

## Learning, networking, celebrating—together



■ Reimagining nursing ■ Harnessing anger



# Educate, innovate, celebrate

*Return of in-person event features robust educational content, celebrations of excellence.*

By Genna Rollins

**T**he ANCC National Magnet Conference® and ANCC Pathway to Excellence Conference® both came roaring back as in-person events Nov. 11-13 in Atlanta—and as a combined meeting for the first time—after the pandemic demanded an ANCC Virtual Summit in 2020. With palpable excitement, attendees reveled in the opportunity to travel outside their normal environments, and to network, learn, and celebrate together. As a hybrid event, the conference offered specially curated content to virtual attendees.

The conference featured three general sessions with speakers—documentary filmmaker Carolyn Jones, entrepreneur Josh Linkner, and author and healthcare consultant Marcus Engel—who drew from their own healthcare and life experiences to offer uplifting and inspiring messages for attendees. In addition, the combined ANCC National Magnet Conference and ANCC Pathway to Excellence Conference featured more than 100 concurrent sessions across four Magnet themes (structural empowerment; exemplary professional practice; new knowledge, innovations, and improvements; and transformational leadership) and four Pathway themes (professional development, safety and quality, shared decision-making and leadership, and well-being).

The opening ceremony set the conference's upbeat tone with two choirs—Georgia Tech Combined Choir and Northwell Health Nurse Choir—giving spirited renditions of “You Are the Champions” and “Lean on Me,” respectively. With Northwell Health Nurse Choir's success as a season 16 top 10 finalist on *America's Got Talent*, the show's executive producer, Simon Cowell, offered a video thank you to attendees. His comments reflected the event's overall emphasis on honoring nurses for their exemplary service despite enormous challenges during the pandemic.



Northwell Health Nurse Choir gave a spirited rendition of “Lean on Me”.

ANCC Vice President Rebecca Graystone, MS, MBA, RN, NE-BC; Magnet Recognition Program® Director Maureen Lal, DNP, MSN, RN; and Pathway to Excellence® Program Director Christine Pabico, PhD, RN, NE-BC, FAAN, welcomed attendees to the combined conferences and promised memorable educational sessions and activities throughout.

In welcoming remarks, ANA Enterprise CEO Loressa Cole, DNP, MBA, RN, NEA-BC, FAAN, observed that the ANA Enterprise, “Recognizes what you’ve all been through and are still going through. And we want to offer our deepest appreciation for your heroic efforts in this unprecedented battle.” She added, “In these extraordinary times, the ANA Enterprise is here for all nurses, because our life’s work is supporting your life’s work.”



Loressa Cole

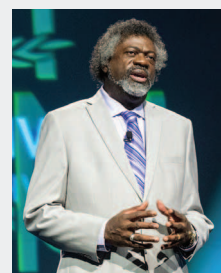
ANCC President Rhonda Anderson, DNSc(h), MPA, BS, RN, FACHE, FAAN, acknowledged the growth in ANCC programs, with 320 healthcare organizations designated or redesignated since 2019 as Magnet or Pathway to Excellence institutions. In that same timeframe, the ANCC Certification program received 118,000 new or renewed applications. ANCC is “raising the bar” and tailoring its framework to emphasize continuing education and leadership, Anderson said.



Rhonda Anderson

“We’re making these enhancements to better prepare you for the realities of our profession, and the challenges of the future,” she added. “As nurses’ roles continue to expand at every level, ANCC is increasingly emphasizing intra- and interprofessional collaboration.”

ANA President Ernest J. Grant, PhD, RN, FAAN, acknowledged the stresses the pandemic has placed on nurses and urged attendees to take care of themselves and one another. He invited them to access ANA Enterprise resources designed to support nurses, including the Well-Being Initiative and Healthy Nurse Health Nation™.



Ernest Grant

Grant then updated the audience on ANA's and collaborating partners' efforts involving the National Commission to Address Racism in Nursing (the Commission), which is examining racism in the profession with an eye to motivating all nurses to confront this scourge. "Let me state unequivocally that racism, along with racist actions and behaviors, have absolutely no place in nursing and are a direct contradiction to our moral core values and the code of ethics for nurses," he said. "We must all advocate for policies that are inclusive and promote civility, mutual respect, and human rights for all healthcare providers, patients, and others."

## Spirited acknowledgements

Honoring of achievements, excellence, and innovation was a through-line of both the ANCC National Magnet Conference and ANCC Pathway to Excellence Conference. During the opening ceremony, representatives from Cohen Children's Medical Center, recipient of the 2020 Magnet Prize® sponsored by Cerner, gave a progress report on the BEE Mindful program. This multifaceted tool helps staff assess and respond to individual needs of children with neurobehavioral disorders. BEE Mindful has been implemented in 15 institutions in the Northwell Health System in New York and is being adopted by community organizations as well.

The Magnet and Pathway designation ceremony brought out the event's celebratory spirit. The rollcall of designees included organizations from 10 countries other than the United States; representatives from facilities in Saudi Arabia, United Arab Emirates, and the United Kingdom were present to bask in the festivities.

The observances continued with announcements of the National Magnet Nurse of the Year® awards, the National Pathway Nurse of the Year® honorees, the 2021 ANCC Magnet Prize sponsored by Cerner, and the 2021 ANCC Pathway Award® sponsored by Cerner.



ANCC program directors Christine Pabico (L) and Maureen Lal (R) join vice president Rebecca Graystone in giving a warm welcome.



Attendees celebrated Magnet and Pathway designations.

The 2021 ANCC Magnet Prize was awarded to University Hospital and Ross Heart Hospital at The Ohio State University Wexner Medical Center in Columbus. Nottingham Children's Hospital in Nottingham, England received the 2021 ANCC Pathway Award, the first organization outside the United States to be so honored. See "ANCC honors nurses and healthcare organizations" on page 53 for more information about all the accolades bestowed during the conference.

Before the announcement of Magnet and Pathway honorees, Grammy-nominated singer and actor Josh Groban serenaded the audience with a virtual, a cappella performance of "Smile," concluding by wishing attendees "many smiles in the future."

## Timely and relevant educational content

The ANCC National Magnet Conference and ANCC Pathway to Excellence Conference gave attendees many reasons to smile, but the heart of the event was its robust educational programming spread over 3 days. In addition, attendees could join pre-conference events, including the ANCC Nursing Continuing Professional Development Summit, and extensive sessions offering Magnet and Pathway program guidance.

Nurses also presented more than 150 posters reflecting their practice insights and innovations. The exhibit hall featured nearly 130 sponsoring and exhibiting organizations. Safety protocols required all in-person attendees to provide proof of full COVID-19 vaccination and to wear masks. Virtual attendees could access general sessions, select concurrent and roundtable sessions, and poster sessions. They also could engage with exhibitors and fellow virtual attendees.

In sessions across the four Magnet and four Pathway themes, attendees heard from subject-matter experts and seasoned innovators who offered advice on successful nursing practice initiatives, insights on professional development and transformational leadership, and solutions for bettering nursing work environments and continuing education.



In a Magnet session, Coretta Jenerette, PhD, RN, AOCN, CNE, FAAN, a professor and associate dean of diversity, equity, and inclusion at the University of South Carolina College of Nursing, called on her research and clinical experience with sickle cell disease to examine social and structural determinants of health and the crucial role nurses play in advocating for their patients to achieve better health outcomes.

Jenerette shared a video she created with input from individuals with sickle cell disease. In the vignette, a nurse appears tone deaf, repeatedly telling her young adult patient that her patient-controlled analgesia pump will be discontinued and that she will be discharged despite the patient saying she is still in pain. The nurse enters the room with her own assumptions about sickle cell disease and patients with this disorder, and is setup to approach the patient as she does based on the report she'd received at change of shift, Jenerette observed.

Jenerette, a South Carolina Nurses Association member, urged nurses to “hold people accountable when they do things that are not appropriate ... and not within guidelines, especially in the areas of patient care.”

In a Pathway presentation, speakers Valerie Rodriguez-Yu, MSN, RN, NEA-BC, and Amy Cruz, MSN, RN, CNL, PCCN described how the South Texas Veterans Healthcare System aligned with Pathway to Excellence standards to successfully transform organizational culture.

An initial self-assessment revealed that just 9 of 30 clinical areas had fully implemented and active unit-based councils. “You can say you have a unit-based council but if they don't have support or a way to share their ideas or implement broadly then you're not really going to be successful,” observed Rodriguez-Yu.

Rodriguez-Yu went on to describe actions she took to engage with nurses across the organization. She also elaborated on initiatives the system had undertaken on a variety of fronts, from patient safety programs and flexible scheduling to transition to practice programs and evidence-based practice changes.



**Engaging with presenters once again in person.**

When action plans are being created, involving direct care nurses is essential, according to Cruz, a Texas Nurses Association member. “If you don't involve your nurses from the beginning, you're going to have an uphill battle to get their buy in,” she said.

In an invited virtual session, Katie Boston-Leary, PhD, MHA, MBA, RN, NEA-BC, director of nursing practice and work environment at ANA, and Kendra McMillan, MPH, BS, RN, senior policy advisor at ANA, reported on the efforts of the Commission and some of the feedback the Commission received during a series of confidential listening sessions with 80 nurses. Nurses of color spoke of challenges and roadblocks to career progression, having their credentials and overall intelligence questioned, and being retaliated against for addressing racist behaviors.

McMillan and Boston-Leary concluded by offering 10 tips for being an anti-racist in nursing. One example involves becoming a story catcher by doing less telling and more listening and asking. “The stories regarding racism are recent. They're painful, but they're ready to be shared in a safe environment,” said Boston-Leary.

### Plan ahead

The success of the 2021 ANCC National Magnet Conference and 2021 ANCC Pathway to Excellence Conference paves the way for this year's event, Oct. 13-15 in Philadelphia. To learn more about ANCC programs, visit [nursingworld.org/ANCC](https://nursingworld.org/ANCC).

— Genna Rollins is a writer/editor at the American Nurses Association.

### Resources

**2022 ANCC National Magnet Conference and ANCC Pathway to Excellence Conference:** [magnetpathwaycon.org](https://magnetpathwaycon.org)

**Healthy Nurse Healthy Nation:** [www.hnhn.org](https://www.hnhn.org)

**National Commission to Address Racism in Nursing:** [nursingworld.org/commission-to-address-racism-in-nursing](https://nursingworld.org/commission-to-address-racism-in-nursing)

**The Well-Being Initiative:** [nursingworld.org/thewellbeinginitiative](https://nursingworld.org/thewellbeinginitiative)



**A poster presenter discusses his research with an attendee.**

# ANCC honors nurses and healthcare organizations

The American Nurses Credentialing Center (ANCC) announced the recipients of its annual awards during the 2021 ANCC National Magnet Conference® and ANCC Pathway to Excellence Conference® in Atlanta, held November 11-13.

The **ANCC Magnet Prize®**, sponsored by Cerner, a global healthcare technology company, honors innovative nursing programs and practices within ANCC Magnet® organizations.

University Hospital and Ross Heart Hospital at The Ohio State University Wexner Medical Center in Columbus received the 2021 ANCC Magnet Prize for their proposal, a novel I.V. insulin therapy protocol for COVID-19 patients in the medical intensive care unit (MICU).

As the COVID-19 pandemic intensified in early 2020, MICU nurses became increasingly concerned about the risks nurses were encountering as they cared for COVID-19 patients on insulin drips. A multidisciplinary, nurse-led team developed a hybrid glucose infusion system that combined continuous glucose monitoring (CGM) and point-of-care protocol with I.V. infusion pumps placed outside the room. This reduced the frequency of point of care testing by 71%.

University Hospital and Ross Heart Hospital will use the \$75,000 prize to further develop their proposal.

The **ANCC Pathway Award®**, also sponsored by Cerner, honors a project proposal in a Pathway to Excellence® organization that creates a positive nurse practice environment using innovation and technology.

Nottingham Children's Hospital (NCH), part of Nottingham University Hospitals NHS Trust in Nottingham, England, received the 2021 ANCC Pathway Award.

NCH's winning proposal, *Family Activation of the Pediatric Critical Care Outreach Team*, is designed to improve patient safety and quality of care while



**2021 ANCC Magnet Prize, sponsored by Cerner**  
From left: Award winners Laureen Jones, Nechelle Marlowe, Hunter Jefferis, Eileen Faulds, and Jacalyn Buck of the University Hospital and Ross Heart Hospital at The Ohio State University Wexner Medical Center; Eva Karp, Cerner; Rhonda Anderson, Maureen Lal, ANCC.

reducing avoidable harm. Nurses will develop and implement a multilingual application that families can use to monitor their sick child. It will be co-designed and developed with children and their families, initially piloted within the Children's Hospital. This project aims to empower families through technology to escalate concerns by activating a rapid response that initiates further staff assessment and rescue intervention.

NCH will use the \$50,000 prize to develop its winning proposal.

The 2021 National Magnet Nurse of the Year® Awards and the 2021 Pathway Nurse of the Year™ Awards also were presented during the Conference.

## Magnet Nurse of the Year winners

**Structural Empowerment, sponsored by EBSCO Health:** Denise Abdo, PhD, MSN, CPNP, Children's Hospital of Colorado.

**Exemplary Professional Practice, sponsored by EBSCO Health:** Jennifer Moran, MS, RN, APRN-Rx, ACNP-BC, SCRN, CNRN, The Queens Medical Center in Honolulu.

**New Knowledge, Innovations, and Improvements:** Christine Wetzel, DNP, MSN, RNC-NIC, IBCLC, Carle Foundation Hospital NICU in Urbana, Illinois.

**Empirical Outcomes:** Ellen Harvey, DNP, RN, ACNS-BC, CCRN, TCRN, FCCM, Carilion Roanoke Memorial Hospital in Roanoke, Virginia.

## Pathway Nurse of the Year winners

**Nurse Leader:** Jaclyn Carr, MSN, RN, PCCN, Chief Nursing, Officer & Vice President Patient Care Services, OhioHealth.

**Direct Care Nurse:** Joell Tadlock, BSN, RN, CCRN, Texas Health Harris Methodist Hospital in Stephenville.



**2021 ANCC Pathway Award, sponsored by Cerner**  
From left: Eva Karp, Cerner; winners Joseph Manning and Rachel Boardman, Nottingham Children's Hospital; Rhonda Anderson and Christine Pabico, ANCC.



## Policy brief addresses nurses spreading COVID-19 misinformation

The American Nurses Association (ANA) joined the National Council of State Boards of Nursing and five other leading nursing organizations in issuing a policy brief to address misinformation being disseminated about COVID-19 by nurses. The brief notes that when nurses identify themselves by their profession, they are professionally accountable for the information they provide to the public.

SARS-CoV-2 is a potentially deadly virus. Providing misinformation to the public about masking, vaccines, medications, and COVID-19 threatens public health. Misinformation, which is not grounded in science and is not supported by Centers for Disease Control and Prevention and the Food and Drug Administration, can lead to illness, possibly death, and may prolong the pandemic.

The U.S. boards of nursing, the profession, and the public expect nurses to uphold the truth, the principles of the ANA *Code of Ethics for Nurses With Interpretive Statements*, and the highest scientific standards when disseminating information about COVID-19 or any other health-related condition or situation.

The brief concludes by stating, “Nurses are urged to



recognize that dissemination of misinformation not only jeopardizes the health and well-being of the public but may place their license and career in jeopardy as well.”

Additional signatories include the Accreditation Commission for Education in Nursing, American Organization for Nursing Leadership, National League for Nursing (NLN), NLN Commission for Nursing Education Accreditation, National Student Nurses' Association, and the Organization for Associate Degree Nursing.

Read the brief at [ncsbn.org/PolicyBriefDissemination-ofCOVID19Info.pdf](https://ncsbn.org/PolicyBriefDissemination-ofCOVID19Info.pdf).

## Nursing education project to improve global training access

The World Continuing Education Alliance (WCEA), a social impact technology company that works in partnership with the International Council of Nurses, has partnered with the American Nurses Association (ANA) and the American Nurses Credentialing Center (ANCC) to improve access to quality evidence-based training for nurses in low- and middle-income countries with innovative technology solutions.



Through this collaborative partnership, WCEA will distribute ANA-created educational content and resources as part of its ongoing work to increase the professional practice of nursing, while improving patient outcomes globally. These continuing professional development courses cover a diverse array of topics and issues, such as using nursing research and evidence-based practice; preventing compassion fatigue, moral distress, and burnout; and understanding the role of innovation, creativity, and design in nursing. These free courses will be provided via mobile learning platforms that allow nurses to access the content both on- and off-line. The partnership also provides opportunities for ANCC to supply additional course content in the future.

“We are thrilled to support this work,” said ANCC Senior Vice President Kathy Chappell, PhD, RN, FNAP, FAAN. “The content provided for these courses will significantly improve access to high quality, evidence-based, peer-reviewed education for nurses around the world. Nursing expertise is vital to driving positive patient outcomes, so it is imperative that nurses have access to high-quality educational content, especially given their role in the global COVID-19 recovery efforts. This project will change countless lives for the better, and we are proud to be a part of it.”

# Harnessing our anger in constructive ways

To: Ethics Advisory Board

From: Distressed RN

Subject: Working with anger and moral outrage

I'm a bedside nurse and during the pandemic I have become increasingly angry and morally outraged. It's difficult to feel empathy for my patients, especially those who have not taken action to protect their own health. What advice would you give me?



From: ANA Center for Ethics and Human Rights

Ethical issues during the pandemic are no longer episodic; they are chronic and unrelenting. Instead of facing occasional ethical conflicts or challenging cases, we experience them as part of everyday work—which is exhausting. When we're exhausted, it's more difficult to engage empathy and connection with ourselves and others, including our patients, and much easier to become angry or morally outraged.

Anger alerts us to real or potential violations of our core ethical values (respect, justice, and compassion) reflected in the *Code of Ethics for Nurses With Interpretive Statements* ([nursingworld.org/coe-view-only](https://nursingworld.org/coe-view-only)). When nurses, especially those who have given so much to provide care, perceive others to be betraying values central to their role, strong emotions, including anger, are common and expected.

Basically, anger is energy. It arises when our personhood, values, identity, or safety is threatened. We may

perceive threats to who we are (Am I a good person?), the core values of our profession (relieving suffering, benefiting patients), our identity as a nurse (Am I a "good" nurse?), and personal safety (Am I safe at work?). We get angry when we feel helpless in our inability to change patients' choices or frustrated when our efforts don't produce the desired results.

Anger can be regulated or unregulated. It can be a motivator that energizes action to restore a sense of agency, control, or power, or it can fuel further exhaustion and conflict. When unregulated, it creates inflexibility, defensiveness, or self-righteous indignation, and can limit our ability to generate alternative strategies or views. It undermines empathy and civility and overwhelms our basic goodness. When unprocessed, it seeps into other areas of our lives—we are short with our colleagues, our friends, our families. We shut down or shut out those we love. When it accumulates, it leads to paralysis, depression, or fuels our inner self-critic. It ignites guilt and shame when it feels unacceptable to express it, especially toward our patients.

Instead, we can harness the energy of our anger using mindfulness, discernment, and action. Mindfulness enables us to recognize the anger without simply spitting it out at another or turning it against ourselves. By naming it and investigating it without reacting, we can choose to use our anger productively.

Start by asking questions such as: What provoked the anger? What's been threatened or betrayed? Where do I have influence over the conditions producing the anger? How can I make my values visible in this moment? What resources are available to support my efforts to address the source of my anger? What guidance does the *Code* provide?

The *Code* reminds us of our obligations to provide care that honors the inherent dignity of every person including ourselves. Working constructively with anger enables us to compassionately honor our humanness and our limitations and to leverage our anger for greater insight, discernment, and service.

— Response by Cynda Hylton Rushton, PhD, RN, FAAN, member of the ANA Ethics and Human Rights Advisory Board.

## Reference

Ulrich CM, Rushton CH, Grady C. Nurses confronting the coronavirus: Challenges met and lessons learned to date. *Nurs Outlook*. 2020;68(6):838-44. doi:10.1016/j.outlook.2020.08.018

Rushton CH, Thompson L. Moral outrage: Promise or peril? *Nurs Outlook*. 2020;68(5):536-8. doi: 10.1016/j.outlook.2020.07.006

Do you have a question for the Ethics Inbox?  
Submit at [ethics@ana.org](mailto:ethics@ana.org).

# Transformational ideas are everywhere

By Michelle Greanias

**T**ransforming U.S. healthcare to be more person-centric, forward-looking, and technology-enabled is a formidable objective and will require innovation across education, regulation, and nursing practice. However, as the COVID-19 pandemic has demonstrated, when nurses and other healthcare providers are in alignment, rapid innovation can occur even in a system as large and complex as healthcare. When the American Nurses Foundation (Foundation) launched the Reimagining Nursing (RN) Initiative, we knew ideas were out there to unleash the potential of a diverse, dynamic nursing workforce to propel us into a healthier future. For instance, in our COVID-19 Survey on Innovation ([tinyurl.com/3cc4fm75](https://tinyurl.com/3cc4fm75)), 84% of nurse respondents reported being involved in an innovation during the pandemic, confirming the breadth of creativity in nursing.

We chose specific areas of focus for the RN Initiative—education, technology, and direct reimbursement—where change has been slow and bold action is needed to overcome inherent systemic barriers. And nurses responded with nearly 350 ideas to equip and enable nurses with leading-edge knowledge, tools, environments, and systems to deliver even more exemplary care.

Ideas came from 48 states, D.C., and Puerto Rico. They came from rural areas, urban areas, and everywhere in between. They came from acute care, but also from communities, schools, and workplaces. Some ideas focused on how nurses could follow a patient across different care settings. Many supported caring for patients at home. Nurses from health systems, universities, community colleges, nursing associations, technology companies, and many other types of institutions shared their ideas to transform nursing.

We heard new approaches to nursing education that would better support students from underserved areas so they enter their careers more practice-ready

to serve their communities, delivering more nurses with similar lived experience to their patients. We learned the potential for technology to transform clinical experiences and validate student competencies. And we saw the blueprints for bridges transitioning nursing students from the academic to the practice environments more seamlessly.

We expected our *technology* focus area to result in a wide range of ideas and that's what we received. Proposed innovations addressed a single nursing task or specialty, using technologies such as artificial intelligence, robotics, and simulation to streamline nursing workflows, enhance nurse competencies, and create efficiencies.

Others supported nurses to more comprehensively meet patient needs, including addressing social determinants of health. Still others advanced access to care by making it easier for nurses to meet patients where they are both in person and virtually, using telehealth and a variety of remote monitoring approaches.

The ideas to expand nursing practice supported by *direct reimbursement* to nurses for care delivery, management, and coordination showed the potential to significantly expand entrepreneurial opportunities for nurses and access to nursing care for patients. These ideas were proposed in clinics and schools, in rural and urban areas, and virtually. They outlined pathways to securing both government and private payers.

With the help of a dedicated group of nurses and nurse allies who are subject-matter experts in these areas, the Foundation is completing the difficult task of selecting 10 to 11 ideas to pilot over the next 3 years. We look forward to sharing details about these innovators and their bold ideas in March.

— Michelle Greanias is program director for the American Nurses Foundation.

To learn more, visit the RN Initiative at [nursing-world.org/foundation/programs/rninitiative](https://nursing-world.org/foundation/programs/rninitiative).

