

May 2021 was an impressive month for nursing. Besides celebrating Nurses Day/Week/Month, there were a number of important documents published - the Nursing: Scope and Standards of Practice, 4th Edition; [The Future of Nursing 2020 - 2021](#); and the International Council of Nursing's [Nurses: A Voice to Lead – A Vision for Future Healthcare](#)

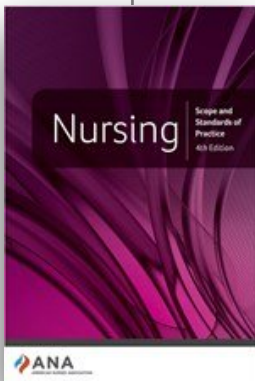
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## Nursing: Scope and Standards of Practice, 4th Edition

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Most notable of the three documents is the *Nursing: Scope and Standards of Practice, 4th Edition*. Why is this the most notable? Because it is the document where the nursing community has come together to define and describe what is nursing. The “scope” portion of the document answers the “who, what, when, where, how, and why” questions of nursing. The “standards” portion of the document provides statements of the actions and behaviors that All registered nurses are expected to competently perform, regardless of role, population, specialty, and setting.

Within the document is this newly revised definition of nursing:



**Nursing integrates the art and science of caring and focus on the protection, promotion, and optimization of health and human functioning; prevention of illness and injury; facilitation of healing; and alleviation of suffering through compassionate presence.**

**Nursing is the diagnosis and treatment of human responses, and advocacy in the care of individuals, families, groups, communities and in recognition of the connection of all humanity.**

[Click here to order your own copy of Nursing: Scope and Standards of Nursing, 4th edition](#)

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## The Future of Nursing 2020 - 2030 Charting a Path to Achieve Health Equity

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An ad hoc committee under the auspices of the National Academies of Sciences, Engineering, and Medicine produced a consensus report that will chart a path for the nursing profession to help our nation create a Culture of Health, reduce health disparities, and improve the health and well-being of the U.S. population in the 21st century. The committee considered newly emerging evidence related to the COVID-19 global pandemic and included recommendations regarding the role of nurses in responding to the crisis created by a pandemic.

Co-chairs of the Committee were Dr Mary Wakefield PhD RN and Dr David Williams PhD, MPH.

### The Committee's Vision:

The achievement of health equity in the United States built on strengthened nursing capacity and expertise.

### The Actions:

For our country to advance health equity for all, the systems that educate, pay and employ nurses need to **permanently remove** barriers to allow them to do this work, value their contributions, **prepare** them to understand and tackle these issues, and **diversify** the nursing workforce.

### Key Messages from the Report:

1. Policymakers need to permanently lift artificial regulatory and practice barriers that keep nurses from practicing to the top of their education and training and that restrict people's access to high quality care.
2. Public and private payers need to establish sustainable and flexible payment models to support nurses in health care and public health, including school nurses, so that they can effectively address the medical and social needs of people, families, and communities.
3. Nursing schools need to strengthen education curricula and expand the environments where nurses train, better prepare nurses to work in and with communities, and diversify

nursing school classes and faculties so nurse at all levels reflect the communities they care for.

4. Employers must support nurse well-being so they can in turn support the well-being of others.
5. Nurses need to leverage their own power to advance health equity by making sure they are well prepared to bridge medical and social needs; taking care of their own mental and physical health so they can care for others; and advocating for policies that address poverty, racism and other conditions that stand in the way of health and well-being.

Additionally, the report has a recommendation for Nursing Organizations to create a shared agenda:

In 2021, all national nursing organizations should initiate work to develop a shared agenda for addressing social determinants of health and achieving health equity.

This agenda should include explicit priorities  
across nursing practice, education, leadership,  
and health policy engagement.

[CLICK HERE TO WATCH THE WEBINAR ON THE FUTURE OF NURSING REPORT](#)

[CLICK HERE TO DOWNLOAD THE FREE PDF OF THE REPORT](#)






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**A new report from the International Council of Nurses  
launched on International Nurses Day calls for nurses to be  
the architects and designers of future healthcare systems,  
and not only the deliverers of care.**

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The report [\*Nurses: A Voice to Lead – A Vision for Future Healthcare\*](#), demonstrates the vital roles nurses play in successful healthcare services, and argues for greater involvement of nurse leaders in all healthcare organizations and at all levels, including government.

The findings of the report call for:

- Nurses are the designers of healthcare systems, not just the people who deliver it.
  - Health is included in every government policy, and senior nurses provide leadership in all organizations within health systems and government departments.
  - Governments embrace the new global strategy for nursing and embed its recommendations into their national healthcare strategies.
  - Governments adopt long-term workforce plans and become self-sufficient in the supply of registered nurses, with transparent data to show their progress towards this goal.
  - The narrative that describes investment in nursing jobs, education and leadership as a government cost is changed to acknowledge that such expenditure is an investment in every citizens' health, safety, security, and peace.

The report underlines that nursing has been at the heart of the response to the pandemic and the COVID Effect has taken its toll underlining the case for investment. The pandemic has highlighted that it has been nurses who have been leading the response, with 90% of care undertaken by them, and it is nurses who have seen at close quarters the weaknesses, the fragilities and the fault-lines that must be addressed for the design of future healthcare systems.

ICN's report highlights the transformations that nurses have been leading during the pandemic, the support that the nursing workforce requires and the need for future health systems to go far beyond pandemic preparedness and be fit for purpose for all future healthcare needs.

Each year, ICN, the founder of International Nurses Day on 12 May, the anniversary of Florence Nightingale's birth, leads the celebrations and the call to action.

ICN President Annette Kennedy said:

"This year we celebrate International Nurses Day and pay tribute to the world's 27 million nurses who have shown exceptional courage, compassion, competence and leadership skills in the face of the pandemic. They have saved many lives but sadly thousands of them have sacrificed their lives. We remember them today and always.

'ICN research suggests that 80% of nurses are suffering mental health issues, burn-out, depression, post-traumatic stress disorder and COVID related violence, and that 13 million nurses will be needed to fill the global nursing shortages in the next few years.

'It is essential that governments act now to mitigate the risks of increased turnover and improve nurse retention. Investment, improved pay and conditions, and retention strategies are non-negotiable if we are to save our global health systems.

'If we have learned a lesson from this pandemic, it is that we need strong resilient health systems that are prepared for the unknown and will maintain a healthy society. We must also address the inequalities that are at the heart of our current healthcare systems, not the least of which is gender inequality. In a nursing profession that is 90% female, our voices are still not heard loud enough and that means we need more leadership positions."

**WHO and ICN data** indicate 50% of countries have an authentic, functioning Government Chief Nurse (GCN). But even when there are GCNs and other expert experienced nurses in post, they are not being used effectively and are often excluded from important discussions and decision-making forums. For example, ICN's survey of National Nursing Associations (NNAs) shows only 42% of GCNs had been involved in decision making, 44% of specialist nurses had been involved in decisions concerning infection prevention and control, and 40% of senior nurses had been involved in high level decision making.

ICN Chief Executive Officer Howard Catton said:

"ICN continues to call on all governments to appoint a functional Government Chief Nurse and I believe it is a scandal that many still have not. Nursing can lead us into a better healthcare future, but to do that the voices of nurses must be heard and acted on. Nurses are the ones who have seen the fault lines in our healthcare systems at close quarters during the pandemic and have the ability to transform them.

'Our report underlines that nurses must be the architects and designers of our future healthcare systems and not only its deliverers. It is not just a question of

having nurses in these key Government Chief Nurses' roles, it is about ensuring that, when they are there, they are systematically and routinely consulted in important strategic decision-making.

ICN's vision for future healthcare puts nurses front and centre and urges root and branch investment from top to bottom. More investment in nurse retention, jobs, leadership, and education is not a "nice to have", it is a matter of national and global security. Our economies and safety stand and fall on the robustness of our healthcare systems which goes far beyond pandemic preparedness."

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## ANA 2021 Call for Nominations for Appointed Positions

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**There is still time to apply for an appointed position at ANA!**

One of the goals of MNORN is to have our members serve in elected and appointed positions at the American Nurses Association. The 2021 ANA Call for Nominations is the perfect opportunity to submit your name for consideration.

If you think you might be interested in applying for a position, and want to talk about it first, you may contact Kathi Koehn at [kkoehn@mnorn.org](mailto:kkoehn@mnorn.org) or 651-271-5863.

Credentials matter, but experience matters also. For instance, when ANA was appointing a steering committee for a Nurse Fatigue workgroup, they appointed nurse scientists who are conducting research on fatigue and sleep. They also appointed a staff nurse who almost fell asleep driving home from work. If you are interested, ANA will be interested in you!

If you apply, let us know, so we can write a letter of recommendation for you.

### **Here is the official Call for Candidates from the Chair of the Committee on Appointments:**

On behalf of the ANA Committee on Appointments and the ANA Board of Directors, it is my pleasure to announce that the 2021 Call for Nominations for Appointed Positions is now open through 11:59pm ET, Wednesday, June 23, 2021.

As you consider volunteering your time and talent to ANA, please take a look at the committees/boards with open seats listed below:

<b>Board/Committee (link to profile)</b>	<b>Member Seats Available (terms of service)</b>	<b>Alternate Seats Available (terms of service)</b>
<a href="#">ANA Political Action Committee Board of Trustees</a>	1 Member 9/2021 - 12/ 31/2022	N/A
<a href="#">American Nurses Credentialling Center Board of Directors</a>	4 Members 1/1/2022 - 12/31/2023	N/A
<a href="#">Committee on Bylaws</a>	3 Members 1/1/2022 - 12/31/2023	2 Alternates 1/1/2022 - 12/31/2022
<a href="#">Committee on Honorary Awards Subcommittee</a>	12 Members 9/13/2021 - 3/31/2022	N/A
<a href="#">Committee on Nursing Practice Standards</a>	2 Members 1/1/2022 - 12/31/2024	N/A
<a href="#">Minority Fellowship Program National Advisory Committee</a>	5 Members 1/1/2022 - 12/31/2024	3 Alternates 1/1/2022 - 12/31/2022
<a href="#">Professional Policy Committee</a>	4 Members 1/1/2022 - 12/31/2023	3 Alternates 1/1/2022 - 12/31/2022

Visit the [Committee on Appointments page](#) on NursingWorld for the 2021 Guide to the Appointments Process and related documents.

**NOMINATION DEADLINE – 10:59pm CT, WEDNESDAY, JUNE 23, 2021**

If you have any questions regarding the appointments process, please contact Governance & Planning staff at [leader@ana.org](mailto:leader@ana.org).

Thank you.

Stephanie Pierce  
Chair, Committee on Appointments

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## A Call to Advocate for Mental Well-Being of Health Care Professionals

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by Kasey J. Sands, member of the MNORN Board of Directors. Kasey and Colleen Quesnell will be MNORN's American Nurses Advocacy Institute Fellows, 2021-2022

Dr. Lorna Breen committed suicide while visiting her family in in Charlottesville, Virginia in April 2020. She was the ER director at New York-Presbyterian Hospital at the beginning of the COVID pandemic and had no prior history of mental health conditions (Watkins et al., 2020).



Tragically, Dr. Breen is not alone in taking this action because of stressors from the pandemic. Guille (2021) identified nurse suicide rates exceed those of non-nurses in the general US population, and female nurses are at twice the risk for suicide compared with non-nurse females in the US population.

Supporting this cause is vital to promoting the health and safety of ourselves and our colleagues. Currently, there is a bill titled the "Dr. Lorna Breen Health Care Provider Protection Act" that was recently introduced in the. The bill, (S. 610, H.R. 1667), would provide millions of dollars in grant funding to health care entities to provide or enhance evidence-based programs to prevent burnout, suicide, substance abuse and other behavioral health conditions to improve health care professionals' well being affected by front line work of the COVID pandemic. The bill also contains grant funding for comprehensive research on this topic, to generate best-practice recommendations for supporting health care workers affected by the pandemic (Govtrack.us, 2021).

Minnesota Senator Tina Smith has cosponsored the bill and is part of the committee that will need her vote to advance the bill. Senator Amy Klobuchar is also a cosponsor of the bill already. However, there are currently no cosponsors on the bill in the House. It is simple to contact your local representatives to encourage them to cosponsor this important bill.

Go to [govtrack.us](https://www.govtrack.us) and search "S. 610" or "H.R. 1667" to read the details of the bill. By selecting "Call or Write Congress", it will direct you on how to contact the senators or representatives. It takes minutes to complete the action to advocate for progression of the bill. In addition to contacting our representatives, we can thank Senators Klobuchar and Smith for their co-sponsorship of this crucial bill, and track bill progress. Please join us in this advocacy effort!

**If you are considering suicide, contact the National Suicide Prevention Lifeline at 1-800-273-8255 for 24/7 crisis support.**



## References:

Guille, C. (2021). Rate of Suicide Among Women Nurses Compared With Women in the General Population Before the COVID-19 Global Pandemic. *JAMA Psychiatry*. <https://doi.org/10.1001/jamapsychiatry.2021.0141>

Govtrack.us (2021). <https://www.govtrack.us/>

Watkins, A., Rothfeld, M., Rashbaum, W. K., & Rosenthal, B. M. (2020, April 27). Top E.R. Doctor Who Treated Virus Patients Dies by Suicide. *The New York Times*. <https://www.nytimes.com/2020/04/27/nyregion/new-york-city-doctor-suicide-coronavirus.html>.

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## Announcement from the University of St. Thomas' Morrison Family College of Health

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The University of St. Thomas' Morrison Family College of Health is moving closer to launching a nursing program aimed at addressing the nursing shortage that the AACN says is expected to intensify. St. Thomas plans to focus on recruiting a diverse group of students and faculty to reflect the communities they will serve and confront systemic inequities in health care. This effort aligns with the School of Nursing's vision – to prepare highly skilled professional nurses who are culturally responsive, practice clinical excellence with ingenuity, and proactively improve whole-person healing to advance health equity and social justice.



Dr. Martha Scheckel assumed the role of Founding Director for the School of Nursing in October 2020, and she has quickly taken steps to move the School of Nursing closer to enrolling its first students. The curriculum includes courses aimed at teaching students how to address health disparities and change the systems that produce them.

Scheckel will work to implement the college's holistic vision at the School of Nursing. Specifically, the school's curriculum will be designed to educate students to treat the whole person – mind, body, spirit and community – and promote health and wellness.

Dr. Scheckel is working closely with Zer Vang, the college's Director of Student Recruitment, to identify new partnerships and build pathways for students who have been traditionally underrepresented in the profession into the School of Nursing. Both are looking closely at the recruitment and admissions process to identify opportunities for admitting an exceptionally talented and diverse student body. The school proposes the first classes will begin in fall 2022.



### **This year we have a unique opportunity to attend the Virtual ICN Congress.**

ICN is a federation of more than 130 national nurses' associations (NNAs), representing millions of nurses worldwide. ICN works directly with these member associations on issues of importance to the nursing profession. ANA is the National Nurses' Association for the United States.

### **Early bird registration for the Congress ends on June 9th.**

#### **[CLICK HERE FOR MORE INFORMATION AND TO REGISTER](#)**

Registration fee for ICN members (that is what we are!) is 185€ (\$226.00)

#### **Welcome Message from the ICN**

As the number one nursing event in the world, ICN, in partnership with the Emirates Nursing Association, looks forward to sharing this experience with you. For the past 120 years, the ICN Congress has proved itself as the global platform to gather and empower the global nurse community.

In these extraordinary times, the ICN 2021 Congress will be held virtually from 2-4 November 2021. Using the theme "**Nursing Around the World**", we will pass the nursing baton across the different regions of the world in a series of live and interactive events which will give our members the opportunity to showcase their expertise and innovations.

We will bring together 2020, the International Year of the Nurse and Midwife, and 2021, the International Year of Health and Care Workers to celebrate the work of nurses internationally, highlight the challenging conditions they often face, and advocate for increased investments in the nursing and midwifery workforce.

While the world is focusing on the global pandemic COVID-19, the convergence of these two events should not be lost on us. The importance of the nursing workforce in this time of need cannot be overstated. Nurses are at the centre of efforts to prevent, contain and manage this health emergency. The ICN 2021 Congress will build on the vital contribution of nurses in the battle for health and wellbeing across the entire world. We recognize that no country can do this alone: we must do this together.

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## Summertime: Rest, Relax, and Write - great advice from Shawn Kennedy, editor-in-chief, AJN

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With summer stretching ahead, I hope many nurses will take some well-deserved time off—rejuvenating bodies and spirits, processing emotions that were put aside, and reflecting on the long and difficult past year. But time off is also good for doing those “other things”—items that have drifted to the bottom of a to-do list. Perhaps writing is one of them.

As I noted in a 2014 editorial, there are various perspectives on how one should approach writing, and I list some from editors and scholars. I also offer what works for me:

*First, spend some time thinking about what you want to say before you start writing. Know what you want to tell readers—the purpose of your paper—so that you can say it clearly.*

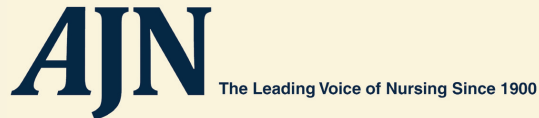
*Next, sit down and start writing. Write anything you want to say about the topic; you can go back and organize later. (Contrary to what many of us were taught, you don't have to outline first. Some writers write this way, but many don't.)*

*Third, leave the work alone for a while. Take a walk or do something else.*

*And fourth, go back and start shaping and polishing your piece, paying attention to organization and transitions. Aim for a logical flow of ideas. Weed out the jargon, too.*

AJN has a collection of [writing resources for nurses](#)—we have made them free to access through September 1. You will also find some [great resources at Nurse Author & Editor](#). And you can see [our submission guidelines](#) here.

Good luck!



American Journal of Nursing

## Call for Papers

AJN publishes original research, quality improvement (QI), and review articles as CE and feature articles. We also publish shorter, focused columns. Submissions must be evidence based and are peer reviewed.

**Clinical features** should cover epidemiology, pathology, current research, “what’s new” in knowledge and/or treatment, and nursing implications. Feature articles are 5,000 to 8,000 words.

### We currently seek articles on these clinical topics:

- Diabetes management
- Orthopedic topics—joint replacement, spinal injuries
- Most pediatric topics—but especially pain, scoliosis, adolescent mental health
- Best practice in anticoagulant therapy
- Acute/critical care updates (new practice guidelines, research)
- Autoimmune disorders (lupus)
- Infectious disease and public health
- Women’s and men’s health updates
- Workplace issues and solutions

**Columns** are shorter, focused papers of 2,000 to 3,000 words. Our columns include *Emerging Infections*, *Disaster Care*, *Emergency*, *Environments and Health*, *Correspondence from Abroad* (international topics/visits), *In the Community*, *Policy and Politics*, *Transition to Practice* (from student to competent nurse), *Palliative Care*, *Wound Care*, *Diabetes Under Control*, *Professional Development*, *Acute Care Review* (new research for practice or research on a treatment topic or a drug update in a specific area), *Mental Health Matters*, *A Question of Practice* (revisiting nursing care).

**Cultivating Quality** is the section for QI reports. Authors should follow the Standards for Quality Improvement Reporting Excellence (SQUIRE) guidelines as detailed in our author guidelines.

In addition, we welcome opinion pieces (*Viewpoint*), narratives (*Reflections*), and poetry and visual art related to nursing, health, and the human experience (*Art of Nursing*).

We strongly encourage query letters; e-mail your queries to [diane.szulecki@wolterskluwer.com](mailto:diane.szulecki@wolterskluwer.com).

We encourage all prospective authors to review AJN articles at [www.ajnonline.com](http://www.ajnonline.com) prior to submitting. For author guidelines and submission information: [www.editorialmanager.com/ajn](http://www.editorialmanager.com/ajn).

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