

President's Report



While the ANA Enterprise joined the World Health Organization in extending the Year of the Nurse into 2021 in recognition of the increased visibility of nurses' contributions from 2020 (ANA, 2021), twenty-two percent of nurses indicated in a recent [McKinsey survey](#) that they may leave their current position providing direct patient care within the next year ([McKinsey, 2021](#)). The risk of a national nursing exodus will add a significant strain to the existing workforce due to the continued COVID-19 pandemic. "Of the 22 percent of nurses who indicated they may leave their current positions, 60 percent said they were more likely to leave since the pandemic began, driven by a variety of factors, with insufficient staffing, workload, and emotional toll topping the list" ([McKinsey, 2021](#)).

The American Association of Colleges of Nursing (AACN) leaders concur that the nursing workforce is likely to decline up to 22%, adding two contributing factors: Baby Boomer RNs are retiring sooner than expected, and "nursing schools across the country are struggling to expand capacity to meet the rising demand for care given the national move toward healthcare reform ([AACN, 2021](#)).

Minnesota care systems also expressed publicly in social media their concern regarding hospital bed shortages across the state, shortages resulting largely from unvaccinated COVID patients but which affect all patients seeking medical or surgical hospital or ICU level care.



MNORN is committed to addressing these complex issues in solidarity with the other nursing organizations in Minnesota.

In response to the 2020 Pandemic, MNORN's membership growth escalated and continued in 2021 with over 950 members at year-end. COVID restrictions introduced the opportunity for MNORN to offer virtual meetings on a regular basis in 2020, which continued in 2021 with good turnout statewide from nurses in a variety of subspecialties, nurses in academia,

nursing students and retired nurses. Recent member meetings included topics tied to Systems Thinking in Nursing, and Racism in Nursing. Tonight's meeting will be on Secondary Trauma in Nursing. The Board of Directors hopes to introduce a hybrid of both virtual and onsite meetings in 2022 dependent on the Pandemic's trajectory and member convenience. Members have additional educational opportunities as communicated through the MNORN Newsletter and [the ANA Website](#)

MNORN highlights of 2020 include:

- Our annual submission to ANA for the Membership Assembly Dialogue was in line with the systemic issues affecting nurses **Building a Culture of Support for Nurses by Addressing Systemic Issues:**

"The healthcare system has hit a critical need for transformation. Nurses should be at the forefront of transformation design, based on our role, our education, our relationship with our patients. But nurses are struggling to keep their heads above the churn. The level of burnout among nurses is at a critical point. ANA is studying the issue of nurse suicide. Nurses are retiring if they are old enough and leaving the profession if they are not. There are increasing numbers of nurses struggling with substance-use disorder and depression. The safety instructions when we fly in a plane always remind us to "put on your own oxygen mask first," reminding us that we cannot help anyone else if we do not have oxygen ourselves. It is urgent that nurses, collectively, put on our oxygen masks first, so that we can be effective partners in the necessary transformation of healthcare in this country..." [Excerpt]

- MNORN Board of Directors and Members continue to support issues related to Planetary Health by supporting Nurses Drawdown and Health Professionals for a Healthy Climate events and policy development as demonstrated in this photo ([HPHC](#))



- For a second year, MNORN donated \$4000 to the [American Nurses Foundation Coronavirus Response Fund](#) to support Nurses and Families impacted by COVID.

- MNORN member Sarah Cassell has been involved with ANA's National Commission to Address Racism in Nursing. MNORN ED and President also attend meetings related to this initiative. [\(ANA\)](#)
- MNORN member Oriana Beaudet serves as the ANA's VP of Innovation leading the launch of 2022 Innovation Committees. Three MNORN members will serve on newly launched ANA Innovation Committees: Heidi Orstad, Sara McCumber and Lisa Moon. Teddie Potter and Dan Pesut serve as board members leading these committees. [\(ANA.org\)](#)
- MNORN member Ian Wolfe serves on the ANA's Center for Ethics and Human Rights Advisory Board
- MNORN continues to support Nursing Peer Support Network to support Nurses in Recovery. [\(NPSP.org\)](#)
- MNORN continues to delegate member(s) to participate in American Nurse Advocacy Institute with a request that those participants further engage in policy work at a local level throughout the year. [\(ANA\)](#)
- MNORN ED and President continue to support nursing students throughout the state by visiting classes or visiting with individual students to discuss MNORN, policy, leadership and more.

Board Updates:

I would like to take this opportunity to thank the outgoing board members for their service: Past President Molly Maxwell, First VP Joseph Alexander, Treasurer Stephanie Gingrich, and Director Kasey Sands. These members have been key to MNORN's continued success by successfully pivoting to a virtual meeting format allowing for increased numbers of members to gather. Along with the BOD, I must thank my long-time friend and our ED, Kathi, Koehn, for all she does to represent MNORN and to keep the MNORN members and BOD informed and engaged.

Appendix: References

MNORN Resources:

[MNORN Mission and Values:](#) Our mission is to advance the profession of nursing in Minnesota through advocacy, leadership development, education and mentorship. Our Values include Respect, Integrity, and Leadership

[MNORN Website](#): To review the 2021 activities of MNORN, past meeting materials, newsletters, and resources.

[MNORN Newsletter Archive](#): To access newsletters for 2021 and past years

ANA-MNORN Membership/Member Resources

Your membership in the Minnesota Organization of Registered Nurses (MNORN) works for you through information, advocacy, leadership development, education, and mentorship at the State, National, and International level. When you become a member of MNORN, you are a member of ANA - and ANA is a member of the International Council of Nursing (ICN). When you join MNORN, you become a member of the global community of nurses!

Specific benefits include:

Making your voice heard at the state and national level:

- Federal lobbying on issues important to nursing and health care
- Representing nursing in federal agencies
- Advocating at the state level
- Influencing ANA policy development

Advancing your career:

- Free Navigate Nursing webinars every month (option to pay for CEUs)
- Additional CE's available through independent study modules at discounted prices
- ANCC - save \$125 on ANCC initial certification and renewals

Staying Current:

- American Nurse Today, a monthly journal (10 print/2 electronic)
- OJIN - The Online Journal of Nursing - peer reviewed, posted three times a year
- Access to CINAHL, Drug Name Error Finder Tool, PubMed Citations
- Essential Documents: *ANA Code of Ethics for Nurses, Scope and Standards of Practice*, etc.
- Monthly e-Newsletters from MNORN

Treasurer's Report



The finances of MNORN are sound. We are ending this year with a significant surplus due to strong membership growth this year and the fact that COVID-19 has, once again, meant the suspension of face-to-face meetings, here in Minnesota and nationally. Much of the budgeted activity of MNORN has to do with MNORN meetings, ANA meetings and supporting other organizations through sponsorships and exhibiting at their conferences. All that came to halt again this year. We look forward to resuming these activities in 2022.

MNORN Member Meetings have become virtual, with no charge for attendance.

This has been a year of membership growth. We now have about 950 members, up 50 from the end of 2020.

MNORN has continued its streamlined, simple budget and spending practice. Most of our income comes from membership dues. We also receive a small royalty from the ANA liability insurance program. Expenses have fallen into the following categories this year: administrative costs including Executive Director stipend; elections; indemnity insurance for the Board of Directors; legal responsibilities; and web-based expenses including maintenance of our website. We are grateful that we were able to make a donation of \$4000 to the American Nurses Foundation Coronavirus Response Fund. We have also made donations to the MN Nursing Peer Support Network and Protect Minnesota. We have memberships in the MN APRN Coalition and the MN Council of Nonprofits.

You will continue to find that the financial activities support the four main goals of MNORN:

- Representation at local, state, and national level
- Increase opportunities for collegiality and networking
- Facilitate a broader discussion of nursing, the profession, and the wider impact on patient care
- Monitor and influence developments in nursing practice, research, and health policy

Teller's Report

Total Electorate: 983

Number of Cast Ballots: 68 (6.9%)

First Vice President

Camie Peterson-DeVries - 65 - elected

Treasurer

Niki Gjere - 67 - elected

Director (elect 2)

Brett Anderson - 39 - elected

Nikule Abel 24 - elected

Alexandra Bates - 23 - appointed

Kris Thooff - 19 - appointed

Tami Haley - 12

Nominating Committee (elect 2)

Sarah Stevens - 47 - elected

Sara McCumber - 46 - elected

Kelli Breder - 31

Representative to Membership Assembly (elect 2)

Mary Tanner - 31 - elected

Molly Maxwell - 27 - elected

Emily Nowak - 23 - alternate

Camie Peterson-DeVries - 22 - alternate

Jennifer Tucker - 21 - alternate

Sara McCumber - 18

Celeste Knoff - 18

Sarah Stevens - 15

Caitlin Moran - 14

Polling Question: What topics do you think ANA should include in the 2021 Membership Assembly Dialogue Forums?

COVID-19 Vaccines

- Vaccination efficacy
- Vaccine mandates support
- Advancing the profession. The anti-vax nurses out there are not helping our case but how can we get nurses to be taken more seriously when it comes to leading health care
- Science behind the COVID vaccine

Public Health

- Role of public health
- Redefining public health
- Public health, why so many people do not understand what is public health
- Public health

Staffing-related

- Workforce needs
- Safe Staffing
- RN supply
- RN retention issues
- Provision of nursing care - assisted living and long term care
- Nursing shortage in the post COVID era
- Nursing shortage in home care
- Crisis in longterm care staffing
- Work-arounds
- Recruitment

Technology

- The pros and cons of technology in nursing and nursing care
- Telehealth
- Leveraging technology to make patient care safer and more efficient
- Advances in health technology

Pandemic-related

- Permanent and temporary changes in nursing in the post-pandemic world
- Pandemic recovery - how to move forward
- Ongoing response to COVID-19
- Anything, everything COVID-related

Nursing Education

- Shortage of nursing faculty
- Education
- Entry to Practice Consistency-how to make a 4 year degree more attainable and the standard
- Academic-Practice Partnerships in ambulatory care

Climate Change

- Health implications of climate change
- Health impacts of climate change

- Climate change and nursing response
- Concrete influences of healthcare practices on climate change.

Diversity, Equity and Inclusion

- Diversity and inclusion; recruit nurses from different racial backgrounds and expertise
- Diversity

Innovation, in the time of COVID

- Innovative practices spurred by the pandemic
- Nurses as full interprofessional partners in designing care models that work

Advocacy

- Voting rights and democracy preservation
- Policy advocacy
- Nurses's role in caring for people in all settings in light of political decisions to limit care e.g. transgender care, care of refugees, documented and undocumented
- Medicare reform
- Impact of social policy on health (housing, environment, policing, etc)
- Federal legislation to support nursing practice
- Cost of prescription drugs
- Pharmaceutical financial exploitation
- Advocacy in a post-pandemic world
- Access to health care
- Direct nursing reimbursement

Professional Issues

- Protecting the longevity of the profession
- Use of National Provider Identifier Number
- LGBTQI plus inequities in the nursing profession
- Is it time to upgrade the ANA Code of Ethics for Nurses
- Future of Nursing report
- Empowering the voice of the nurses
- Micro-aggressions seen in healthcare
- Mentoring programs, help new RNs and APRNs navigate their way in new role
- Incivility and hostility against and among nurses
- Generational differences between nurses and how to work with each generation
- Error management, communication

Nurses' Well-Being and Mental Health Needs

- Policy for self-care
- Nurse well-being
- Nurse suicide prevention and interventions
- Nurse burnout during COVID
- Mental health crisis in the helping professions
- Healthcare givers' mental health
- Exhaustion of caregivers
- Compassion fatigue
- Burnout
- Creating work flexibility in RN schedules for improved work life balance

Thank you to those of you who voted and submitted potential topics for the 2022 ANA Dialogue Forums. All MNORN members will receive a SurveyMonkey soon, asking for further input and refinement of potential topics for submission to ANA for their consideration.

More Details on Actions Taken in 2021 Towards MNORN Goals

Increase member participation at the national level

ANA Membership Assembly: Representing MNORN were Heidi Orstad, Sara McCumber, Kelli Greder, Molly Maxwell and ED, Kathi Koehn

ANA/CSNA Lobbyist Meeting attended by Kathi Koehn

ANA Leadership Summit attended by Heidi Orstad and Kathi Koehn

MNORN members appointed to ANA Positions this year:

- ANAI Fellows 2021: Colleen Quesnell
- National Commission to Address Racism in Nursing, Subcommittee on the Development of an Anti-Racist Practice Work Environment Toolkit: Sarah Cassell
- ANA Center for Ethics and Human Rights Advisory Board: Ian Wolfe

MNORN members on the ANA Innovation Advisory Board: Teddie Potter and Dan Pesut

MNORN member Oriana Beaudet is VP of Innovation at ANA

MNORN members appointed ANA Innovation Committees:

- Heidi Orstad will be serving on the Data Science, AI and Augmented Intelligence committee,
- Sara McCumber will be serving on the New Care Delivery Models committee.
- Lisa Moon will be serving on the Data Science, AI and Augmented Intelligence committee.

MNORN members inducted into the American Academy of Nursing

- Cyrus Batheja, EdD, MBA, BSN, PHN, RN – UnitedHealth Group
- Diane Twedell, DNP, MS, RN, CENP, FAONL – Mayo Clinic

Increase opportunities for collegiality and networking

MNORN Member Meetings (all held virtually this year). Topics included:

- Universal Coverage that Recognizes the Value of Nursing - Mary Chesney, presenter
- Genomics and Precision Health - Joseph Alexander, presenter
- APRN Full Practice in Nursing Homes - Sara McCumber & Cami Peterson-DeVries, presenters
- COVID-19 Pandemic: Lessons Learned and Opportunities - Colleen Quesnell & Celeste Knoff, presenters
- Systems Thinking: What It Is + Why Nurses Need It - Claire Phillips, presenter
- Secondly Trauma in Nurses - Rochelle Perry, presenter

MNORN continues to serve as a coordinator of the Minnesota Nursing Community Policy Forum

Organizational member of the MN APRN Coalition

Organizational partner of Nurses Drawdown (<https://www.nursesdrawdown.org>)

Participated in Health Professionals for a Healthy Climate National Day of Solidarity Against Line 3 rally in St Paul

Donations:

- ANF Coronavirus Response Fund
- (Minnesota Nurses) Peer Support Network (NPSN) (<http://www.npsnetwork-mn.org>)
- Protect Minnesota (<https://protectmn.org>)

Sponsorships:

- University of Minnesota Nursing Research Day
- Celebration of Marie Manthey hosted by NPSN

Facilitate a broader discussion of nursing, the profession, and the wider impact on patient care

MNORN presented/participated at the following:

- Presentations on professional nursing organizations, advocacy and policy to spring and fall graduating classes at Minnesota State University, Mankato
- MOLN Policy Internship: "Advocate and Lobbyist: Stories from the Field"
- Winona State University doctoral students: Spoke to doctoral students, "Contemporary Topics in Leadership"
- U of MN School of Nursing MN students: participated in expert panel listening to quality improvement presentations

Ongoing conversation through Facebook page and LinkedIn group

12 MNORN e-newsletters to the membership

Monitor and influence developments in nursing practice, research and health policy

Attended the following:

- State legislative committees, including Human Services Reform Finance and Policy; Health and Human Services Finance; Health and Human Services Reform ;Long Term Care Division
- MN Board of Nursing Board meetings

- NCSBN Annual Conference
- American Academy of Nursing Annual Conference
- ICN Congress
- Participates in bi-monthly ANA Governmental Affairs and Policy. Nursing Practice and Work Environment conference calls
- ANA President/ED conference calls
- Attended Virtual Briefing(s) on the Future of Nursing 2020 -2030 Report: Charting an Path to Achieve Health Equity

Partnered with Minnesota Department of Health's "Quit Partner Provider Training Campaign"

Participated in Morrison Family College of Health School of Nursing Community Working Group

About MNORN

MNORN is a constituent member of the American Nurses Association. Our mission is to advance the profession of nursing in Minnesota through advocacy, leadership development, education and mentorship. Our members represent the full spectrum of registered nurses: from new graduates to hospital – based staff nurses and hospital chief nurse officers; advanced practice nurses and nurses in long term care; masters and doctoral students and nurse faculty. Our members represent the community of nursing in Minnesota!

Organizational Values

Respect: Respect is the foundation of the nursing profession. We interact with individuals, families and environments in ways that promote unity and diversity. We seek equity for all people through our policies and actions.

Integrity: We promote excellence in nursing practice, education, and research. Supported by empirical evidence, we build and retain trust and credibility in the nursing profession.

Leadership: We are driven to advance the nursing profession and the quality of healthcare through the empowerment of nurses. Through stewardship, we manage and use resources to fulfill our mission for the benefit of all Registered Nurses