



The 2025 MNORN Election is open from November 1st to 30th

How to Vote:

If you have already voted, THANK YOU!

If you still need to vote, instructions were emailed to you on November 1st from MNORN Election Admin.

If you can't find the email, notify Kathi Koehn at kkoehn@mnorn.org for assistance.

Polling Question:

Remember that included in your ballot is a polling question asking what you would like ANA to talk about during the Dialogue Forums at Membership Assembly next June. The MNORN Board will propose a topic to ANA based on your responses.

Candidates on the Ballot:

- ◆ First Vice President: Christy Waltz
- ◆ Treasurer: Sarah Stevens
- ◆ Director: Nicol Abel, Kelly Ashley, Julia Ugorji
- ◆ Nominating Committee: katie Clark, Annette Hines, Allison Paddelford, Seth Schweiger, Tiira Washington
- ◆ Representatives to Membership Assembly: Nick Churchill, Mary (Berg) Ellenberger, Niki Gjere, Allison Padelford, Seth Schweiger, Christy Waltz

From MNORN President, Cami Peterson-DeVries



Did You Know? MNORN Is Your Voice for Nursing in Minnesota

Did you know that the **Minnesota Organization of Registered Nurses (MNORN)** represents *all* nurses across our state — not just one specialty, setting, or membership type? Whether you work in a hospital, clinic, long-term care, education, public health, administration, or advanced practice, **MNORN exists to support you.**

We are a statewide, nurse-led organization with a clear mission: **to strengthen, connect, and support nurses in every role** so that together we can provide exceptional care and leadership in our communities.

MNORN Leadership

MNORN is led by our **Executive Director, Kathi Koehn, MA, RN, FAAN**, whose vision and leadership continue to advance the voice of nursing across Minnesota and nationally. Working alongside Kathi, our **Board of Directors represents the full spectrum of nursing practice** — from bedside caregivers and educators to advanced practice clinicians, administrators, and policy leaders.

This broad representation ensures that MNORN truly speaks **for all nurses** in **Minnesota**. Our Board brings real-world experience from every corner of the profession, shaping priorities that reflect the challenges and opportunities nurses face every day.

Did You Know We Offer CEUs Every Month?

MNORN provides **monthly continuing education opportunities (CEUs) — free** — to help nurses stay informed, inspired, and connected. Our CEUs cover a wide range of topics, including clinical updates, leadership, ethics, policy, and personal wellness.

These sessions are not only educational but also community-building — a place where nurses learn, share experiences, and support one another.

Our Connection

MNORN is the Minnesota's member of the American Nurses Association (ANA), connecting nurses in our state to a national voice while maintaining a strong local focus. Through this partnership, our members gain access to national resources and advocacy, but **our heart — and our work — remain centered right here in Minnesota.**

We're Here for You

Many nurses don't realize that is **your professional organization**, dedicated to advancing nursing practice and supporting nurses in every role and setting. Our roots are in advocacy and unity, and that same spirit continues to guide us today.

When nurses unite, our profession grows stronger.

When we support one another, our care grows deeper.

MNORN is here for you — and because of you.

With gratitude and in service, Cami

Cami Peterson-DeVries is currently the VP of Senior Services at St. Francis Health Services of Morris. Her background includes working in various parts of healthcare as a nurse including acute care, clinic, urgent care, home care, hospice, assisted living, and skilled nursing facilities. Along with her current position she is also an adjunct professor at Rasmussen University and works as a Nurse Practitioner in a small women's health clinic in rural Minnesota

November MNORN Member Meeting (virtual)



Thursday, November 20

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

7:00- 8:00 PM: Program

Program: Nurses leading the way: Preserving the Essence of Nursing in a Technological Age

Presenter: Kathi Koehn

Objectives:

- Describe the ANA's position on AI in nursing practice and its commitment to ensuring AI complements, rather than replaces, the core values and ethical obligations of the nursing profession.
- Identify key ethical considerations surrounding the integration of AI in healthcare, including issues of bias, data privacy, accountability, and the impact on the nurse-patient relationship.

- Discuss the benefits and challenges of AI in nursing practice, as well as strategies for nurses to effectively contribute to the development and implementation of AI solutions that enhance patient care and improve the nursing workforce.

**Attendees will receive 1.0 continuing education credit
There is no charge for this meeting.**

[Click here to register](#)

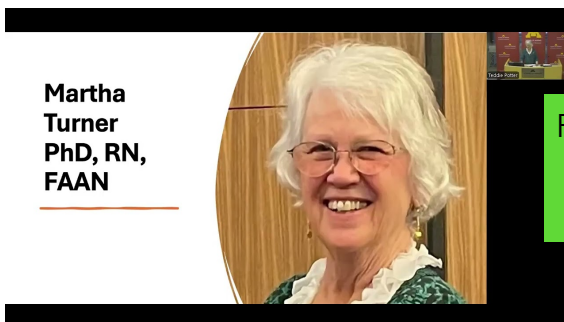
Celebration of the Code of Ethics for Nurses



**Code of
Ethics
For
Nurses**



MNORN was pleased to participate in the Celebration of the Code of Ethics for Nurses, hosted by the University of Minnesota School of Nursing, Katharine J Densford International Center for Nursing Leadership late in October. Speakers included:



Please take the time to view - and share - the video with colleagues, students and all nurses.

- Dean Connie Delaney
- Martha Turner
- Ian Wolfe
- Shika Kalevor

- Robin Austin
- Jenna Marquard
- Teddie Potter
- Margaret Moss
- Katheren Koehn

Topics Included:

- Background and process for this revision to the Code of Ethics for Nurses
- Keynote: Celebrating the Code of Ethics
- Minnesota Experts Using the Code of Ethics for Lighting the Way
- The Code: What it Is and What it Isn't!
- Concluding Comments



Do you know about Immunize.org?

Do you know about Immunize.org? It is an award-winning 501 (c)(3) nonprofit organization, headquartered in Saint Paul, Minnesota that works to ensure that healthcare professionals and the public are up to date on all aspects of vaccination and advocate for policies that remove barriers to vaccination.

[Immunize.org's website](https://immunize.org) has a wealth of useful and reliable information about vaccines.

Here is a great example - they have sections addressing a variety of concerns, from religious concerns to autism to vaccination hesitancy and 10 other categories. Resources are for healthcare providers and the public. Very, very helpful!

Vaccine Confidence & Addressing Concerns:

An individual's confidence in vaccines, either as a whole or individually, can be impacted by many factors, including cultural, social, and political influences.

Here we provide background information and practical resources to help medical professionals discuss immunization with concerned parents or patients. Because people question vaccination for different reasons, we have divided this section into several major topics.



American Academy of Nursing Celebrates MNORN Members

During the American Academy of Nursing Policy Conference in October, Dean Connie Delaney was recognized as a Living Legend. Brian Goodroad, Melissa Horning, and Patrick Soria were inducted as fellows into the Academy, joining 44 other fellows from Minnesota.



Dr. Connie W Delaney is professor and dean at the University of Minnesota School of Nursing.

Dr. Delaney is a globally renowned leader in nursing informatics and healthcare innovation. With a career spanning more than five decades, she has been instrumental in shaping the integration of informatics into nursing education, research, and practice. Dr.

Delaney's work has transformed the field of nursing informatics and elevated the role of nurses in the digital age.

Since 2005, Dr. Delaney has served as Dean and Professor at the University of Minnesota School of Nursing. Under her visionary leadership, the school has risen to national prominence, particularly for its informatics-focused Doctor of Nursing Practice (dNP) program, the first of its kind in the U.S., and is now ranked among the top informatics DNP programs nationwide. Her commitment to integrating data science into nursing education has equipped thousands of nurses with the competencies to drive technology-enhanced, evidence-informed care.

Dr. Delaney was inducted as a Fellow of the American Academy of Nursing in 1998. Her enduring contributions have fundamentally shaped the profession of nursing and its future in an increasingly digital world.



Dr. Brian K. Goodroad is a Clinical Professor in the School of Nursing at the University of Minnesota and an NP in the HIV Clinic at Hennepin County Medical Center.

Dr. Goodroad has worked in health policy for over 35 years, ensuring quality care for people with HIV, and for full-practice authority and signature recognition for NPs. Dr. Goodroad helped form and lead NP professional organizations and his efforts in local, regional, and national HIV education have resulted in improved care provision. He has served in multiple leadership roles in local and national nursing and nurse practitioner organizations and received the American Association of Nurse Practitioners State Award for Excellence in 2017. He is the Legislative Director for the Minnesota APRN Coalition, leading efforts to remove barriers to APRN care. Dr. Goodroad is a board-certified family nurse practitioner, Advanced AIDS Certified Registered Nurse (AACRN), and a Certified HIV Specialist. He was elected as a Fellow of the American Association of Nurse Practitioners in 2018.

Dr. Goodroad holds a DNP from Minnesota State University, Moorhead, a MS from the University of California, San Francisco, a BAN from Metropolitan State University, and an AD from North Dakota State University.

Dr. Melissa Horning is an Associate Professor at the University of Minnesota, School of Nursing. Because nutritious food is cornerstone for optimal health, Dr. Horning's transformative, community-partnered research is influencing social determinants of health to address inequities in food security and diet quality. Her research focuses within communities experiencing disproportionately greater barriers to accessing nutritious food and achieving optimal diet-related health outcomes. Dr. Horning leads an NIH-funded, community-partnered research trial that is producing pivotal evidence to guide the development and operation of mobile grocery stores at both local and national levels. She also led the development of food stocking guidelines, now embedded in the national toolkit for mobile grocery stores to support culturally-connected and nutritious mobile grocery-shopping environments. Her research has a broad interdisciplinary reach and impact, being widely cited across journals in nursing, nutrition, medicine, psychology, and public health. As a recognized expert, Dr. Horning also serves on NIH special emphasis review panels. Dr. Horning received her BSN from the College of St. Benedict in 2006 and her PhD from the University of Minnesota School of Nursing.

Dr. Patrick Simon Soria is an Assistant Clinical Nurse Manager at Abbott Northwestern Hospital and an Adjunct Professor in several graduate nursing programs. He is the first Filipino American appointed to the Minnesota Board of Nursing. His work spans global health, academic leadership, and workforce innovation, with a focus on health equity and evidence-based practice.

Before moving to the U.S., Dr. Soria was a hospital executive in the Philippines, where he led the expansion of the country's largest Department of Health-retained hospital from 600 to 1,500 beds, aligning practices with international standards. During the COVID-19 pandemic,

he developed the surge capacity response protocol at the country's largest government hospital, credited with saving millions of lives.

Dr. Soria also advanced sustainable organ donation systems across Asia and contributed to a multi-country palliative care study across forty-one Asia-Pacific nations. In Minnesota, he represents the Asian American, Native Hawaiian, and Pacific Islander communities on the Governor's Equitable Healthcare Taskforce and advocates for ethical international nurse recruitment.

He holds a DNP from Regis University, a Master of Healthcare Administration from the University of Minnesota, a Master of Arts in Nursing from the Philippine Women's University, a BSN from Ateneo de Davao University, and is an alumnus of Harvard Medical School.



Are you interested in going to Cuba with ANHE next March?

ANHE will be leading a trip to Cuba on March 8th - 15th, 2026 focused on Sustainable Approaches to Planetary and Public Health Experience!

An invitation from Cara Cook, MS, RN, AHN-BC, Deputy Director of the Alliance of Nurses For Healthy Environments.

Quite a few ANHE members have participated in this trip, which is organized in partnership with [MEDICC](#), and awed by the unique experience to learn more about Cuba's innovative approaches to planetary and public health. An agricultural model without chemicals and combines; a comprehensive approach to natural disaster preparedness and response; and a health care system that starts at the neighborhood-level and prioritizes access, prevention, and social consideration. Witness these miraculous models with exemplary Cuban professionals while enjoying world-renowned Cuban music, food, and art.

The trip can host a minimum of 14 people and a maximum of 20. ANHE is seeking **health professionals, public health experts, community organizers, and others working in the sustainability or planetary health space who are interested in joining the trip.**

The trip package Includes: Lodging, meals, transportation with A/C, travel coordination, visa (for US participants), and full itinerary, Interpreter & bilingual guide. Package Price Ranges from \$3,300 (double occupancy) - \$4,200 (single occupancy). See the attached flyer for more info.

The deadline to register is December 1st. Please note ANHE doesn't not have any scholarships or travel stipends to support participants.



PLANETARY & PUBLIC HEALTH MARCH 8-15, 2026

Sustainable Approaches to Planetary and Public Health

Experience this unique environment where scarcity has bred creative, sustainable approaches to health for all. An agricultural model without chemicals and combines; a comprehensive approach to natural disaster preparedness and response; and a health care system that starts at the neighborhood-level and prioritizes access, prevention, and social consideration. Witness these miraculous models with exemplary Cuban professionals while enjoying world-renowned Cuban music, food, and art.



Photo credit: Annique London

Trip Package Includes:

**Lodging, meals,
transportation
with A/C**

**Travel
coordination, visa,
and full itinerary**

**Interpreter &
bilingual guide**

**Package Price Range
\$3,300 - \$4,200**

REGISTRATION

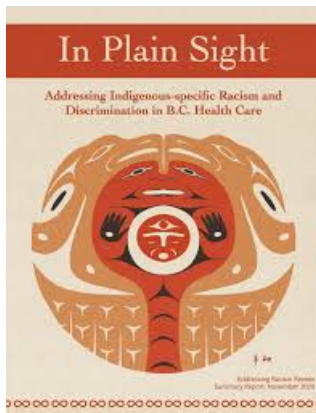
Deadline: December 1, 2025

Need passport valid through
September 2025

Initial Deposit of \$500

*Cost of trip does not include
airfare to/from Havana*

Questions? Contact:
mellenberger@medicglobal.org



In Plain Sight: Addressing Indigenous-specific Racism and Discrimination in B.C. Health Care

This review was referenced in the Celebration of the Code of Ethics for Nurses, in Margaret Moss's presentation of What the Code is, and What it isn't.

Addressing Racism Review Summary Report, November 2020.

.....The Review, consistent with its mandate, examined multiple other examples of racism and discrimination experienced by Indigenous peoples in the B.C. health care system. The results are disturbing. Through listening to thousands of voices – via survey results, direct submissions, health care data and interviews with Indigenous people who have been impacted by the health system, health care practitioners and leaders – a picture is presented of a B.C. health care system with widespread systemic racism against Indigenous peoples. This racism results in a range of negative impacts, harm, and even death.

The Review also found that this widespread racism has long been known by many within the health care system, including those in positions of authority, and is widely acknowledged by many who work in the system.

Systemic racism requires systemic action to address it, including to address deficiencies in governance, leadership, education, policy, transparency, regulation, complaints processes and accountability.

The Review Recommendations stress the need for immediate, principled and comprehensive efforts to eliminate prejudice and discrimination against Indigenous peoples. This is essential if we aspire to an accessible and effective health care system. It is also required in order to reach a state of substantive equality in health care and outcomes for Indigenous peoples that adequately address the legacy of colonialism in health care, and enable the expression and enjoyment of Indigenous human rights, consistent with the United Nations Declaration on the Rights of Indigenous Peoples (UN Declaration).

<https://engage.gov.bc.ca/app/uploads/sites/613/2020/11/In-Plain-Sight-Summary-Report.pdf>

<https://bcmj.org/special-feature/plain-sight-elaboration-review>



OJIN: The Online Journal of Issues in Nursing: The Humanitarian Spirit of Nursing

Volume 30, No. 3

Nurses have long been the foundation of humanitarian health efforts, whether in disasters, conflict zones, refugee crises, or under-resourced communities.

The new OJIN topic, The Humanitarian Spirit of Nursing, explores how nurses' humanitarian roles are closely linked to advocacy efforts, which in turn enhance patient and population health.

Articles include:

- Nurses and Advanced Practice Providers in Global Health: An Untapped Potential
- The Call of Caring: Community Mental Health Nursing as Humanitarian Practice
- Lead with C.A.R.E. and Jedi Wisdom: Silence Injustice, Nurses Will—With Purpose and Power
- The Nursing Sphere of Influence: Advocacy as a Humanitarian Effort
- Improving Guyanese Healthcare through Safe Anesthesia Services

Visit ojin.nursingworld.org to access this topic, which is currently members-only, after logging in to nursingworld.org. This topic will be available to all viewers after January 31, 2026.

Minnesota Department of Health (MDH) Project Firstline (PFL)

Diarrhea Micro-Learn: What to Do When You See Diarrhea

Join MDH Project Firstline's brief train-the-trainer session designed for those with infection control expertise or those who may lead infection prevention and control education. Participants will learn how to utilize micro-learn resources in team huddles, guide practical discussions, and to help staff take steps to stop the spread of germs.



Train to lead. Use the tools. Make an impact.

Same training offered both days — register for the one that fits your schedule.

- Wednesday, Nov. 12, 2025 | 2 - 2:30 p.m. CST
[Project Firstline Diarrhea Micro-Learn \(11/12\)](#)
- Thursday, Nov. 13, 2025 | 10 - 10:30 a.m. CST
[Project Firstline Diarrhea Micro-Learn \(11/13\)](#)

Minnesota Department of Health
Project Firstline Diarrhea Education Bundle

Diarrhea is liquid stool and is full of germs. Diarrhea can be caused by a lot of things, but it is sometimes a sign of a pathogen that can cause illness, even in healthy people. Infections that cause diarrhea spread because germs move easily between hands, equipment, and surfaces in health care. Some of these germs can be difficult to kill. Common examples of infections that cause diarrhea include *C. difficile*, norovirus, and rotavirus (especially in children).

MDH Live and Recorded Trainings

- 30 [Hand Hygiene Recorded Training](#) (<https://www.youtube.com/watch?v=200RFFLQNA99Q>)
- 40 [Diarrhea Dilemma Recorded Training](#) (<https://www.youtube.com/watch?v=200RFFLQNA99Q>)
- MDH Project Firstline Table Talk: Diarrhea Dilemma (PPT) (<https://www.health.state.mn.us/files/other/patientafety/infectioncontrol/Training/44.ppt>)

CDC Interactive and Multimedia Resources

- [Diarrhea Dilemma Interactive](#) (<https://www.cdc.gov/project-firstline/training/Diarrhea-Dilemma.html>)
- [Diarrhea Micro-Learn \(PDE\)](#) (<https://www.cdc.gov/project-firstline/training/pfl-DCI-13/learn/learn-108.pdf>)
- Did you Know? Germs Live in the Gut (YouTube) (<https://bit.ly/3tckjgk>)



Resources available:

- Live & recorded trainings
- Interactive & multimedia resources
- English & Spanish language resources

Print Materials

- [Project Firstline Hand Hygiene Steps \(PDF\)](#) (<https://www.health.state.mn.us/files/other/patientafety/infectioncontrol/Training/44.ppt>)
- [Germs Live in the Gut \(PDF\)](#) (<https://www.health.state.mn.us/files/other/patientafety/infectioncontrol/Training/44.ppt>)
- [How to Read a Disinfectant Label \(PDE\)](#) (<https://www.cdc.gov/project-firstline/training/pfl-DCI-13/learn/learn-108.pdf>)

www.health.state.mn.us/projectfirstline
Project.Firstline.MDH@state.mn.us
@mnhealth




View Now: MDH Project Firstline Diarrhea Education Bundle

Train your health care team on what to do when they see diarrhea by using our newest educational resource:

[MDH Project Firstline Diarrhea Education Bundle \(PDF\)](#)

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

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