurses Week 2024 Toolkit:** ANA offered a free toolkit packed with resources and practical ways that our communities can participate in Nurses Week. With free educational materials, an event planning guide, ready-made social media assets, and printable posters, plus the fun “Pop Up Box,” ANA made it easy for anyone to join and honor all nurses at their organizations and in their local communities.

## Partnerships in May:

The American Nurses Foundation is excited to have teamed up with Chipotle and Skechers once again, and to be working with Create Amor for the first time! These partnerships enhance our collective support for the nursing community. They not only offer special recognition for nurses via exclusive discounts but also provide much-needed funds for our programs.



CREATE AMOR

Create Amor has partnered with the American Nurses Foundation to help support the nursing community. Create Amor is a premier supplier of high-quality healthcare apparel that strives to empower healthcare professionals throughout every aspect of their careers. With compassion in every stitch, Create Amor’s goal is to help nurses “wear your heart on your scrubs” by providing the most comfortable and functional scrubs necessary for exceptional patient care.

During the month of May, 100% of the proceeds from each Iris Five Pocket Top sold were donated to benefit the American Nurses Foundation. In addition, shoppers who used a special campaign promo code received 25% OFF their order, with \$1 per set (top and bottom) purchased donated back to the Foundation.



Chipotle partnered with the American Nurses

Foundation for its ‘Round Up for Real Change’ program. For the third year in a row, Chipotle customers ordering online or via the Chipotle app were given the option to round up their purchase to the nearest dollar amount. 100% of round-up proceeds benefited the American Nurses Foundation. In addition to the “round up” donations, Chipotle selected the Foundation to be its beneficiary in their “Thank You Healthcare Heroes” gift card program, where the Foundation received 10% of the sales proceeds. Last year, Chipotle customers donated \$368,000 during Nurses Month!



Skechers provided a 10%

discount to nurses during the month of May for all their styles. They also conducted an in-store register round-up from May 1st to May 31st. In-store Skechers shoppers were able to make any dollar amount donation or “round-up” their final purchase price to the nearest dollar. If shoppers donated \$5 or more to the Foundation, they received \$10 off their next \$100 purchase in June. All proceeds benefited the American Nurses Foundation. We are still tallying up our totals from last month’s campaign. Last year, Skechers shoppers donated over \$160,000 to the Foundation!

## CORPORATE PARTNER PROFILE: From MLB Sports Agent to Healthcare Advocate: Create Amor Founder’s Journey

The American Nurses Foundation interviewed Matthew Vuckovich, CEO and Founder of Create Amor, whose company is a first-time Nurses Month campaign supporter. Prior to founding his company, Matthew began his career as an MLB sports agent, which he eventually parlayed into helping early career physicians and surgeons find jobs, prep for interviews, and help negotiate contracts. Through his podcast and free video platform, he helps healthcare professionals understand the business side of medicine from medical experts about career advice. The following interview was lightly edited.

### Tell us how you founded your company Create Amor.

Through my firsthand experiences working with many healthcare professionals, I was able to understand that no matter who it was, or what field of medicine they were in, every single person was driven by a purpose to enter the healthcare profession and care for others. It’s the most amazing professional industry I’ve ever been involved in. Understanding that healthcare professionals have a true purpose and work to care for strangers, is what brought me to naming our company, Create Amor – which means create love. Create Amor is deeply rooted in being driven by a purpose and supporting the healthcare community that cares for us.

### What is your relationship to the nursing field?

I grew up with a mom who was an ER nurse. I can recall countless times when one of the kids in our neighborhood would get hurt, and the first thing someone would say is, “Go see nurse Katy!” I’ve personally seen my mom help strangers who were in need. One summer someone suffered from heat stroke, and my mom was right there to help them as they waited for the paramedics. My deep appreciation and respect for my mom and the nursing community is what led Create Amor to partner with the American Nurses Foundation.

### How would you like to see our partnership grow?

As a leading supplier in the medical apparel industry, we hope to continue a long-standing partnership with the Foundation by finding creative ways to give back to the nursing community. We are actively engaged with many nursing school programs trying to better understand the unmet needs that we can help support. By starting with nursing school students, it allows us to help from the start as they make their way into the professional world.

### What Foundation initiatives are most important to you?

After the pandemic, the nursing community took a hard hit, both physically and mentally. Create Amor is very excited (about) Foundation’s Well-Being Initiative, among others. We need more nurses, and the best way we can show our support is by supporting the self-care of nurses themselves. It’s important we provide outlets for nurses to express themselves and let them know they are heard. I know we’re just a very small piece of the puzzle, but we will work hard to find ways to support our nursing community as best we can.

The American Nurses Foundation appreciates Create Amor’s support of nurses in May and throughout the year.



Matthew Vuckovich and his mom Katarina Vuckovich

### About Create Amor

As a premier supplier of high-quality healthcare apparel, Create Amor strives to empower healthcare professionals throughout every aspect of their career. With compassion in every stitch, our goal is to help you “wear your heart on your scrubs” by providing the most comfortable and functional scrubs necessary for exceptional patient care. Empower your self-care through what you wear. [www.createamor.com](http://www.createamor.com)



# Corporate Advisory Board

Thank you to the 2024 Corporate Advisory Board for your commitment to transform the nation's health through the power of nursing.



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To inquire about corporate partnership opportunities, please contact Inne Barber at [inne.barber@ana.org](mailto:inne.barber@ana.org).

## “I wish I could do more.”

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 charitable bequests, contact Inne Barber, Director of Development, at [inne.barber@ana.org](mailto:inne.barber@ana.org) or (301) 628-5386.



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American Nurses Foundation is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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