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Tuesday, April 23rd - Virtual MNORN Member meeting

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6:30- 7:00 PM: Social/Networking

7:00 - 8:00 PM: Program

**Title of Program:**

Workplace Violence Prevention in Healthcare: Layers of Complexity

**Presenter:** Niki Gjere PhD, PMHCNS-BC, RN, APRN, CNS

“Workplace violence against health care professionals is wholly unacceptable, yet 1 in 4 nurses are assaulted at work. This never-ending battle to end the decades-long issue of workplace violence in health care....” said ANA President Jennifer Mensik Kennedy, PhD, MBA, RN, NEA, FAAN in a recent press release. Unraveling the layers of complexity of this issue is challenging but critically important as we work to protect nurses, other healthcare professionals, and the public.

Niki Gjere is a Clinical Nurse Specialist in the Mental Health and Addiction Clinical Service Line at Allina Health. She has been a nurse for over 40 years. She has expertise in advocacy, detoxification, care system improvements, care paths, complex care support and implementation, co-occurring illnesses (psychiatric and addiction). She is a member of the MNORN Board of Directors.

**Attendees will receive 1.0 continuing education credit**

**There is no charge for this meeting**

[CLICK HERE TO REGISTER](#)

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## Recording and Report of the March Member Meeting: The EdgeRunners

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[CLICK HERE TO WATCH THE RECORDING](#)

EdgeRunners are nurse-designed models of care that reduce cost, improve health care quality, advance health equity, and enhance consumer satisfaction. Their

purpose is to recognize new and innovative ideas that transform health and underscore the leadership, ingenuity, and determination of nurses. EdgeRunner models demonstrate significant clinical, financial, community, and policy outcomes that are sustained and replicated. They are one of the three major initiatives of the American Academy of Nursing.

A primary tenant of EdgeRunners is “the nursing lens”—a viewpoint from which the nurse sees things holistically, considering the person, population or community in the larger context. It is through this lens that ideas are generated and moved forward. Nurses are always innovative and creative.

The purpose of EdgeRunners is to recognize new and innovative ideas that transform health and underscore the leadership, ingenuity, and determination of nurses.

The “Raise the Voice” campaign was created to let others know of these nursing accomplishments. It is important that other disciplines know of nursing accomplishments.

The key components of the EdgeRunner program are clinical initiatives spearheaded by nurses. They must have measurable outcomes (cost, quality, satisfaction), and must be sustainable over time.

Two examples of EdgeRunners were provided by Marla Jim and Becky Vonasek, DNP students in Health Leadership and Innovation. Marla talked about the Interprofessional Practice at the Vine School Health Center: A school-based nurse-managed clinic in Tennessee. Becky reported on a California-based program, “Suicide Prevention in Nursing: breaking the silence.” Both talked about how these programs could be replicable in other settings.

Joanne also explained what projects do not meet the EdgeRunners criteria such as doctoral projects with a limited scope; projects created by non-nurses with only minimal nurse representation; or projects that are very costly or do not have a broad application.

### **Evaluations of the program include:**

What factors influenced your decision to attend?

- It is important to be active in professional organizations and to connect with nurses from various practice areas
- The topic was new to me, so I really wanted to learn about it, and what we can do here in Minnesota
- Topic, CEUs
- This was the first time I have heard about the program
- Curiosity to learn about the program and to attend my first MNORN meeting
- The keynote speaker!
- Topic
- Very interesting topic
- Zoom meeting & I was curious about the idea of EdgeRunners - didn't have any idea what this was
- Topic, contact hours, opportunity to see familiar faces in networking
- It is important to me to attend as many MNORN meetings as possible. Additionally, I was excited to hear more about EdgeRunners as I had initially learned about the program early in my DNP program.

Other Comments

- I was invited by Kathi. Thank you so much for the warm welcome to nursing in MN.
- Thank you!
- Thanks for great presenters!
- Thank you for the ongoing list of most interesting presentations - and with so much variety. Great job!
- I was not familiar with the EdgeRunner program so found this very informative and interesting. Thanks!
- Thank you for a wonderful program! I appreciate the layout of the program which included an explanation of the history, purpose, and call for participation along with presentations of EdgeRunner exemplars. I have a much better understanding of the program - especially from the explanation of what an EdgeRunner is versus is not. Thank you again!

### **A note about EdgeRunners....**

I learned about EdgeRunners as the program developed and have been a huge fan ever since.

I remember hearing the story of one of the first EdgeRunners recognized. It was a program in rural Mississippi designed to provide emergency care in hospitals lacking physicians with emergency care expertise. A nurse practitioner developed a program where the patients would be treated in their hometown emergency rooms, with tele-health support from ED physicians in Jackson - this was before telemedicine was "a thing." Results were terrific. Most patients were cared for in their communities, only patients who needed more care than the community could provide were transferred to Jackson hospitals. Nurses and other healthcare providers learned new skills from their colleagues in Jackson. Hospitals stayed in business.

Since then, I have heard story after story of the ingenuity and resourcefulness of nurses creating programs to provide care to people who needed it, from infants to the elderly, in communities big and small. You can find the list of all EdgeRunners at <https://aannet.org/page/signature-initiatives>.

For years I have said that the great thing about nurses is that they can make dysfunctional systems work and the worst thing about nurses is that they can make dysfunctional systems work.... The nurses whose programs have been recognized as EdgeRunners have moved beyond the world of dysfunction to create programs that solve challenging problems - using the nursing lens to create new solutions, demonstrating that there is a better way! And, their outcomes are measurable, significant and sustained.

As we continue to work on the issues of healthcare in Minnesota, we should look at the list of EdgeRunners for inspiration.....  
*Katheren Koehn, ED MNORN*



## Multigenerational Nurse Experience Survey

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Multigenerational Nurse Experience Survey results. Part of the American Nurses Foundation's Pulse on the Nation's Nurses Survey Series.

Building from previous surveys, the American Nurses Foundation conducted this survey to determine the impact of generational issues in the workplace. This survey builds upon past surveys and includes questions on intent to leave, perceptions of other generations, and an understanding of what may keep nurses practicing in their role longer. 5,772 nurses completed the survey between September 25 – October 24, 2023.

The insights provided reveal that both early and advance tenured nurses work well to support each other, and both sides of the generational spectrum overwhelmingly desire more mentorship opportunities.

Recommended actions to improve collaborative work across tenures based on the survey results include:

- Enhance flexibility for all (work and scheduling options)
- Bolster mentorship opportunities
- Promote team building and safe spaces

“Bolstering cross-tenure relationships would increase trust and collaboration among nurses, not only increasing the likelihood that they stay in the profession but also improving productivity and engagement in real time. How to address these challenges will depend on the makeup of each specific workforce, but stakeholders can start by evolving their workforce strategies to ensure that tenure-specific needs and preferences are considered.”

[CLICK HERE TO ACCESS THE FULL REPORT](#)

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## ANA, ENA & ACEP Sound the Alarm on Violence Against Nurses

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Mar 22nd 2024

**WASHINGTON, D.C.** — Today, leaders from the [American Nurses Association](#) (ANA), the Emergency Nurses Association (ENA) and the American College of Emergency Physicians (ACEP), joined together on Capitol Hill to highlight the need for passage of legislation designed to mitigate the frequency and severity of workplace violence in health care.

During a briefing for congressional staffers, the presidents of the three organizations used data and storytelling to build an understanding of the impact this ongoing crisis has on health care workers and patients – a situation that is particularly dire in emergency departments which serve as the health care safety net and are open 24/7.

Among the data highlighted:

- The rate of serious injuries related to workplace violence is six-times higher for hospital workers compared to all other private sector employees in the United States.
- Studies show emergency nurses and other members of the emergency care team experience a violent event once every two months on average.
- According to ANA data, out of all nurses who experience workplace violence, as many as [80 percent of their cases go unreported](#).
- Of the nearly 500 members who responded to an ENA survey this year, 56 percent said they had been either verbally assaulted, threatened with violence, or physically assaulted in the previous 30 days.
- A Press-Ganey analysis found two nurses were assaulted every hour.
- A 2022 ACEP survey reported 85 percent of emergency physicians believe the rate of violence in the ED has increased over the previous five years.

The leaders also discussed the importance of two bills pending in Congress – [The Workplace Violence Prevention for Health Care and Social Service Workers Act](#) and the [Safety From Violence for Healthcare Employees Act](#) – that, respectively, would bolster workplace violence mitigation efforts and make it a federal crime to assault a hospital employee.

“Violence against health care professionals – the very people who are entrusted to care for the sick and encourage healing - is absolutely unacceptable and reprehensible. Passage of federal legislation to protect our nurses and other health care workers and keep them safe is something the American Nurses Association will never stop advocating for and it is long overdue,” said ANA President Jennifer Mensik Kennedy, PhD, MBA, RN, NEA, FAAN.

“It’s the employer’s responsibility to ensure workplace safety and security, but sadly in many

health care settings nurses are still experiencing violence at alarming rates. Too many of my fellow nurses' lives have already been lost to workplace violence. We need to act now to break the deadly cycle of violence against health care professionals. And these bills that we are currently supporting in Congress is a step in that direction," said Kennedy.

"We have to make sure that front-line health care workers are safe and able to provide patients with the lifesaving care that they need and deserve," said ACEP President Aisha Terry, MD, MPH, FACEP. "We are vulnerable to threats and violence, and we are encouraged by those who join our call for stronger protections. Fortunately, these bills can help protect health care workers on the job and take important steps to prevent incidents from happening in the first place."

"As an emergency nurse for 30 years, I understand what violence in the ED looks like – I have experienced it personally and watched countless co-workers victimized all while simply trying to care for patients," said ENA President Chris Dellinger, MBA, BSN, RN, FAEN. "Getting kicked, punched, slapped, spit on or attacked with objects is not a part of the job. It cannot be tolerated any longer."

A recording of the briefing can be viewed [here](#).



## Impact Wellbeing Guide: Taking Action to Improve Healthcare Worker Wellbeing

To help hospital leaders make meaningful changes to improve professional wellbeing, NIOSH and the Dr. Lorna Breen Heroes' Foundation developed the Impact Wellbeing Guide: Taking Action to Improve Healthcare Worker Wellbeing. The Guide is designed to help hospital leaders and executives accelerate or supplement professional wellbeing work in their hospitals at the operational level.

As hospital leaders and executives, you care about your healthcare workers and want to build a health system where they can thrive. Improving professional wellbeing for all healthcare workers drives the success of hospital systems — from staff morale to ensuring a safe work environment for both healthcare workers and patients. Focusing on professional wellbeing can influence the perception of your hospital as a desirable place to work. In turn, it also improves staffing through better recruitment and retention.

Ultimately, you want those at your hospital to work in a safe and supportive environment. Many hospitals face challenges though when it comes to finding additional time, funds, and staff for professional wellbeing work. With this in mind, the National Institute for Occupational Safety and Health (NIOSH) designed the Impact Wellbeing Guide: Taking Action to Improve Healthcare Worker Wellbeing (“the Guide”) to support workplace improvements in any system. Using this Guide will help you to accelerate or supplement your work on professional wellbeing no matter where you are in your journey.

The Guide provides concrete steps you can take to carry out the broader recommendations from the U.S. Surgeon General and National Academies of Medicine.<sup>1,2</sup> It builds upon existing research and resources to improve healthcare worker wellbeing, as well as NIOSH’s 50 years of occupational safety and health expertise. It was informed by conversations with nearly two dozen organizations including professional organizations, academic institutions, unions, and federal agencies. Most importantly, the Guide was real-world tested in six hospitals across the United States. The authors then revised for greater clarity and a wider range of tools and resources.

[CLICK HERE TO ACCESS THE GUIDE](#)

NIOSH [2024]. Impact Wellbeing™ Guide: Taking action to improve healthcare worker wellbeing. Washington, DC: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, National Institute for Occupational Safety and Health, DHHS (NIOSH) Publication 2024-109, <https://www.cdc.gov/niosh/docs/2024-109/>



## Recovery, Wellness, and Self-care



Caring is at the heart of nursing. Yet, caring for oneself - living a lifestyle focused on health and wellness - is often a challenge for nurses.

Recovery is defined by the Betty Ford Institute Consensus Panel (2007) as "...an active, ongoing process for a person with substance use disorder to:

- Admit to having a substance use disorder,
- Abstain from drugs/alcohol,
- Acceptance of having a substance use disorder, and
- Improve health through the integration of body, mind, and spirit."

The final bullet above, to "improve health through the integration of body, mind, and spirit," is synonymous with wellness. Nurses in long-term recovery talk about how living a life in recovery improves their performance as nurses - because in recovery we are encouraged to practice health and wellness for ourselves; to focus on "integration of body, mind, and spirit." How can we be effective caring for others if we struggle caring for ourselves?

NPSN peer support group participants frequently discuss the stressors found in their jobs as nurses; short staffing, long hours, working alternate shifts, abuse from patients and others, etc. And, as a result of the recent global pandemic, a growing body of material in the nursing literature now focuses on the importance of self-care for nurses. Resources to support recovery from SUD and promote wellness and self-care are now more readily available to nurses.

**The following section describes wellness resources and is divided into two sub-sections:**

1. Resources for nurses that focus on recovery or professional organizations that pertain to substance use disorders and their treatment, and
2. Resources for nurses focused on well-being and self-care.

**1. Professional organizations and substance use disorders recovery resources:**

- [International Nurses Society on Addictions \(IntNSA\)](#): Organizational mission to "advance excellence in nursing care for the prevention and treatment of addictions for diverse populations across all practice settings through advocacy, collaboration, education, research, and policy development."



Individual and organizational memberships are available. IntNSA publishes the *Journal of Addictions Nursing*.

- **[The American Society of Addictions Nursing \(ASAM\)](#)**: From the website: “Providing leadership, collaboration, education, support and promoting research and education for the prevention, compassionate intervention and treatment of addiction.”
- **[Nurses in Recovery](#)**: Founded by Shannon Fiorenza, a nurse in long-term recovery.
- **[Minnesota Recovery Connection](#)**: The sponsor of the annual fall Recovery Walk in Minnesota, the Recovery Connection is a statewide organization providing multiple services for individuals in recovery. Their website states: “We exist to fill gaps in systems of care, connecting people to support and services that help make long-term recovery from substance use disorder possible. We do this by providing peer-to-peer recovery support services, public education, and advocacy.”
- **Health Professionals Hybrid Meeting at “The Retreat”**: Every Tuesday evening at 6 p.m. In-person meeting is in the Men’s Center, front-right meeting room; Online zoom meeting ID: 787 579 6787, passcode 11942. This meeting is for licensed health professionals, not just nurses. Address: 1221 Wayzata Blvd, Wayzata, MN 55391. A link to this healthcare interprofessional meeting is also found on the NPSN website.
- **NPSN Peer Support Meetings**: Go to “meetings” on the NPSN [website](#) to see the schedule and access links to all of our meetings.

## 2. **Wellness resources for all nurses:**

- **Nurse Mental Wellness Peer Support Meetings**: Every Tuesday at 7 p.m. central time on zoom. Sponsored and conducted by Wisconsin Peer Alliance for Nurses (WisPAN). Contact [WisPAN](#) for the meeting link.
- **[American Nurse Foundation Well-being Initiative](#)** Wellness and mental health support for nurses, toll-free phone or online supportive listeners, podcasts, etc.
- **[American Nurses Association - Healthy Nurse, Healthy Nation](#)** Blogs, research data, support.
- **[Ten Percent Happier Coronavirus Sanity Guide](#)** Free blogs, meditations for everyday use (not just pandemic related).
- **[In the Rooms Health and Wellness Blogs and Articles](#)** The recovery online platform, *In the Rooms*, provides not only online meetings (see the NPSN Nurses Helping Nurses meeting every Tuesday at 7 p.m. central), but many additional resources, including articles and blogs on wellness.

- [Nursing Resilience Course from Osmosis-U](#) A free course on resilience with CEUs attached, it is an 8-module course estimated to take 3–4 hours to complete (3.75 CEUs).
- [National Alliance on Mental Illness - Frontline Wellness](#): There is a link for Healthcare Professionals in this section of the NAMI website that highlights resilience and mental wellness for all “frontline” workers.
- [Give an Hour](#) is an online resource that offers peer support groups for a variety of individuals. Training in peer support is also available.
- [The Emotional PPE Project](#) is a nonprofit organization founded in 2020 at the beginning of the COVID-19 pandemic. The organization champions the health and wellbeing of healthcare workers through referrals to therapists, focusing on research, and referring providers for training to better care for healthcare professionals in need of mental health support.
- [Dr. Lorna Breen Heroes' Foundation](#) is a website that promotes mental health for all health professionals. Dr. Breen ended her own life during the COVID pandemic. The foundation works to reduce burnout and promote wellbeing of healthcare professionals. See the recommended toolkit download for an excellent PowerPoint titled [Fixing Nursing's Mental Health Pandemic](#) from The Ohio State University. Words matter!
- [Self-Care for Healthcare Workers](#) Sponsored by the Center for Patient Safety, this website offers YouTube video instruction on meditation, breathing exercises, yoga, etc. The instructor is a nurse.
- [Self-Care Products Recommended for and by nurses](#) From *NurseJournal*.
- [988 Suicide and Crisis Lifeline](#) This is a national network of local crisis centers that provides free and confidential emotional support to people in suicidal crisis or emotional distress 24 hours a day, 7 days a week in the United States.

## About the Nurses Peer Support Network

### **Nurses Peer Support Network: 2014-2024 Celebrating 10 Years of Supporting Nurses in Recovery!**

*Mission: To be a resource for all Minnesota nurses affected by substance use disorders, while fostering public safety through outreach and education.*

*Vision: All Minnesota nurses will have access to community-based peer support for SUD in a confidential and caring environment.*

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## The Many Ways Nurses Can Become Champions of Sustainability: Putting concerns about the environment into practice.

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Matthew Lindsley, MPH, MSN, RN, PHNA-BC, is a lieutenant commander in the [U.S. Public Health Service Commissioned Corps](#) and is engaged in clinical trials as an oncology nurse at the National Institutes of Health. He spends his weekends working the soil, caring for animals, and volunteering with a sustainable agriculture initiative to improve the quality and resiliency of local food systems in his community. He is one of a growing legion of nurses who are putting their concerns about the environment into action both inside and outside the workplace.

Our *AJN Reports* article in the April edition of the *American Journal of Nursing*, "[Nurses Step Up to Address Climate Change and Health](#)," profiles nurses like Lindsley who are researching the effects of rising temperatures on farmworkers, educating the public about air quality, advocating for policy change, and reducing the waste and emissions generated by the health care sector. The nurses in the article speak about their work and why nurses are well suited to tackle environmental challenges.

**Farmer, nurse, researcher, connector.** Lindsley—or “Farmer Matt,” as colleagues know him—is currently pursuing a doctorate at the Johns Hopkins University Bloomberg School of Public Health. He hopes his research will eventually connect local food producers in Pennsylvania, where he farms, with health care facilities such as nursing homes and rehabilitation centers. His goals are twofold:

- to improve the quality of food for patients and staff
- and to bolster the food system's resiliency to supply chain disruptions, such as those caused by the COVID-19 pandemic

“People want to eat healthy,” he says, “but there are often barriers in the food system—the affordability, access, or just education about how to cook fresh fruits and vegetables.”

He is using a fellowship he received from the [Alliance of Nurses for Healthy Environments](#) (ANHE) to explore how he might combine his role at the U.S. Public Health Service, his passion for farming, and his concerns about environmental health.

**Resources to help you start acting on your concerns:** If you would like to act on your concerns about the environment and health, we've listed some places below to get you started. There are literally hundreds of organizations—local, state, national, and international—working to improve environmental health outcomes, so if you don't find what you're looking for below, keep going!

## Organizations

- The [Alliance of Nurses for Healthy Environments \(ANHE\)](#) is the nation's largest organization tackling environmental health challenges from a nursing perspective. ANHE's approach combines environmental concerns with a focus on social justice. Most of the nurses profiled in our article took part in ANHE's Environmental Health Nurse Fellowship program, which gave them guidance in determining how they wanted to take action.
- The [American Academy of Nursing](#) aims to advance policymaking and research through its Expert Panel on Environmental and Public Health. In 2023, the Academy sponsored a Policy Dialogue on Nursing Leadership in Decarbonizing the U.S. Health Sector, captured in this [AJN Reports](#).
- The [American Public Health Association \(APHA\)](#) has a dedicated [section](#) for environmental health. Each APHA member section is designed to connect public health professionals for the purposes of professional and policy development around shared interests.
- The [Association of Occupational and Environmental Clinics](#) is a network of clinics and clinicians that support one another in spreading best practices for addressing environmental influences on health.
- The [Canadian Association of Nurses for the Environment/Association des infirmières et infirmiers pour l'environnement \(CANE-AIIE\)](#) provides a platform for Canadian nurses to advocate for environmental health and justice.
- [Health Care Without Harm](#) advocates for health care systems to transition towards less environmentally impactful activities. It is guided by the triple goal of protecting public health from climate change, transforming supply chains, and building leadership for environmental health. Of particular interest to nurses will be its [Nurses Climate Challenge](#), an initiative launched in partnership with ANHE to support nurses who want to educate others about climate change.

- **Nurses Drawdown**, a joint project of ANHE and **Project Drawdown**, is working to reduce greenhouse gases by fostering a community of nurses who believe that “optimal health requires good nutrition, adequate mobility, a healthy environment, and social support.”
- **Practice Greenhealth** (formerly Hospitals for a Healthy Environment) is a networking and innovation hub dedicated to developing and disseminating state-of-the-art sustainability solutions for health care organizations.
- The **UK Health Alliance on Climate Change** is a broad network of health care professionals, dedicated to raising awareness about the risks of climate change and ways to mitigate it. Its member organizations include the [Florence Nightingale Foundation](#) and the [Royal College of Nursing](#).

## Tools and Resources

- Many groups offer education for nurses who want to learn more about environmental health. These include:
  - [ANHE's free textbook on environmental health nursing](#)
  - The [Global Consortium on Climate and Health Education](#)
  - The [National Environmental Education Foundation \(NEEF\)](#)
  - The [Planetary Health Alliance](#)
- [Envirofacts](#) is an open-access database of environmental information, searchable by location, and maintained by the Environmental Protection Agency.
- Washington State University launched the Climate and Health Tool (formerly Climate, Health, and Nursing Tool (Chant)) in 2017 to investigate health care professionals' understanding of climate change. The [CHANT survey](#) is used to deepen understanding of where knowledge gaps exist in the world of environmental health.
- The World Health Organization (WHO) provides [guidance](#) for climate-resilient and environmentally sustainable health care facilities.

## Looking for more?

Try visiting the [American Nurses Association \(ANA\)](#) Innovation Advisory Committee on Planetary and Global Health [resource compendium](#), or perusing the [Global Climate & Health Alliance list of member organizations](#).

Like “Farmer Matt,” you don’t have to settle for wearing just one hat. We hope the resources above will help empower you to make positive impacts, whether that’s in your workplace, your community, or in the halls of power!

*Nicole Fauteux is founder and principal at Propensity LLC, a communications firm serving educational institutions and nonprofits focused on health care, health policy, and the health professions.*

*Benjamin Simon is a marketing and communications professional pursuing a graduate degree in environmental sustainability and management.*

retrieved 4-2-2024: <https://ajnofthecharts.com/the-many-ways-nurses-can-become-champions-of-sustainability/>



Also of interest, the March/April issue of [Minnesota Medicine](#) highlights what some healthcare professionals in Minnesota are doing to support sustainability. “Healthcare is taking on a bigger role in environmental sustainability, for the good of patients, the bottom line, communities - and the public.”



## Notice of Vacancies in State Boards, Councils and Committees

### NEWEST VACANCIES

Below is a list of agencies with vacancies posted in the previous 15 days. Please visit our website for complete descriptions and all other vacancy listings previously posted.

#### **Maternal And Child Health Advisory Task Force**

Vacancies: 1 Seat -- Professional Representative

#### **Minnesota Climate Innovation Finance Authority**

Vacancies: 1 Seat -- Member with expertise in environmental justice

#### **Minnesota Environmental Quality Board**

Vacancies: 1 Seat -- Public Member - 7th Congressional District

### TO APPLY:

- Visit the [Boards & Commissions](#) page
- Scroll down or use the search fields to look up the specific board you are interested in.
- If you are interested in the seat, you can click the green APPLY button in the "Open Positions" dropdown table near the top of the board page.
- The website will walk you through creating an application profile, if you haven't already. You will need an account. Email [official.documents@state.mn.us](mailto:official.documents@state.mn.us) if you encounter trouble with your profile.
- You can submit additional supporting materials (e.g. cover letter or resume) with your application, and hit "SUBMIT" when you are done. Applications are on file for a year with the board, unless you withdraw your application, later

Although no additional documentation is required, appointing authorities recommend the submission of cover letters and resumes to better know applicants. The application will now allow you to attach the following documents:

- Cover Letter
- Resume / Curriculum Vitae
- Up to 10 additional documents which might support your application



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## ANA Nightingale Tribute

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Every spring ANA collects the names of nurses who have passed in the past year to be honored in the Nightingale Tribute Book at the Membership Assembly. If you would like to honor a nurse who has died since June 2020, please notify MNORN at [kkoehn@mnorn.org](mailto:kkoehn@mnorn.org) The nurse did not need to belong to ANA or MNORN.

Please include the nurse's full name and date of death. MNORN must submit names to ANA by **May 20th**.

### Nightingale Tribute

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When a calming, quiet presence was all that was needed, He/She was there.

In the excitement and miracle of birth or in the mystery and loss of life, He/She was there.

When a silent glance could uplift a patient, family member or friend, He/She was there.

At those times when the unexplainable needed to be explained, He/She was there.

When the situation demanded a swift foot and sharp mind, He/She was there.

When a gentle touch, a firm push, or an encouraging word was needed, He/She was there.

In choosing the best one from a family's "Thank You" box of chocolates, He/She was there.

To witness humanity — its beauty, in good times and bad, without judgment, He/She was there.

To embrace the woes of the world, willingly, and offer hope, He/She was there.

And now, that it is time to be at the Greater One's Side, He/She is there!

Nursing is a calling, a way of life. Nursing is a service profession that cannot be lived in isolation. Nurses rely on each other for the synergistic effect of teamwork in our efforts of care giving. It is appropriate that we honor our colleagues not only during their career, but also at the end of life's journey.



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## American Nurses Advocacy Institute (ANAI)

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### Are you interested in being an ANAI Fellow for 2024?



#### About ANAI:

ANA believes that advocacy is a pillar of nursing. Nurses instinctively advocate for their patients, in their workplaces, and in their communities; but legislative and political advocacy is no less important to advancing the profession and patient care. Towards that end, ANAI is an annual program designed to help nurses gain political

competence in a variety of areas including:

- Conducting a political environmental scan
- Bill analysis
- Preparing and delivering testimony
- Coalition building
- The purpose and value of a PAC

In collaboration with MNORN, fellows select policy issues and associated legislative/regulatory activities to work on during their fellowship.

**If you are interested or want more information, contact Kathi Koehn at [kkoehn@mnorn.org](mailto:kkoehn@mnorn.org)**





## Register for MDH Project Firstline Trainings



Register now to attend MDH Project Firstline Table Talk trainings in April. Training sessions are followed by optional Q&A and are designed to benefit those that interact with patients/residents/clients and/or their environment.

Live MDRO Training Sessions: Klebsiella

Pneumoniae Carbapenemase (KPC) (40 minutes)

- [Register for Table Talk with MDH Project Firstline](#): 10 a.m. Tuesday Apr. 9, 2024
- [Register for Table Talk with MDH Project Firstline](#): 1 p.m. Tuesday Apr. 10, 2024

Live I Spy Training Sessions: What's Wrong With This Picture? Long-Term Care Activity Room (20 minutes)

- [Register for Table Talk with MDH Project Firstline: 11 a.m. Tuesday Apr. 16, 2024](#)
- [Register for Table Talk with MDH Project Firstline: 1 p.m. Tuesday Apr. 17, 2024](#)

View Now: How Germs Make People Sick Training Session <https://survey.vovici.com/se/56206EE368154384>

Complete the registration form to view the 30-minute recorded training now. After viewing, submit the feedback form to receive proof of attendance.

[Stay up-to-date with Project Firstline by subscribing to our mailing list: Subscribe to the Project Firstline mailing list](#)

Website: Project Firstline ([health.mn.gov/projectfirstline](https://health.mn.gov/projectfirstline))

Subscribe for PFL updates: Minnesota Department of Health ([govdelivery.com](https://govdelivery.com))

Email: [project.Firstline.MDH@state.mn.us](mailto:project.Firstline.MDH@state.mn.us)

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