

MASSACHUSETTS REPORT ON NURSING

QUARTERLY CIRCULATION 79,000

VOLUME 23 NUMBER 2

MAY 2024

THE OFFICIAL PUBLICATION OF ANA MASSACHUSETTS • PO Box 285 • MILTON, MA 02186 • 617.990.2856 • NEWSLETTER@ANAMASS.ORG



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president’s message

Dear ANAMASS Community,
As we welcome the vibrant energy of the summer season, I extend warm wishes to each of you. May this season of new beginnings and renewal bring joy, growth, and prosperity to you and your loved ones.

I am thrilled to share with you the latest updates and events happening within our nursing community. First and foremost, I want to express my gratitude for your participation and contribution to the success of our recent Annual Business Meeting, held on April 8, 2024. Your dedication and enthusiasm truly make a difference in advancing nursing in Massachusetts.

Looking ahead, I am thrilled to remind you of upcoming events that promise to be both enriching and insightful. Our 2024 Professional Development Miniseries, titled "**The New Toolbox: Everything Nurses Need for Building the Next Chapter**," is in full swing. I encourage you to join us for the remaining sessions:

1. **Nursing Narratives:** Featuring Nancy Garden, DNP, RN, FAAN, with Maureen Fagan, DNP, FNP-BC, RN, and Rosanna DeMarco, PhD, RN, FAAN, on April 25, 2024, from 4:00 PM to 5:30 PM.
2. **Creating Conversations:** A School and Public Health Nurse Panel discussion on May 15, 2024, from 5:30 PM to 7:00 PM.
3. **Ethics of Self Care:** With Judy L. Sheehan, MSN, RN, NCPD-BC, on May 29, 2024, from 4:00 PM to 5:00 PM.
4. **Advocacy in Action:** Featuring Mary Grant, MS, RN, and Rep. Kay Khan, MS, RN, on June 12, 2024, from 4:00 PM to 5:00 PM.

These sessions offer valuable insights and opportunities for professional growth. I urge you to mark your calendars and make the most of these enriching experiences.



Furthermore, I am pleased to announce that the Miniseries will culminate with the ANA Massachusetts Fall Conference on September 27, 2024. Save the date for this exciting event, where we will come together to learn, collaborate, and celebrate our achievements as a nursing community.

As we navigate through this season of renewal, let us continue to support and uplift one another. Together, we can create positive change and make a lasting impact on healthcare in Massachusetts.

Thank you for your unwavering commitment to ANA Massachusetts. Your dedication is truly inspiring, and I am honored to serve as your president.

Warm regards,
Silda Melo, MSN, RN ,CCM
President, American Nurses Association Massachusetts



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Food For Thought

How important it is for us to recognize and
celebrate our heroes and she-roes!

[Maya Angelou](#)

editor's message

Judy L. Sheehan MSN,
RN, NCPD-BC

Editor
Spring has sprung and behind it, summer is catching up quickly. The opportunity to celebrate the achievements of so many nurses at the awards gala was truly inspiring. In addition to recognizing the achievements of these seasoned nurses, the scholarships awarded to the nurses moving forward provided a proud moment to all in attendance. I am struck by how an evening of revelry was quickly followed by the annual business meeting and together these two events mark a very successful year



for ANA Massachusetts. It makes me proud to participate and provides sustenance for the future as things will continue to challenge the association, and nurses in general. I am pleased to report that many of the articles in this edition will highlight the political and societal pressures that impact us all and once again, encourage everyone to become involved in whatever way possible

Please note, some changes are coming to the newsletter in the next few months. You will notice an announcement regarding these changes including a request to provide information about your desire to continue to receive this publication on page one. This is being caused by a change in publisher and an intent to ensure continuity and access to the most current nursing news and information be available in a timely manner. Please take a moment to let us know if you want to receive the news and in what format. The new publishing process will take place after July 1 and thus will impact the fall newsletter.

Another Morning Spent with Nurses of the Future

Janet Ross, MS, RN, PMHCNS

On Saturday, March 9th, members of the Membership Engagement Committee gathered at Worcester State University to assist with the Massachusetts Student Nurses Association's Annual Career (MaSNA) Forum.

All of the students we met were enthusiastic and hopeful, especially this year's President, Meghan King. Both juniors and seniors stopped by our table in the Student Center to ask us to review their draft resumes. Debbie Gavin and I encouraged the student nurses to consider joining our organization after they become RNs to keep up their involvement in our profession organization, just as they have been involved with MaSNA as student nurses.

We provided helpful suggestions about each resume, both in writing, and verbally when able to. We also made recommendations about what to omit (especially high school details, unless they have taken special healthcare-related courses, are hoping to work in the same community, or can speak a language fluently). We encourage students to limit their resumes to one or two pages.

The healthcare systems who provided staff at vendor tables throughout the Student Center also offered scholarships that were raffled off at the end of the event. We are very hopeful for this group of novices and the enthusiasm they shared about our profession.

ce corner

Which professional titles qualify to earn Contact Hours from programs that have ANAMASS accreditation? For example, I am aware that registered nurses and advanced practice providers qualify. Is the same true for certified nursing assistants?

It is always incumbent upon the individual claiming continuing nursing professional development contact hours to understand the criteria for licensure or certification for their specialty.

Nursing continuing professional development programs assume a level of preparation at the RN or APRN level (ADN through MSN). While nursing assistants

are welcome to attend, and may receive a certificate of completion, content is designed to be within the scope of a licensed Registered Nurse, not a CNA. For example, a course which includes suturing practice would not be in the scope of a CNA; even though they can attend, they would be outside their scope of practice to then perform suturing.

ANAMASS determines if individual activities meet the criteria for nursing continuing professional development as outlined by ANCC. Other disciplines, such as social workers, CNA's, etc. are responsible for understanding the criteria for professional development for their discipline, and may collect a certificate of completion and present that to their respective licensing and certification bodies.

We had a potential attendee ask if the credits you give us, if we are approved of course, are good for nurses/ nurse practitioners and cover psychopharmacology.

Pharmacotherapeutic Content for APRNs

Pharmacotherapeutic content may include but is not limited to drug specific information, safe prescribing practices, safe medication administration, prescribing methodologies, new regulations or similar content and must be advanced content required for APRN's.

If a provider is developing content to meet the ANCC pharmacotherapeutic hour requirement, content must specifically address advanced pharmacotherapeutics. The provider delineates the number of pharmacotherapeutic contact hours. When a speaker develops content for an educational activity, it would be advised that pharmacotherapeutic contact hours contained within the presentation [be clearly delineated and] be calculated at that time.

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Massachusetts Report on Nursing is published quarterly every February, May, August and November for ANA Massachusetts, P.O. Box 285, Milton, MA 02186, a constituent member of the American Nurses Association.

ed column

ACTION ALERT!!

Carmela Daniello, DNP, MS/MBA, RN

MAKE A DIFFERENCE TODAY! H 1211/S 1404 An Act relative to nurse licensure compact in Massachusetts is currently stuck in the [Joint Committee on Health Care Financing](#).

Did you know that 41 states currently participate in the Nurse Licensure Compact? Imagine a world where all US nurses meet uniform licensure requirements, ensuring that nursing practice standards are met. The Commonwealth’s Board of Nursing would retain enforcement authority when a nurse from another NLC state practiced in its jurisdiction.

The compact reduces complexity, decreases cost and provides an equal or even higher level of protection to the public. Licensure requirements, including enhancements made to the NLC, including mandatory background checks, fingerprinting and uniformity of other requirements, are aligned in NLC states, and all nurses applying for a multistate license are required to meet them.

The vast majority of nurses in Massachusetts have expressed strong support for participation in the NLC; **90% of nurses polled in Fall 2023 were in favor of Massachusetts joining the compact**. Cited reasons for supporting included: access to care, mobility, flexible licensure process, and more opportunities to work. Only 2% of those polled opposed MA joining the compact, while 7% expressed “no opinion.” More than half of all respondents held more than one state nursing license.

It is important to note that of all respondents to the survey, 21% were union members, which is consistent with the MA workforce. Further **88% of union members polled supported** Massachusetts joining the compact.

ANAMASS has already submitted written and verbal testimony in support of joining the NLC; our members have lobbied the members of the Health Care Financing Committee.

Now it is YOUR turn to make a difference in nursing in the Commonwealth. Please take LESS THAN 5 Minutes to contact your State Representative and State Senator TODAY and ask for their support of the NLC. Please personalize your letter and tell your lawmaker why the NLC would benefit Massachusetts and share YOUR story and how the NLC would benefit you! Click here <https://nursecompact.com/take-action.page> and contact your legislator today!

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interview

And Now an Interview with our Sponsors... Senator Lovely and Rep Khan re NOB

by Myra Cacace, RN, APRN-BC

The ANA MASS Health Policy Committee is proud to announce that **H.2213/S1404 An Act Relative to Hospital Governance**, was favorably released from the Joint Committee on Public Health. This legislation was filed by Senator Joan Lovely and Representative Kay Khan.



Passage of this bill will make it mandatory for the governing board of directors of all acute care hospitals in the Commonwealth to include a licensed registered nurse, who is a full voting member of the board. Since nurses are the largest employment group of acute care hospitals, it is logical for a nurse to represent this important group.

Senator Joan Lovely is a lawyer who is in her sixth term as State Senator for the Second Essex District (Beverly, Danvers, Peabody, and Salem) and has been serving in the Massachusetts Senate since January 2013. *The senator serves as Assistant Majority Leader and as Chair of the Senate and Joint Committees on Rules. She also proudly serves as Senate Vice-Chair of the Joint Committee on State Administration and Regulatory Oversight, and as a member of the Senate Committees on Ethics, Global Warming and Climate Change, and Juvenile and Emerging Adult Justice, in addition to the Joint Committee on Agriculture.* Please click here more information about the senator: Joan.Lovely@masenate.gov

Representative Kay Khan has served Newton (11th Middlesex district) in the Massachusetts House of Representatives since 1995. She is one of two registered nurses in the legislature and started her career as a Pediatric Nurse at Boston Children’s Hospital. After earning her master’s degree (with honors) in Psychiatric Mental Health she worked in a private practice in Newton for close to 20 years. Sadly, Representative Khan will retire at the end of her term.

As a senior-ranking legislator known for her leading progressive values, she has earned countless recognitions and awards and accolades. She was recently honored by ANA Massachusetts, as a Living Legend in Nursing (awarded March 2024-article on page 8). For more information about the representative please click on Kay.Khan@mahouse.gov

Here are some comments from interviews with both legislators:

Why did you agree to file this bill on behalf of ANA Mass?

Senator Joan Lovely: When I was first approached by ANA Mass about filing the bill, I immediately agreed to do it. Nurses are on the front line of our health care system. Nurses are trusted and consistent members of the healthcare team! Nursing knowledge and expertise should be in the boardroom as well as at the bedside.

Representative Kay Khan: I strongly believe that nurses must also be present in the highest tiers of health system governance.

When I began my career as a registered nurse at Boston Children’s Hospital, I realized that nurses were the keystone in providing specialized care and ensuring the highest quality of care for patients. While physicians and community leaders are often trustees, nurses are notably absent from health system boards. Nurses bring a unique perspective to health care policy and delivery, and as the largest group of clinicians should be at on the Board of directors as equal partners with our physician colleagues.

What personal experiences have you had with nurses, or the healthcare system?

Rep. Khan: I have worked with ANA Massachusetts and all the state nursing professional associations and nursing advocacy groups, including the Massachusetts Nurses Association and the Massachusetts Coalition of Nurse Practitioners (working to remove physician supervision over all categories of advanced practice nurses). I also work with the Mass Hospital Association and physician groups in Medicine and Mental Health on a variety of nursing and other healthcare issues.

Senator Lovely: I have a sister who is a 30-year nurse, a daughter-in-law who is a nurse and paramedic, and numerous nurse friends, all with extensive experience across the hospital system, including the emergency department. All have relayed stories of assaults by patients with mental health and substance use disorders, and many have had to receive emergency room care and/or take out assault charges in our court system. These are daily occurrences that simply should not happen. No one should go to work wondering if they will suffer an assault injury that day as a result of doing their jobs. That is why this bill is so necessary; to add the nurse voice to hospital boards, to protect our front-line workers so they can continue their work saving the lives of their patients.

What are your impressions of health care in the Commonwealth?

Senator Lovely: I think the Commonwealth is blessed to have excellent health care providers. Each and every day we ask so much of our health care providers to care for all who work through their doors. The least we can do is provide excellent health care systems for them to work under.

Rep Khan: I am very proud of what we have done in Massachusetts to increase access to care. We are a model for the rest of the country, achieving what is considered “universal health care”. We have the lowest rate of uninsured and underinsured people in the US. Our Massachusetts health reform effort was the model for the federal Affordable Care Act (ACA) which was signed into law by President Obama in 2010.

For the third consecutive year in 2023, Massachusetts emerged as the “healthiest state in America” based on rankings of multiple health measures in the Sharecare Community Well-Being Index, the nation’s most

comprehensive assessment of community health. We have also been leaders in working to contain costs, especially through the establishment of the Health Policy Commission. Through my effort, a nurse was appointed to the Health Policy Commission, and this position was signed into law, requiring that there always be a nurse representative on the Commission, and that nurse is already making an impact for the nursing profession.

What are your ideas about instituting changes/improvements in the provision of health care in the Commonwealth?

Rep Khan: I think we have seen great improvements to our health care system over the past decade. I believe that the future of equitable and accessible healthcare systems in the Commonwealth require that we continue to dig in and lift scope-of-practice barriers as well as digging into important issues including telehealth eligibility, insurance coverage, and payment parity for services provided by APRNs, RNs, PAs, and other non-physician healthcare providers.

I strongly urge nursing groups to work more closely together, especially on issues that support and establish shared priorities for nursing and better health care for patients. They should be working together to develop a shared policy agenda. The fragmentation that exists now among nursing stakeholders makes it more challenging for those of us in government to promote a successful nursing policy and political agenda.

Senator Lovely: When I was first elected to the Senate, I was named Chair of the Joint Committee on Mental Health and Substance Use Disorder. I learned firsthand the deficits in our behavioral healthcare system. Though there is more to do, I am proud to say that the Senate has led the way on mental health parity, telehealth, greater access to and insurance coverage for treatment of substance use disorder among other initiatives.

Is there anything else you want to tell the nursing public?

Senator Lovely: Every legislator I work with has a mother, a wife, a husband, a daughter or son, a friend, etc., who is a nurse. Our lives are touched daily by the care given by our nursing community. So, please never forget that you have a voice and don’t hesitate to use it. Our nurses are among the most trusted professionals in our society. They deserve the utmost care from us in return for the work they do every day to positively impact the lives of their patients. This bill will go a long way towards accomplishing these goals. Our nurses deserve no less.

Call your Representative and Senator today and tell them why this bill is so important.

Rep. Khan: Besides asking nursing groups to work more closely and more harmoniously together, I strongly recommend that nurses see the “big picture” in health care. It’s fine to work on nursing’s professional issues, but nurses must be part of the larger conversations: access to care, cost control, quality, and finally equity. That means being “at the table” with other professions, professionals and policymakers to make health care policy.

There is a limit to what legislation can accomplish. Nurses must become more savvy players wherever public policy is made. Don’t ask to be invited...DEMAND to be included in policy and politics in all places health care policy is made and implemented! Only then, will you be appreciated by others as an indispensable resource whose involvement is essential.

My final call: I encourage nurses to run for public office! We need your perspective in the decision-making process.

On April 24th, the ANAMASS Health Policy Committee found out that the bill has been sent to study...effectively killing it for this session. We WILL file again in the next session so stay alert for announcements in the next Massachusetts legislative session!

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book review

Care of the Ancient Ones - Gentle Elder Care in the Rough and Tumble World of Modern Medicine by Judith Murphy Miller, NP

by Gail B. Gall, PhD, RN

Recently, at the end of a comfortable yoga session at the Beverly Senior Center Susan Himmel, a teacher, shared this book. I was immediately drawn to it and ANAMASS executive director Carmela Daniello ordered a copy for review. Soon after I contacted the author with intent to provide a review that would interest colleagues.

Judith Millar, an adult nurse practitioner, has spent most of her nursing career taking care of elders on Cape Ann, the lovely island north of Boston known for sandy beaches, granite quarries, delicious lobsters, and proud fishermen. Once crossing the A.Piatt Andrew Bridge, the air is salty, and the residents proud. For more than 37 years, she has worked closely with the aging populace via her work with the Cape Ann Medical Center and Seacoast Rehabilitation Center. Her book focuses on the “Ancient Ones”- those over 90 years or more with issues that are medical, functional, and cognitive . In addition, many with premature aging face a multitude of chronic illnesses including COPD, DM, CA, cardiac, neurodegenerative, Parkinson’s, MS, Alzheimer’s, and other causes.

The book’s aim is to provide a framework and general guidelines for families, nurses, and teammates that weave safety nets for their beloved elders. This includes addressing challenges to prolonging life.

The skilled interdisciplinary team establishes: “short-and long-term goals, treatment plan, services that vary in type, duration, and frequency, depending on the specific medical, nursing or rehabilitation care need, along with their insurance coverage.” T

Care of the Ancients will help readers understand and address complex decisions, formulate individual plans, and manage crucial tasks.

The introduction begins with stories about two unrelated Ancients, each of whom had always been independent. They were suddenly vulnerable and abruptly facing complex decisions brought on by minor mishaps. Without their independence each faced novel issues including access to both formal and informal services. In 2016, at the time of publication, unskilled caregivers provided up to 80% of home care.

The twelve chapters explain patient and family challenges by including reality-based cases. There are practical suggestions for managing complex physical and medical needs as well as psychosocial challenges. The author includes additional guidance that may help caregivers make complicated decisions. During our interview Ms. Millar reported that throughout her career on Cape Ann she has cared for two families in which two generations have exceeded the century mark.

Chapters cover the following issues:

- 1 Establishing goals of care
- 2 Approaches to care
- 3 Home sweet home: safety measures
- 4 ADLs: up, dressed, and looking good
- 5 Accessing health care system
- 6 Trouble Brewing
- 7 Basic Physical issues
- 8 Care where?
- 9 Mental health
- 10 Sliding away: process of dementia
- 11 End of life

In “A Few Last Words,” the author reinforces key actions that providers must address.

“Family, friends, and healthcare teams must be valued, supported, and educated as we work together to honor the value and unique needs of these patients. It is essential to support and sustain the elderly’s health and independence for as long as possible. We must be able to allow autonomy in decision-making as their capacity allows and encourage advance directives to guide their healthcare decisions on the last leg of a very long journey. And when the end of life comes, we need to see them out of this world with the kindness and compassion that everyone deserves.”

I was delighted to have the opportunity to read this book and to have an insightful conversation with Ms. Millar. Her work has great depth. It is often difficult to figure out the best ways of caring for the Ancients, be they patients, family, friends, or neighbors. There is no doubt that nurses and their colleagues who care for the Ancients will find help in navigating through the care and needs of their needs. A recent editorial in Geriatric Nursing described two myths about nursing in long term care. The first is that it’s boring, the second that it is sad. The authors contend that it is both an unmatched opportunity to collaborate with strong teamwork and constant learning as well as uplifting, educational, and fun. We are very fortunate to have Ms. Millar in Massachusetts.

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1 Resnick, B, Young, HM, Fick, DM, Kagan, SH. Making care for older people the choice of nurses today, tomorrow, and forever Geriatric Nursing 2022.July-August; 46: A1–A2.

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Target Audience: If you are a nurse planner, primary nurse planner, or provide administrative assistance to a provider unit and are wondering about the ANCC criteria and updated integrity standards, this program will interest you.

Agenda	
8:00 am	Registration and Networking
8:30 am -10:00 am	Burning questions
	Update on Requirements
	Overview of most common issues seen in reviews
	Current activity planning tools
	Orienting nurse planners
	Review of resources to assist nurse planners.
10:00 am – 10:30 am	Break and Networking
10:30 am– 12:30 pm	Alignment
	Underlying educational need
	Intended Learning Outcome
	Evaluation & Quality Outcome measures
	A deeper dive into the relevance of the financial relationship
	Assessment, mitigation, and disclosure
12:30 pm - 1:00 pm	Lunch and Networking
1:00 pm – 2:00 pm	Group breakout exercise
	Case discussions and problem-solving
2:00 pm – 3:00 pm	Review of documentation
	Resolution of burning questions
	Discussion
	Evaluation

THIS NURSING CONTINUING PROFESSIONAL DEVELOPMENT ACTIVITY HAS BEEN APPROVED BY THE OHIO NURSES ASSOCIATION, AN ACCREDITED APPROVER BY THE AMERICAN NURSES CREDENTIALING CENTER’S COMMISSION ON ACCREDITATION(OBN-001-91). (6.0 contact hours)



**Massachusetts Student Nurses’
Association Career Forum 2024**

Susie Kwon and Meghan King

The Massachusetts Student Nurses’ Association (MaSNA) hosted its 2024 Annual Career Forum, returning once again to Worcester State University. Drawing in students from across Massachusetts, the forum offered a dynamic platform for aspiring nurses to explore career opportunities. Alice Benjamin took the stage as the keynote speaker and the New Grad panel featured diverse perspectives from Emily Stander, Hayley Hathaway, and Doryane Janvier. Contributing to the event’s success, members Deb Gavin and Janet Ross of the ANA-MASS conducted comprehensive resume reviews. This year’s forum featured seventeen vendors including Berkshire Health Systems, Boston Medical Center, MassGeneral Brigham Medical System, Signature HealthCare System, Spectrum Health Systems, UMASS Memorial Medical Center, UMASS Memorial Health Alliance Clinton, the VA Health Care System, the US Navy, Ascentria Health Care Alliance, BAYADA Home Health, Fairlawn Rehabilitation, Fresenius Dialysis, BayPath University, Elms College, Regis College, and University of Massachusetts Dartmouth.

The day commenced with a Presidential Welcome by MaSNA President Meghan King, and an introduction of the MaSNA Board of Directors. Following Meghan’s introduction, the students were able to engage with the vendors. Through this interactive session, the students explored various career paths in nursing and established connections with potential future employers, enhancing their prospects in the competitive nursing field. Following the designated vendor session, the attendees gathered to announce the scholarship winners. Ten scholarships were awarded to selected students from our Platinum Vendors, including Boston Medical Center, Berkshire Health Systems, BAYADA Home Health, Fairlawn Rehabilitation, Mass General Brigham Health System (four scholarships awarded), UMASS Memorial Medical Center, and UMASS Memorial Health Alliance.

Next, our Keynote Speaker, AskNurseAlice, Alice Benjamin, took the stage. Benjamin delivered an inspiring speech urging students to confront and conquer the obstacles that hinder their path to leadership and professional excellence. Drawing from her personal experiences, Benjamin motivated students to embrace challenges and strive towards their pursuit of success in the healthcare industry.

The forum continued with the New Grad Nurse Panel, featuring Emily Stander, Hayley Hathaway, and Doryane Janvier. Emily and Hayley are both 2023 Graduates from Worcester State University and Doryane is a 2023 Graduate from Boston College. Each panelist shared their unique experiences and insights, offering invaluable advice to students embarking on their nursing careers. The panel discussion was particularly impactful, and sparked questions and enthusiasm from the students who were eager to absorb the new grad nurses’ wisdom.

Following the New Grad Nurse Panel, the forum shifted focus to the HURST NCLEX Review. This engaging session provided students with a comprehensive overview of NCLEX preparation and a mini review focused on the topic of Diabetes. The presenters incorporated a series of interactive discussions and practice questions to facilitate learning. Additionally, the students were introduced to the upcoming “NCLEX-Next Generation” questions, providing insight into the evolving nursing licensure examinations.

As the day drew to a close, the students gathered for the closing remarks and raffle prizes. The closing ceremony featured raffle drawings from White Coat Clip Boards, FA Davis, and HURST Review Services, offering students valuable resources to support their academic and professional endeavors. With the generosity and dedication of the organizations, many students left the career forum feeling inspired and equipped to excel in their nursing studies and future careers.

On behalf of the Massachusetts Student Nurses’ Association, we would like to extend our heartfelt appreciation to all vendors, donors, and students whose collective efforts made this event a success. It is evident that this gathering served as a transformative platform, fostering connections between nursing students and leading organizations. As the 2024 Career Forum empowered aspiring nurses on their career journeys, it is with great optimism that we anticipate the positive impact they will have on healthcare in the generations to come.



MaSNA BOD

Scholarship Redefined

By Shawn Murray MS RN & Jo Foley DNP RN
CNE CNEcl CCRN

Scholarship may be defined as a serious study or knowledge. Many of us who work as Nursing Professional Development (NPD) Practitioners do not realize the scholarship we do every day in our jobs. Looking at the NPD model we see elements of scholarship as chairpersons for inquiry and professional growth. How can we cultivate and disseminate more scholarship in our everyday NPD environment? At Boston Medical Center, two NPD Specialist Shawn Murray and Jo Foley under the vision of their NPD Director Kim Costello have embarked on a mission to showcase the scholarship that their NPD team is accomplishing.

The goals were simple, to inspire our NPD colleagues to disseminate the great work they already do and provide an opportunity for our colleagues to support and collaborate with one another. Both authors credit their own mentors, Jo Foley states she has been blessed to work with two incredible people Dr. Christine Salvucci (Director of the DNP program at U Mass Boston) and Dr. Kechi Iheduru Anderson (Director the Nursing program and Central Michigan College) who assisted Jo Foley with her very first poster abstract and presentation,

to having several qualitative studies published. “I have a passion for qualitative studies, I love hearing stories and peoples’ experiences and examining the common themes.” For Shawn Murray, he credits his mentors Dr. Kerry Nolte (Tenure faculty at the University Of New Hampshire Department Of Nursing) and Dr. Kristen Clark (Postdoctoral Fellow at the Department of Medical Sciences - Uppsala University, Sweden) providing Shawn guidance in successfully completing a poster abstract and presentation at a national conference and in completing his first publication (currently under review) during his graduate education.

Although the Boston Medical Center NPD Practitioners are in the early stages to their scholarship program it has already produced several articles published in the American Nurse and American Holistic Nurse Association along with several regional poster presentations. Our NPD generalist at night are conducting a study on validating critical thinking with new graduate nurses, and currently compiling their 3rd cohort of data. Another NPD practitioner is working on a qualitative study on the impact of having educators on the night shift. Several practitioners are asking how I can start, and to answer this call, Shawn and Jo are now organizing more formal classes. The two-hour seminars planned for the spring include topics “How do I start”, “Tips and Tricks for

Scholarship” and “I have this idea,” where colleagues can collaborate on one another’s project(s). Shawn and Jo hope to provide the same mentorship they received when embarking on their journey in scholarship to their colleagues at Boston Medical Center, with the desired outcome to facilitate the NPD department to produce various forms of high-level evidence to improve the field of nursing. NPD practitioners have been doing great work, now the focus is on sharing that great work on a bigger platform.



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American Nurses Association Massachusetts Foundation for Nursing Advancement in Massachusetts Celebration of Nursing Award and Scholarship Gala

held on March 29, 2024
Framingham, Massachusetts

Living Legend in Massachusetts Nursing



Rosanna DeMarco, PhD, RN, FAAN
Nominated by Manu Thakral, PhD, NP

Dr. DeMarco is recognized nationally and internationally for her outstanding transdisciplinary, community-engaged research, scholarship, and community service. She has been the recipient of over 50 research/teaching/service recognition awards in her career. Rosanna was recently presented with the Robert F. Kennedy Social Justice Award from New England HIV Over Fifty (NEAHOF) in recognition of decades of research and service to the HIV community both nationally and internationally. She has been a Fellow of the American Academy of Nursing since 2008. Dr. DeMarco has published widely in refereed journals, books and book chapters, including co-editing of the 4th edition of “Community and Public Health Nursing: Evidence for Practice” (Wolters Kluwer). Her program of research and teaching includes the use of community participatory action research to identify culturally relevant and gender-sensitive prevention interventions for women at risk and living with HIV infection. She also studies nursing workplace psychological safety. A key focus of her research is the use of narrative communication interventions in the form of testimonial films to influence self-efficacy including: Women’s Voices Women’s Lives© featuring African-American women giving candid messages about HIV/AIDS prevention; WiSE Films (Women in Search of Empowerment) to enhance research on Women living with HIV and smoking cessation; and “Sistah Powah” addressing health care adherence, safe sex behaviors, and self-advocacy prevention outcomes in Black women living with HIV infection. “Sistah Powah” became the namesake of an HIV community-based network she co-created in Boston.

Dedicated to serving our state, Dr. Demarco currently serves as a Nurse Scientist for the VA Boston, mentoring newly graduated RNs in the nurse residency program to advance the practice of nurses in more completely understanding the healthcare quality and safety needs of our veterans. Across her career, Rosanna has been instrumental in helping students navigate academic challenges and excel as nurses and nurse scientists. In each case, these former students have further continued their programs of study and research in serving as public health experts, infectious disease clinicians, nurse leaders, nurse advocates, or nurse scientists through engagement with AIDS Service Organizations (ASOs), Departments of Public Health, Academia, other National Organizations. As the current Associate Provost (soon to be professor emerita) of the University of Massachusetts, Boston, the most diverse college campus in New England, she is a “BEACON” leading the charge to protect diversity, equity, and inclusion by developing fair and equitable policies and prioritizing health promotion as a critical factor for the campus to thrive.



Nancy Gaden, DNP, RN, NEA-BC, FAAN
Nominated by Diane Hanley, MS, RN, NPD-BC, EJD

Nancy Gaden is a Senior Vice President and the Chief Nursing Officer (CNO) at Boston Medical Center (BMC). BMC is a 514-bed academic medical center, which is the largest and busiest provider of trauma and emergency services in New England. BMC is also the largest safety net hospital in New England. It attracts staff, physicians, and leaders who are committed to caring and advocating for the most vulnerable in our communities. Since joining BMC in 2014, Nancy managed the clinical planning and execution of the merger of two campuses, has guided the improvement in quality, patient experience and employee engagement, and led the department to their first Magnet designation from the American Nursing Credentialing Center in December of 2021.

Dr. Gaden joined Boston Medical Center in 2014 after serving as CNO of Hallmark Health system where under her leadership, they received Magnet Designation. Prior to her tenure at Hallmark, Nancy held Chief Nursing

Officer roles at St. Elizabeth's Medical Center, South Shore Hospital and Milton Hospital.

Nancy was the 2018 recipient of the American Nurses Association's Massachusetts President's Award and received the 2019 Excellence in Leadership Award from the New England Organization of Nurse Leaders. In September 2020, Nancy was among ten women honored by The Commonwealth Institute as a recipient of their 2020 Extraordinary Women Advancing Healthcare Award for being a “remarkable leader shaping healthcare in Massachusetts.” In 2020 she was honored to receive a Daisy Lifetime Achievement award, and in 2023 she received an Honorary Doctor of Humane Letters degree from Middlebury College.

Nancy teaches in the graduate program at Emmanuel College and received their Clara Barton Service to Humanity Community Nurse Leader Award in 2018. She is the past President of the New England Organization of Nurse Leaders and is a frequent speaker at national nursing and healthcare forums including America's Essential Hospitals, the Becker's National CEO Conference, and the American Organization of Nurse Leaders. In 2023 she was inducted as a Fellow in the American Academy of Nursing.

Dr. Gaden earned her BS in nursing from the University of Rochester, her MS from Boston College, and her Doctorate in Nursing Practice from Regis College.



Kay Khan, MSN, RN
Nominated by Silda Melo, MSN, RN, CCM and Lynne Hancock, DNP, RN, NE-BC

State Representative Kay Khan has represented nurses in the Massachusetts House of Representatives since 1995. She currently serves the 11th Middlesex district, which includes the City of Newton. Representative Khan has championed many projects to completion and has been instrumental in advancing professional nursing in the Commonwealth.

Representative Khan earned her bachelor's degree from Boston University School of Nursing; her first job as a nurse was at Boston Children's Hospital. Following this, she became an instructor for Boston University School of Nursing undergraduate students on a pediatric rotation. She went on to earn a master's degree in Psychiatric Mental Health Nursing from Boston University, graduating with honors and worked in a private group practice in Newton for close to 20 years. She has been an active member of ANAMASS for many years.

For several sessions, Rep. Khan had sponsored ANAMASS' legislation to add a seat on the Massachusetts Health Policy Commission specifically for an RN. In 2020, she suggested that there might be an opportunity to have an RN appointed due to a resignation. Kay had the foresight that nursing could get to the table faster. ANAMASS member Barbara Blakeney has successfully served in that role since 2020, ensuring that the voice of the Commonwealth's largest health workforce is heard and appreciated by this august group of policymakers.

Rep Khan's ability to articulate the nursing perspective to legislators has been invaluable. In the past 5 years alone she has successfully advocated for full practice authority for Nurse Practitioners, championed the profession, and enlightened the legislature on the complexity of nurse staffing and the necessity to take into account patient acuity levels, nursing experience and education, and other factors when creating a staffing assignment which has to include the staff nurse in the decision-making process. Rep. Khan has also advocated for the Nurse Licensure Compact enactment in Massachusetts, for violence prevention in the healthcare workforce, and for CNS autonomy.

Representative Khan's legislative portfolio celebrates and promotes diversity; she is an unshakable advocate for equal rights for all individuals, young and old, in the Commonwealth. Representative Khan's legislation to ban conversion therapy was one of the first bills signed into law during the current legislative session, thus advancing LGBTQ+ rights one step further in the Commonwealth. Some of her other legislative priorities have included ending child marriage in Massachusetts, expanding access to maternal health care, and promoting better outcomes for justice-involved youth and women.



Patrice Nicholas, DNSc, DHL (Hon), MPH, MS, RN, NP, FAAN
Nominated by Suellen Breakey, PhD, RN, FAAN

Throughout the course of her 47-year nursing career (all within the Mass General Brigham system) Dr. Patrice Nicholas has had an immense influence on the careers of countless nurses through practice, education, and most significantly, mentorship. Many of those whom she mentored have gone on to become incredibly accomplished nurse clinicians, leaders, scholars, and researchers. Dr. Nicholas has been a faculty member at the MGH Institute of Health Professions for 35 years. Her impact on nursing education has had an international reach, including the University of KwaZulu-Natal and the University of Western Cape in South Africa and the University of Alberta in Canada. Moreover, she has been an informal mentor and trusted confidante to both new and experienced faculty not only at the IHP but as far as South Africa because of her willingness, patience, wisdom, reliability, and trustworthiness.

Dr. Nicholas has made significant contributions in the areas of scholarship and research, specifically in the areas of HIV/AIDS, global health, and most recently climate change and health. Her creativity was vital in the establishment of the Center for Climate Change, Climate Justice, and Health, the first nurse-led climate center that focuses on the health impacts of climate change. She took what started as a grassroots idea and has led the center as director since its inception, spearheading the dissemination of climate-health knowledge via publications, national symposia, and monthly webinars leading to the Center's national recognition. In 2023, Dr. Nicholas was selected to serve as an inaugural scholar for the National Institutes of Health Climate Change and Health Scholars Program for the National Institute of Nursing Research. However, what is most notable is the degree to which she values bringing others along, which is evident in her actively seeking less experienced faculty, practicing nurses and nurse leaders, and students to join as co-authors in much of her work.

Dr. Nicholas has influenced clinical practice through her innovative leadership. At Brigham and Women's Hospital, she served as Director of Global Health and Academic Partnerships where she developed the global nursing program and academic partnerships with local, national, and international schools of nursing. Other accomplishments include co-authorship of their successful ANCC Magnet Submission and leading the Roxbury Community College and BWH Scholarship/Mentorship program, a program to create a more diverse nursing workforce.

In sum, Dr. Nicholas is a living legend because she has forged an incomparable legacy as a scholar; an educator; a hard-working, humble, and collaborative colleague; and an incredible mentor to so many. Her accomplishments, which are far too many to mention here, speak for themselves and demonstrate the considerable impact she has had on the profession. But what sets her apart as an extraordinary leader, and maybe her biggest accomplishment, is her long history of quietly supporting countless nurses and students to advance their careers creating a ripple effect and ultimately strengthening both the profession and the care of patients, communities, and populations.

President's Award Nursing Council on Workforce Sustainability Accepting on behalf of the Council

Michelle Heatley MSN, RN NEA-BC
for Health Consulting Deputy Managing Director for Healthcare Operations and Performance Excellence

Jay Prosser, DNP, RN, CCRN-K, NE-BC
Executive Director



Friend of Nursing Award



Senator Karen E. Spilka
Nominated by Megan Nolan, MSN, RN, CNOR, NEA-BC Senate President Karen E. Spilka has dedicated her career to championing nursing and healthcare in Massachusetts. From her multifaceted background as a social worker, small business

owner, and attorney, she brings a unique perspective to understanding the challenges within healthcare. As the Massachusetts Senate President, Spilka has spearheaded initiatives to support nurses, including the Patients First legislation during the COVID-19 crisis, which ensured essential resources and support for nursing professionals. She's also played a key role in passing the historic Student Opportunity Act, recognizing the importance of education in nurturing the next generation of healthcare professionals, particularly nurses.

Spilka's commitment extends beyond healthcare, as she's been instrumental in police reform, climate change, and environmental justice. Her efforts in these areas reflect a broader dedication to fostering a healthier and more equitable society, recognizing the pivotal role nurses play. Notably, she's addressed barriers to mental healthcare access and introduced innovative solutions like Intergenerational Care Centers, demonstrating her foresight in healthcare delivery. Senate President Karen E. Spilka's leadership, advocacy, and legislative accomplishments make her a deserving candidate for the prestigious Friend of Nursing Award, serving as an inspiration to others in the healthcare community.

Excellence in Nursing Practice



Holly Turcotte, RN, BSN
Nominated by Melissa Jocelyn Holly Turcotte is a registered nurse on Ellison 12, a general medicine floor at Massachusetts General Hospital. She has been a nurse for almost ten years. Holly realized she wanted to be a nurse in her senior year of high school, and enrolled in a licensed

nurse assistant class the summer before she started college through the American Red Cross. Once she took the class, she realized that she loved taking care of people and wanted to spend her life working in healthcare. She graduated from the University of New Hampshire with her BSN and with an induction into the Sigma Theta Tau Honor Society in 2014. During college, she worked as an LNA at Exeter Hospital on a medical surgical floor. Once she passed the NCLEX, she started her first RN job on a medical surgical floor at Exeter Hospital and 3 years later she started working at MGH where she continues to work this day. She takes care of adults with an array of complex medical conditions.

This award means the world to her because she has so much passion for the nursing profession and everyday she strives to exceed the standard of care to improve health outcomes for her patients. In addition to being a staff nurse and resource nurse, she functions in the role of an attending nurse. As an attending nurse, she provides support to the patient and family by being a consistent member of their team and coordinating aspects of their care that might otherwise fall through the cracks. She loves being able to create a safe and comforting space for her patients and their families, during likely one of the most vulnerable and hardest times in their lives. Spending time with her patients and getting to know their stories is one of her favorite parts of being a nurse. Holly's contributions to the profession of nursing are evident through her continual education and training; through her role as an attending nurse advocating for her patients and families and helping to prevent harm to patients. Holly's contributions extends through community involvement with her church.

Thank you to the American Nurses Association of Massachusetts for honoring me with the Excellence in Nursing Practice award. The ANA has such a strong voice, and she is grateful for all the work the organization has done to advance the profession and improve the quality of patient care for everyone.



Alisha Tran, BSN, RN
Nominated by Andrea Dyer Alisha Tran, BSN, RN, is a seasoned staff nurse specializing in hematology/oncology outpatient care with prior experience in inpatient progressive care, demonstrates a profound grasp of clinical

practices, ensuring top-tier patient care delivery. At Lahey Hospital and Medical Center, she not only fulfills the role of a charge nurse but also acts as a preceptor and mentor, fostering growth among her colleagues. Driven by a desire to enhance the work environment, Alisha spearheaded the establishment of the Nursing DEI Council, where she currently serves as Chair, advocating for diversity, equity, and inclusion.

Her fervor extends beyond the clinical setting, as she actively promotes representation in health policy, particularly emphasizing workplace culture and health equity. As a member of the ANAMASS Health Policy Committee, she engages with legislators, advocating for nurses' rights and discussing pertinent legislation affecting the nursing community in Massachusetts. Alisha's dynamic and compassionate nature, coupled with her dedication to ongoing education and advancement within healthcare, epitomizes her commitment to excellence in the field.

Excellence in Nursing Education



Andrea Dyer, MSN, RN, CNOR
Nominated by Megan Nolan

Andrea Dyer, MSN, RN, CNOR, is a highly respected figure in nursing education, celebrated for her expertise in surgical nursing and dedication to patient safety. Serving as Satellite Operating Room Training Manager at Boston Children's Hospital, Andrea has been instrumental in shaping the education and professional growth of perioperative nurses. Her leadership in programs such as the Association of Perioperative Nurses' Perioperative 101 has empowered countless nurses, nurturing their confidence and success in the surgical setting. Furthermore, Andrea's advocacy efforts have led to significant legislative changes, reflecting her unwavering commitment to improving patient safety, notably in advocating for surgical smoke evacuation legislation in Massachusetts. Her tireless dedication to addressing workplace bullying and violence underscores her commitment to fostering a healthier work environment for nurses.

Recognized for her exceptional teaching abilities and impactful contributions to nursing education, Andrea is a deserving nominee for the ANAMASS Excellence in Nursing Education Award. Her leadership, technical proficiency, and steadfast commitment to patient safety and professional development serve as an inspiration to the nursing community. Andrea's unwavering dedication to advancing the nursing profession and enhancing patient care make her an exemplary candidate for this esteemed honor.



Rachael Salguero, PhD, RN-BC, CNEcl
Nominated by Margie Sipe

Dr. Rachael Salguero is not just an educator but is a visionary in the field of nursing education whose impact extends beyond the classroom. Rachael's research interests include the integration of inclusive language into the nursing curriculum, mentoring clinical adjunct faculty as well as students, and clinical judgment in the clinical setting. Rachael is committed to incorporating inclusive language into both her nursing practice and the nursing curriculum and does so with an innovative and highly engaging style that fosters a sense of belonging. Her goal is to motivate her students to develop a genuine appreciation for medical-surgical nursing and learn to think like a nurse!

Rachael Salguero (she/her), PhD, RN-BC, CNEcl , who recently completed her PhD, is an instructor and the Nursing Education Department of Labor Grant Track Coordinator in the School of Nursing at the MGH Institute of Health Professions. She is a certified academic clinical nurse educator and teaches medical-surgical nursing to prelicensure students. Rachael is also board-certified in medical-surgical nursing and is a clinical staff nurse at Massachusetts General Hospital. Rachael is the President-Elect of the Massachusetts/Rhode Island League for Nursing (MARLIN), and a member of the Executive Leadership Team of the Massachusetts Regional Caring

Science Consortium (MRCSC). Rachael received the MGH Institute of Health Professions Excellence in Teaching Award in 2022, and the National League for Nursing (NLN) Education Scholarship in 2023.

Excellence in Nursing Research



Yuan Zhang, PhD, RN
Nominated by Mazen El Ghaziri Dr. Yuan Zhang is currently an Associate Professor at the Solomont School of Nursing, Zuckerberg College of Health Sciences, University of Massachusetts Lowell (UML). Dr. Zhang received her BS in Nursing in 1999 and MS in Nursing in 2004 from Shandong University, China, and completed her Nursing PhD in 2013 from the Solomont School of Nursing, UML. Dr. Zhang completed a summer internship at the Occupational Safety and Health Administration (OSHA) national office in Washington DC in 2011; and received her postdoctoral training at the Department of Work Environment (currently Department of Public Health), UML, through the CPH-NEW research center.

Dr. Zhang's primary goal as a nurse researcher is to address the broad issue of occupational safety, and health, with a specific focus on improving sleep, musculoskeletal health, and mental health of healthcare workers. Through a National Institute on Aging funded R01 (2019-2022, total award 1.8 million, as site PI), Dr. Zhang closely worked with researchers from Brigham Women's Hospital to field-test a sleep timing intervention and evaluate its feasibility, efficacy and acceptability in older night shift nurses for promoting sleep and improving on-shift alertness and performance. Through a NIOSH funded CPH-NEW center grant (2016-2026, total award 13.3 million, as co-PI), Dr. Zhang closely worked with a multidisciplinary research team to evaluate the efficacy and cost-effectiveness of a Healthy Workplace Participatory Program to improve worker health and safety in three pairs of public health sector facilities including Department of Mental Health hospitals, Veteran Affairs hospitals, and Soldiers' Homes. By improving healthcare workers' safety and health, including sleep and night shift alertness and performance, Dr. Zhang's research has great implications to improve the quality of patient care and patient safety and health.

Dr. Zhang's research work has been widely recognized and disseminated through 40 data-based manuscript publications; 13 journal-indexed conference abstract publications; 62 podium/poster presentations at 40 leading regional, national, and international conferences, and additional 45 local symposium presentations. Dr. Zhang's published work has a total of 1,068 national and international citations (as of 2/15/2024) in nursing and interdisciplinary journals.

Mary A. Manning Nurse Mentoring Award



Kendra Connolly, MSN, RN, OCN
Nominated by Joanna Krawiecki The nomination for Kendra Connolly, MSN, RN, OCN, for the Mary A. Manning Nurse Mentoring Award outlines her exceptional contributions to nursing practice and mentorship. The nominator, who has known Kendra for eight years, highlights

her dedication, teaching skills, and commitment to the growth and development of nurses in various roles, including as a staff nurse, clinical instructor, and currently as a Nursing Practice Specialist (NPS) at Massachusetts General Hospital (MGH). Kendra's impactful career began as an acute care nurse in a complex medical oncology unit, where she made a significant difference in the lives of patients, families, and colleagues. The nomination emphasizes her role as a mentor, resource nurse, and preceptor, guiding less experienced clinicians through emotionally challenging experiences in oncology nursing. Kendra's influence extends beyond clinical practice, as she actively participates in the MGH Transition to Practice Program, contributing to its accreditation and success.

Kendra's commitment to professional development, including obtaining a Master of Science in Nursing (MSN) and achieving the distinction of Advanced Clinician are also recognized. Her mentorship extends to encouraging colleagues to pursue certifications, attend conferences, and excel in their careers. The nomination letter concludes with a heartfelt acknowledgment of Kendra's support during challenging times, leading to a successful

Celebration of Nursing Award and...continued from page 9

career transition for the nominator. The nominator wholeheartedly endorses Kendra for the prestigious award, emphasizing her collaborative nature, dedication to clinical excellence, and transformative impact on the nursing profession.

Loyal Service Award



Christine Schrauf, PhD, RN, MBA
Nominated by Myra Cacace

The ANAMASS Health Policy Committee applauds the 2024 award for Loyal Service for Christine Schrauf, R.N. Ph.D. Christine is a career-long member of ANA and has been the chairperson of the ANA Mass Health Policy committee for more than 5 years. During that time, she developed, wrote, and delivered important testimony on behalf of the nurses in the Commonwealth. She also teaches health policy to countless nursing students at Elms College, where she is an adjunct professor.

As Health Policy Committee Chair, Dr. Schrauf has shown herself to be extremely kind and wise. Christine welcomes new members and helps them grow. She serves as a mentor to those who have little or no experience in policy work and enables them to follow their passions to help solve issues in their own nursing practice.

She is a smart and loyal member of ANA Massachusetts and the Health Policy Committee.

Community Service Award



Lozel Solar Greenwood, BSN, RN
Nominated by Jennifer Orbeso

Lozel Solar Greenwood, BSN, RN is an alumna of Boston University and Curry College. She is a former Healthcare System Specialist for 10 years at the VA's National Surgical Quality Improvement Program

(NSQIP) at the VA Boston Healthcare System, Boston, Massachusetts. She currently works at the Hebrew Rehabilitation Center-Hebrew Senior Life, Dedham, Massachusetts as a Nurse Manager of the Memory Support Unit. She is a champion of inclusive leadership and fosters collaboration empowering staff to excel in their roles. Lozel is known for her advocacy for trauma-informed care specially those who are nearing end-of-life. She is a former President and now an Advisory Board of Philippine Nurses Association of New England (PNANE). She also sits as one of the board members of Filipino Cancer Network of New England Foundation (FCNNEF).

Among the impact programs Lozel has undertaken during her term as PNANE presidents are, hosting the National Convention of the Philippine Nurses Association of America attended by over 400 attendees locally and internationally. She has also lead several community awareness activities towards the promotion of informed decision making on vaccines and cancer prevention and care. As one of the FCNNEF's board of directors, she co-lead educational and fundraising activities for cancer-afflicted individuals and families. She advocated/implemented and coordinated programs such as walkathon (i.e. Alzheimer, and Cancer), First Aid Nurse Volunteer at the Mass Star- Massachusetts Youth Foundation.

As a nurse leader, Lozel believes in the importance of succession planning and strengthening the workforce. Her contributions to the workforce/taskforce in the Commonwealth of Massachusetts are paramount. She has provided support and seat on the workforce capacity committee contributing a plan for the Commonwealth's Nursing Council on Workforce Sustainability (NCWS). In addition, she supports the Asian American and Pacific Islanders Commission of the Commonwealth of Massachusetts activities. In addition, she participates in the activities of outreach programs, a concerted effort of the Philippine Consulate General of New York in the Eastern Region area. Her efforts in the promotion and keeping the spirit of Filipino culture and heritage is endless. She remains an avid supporter of cultural exchanges, programs and exhibit featuring Filipino-American heritage.

Lozel is a people connector. She believes that one of the basic tenets of leadership is to set an example for others to follow. She is dutiful and affectionate to her

husband Brian and her daughter, Aliya. A mother, wife, daughter, friend and a nurse to be proud of and honored.

FNAMA Scholarships



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IntelyCare™ Scholarship to Advance Nursing Diversity
Maria Yepes

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 - Meghan Daley
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ANAMASS BOD at Gala



Approver Unit at Gala photo

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Where Are We Going with AI?



Christine Salvucci, DNP, RN, CNE, MARILN Representative

Author Note
The author has no conflict of interest to disclose

Bio sketch: Christine Salvucci DNP, RN, CNE, DNP, Clinical Associate Professor, DNP Program Director, University of Massachusetts, Boston, Christine.salvucci@umb.edu

Artificial Intelligence (AI) has emerged and has made its way into healthcare and the more we know the more we can prepare for the implications it will bring to healthcare and nursing practice. AI in healthcare can be seen as transformative expanding the opportunities for efficiency, reducing cost, and facilitating improved patient experiences (Krishnan et al., 2023). The present landscape of AI technologies in healthcare is characterized by a diverse array of applications. Natural Language Processing (NLP) enables free text data from clinical notes in the electronic health record to be processed and analyzed, aiding in predicting outcomes and facilitating more accurate decision support (Locke et al., 2021). Computer vision, particularly deep learning models, has aided in the diagnosis and interpretation of complex radiological images (Tsuneki, 2022). AI robotics is assisting surgeons during procedures, increasing precision, and reducing invasiveness (Mithany et al., 2023). While machine learning algorithms enable the analysis of vast datasets to make predictions and aids in the diagnosis of diseases (Alowais et al., 2023). AI can provide evidence-based treatment options resulting in early detection and intervention while reducing the chance of medical errors and can assist healthcare facilities in predicting patient admission rates, leading

to improved staff scheduling, controlling cost, and enhancing the quality of care. Moreover, AI has emerged as a valuable tool in advancing personalized care by analyzing medical history, data from the medical record and genetic data leading to personalized and more effective therapeutic approaches (Alowais et al., 2023). These technologies collectively highlight the transformative impact of AI in present-day healthcare.

The role of nursing in the successful implementation of AI in healthcare is increasingly recognized as vital for optimizing patient care and healthcare delivery. Nurses play a crucial part in the adoption and usage of AI tools, as they are at the forefront of patient care. Their involvement in the design, testing, and implementation of AI technologies ensures that these tools are tailored to meet the specific needs of healthcare environments. Nursing is instrumental in providing valuable feedback such as workflow, user experience, and patient communication. AI is increasingly integrated into nursing practice in areas such as clinical decision support that assist nurses in patient planning, monitoring and predictive analytics that anticipate patient needs and optimize resource allocation. AI in patient monitoring provides nurses to proactively identify changes in a patient's condition and prevent complications, such as ECG monitoring to improve the identification of cardiac conditions (Krishnan, et al., 2023). AI technology can streamline administrative tasks in nursing such as scheduling, allowing nursing staff to allocate more time to direct patient care (Martinez-Ortigosa, et al., 2023).

Education for nursing in the use of AI is needed from the educational institutions to the healthcare setting to cover the fundamentals and the use of AI tools. Nurse educators need to begin integrating the usage of AI into nursing curriculums (Foronda et al., 2023). Professional development will be crucial to keep abreast of evolving AI technologies and best practices in their application. As healthcare adopts AI, it faces ethical considerations, privacy concerns, and the need for regulations to ensure responsible implementation. Nurses contribute significantly to the ethical considerations surrounding AI,

ensuring that the use of these technologies prioritizes patient safety and privacy. Despite these challenges, the potential of AI to revolutionize healthcare delivery by addressing longstanding challenges, leading to improved healthcare accessibility, affordability, and overall quality.

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Boston Globe Editorial: Massachusetts Needs More Nurses and Should Ease Path for Out-Of-State Workers

By The Editorial Board
Updated March 20, 2024, 4:00 a.m.
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Most neighboring states, and 41 US jurisdictions in total, let nurses licensed in one state practice in the others. Joining that compact would give Massachusetts’ employers a better shot at filling thousands of vacancies.

A 2022 survey by the Massachusetts Health and Hospital Association estimated that there were 5,100 vacant nursing positions in Massachusetts

Nurses fill a vital role in patient care, and Massachusetts’ nursing workforce desperately needs shoring up. Even pre-pandemic, its nursing workforce was older, on average, than the country’s, creating an environment ripe for labor shortages as those nurses retired, according to 2019 data cited by the [Health Policy Commission](#). Challenging work conditions during the pandemic accelerated burnout and retirements.

A [2022 survey](#) by the Massachusetts Health and Hospital Association estimated that there were 5,100 vacant nursing positions in Massachusetts at the time. The Center for Health Information and Analysis’s newly released [2024 annual report](#) found that in fiscal 2022, the state’s hospitals spent a staggering \$1.2 billion hiring registered nurses working on temporary contracts — like those hired through an agency to fill immediate staffing needs. That same report cited staffing shortages as a factor leading to the temporary closure of beds in psychiatric and substance abuse units. Hospitals have reported that staffing shortages in home care, rehabilitation facilities, and nursing homes limit their ability to discharge patients.

The Legislature should, finally, authorize Massachusetts to join the [Nurse Licensure Compact](#). The compact is an agreement through which 41 US jurisdictions allow a nurse licensed in their home state to practice in other participating states. Maine, New Hampshire, Rhode Island, and Vermont are all part of the compact.

Participating in the compact would not entirely solve the state’s nursing shortage. It would let more out-of-state nurses enter Massachusetts to work but would

also offer flexibility for Massachusetts-based nurses to travel elsewhere. Yet, as the Massachusetts Health Policy Commission found in a [2021 report](#) evaluating whether Massachusetts should join the compact, there are potential upsides to joining, without major downsides.

The commission found that joining the compact could help Massachusetts adapt to unforeseen changes in nursing needs that require temporary staffing, like a natural disaster or pandemic or seasonal fluctuations, like an influx of summer visitors to Cape Cod. It would make it easier for nurses who live in neighboring states to work in Massachusetts. (Today, a nurse licensed in another state needs to apply for a reciprocal license to work in Massachusetts.) With the rise of telehealth, joining the compact would make it easier for Massachusetts patients to receive telehealth care from out-of-state nurses and for Massachusetts nurses who care for out-of-state patients to provide follow-up care. This could be important if a New Hampshire resident has surgery in Massachusetts or a Texas resident has an abortion here. It could allow more nurse educators to teach remotely, amid [a shortage](#) of nursing faculty.

Charlene Craven, a registered nurse who works in a Central Massachusetts outpatient practice, said many of her patients live in Rhode Island or Connecticut, and she hesitates to provide advice over the phone in all but the simplest cases. “If I know that patient is out of state at home, technically I’m not allowed to provide care for them because I’d be acting as a nurse in a jurisdiction where I don’t have a license,” Craven said.

The nurse licensure compact has its own credentialing requirements, and after a 2018 change to require criminal background checks, some of the compact’s requirements are stricter than Massachusetts’. Massachusetts lawmakers could still set criteria that would apply to every nurse employed here, like requirements for continuing education.

Carmela Daniello, executive director of the American Nurses Association Massachusetts, a trade association that supports joining the compact, compared a nursing license to a driver’s license. “You don’t go to every state and get a new driver’s license, but you are responsible for

understanding the driving restrictions in a state through which you’re driving,” Daniello said.

Groups representing nurses are split. The National Council of State Boards of Nursing, which developed the compact, conducted a survey of Massachusetts-licensed nurses in October 2023, which found that 90 percent of nurses support joining the compact, with only 3 percent opposed and 7 percent having no opinion. But compact opponents say the survey is flawed because it did not detail the downsides of joining the compact.

The Massachusetts Nurses Association, a union representing 25,000 Massachusetts nurses and health care professionals, has long opposed joining the compact.

MNA President Katie Murphy said Massachusetts already has a pool of in-state nurses, and the reason hospitals struggle to hire and retain them relates to working conditions. Nurses may be uninterested in accepting a part-time or temporary job, or one where they are caring for too many patients. Murphy worries that entering the compact will compromise patient care if it results in more temporary, out-of-state nurses or more reliance on out-of-state nurses to remotely monitor patients.

The union is right that providers must offer nurses working conditions that make it appealing to work here, and that may become even more important if the compact is approved and makes the labor market more competitive. Employers would have to ensure they use out-of-state nurses wisely without compromising patient

But patient care is compromised now when hospitals can’t find staff, and if the union is worried about nurses being overworked, it should support a measure that would help employers fill vacancies. If joining the compact removes administrative barriers to licensure and provides nurses with more flexibility, while upholding the quality of care, it is worth pursuing.

Correction: An earlier version of this editorial misstated which Massachusetts officials could set standards that would apply to every nurse employed here if the state joined the Nurse Licensure Compact. The state Legislature could do so.

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JUDY L. SHEEHAN, MSN,
RN, NCPD-BC

Ethics of Self-care
May 29, 2024
4:00 pm-5:00 pm

1



EVA GÓMEZ, MSN, RN, NPD-
BC, CPN

**More Than Words and Numbers:
Strategies for Addressing
Language Barriers and Low Health
Literacy in Clinical Practice**

February 1, 2024
6:00 pm - 7:30 pm

2



NANCY GADEN, DNP, RN,
FAAN

Nursing Narrative
April 25, 2024
4:00 pm - 5:30 pm

3



PANEL TBA

**School Nurse/Public Health
Nurse Conversation**
May 15, 2024
5:30 pm - 7:00 pm

4



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The Fall Conference
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Sheraton Framingham Hotel
and Conference Center.

5



MARY GRANT, MS, RN
KAY KHAN, RN

Advocacy in Action
June 12, 2024
4:00pm-5:00pm

6



Scan to save
your spot!

Flags for Nurses Project, Inc.



Submitted by Janet Dellea, Kristen Lavoie and Karen Melillo

With a mission to honor and remember nurses through symbolic flags, Flags for Nurses Project is a 501(c)(3) non-profit organization recently founded by a family whose ties to nursing brings the mission close to home. Having known and loved nurses in their family for generations, the recent passing of their cherished Melissa called them to find a way to memorialize the profound and selfless impact nurses have on the communities they serve.

Melissa’s family recently gathered for a two-year anniversary Mass in remembrance of her passing in January 2022 from COVID 19. Prior to her passing,



Flag for Flags for Nurses Project, Inc.- Made in USA

Melissa’s nursing career included caring for COVID 19 patients, Boston bombing victims and in-home care of patients

With great love and gratitude for the service and sacrifice of ALL nurses, the Flags for Nurses Project was established. The hope is that when people see the flag at a memorial, they will know the flag is to remember the light of a nurse who is revered and who is at peace and eternal rest.

The flag design is reflective of three elements. First, the lamp. Florence Nightingale is credited as the founder of the modern day nursing practice and is synonymous with the oil lamp. She often cared for the sick and injured during the nighttime hours, carrying a lamp with her so she could see. Second, the heart reflects compassion,



empathy, love and care nurses provide. Third, blue is associated with calmness, the sky and Melissa’s beautiful eyes.

The Flags for Nurses Project team is made up of an amazing group of talented professionals from Nursing, Education, Healthcare, Supply Chain, Marketing, Compliance, Contracts and Finance. Amazed and grateful, this group has embraced that they’ve been brought together organically to see this endeavor take hold.

The Flags for Nurses Project business model is simple. Remember their light - Memorial flags will be provided to families of loved ones who have passed away, free of charge. And, Honor their light - flags of various sizes will be available for purchase to honor today’s nurses, with a portion of the cost used for memorial flags.

We ask through this newsletter to share this with colleagues, friends and families our mission. We are in the midst of networking and hoping to obtain donations, and broad-industry partners and sponsors. This mission has been very well received by nurses, healthcare and education professionals. We are hopeful that the Flag for Nurses Project takes hold and provides light to everyone, nurses and their loved ones.

Flags for Nurses Project is a 501(c)(3) non-profit organization established in Massachusetts. Donations, memorial requests and purchases can be made at:

<https://flagsfornursesproject.org/>
Donations can also be made via check payable to **Flags For Nurses Project** (EIN 93-3329373) and mailed to:
Flags for Nurses Project, Inc.
733 Turnpike Street
Box 142
North Andover, MA 01845

Thank you for your consideration. Thank you, ANA - Massachusetts, for inviting the Flags for Nurses Project to share our mission.



Nursing Archives Associates of the Howard Gotlieb Archival Research Center at Boston University Is Pleased to Announce the 2024 Recipients of The Sarah B. Pasternack Student Essay Award

Essay Title: Why is understanding nursing history important to the future of nursing?



Ameneh Arzheh
PhD Candidate, UMASS Amherst Elaine Marieb College of Nursing
Expected graduation 2026
A nurse researcher enthusiastic about the journey ahead, eager to embrace new challenges in the field of nursing. Committed to advancing nursing knowledge.



Shaely Lora-Brito
BSN Candidate, UMASS Amherst Elaine Marieb College of Nursing
Expected graduation 2027
Deeply committed to my educational journey and passionate about my future career in nursing. Aspire to specialize as an aesthetic nurse or pediatric nurse.

RN License Plates now available in Massachusetts

When driving around in your car, you may notice special cause license plates – plates that support a charitable cause by raising visibility and financially through the plate fees collected by the RMV and redirected to the charitable organization. As of 2017, there had not yet been such a plate established for nurses in Massachusetts, so the Organization of Nurse Leaders (ONL), embarked on a journey to establish a special RN License plate.

Now available for all non-commercial vehicles (both owned and leased) registered in Massachusetts, the RN License plate is a way to celebrate the nursing profession, demonstrate pride in being a nurse, or show support for nurses. Since launch, nearly 1,000 RN license plates have been purchased by nurses and non-nurses alike, and that number continues to grow.

The \$40 plate fee is entirely tax deductible, and all proceeds from the license plates support the ONL Foundation, which works to empower and develop nursing professionals through education, leadership development, and research initiatives, and by awarding scholarships for continuing education in nursing.

RN License Plates can be ordered easily online through the Massachusetts RMV. Applicants will need their driver’s license and current license plate information to complete the process. New plates are mailed within ten business days of purchase.

To learn more about the Massachusetts RN License plate or access an application, please visit www.onl.org/massachusetts-rn-license-plates. To learn more about the ONL Foundation, visit www.onlfoundation.org.



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EVANDRO A.
Medical-Surgical Nurse
UMASS MEMORIAL HEALTH – MARLBOROUGH HOSPITAL

Thank you to every one of our unique nurses.

There's nobody like nurses. And this National Nurses Week, as we do every day, we're celebrating everything that makes them so valuable to our patients, our culture, and our communities. If you'd like to work where you're seen as a person, not just a position, join our team!

Find out everything we offer your career and life at WeHireYou.org.

