



# AMERICAN NURSES FOUNDATION

NEWSLETTER FOR SUPPORTERS

SPRING 2022

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# Nurse Leader and Donor Profile

**Courtney Vose**, DNP, MBA, RN, APRN, NEA-BC, FAAN  
Senior Vice President and Chief Nursing Officer  
Robert Wood Johnson University Hospital

Courtney Vose didn't initially pursue a nursing career. But inspired by her Nana, an ER nurse, she found her own calling as an ER and trauma nurse. Now multiply credentialed and with more than two decades of clinical, C-suite, academic, and management experience, Courtney is a proven leader and expert in driving nursing excellence and research, with a well-earned reputation for cultivating a high-performing nursing culture. She serves as Senior Vice President and Chief Nursing Officer at Robert Wood Johnson University Hospital in the RWJ Barnabas Health System.

A charismatic servant leader, Courtney appreciates the American Nurses Foundation's focus on nursing research, nurse leadership, and promoting the nursing profession. With the rise of COVID, Courtney chose to make a significant gift to our Coronavirus Response Fund for Nurses, in honor of nurses and their heroic efforts, to ensure that mental health support and financial support is accessible.

Courtney is so excited about what the American Nurses Foundation and the whole ANA Enterprise are doing to advance the nursing profession. While nursing was once fragmented - between specialties, and between nurse leaders and clinical nurses - she sees how the Enterprise works to consolidate the voice of nursing, and a newfound ability to do important things together. Courtney also recognizes that this is a pivotal time to capitalize on the way nurses are being seen as crucial to health care, to use our collective voice for good, and to position ourselves for the future.

"I'm really grateful for the American Nurses Foundation and the powerful and impactful work they are doing. Over the last 4-5 years, I have seen the advancement in leadership, and the work that is happening today conveys real vision and strategy. I hope more people will see that and contribute what they can to support the work of promoting nursing."

You can read more about Courtney's journey to nursing leadership and philanthropy on our website at <https://www.nursingworld.org/foundation/donate/>.

## New Foundation Board Leadership

Ena Williams, who joined the Foundation's board in January, and Kathy Driscoll, who assumed the Presidency on April 1st, share a commitment to creating broad change in nursing and health care. While they each have leadership responsibilities for large institutions, they joined the Foundation's board because they believe that the Foundation and larger ANA Enterprise play a critical role in shaping the future for nursing.

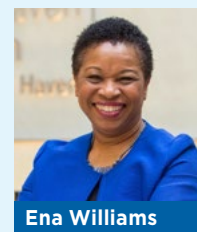
Both Ena, Senior Vice President and Chief Nursing Officer of Yale New Haven Hospital, a 1,541-bed level 1 trauma center with 6,000 nurses and clinical staff, and Kathy, Chief Nursing Officer of Humana with 10,000 clinicians, including RNs, LPNs, Nursing Assistants and social workers, bring unique clinical and business experience to their role as board members.

Ena began her nursing career in Jamaica, immigrated to the United States, and began a 25-year journey from staff nurse to Chief Nursing Officer at Yale New Haven Hospital, the first Black nurse in that role. Among a long list of accomplishments, she helped lead the hospital

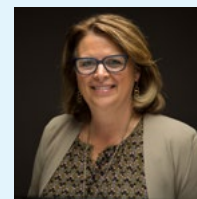
through three Magnet designations and the first Practice Transition Accreditation Program (PTAP) accreditation in the state and health system. Her strong acute care leadership experience extends beyond the hospital. She currently serves on the Connecticut Hospital Association board and the Board of Commissioners of the Joint Commission.

Kathy, who joined the Foundation's board in 2020, has a decidedly different clinical environment focus than acute care. She has more than 30 years of experience in gerontology and home care and joined Humana having served as Senior Vice President and Chief Operating Officer at Seniorbridge, a national care management and homecare company. At Humana, Kathy has built a strong nursing community emphasizing a culture of continuous learning, professional development through programs like research and certification, and championing nurse well-being and belonging.

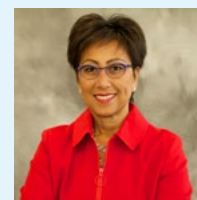
Willie Manzano, who led the Foundation's board through the pandemic and record fundraising, will serve as Vice President of the Board.



**Ena Williams**



**Kathy Driscoll**



**Willie Manzano**



# Nurse Sets Marathon World Record in Scrubs

In April, we were excited to partner with a nurse who embodies the spirit of registered nurses in this country. Samantha Roecker (BSN-RN, MSC) reached out to the Foundation with a pair of ambitious goals – she wanted to make history for nurses at the 2022 Boston Marathon and to raise money and awareness for nurse mental health and well-being in the process. Thanks to her skill and dedication as a competitive runner she achieved the first goal in spades, and with a time of 2 hours, 48 minutes, and 2 seconds Samantha became the new Guinness World Record Holder for “fastest marathon run in a full nurse’s uniform”. More importantly, supporters of both Samantha and the Foundation combined to donate \$46,847 (and counting), well above the initial campaign goal of \$26,200. With your support, we could double the impact and reach \$52,400 (twice the distance of a marathon).



PHOTO COURTESY OF SAM ROECKER

Serving as a RN during the pandemic, Samantha witnessed firsthand the toll that burnout and fatigue were taking on her colleagues. But thanks to her drive and the generous support of friends, family, colleagues, and the public, hundreds of nurses will receive vital resources to address their mental health and burnout. If you'd like to learn more about Samantha or support her fundraiser before it closes out at the end of May, you can make a gift at <https://givetonnursing.networkforgood.com/projects/152794-samantha-roecker-marathon-fundraiser>.



PHOTO COURTESY OF ALLEN PANGILINAN

***This pandemic has shed light on the dangerous consequences of nursing shortages.** We are seeing how critical having hospitals fully staffed with rested, respected, and supported nurses is to the sustainability of the entire system. Over the next few years we are projected to see a mass exodus of bedside nurses. Supporting nurses is one of the most important ways we can secure the stability of our health care system. With this pressing task front of mind, I am honored to be working with [American Nurses Foundation], who understand the dire need to support the nursing profession by protecting the health and well-being of nurses. I'm so grateful to those who have supported me so far - let's keep spreading the word to address this urgent need.*

**Sam Roecker** | BSN-RN, MSC

## Nurses Month – Renewing the Celebration



Join the celebration! Foundation donors and partners are again collaborating to celebrate Nurses Month and provide support to the nursing profession throughout the month of May. These partnerships provide unique retail opportunities to nurses and Foundation donors alike, plus special deals exclusively for nurses. Visit <https://www.nursingworld.org/foundation/programs/nurses-month-promotions/> to find an array of options – from clothing to restaurants – from generous supporters. When you make a purchase or join a campaign, the Foundation will receive donations from the proceeds. By taking advantage of these offers you help fund the resources nurses need to combat burnout and fatigue.



## PULSE ON THE NATION'S NURSES

A COVID-19 Survey Series

# YEAR 2 IMPACT

### Younger Nurses' Mental Health Disproportionately Affected by the Pandemic

Nearly 12,000 nurses from all 50 states and the District of Columbia shared their experiences with mental health and well-being, financial impact, access to personal protection equipment (PPE), perceived organizational support, and nurses' intent to leave their position in the Foundation's second [Pulse on the Nation's Nurses Survey: Annual COVID-19 Impact Assessment](#). This was released to align with the second anniversary of the World Health Organization's declaration that COVID-19 was a global pandemic [nursingworld.org/COVIDYear2](https://nursingworld.org/COVIDYear2).

### Nurses Remain Stressed, Frustrated, Exhausted, and Overwhelmed

While nurses overall reported high levels of feeling stressed (71%), frustrated (69%), exhausted (65%), and overwhelmed (58%), younger nurses (age 34 or under) conveyed these feelings more than their older counterparts. Most younger nurses reported feeling stressed (81%), frustrated (76%), exhausted (77%), and overwhelmed (69%). Additionally, younger nurses described feeling less optimistic about the future. On a 10-point scale where 0 is not at all optimistic and 10 is very optimistic, the average for all respondents was 5. However, the average optimism rating of younger nurses was more than a point lower at 3.77. When asked to report on their current emotional health, 46% of younger nurses described being not or not at all emotionally healthy, while just 18% of nurses older than age 55 reported the same.

**71% STRESSED**  
**69% FRUSTRATED**  
**65% EXHAUSTED**  
**58% OVERWHELMED**

### Nurses Continue to Need More Organizational Support

The survey also asked nurses to rank their agreement on a 1-5 scale with statements concerning their perceived organizational support. Among all respondents the mean score across all questions dropped slightly compared to when the same questions were asked 6 months ago, indicating a small negative trend concerning nurses' perception of support from their organizations.

As with emotional health, a noteworthy age gap surfaced. When asked, 'My organization really cares about my well-being,' only 19% of nurses 34 and younger said they 'agree' or 'strongly agree.' By comparison, 42% of nurses aged 55 or older 'agreed' or 'strongly agreed.' Similarly, 61% of nurses 34 and younger versus 36% of those 55 or older disagreed or strongly disagreed with 'If I did my best job possible, my organization would notice.'

**MOST NURSES FEEL THEY ARE NOT SUPPORTED BY THEIR ORGANIZATION**

### Nurses Planning to Leave Their Positions

Given that nurses reported feeling stressed, a decrease in optimism about the future, and unsupported, it should not be a surprise that 30% of younger nurses indicated they are planning to leave their position in the next 6 months, with another 32% indicating that they might leave. Nurses of all ages cited the same top three reasons for leaving their position, including "insufficient staffing," "work is negatively affecting my health and well-being," and "lack of support from my employer."

The Foundation is committed to understanding and addressing the pandemic's impact on the nation's nurses and the Pulse on the Nation's Nurses Survey Series gives a voice to the experiences nurses continue to face. Learn more about this survey and other ways the Foundation listens to and elevates the voices of nurses here.

The Foundation offers an array of free resources, designed by nurses for nurses, that support nurses' mental health and emotional well-being. Visit the Well-Being Initiative for more information at <https://www.nursingworld.org/thewellbeinginitiative>.

**“The Foundation has been supporting and listening to frontline caregivers throughout the pandemic. While we navigate the phases of our COVID-19 response – relief, recovery, and rebuilding – the findings from these surveys give nurses a voice to share their experiences and guide the Foundation’s programs and grantmaking.”**

**Kate Judge** | Executive Director, American Nurses Foundation

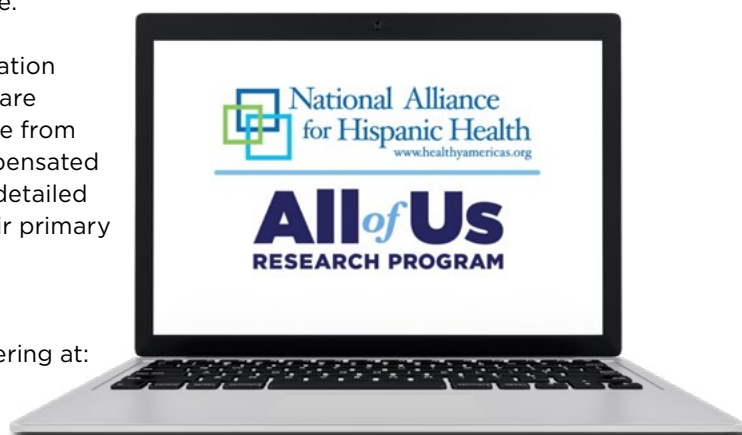


## “All of Us” Research Program Webinar June 15

The National Institutes of Health (NIH) launched “All of Us,” a ten-year, ambitious project to create a resource for researchers to conduct thousands of studies on health and disease. All of Us is based on precision medicine, a personalized approach to treating and preventing disease that considers factors like where you live, what you do, your genes, and family health history. The program encourages participants to submit data related to their health, ranging from DNA samples to electronic medical records. All of Us is long-term, with a goal of collecting data from more than one million individuals. By examining this data and looking for patterns, researchers may be able to learn more about what affects people’s health, and they will be able to study health over an extended period of time.

The National Alliance of Hispanic Health, a partner organization for the program, is collaborating with the Foundation to share the value of the initiative and how to join in the effort. Aside from contributing to the greater good, participants can be compensated based on the nature of their participation and can receive detailed information about their DNA which can be shared with their primary health care provider.

Nurses can attend a free one-hour educational webinar on All of Us on Wednesday, June 15 at 11:00 AM EST by registering at: [nursingworld.org/AllOfUsWebinar](https://nursingworld.org/AllOfUsWebinar). More information on the project is available at [www.allofus.nih.gov](http://www.allofus.nih.gov).



## Healthy Nurse, Healthy Nation 5th Anniversary

On May 1, 2022, ANA Enterprise’s nurse wellness program, Healthy Nurse, Healthy Nation™ celebrates its fifth-year anniversary! Many transformations have occurred since its launch. An updated mission statement observes that the Healthy Nurse program is “improving the nation’s health—one nurse at a time” and asks all nurses to “Inspire. Empower. Move.” Today more than 300,000 participants and 600+ organizational partners are engaged in Healthy Nurse, Healthy Nation. Participants have completed over 70 challenges to improve rest, physical activity, nutrition, quality of life, safety, and our newest addition: mental health. The program has upgraded its HealthyNurse® Survey, a nurse-specific health risk appraisal, to include a numerical index score, heat map, and functionality to show survey results for multiple years. Funders, including the American Nurses Foundation, Humana, Compass One Healthcare, CeraVe, Prudential, Capella, Novo Nordisk, and Moxie, continue to help make Healthy Nurse, Healthy Nation available to all nurses. Want to know more? Visit [www.hnhn.org](http://www.hnhn.org) to access the annual report and to join in promoting health and wellness – for yourself, nurses, and the nation!



# Nurse Innovators Are Reimagining Nursing

The health care system in the United States needs a massive transformation. Health care must become more person-centric, forward-looking, and technology-enabled. At the front lines of care, America's 4.3 million nurses are steadfast in their commitment to achieving better outcomes for patients.

**Nurses are uniquely positioned to drive the transformation of our health care system, and they are eager to lead this change.**

A transformed system will require innovation across the education, regulation, and practice of nursing. The American Nurses Foundation's Reimagining Nursing Initiative (RN Initiative) is equipping nurses with the skills and resources to meet the health care needs of the future. The RN Initiative is funding bold ideas developed and led by nurses to transform nursing for improved access, care, and outcomes for all.

**The RN Initiative is granting \$15 million over three years** beginning in 2022 to innovative pilot programs in 20 states that are sparking new ideas and testing solutions. Look for an announcement of these exciting tests of change in the next few weeks. But as you are part of our donor community who makes our support of nursing possible, we want to share a preview of how nurses are planning to reimagine nursing.

Nurse innovators will be piloting disruptive ideas that ensure newly graduated nurses can immediately contribute to and succeed in an always-evolving health delivery system. These nurse innovators aim to create a world where:

- Nursing education programs prioritize competency over passing a certification exam, graduating students who are ready to practice.
- Students learn nursing in an immersive metaverse that mirrors the clinical settings in which nurses excel.
- Nurses graduate with the knowledge and skill set to practice in the specialty that best matches their strengths and preferences, feeling competent and prepared, having found their place to thrive.
- Cutting-edge, immersive learning coordinated with real world experience prepares nurses to manage multiple, increasingly complex patient needs.

Nurses are designing technologies that meaningfully enhance the practice of nursing, including:

- Nurse knowledge and observations supported by artificial intelligence drive care team decisions to improve patient outcomes.
- Collaborative robots, or cobots, streamline nurse workflows, reduce repetitive tasks, and increase time spent with patients.

Nurses are expanding nursing practice and elevating the value of nursing through direct reimbursement for nursing care delivery, management, and coordination outcomes that results in:

- A health care system where nurse practitioner-led primary care is available to all.
- Payment pathways are available to bring nurse-led, dementia-sensitive primary care and support services to seniors in their homes.
- Everyone leaves the hospital in the care of a nurse who speaks their language and empowers them to manage their health at home.
- Nurses bring care to patients, connecting people—no matter where they live or what they can afford—to services that support their health and well-being.

The Foundation's goal is to support each pilot to learn what works and test which concepts could be scaled and implemented more broadly. By nurturing these bold ideas and enabling those that work to scale, we are designing a future where nurses everywhere drive change, effectively utilize their skills, and are valued and compensated for the care they provide.

The RN Initiative will help nurses realize their full potential—giving them the tools, knowledge, and power to improve health care for generations to come. To learn more visit [nursingworld.org/rninitiative](https://nursingworld.org/rninitiative).

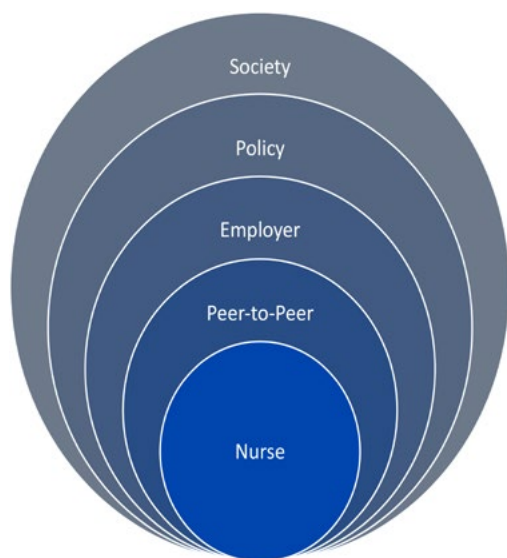




## Join Us in Destigmatizing Mental Health

While many nurses report that talking to colleagues about their well-being has gotten easier during the pandemic, organization culture change remains the key lever for creating supportive mental health environments for nurses. The COVID-19 pandemic has brought into sharp focus the strain to the mental health and well-being experienced by America's nurses. Yet getting help can be complicated by the stigma often associated with seeking support.

In September 2021, the Foundation conducted a third Pulse on the Nation's Nurses Survey focused solely on mental health [nursingworld.org/MentalHealth3](https://nursingworld.org/MentalHealth3). More than one-third of nurse respondents reported experiencing stigma either within themselves, their families, colleagues, or friends. Stigma can impact nurses' willingness to discuss their well-being with others and prevent them from seeking help. Stigma can be experienced from a variety of sources, including from self, employers, policy, and society, and it can also be addressed from each of these areas.



To explore these dynamics further, the Foundation convened a summit on mental health stigma with two dozen leaders, both nurses and non-nurses with expertise in policy, research, academia, and practice. We explored the barriers to nurses getting mental health support and created a road map for a future state where supporting mental health and well-being is a core part of every work environment.

This road map includes:

- 1 Building a nurse-led alliance** to convene, communicate, and collaborate on reducing stigma related to well-being and mental health;
- 2 Recognizing individuals/organizations** that successfully address mental health stigma;
- 3 Creating a national resource compendium** of programs that effectively reduce stigma;
- 4 Supporting structural and regulatory changes** to reduce and eliminate stigma; and
- 5 Providing culturally appropriate, equitable, and inclusive tools and resources** so today's and tomorrow's nurses - from the classroom to the C-suite - can better understand and respond to the stress continuum nurses experience every day.

Please join us in supporting this work. Accomplishing the cultural transformation needed to truly eliminate stigma will take educators, regulators, clinicians, and leaders to move these recommendations into action. **Everyone has a role to play. A first step is to ask yourself: How can I be a destigmatizer in my day-to-day life?**

### ADDRESSING MENTAL HEALTH STIGMA

It must come from the top

We must normalize mental health in nursing

Emphasize wellness, be proactive, make resources accessible

Communication must be clear, frequent, prominent, and specific

Mental health must be a part of an employer's responsibilities

More education and awareness of mental health in nursing

# Nursing Research Collaborative Care Grant

Optimizing patient-centered, team-based care is essential to ensuring equitable, effective, and efficient health care. The American Nurses Foundation and the ASHP Foundation have joined in partnership to offer the second competitive grant to support innovative projects, co-led by nursing and pharmacy, to stimulate and demonstrate the impact of team-based care that enhances the safe and effective use of medications. The award will be up to \$75,000 for an 18-month period of research work.

**The RFP will open in July.** To learn more, visit our website at <https://www.nursingworld.org/foundation/programs/nursing-research-grants/>.

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*“Happy is the best gift. Thank you so so so so so so so much! Really grateful that you reached out to me today and that I signed up. So good to remind myself that I do have some pick up mechanisms and am starting to deal with things in my life. Also so grateful to have a resource for my friend!”*

— RN WHO CALLED THE HAPPY LINE



### CORPORATE ADVISORY BOARD—THANK YOU!

Thank you to the 2022 Corporate Advisory Board for your expression of commitment to transform the nation's health through the power of nursing.

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The American Nurses Foundation is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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