

Manifesto for Nursing Practice, Education & Research:

Your Guide to Health, Healing, & Wellness Partnerships

Nurses Stepping Up, Stepping Out, Stepping Forward

Inspired after participating in the (ICN) International Congress of Nursing Conference held in Montreal Canada: July 1 – 5, 2023: **Nurses Together a Force for Global Health.**

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Energy Medicine Partnerships, Founder & President

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American Holistic Nurses Association, Practice Committee Member

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Mission:

This manifesto is a desired action outcome of a dedicated inspired commitment of 50+ career path addressing nursing practice, education and research in a number of countries with a variety of different "hats" on my head all in service to the nurses profession growth, impact and leadership worldwide.

Preamble:

Nurses are not from just one nation but multiple nations, countries with varying health, healing and wellness challenges that stretches the mind, imagination, expertise to meet the demands of service. This is done while addressing the need to understand the impact on nurses in their life roles as woman, man, wife, husband, mother, grandmother, grandfather, great grandmother/grandfather, colleagues, friend, confident, motivator, donator of expertise, dedication and service within the community we serve.

The approach to nursing practice and education must be all encompassing to the various obligations nurses have to the self, our families, our friends, our associates, our organizations and life path as a nurse front and center alongside the other parts of who we are.

As a new graduate I adopted the motto: "nursing is, what nurse's do, what nursing does is what nurses become." And the nurse changes over the course of her / his life journey.

Nursing is not a one size fits all. It is an integrated path within and without that is shaped by our roots in family, in our community, our heritage, our spiritual multi-dimensional leads that empower us to take charge of our life and work as nurses. We are not a cookie cutter replication of our boss, our peers our mentors, but rather a unique individual loaded with possibilities that transcend mere ego orientation and can assist in innovations in nursing of the future.

Hence, this manifesto is written to lay a foundation for the nurse of the present, of the future and hero of the past achievements of what our profession has achieved. Yes it is designed through my “inspiration” as I walked this path in becoming a nurse practitioner, educator and researcher.

Nurses were the “handmaidens of the MD”, but no more. Rather nurses are the “heart held handmakers” (HHH) of the future of health care. HHH is based on a heart 2 heart, divinely inspired nurse who is filled with light and love energy that guides the way to innovative practices, education and research. The three goals represent the golden triangle of universal force field of energy to blasé through to new possibilities and innovations.

The Beginning

This manifesto is not about me, but a compilation of the wisdom gained as I walked this path as a nurse practitioner, educator and researcher all my life in partnerships with nurse colleagues and other inspiring mentors who communicate possibilities to explore.

I have been shown this pathway style through a voice I heard when I was an aspiring young adult woman (age 18) starting on the next phase of my life journey. I was enrolled and accepted to be a physicist at a University in Kentucky but changed direction after hearing a voice in my head – “you are to be a nurse.”

“What?” I said. “No way”! That is never what I ever thought of doing. I am interested in how to put things together - a creator of innovations of how the universe does what it does!

“No my dear” (coming from a gentle loving woman’s voice), “nursing is your pathway this lifetime. Go to the College of Mt. St. Joseph on the Ohio for your Bachelor in Nursing. Once that is achieved, the enfoldment will continue through inspired inner knowing both by voices from the other side and mentors you affiliate with along the way.”

“Not to worry. This will emerge easily through light and love energy frequencies and collaborative arrangements that will shape you destiny through others who are also destined to cross paths. Life is not a random piece of ego puzzle shapes but a tapestry of divine origin if you choose to follow what comes you way. Discernment is the key to stay on track.”

Words of Wisdom:

Bernie Siegel, p. 51. Love Medicine & Miracles:

“The Healing Partnership: Dual Control – Participation in the decision-making process, more than any other factor, determines the quality of the doctor-patient relationship. The exceptional patient wants to share responsibility for life and treatment, and doctors who encourage that attitude can help all their patients heal faster.”

He then goes on to quote two studies that document this point working with children, Severely burned children studies at the University of Wisconsin Medical School by Dr. Charlene Kavanagh. Then another study in Palo Alto, CA study of asthmatic children taught about their disease and the drugs used to control it and encouraged them to decide for themselves when they needed medication. Then missed fewer school days and average rate of emergency-room visits dropped from one a month to one every six months.

Bernie’s book influenced my life then, and now. When I met him through IANDS Boston on line with the community there, we became “buddies” and started teaching Bernie & MJ Dialogues for a year and a half titled “Create Magic in Your Life” - July to December 2021.

He stepped down from the driver’s seat to empowerment of the client to be a “partner” in the decision making role. From my relationship now in person with him since 2020 - MD & RN together we formed a triad of Love relationship with the client or student to journey together each bringing “ourselves and the cast of characters we all have in our heart space” to augment health and healing throughout all life transitions. Love is the answer to guide our way.

Rudolf Steiner shared the Stages of Higher Knowledge includes the Three I’s: Imagination, Inspiration and Intuition and helped to shape this manifesto.

As nurses it is imperative that we use these three inner traits to bring out our “best” in Caring for the Self and Caring for Others.

Background Experiences Shaping the Manifesto

Circle of Love Unites Visionary Inspirers & Mentors

The Manifesto

July 15, 2023

Principles for Nurses to Address Impacting their Nursing Practice

The 12 S's in three Categories: ***Self, Family, Profession***

SELF

1. Stay current with your present self of your body, emotional, mental and spirituals needs / wants that impact your commitment to self-care.
2. Share your needs in appropriate channels to receive what is required to for your self-care impacting your role as a nurse.
3. Support others who are / were "there" for you in or for you to give back what you can fulfilling the philosophy "pay it forward" that keeps open the portals of caring connections.
4. Seek opportunities that are spiritually guided to achieve healing impacting present growth issues and future goals.

FAMILY

5. Stay in contact as your experiences with family both what you may label as positive or negative have something important to teach you that impacts you in all aspects of your being.
6. Share your heart-space what is going on in your life as appropriate for the situation and the person to hear and process what you hope to communicate.
7. Support each family member's choices for their life, even if it is not what you would have chosen for them.
8. Seek new opportunities to strengthen you communication using considerate language vs. blaming both verbal and non-verbal messages as family experiences are a contributing factor to present and future health / wellness impacting all with open, flowing and considerate communication.

PROFESSION

9. Stay current with professional communication channels and available resources.
10. Share your knowledge, questions, heart space and service (both paid and volunteer) as you are able to, that fits your current situation.
11. Support educational upgrades as needed or desired for professional advantage as well as obtaining necessary skills, knowledge and experience for you planned growth and expansion needs and challenges.
12. Seek resolution to pending worldwide challenges facing nurses, nursing and those we serve, and who they work with to provide care.

Manifesto 25 Topics to Address & Create Strategies Impacting Nurses Role in Health / Wellness Care Internationally

1. Equal Educational Opportunities for All.
2. Universal Acceptance – not contingent on race, finances, gender, culture, sexual orientation.
3. Document personal journey in implementing your professional role with suggestions for possible innovations.
4. Stay informed politically within health care professionally generally and nursing specifically.
5. Become a voice for changes as your “inner bell” is rung to take action regardless who is in power.
6. Investigate you “limiting beliefs” that have impacted your life and your professional role.
7. Create a daily intentions process and attention for positive thoughts, emotions / actions that uplift your: body, thoughts, feelings, senses, relationships, context (your space, time, air, color, sound, and temperature). Nutrition (liquids & solids you ingest), spirituality (soul).
8. Choose nursing career guides to open new possibilities in your life path as a nurse practitioner, educator or researcher.
9. Fully open to the evolution of your spiritual opportunities both in present life and in outer realms of existence as we are connected beyond physical life.
10. Since climate changes impact human health and the work required of us as nurses, seek appropriate role for you to develop and act on this vital aspect of life.
11. Keep an open heart to innovations in technology, research, practice, empowerment for all and cooperative living in harmony to achieve peace within, peace between and peace among impacting health and wellness of all worldwide.
12. Think and act ethically including out of the box to address your present, family and organizational health as partners enhancing you to succeed and fulfill high standards of practice.
13. Look in, look out, look up and be open to divinely inspired insights, support and opportunities that uplift all.
14. Choose to not cast a stone rather add an extended hand to uplift communication and settle differences.
15. The world was / is meant to work together as one not ego oriented controlling force of top down control.

16. Have a voice to advocate your guided action cause.
17. Intentions and actions account both in and out of awareness.
18. Explore new territory you are being guided to add to achieving your life goals.
19. Believe in your compassionate loving heart space. Be patient to grow and change in positive directions as the challenges are wide and daunting in the categories of finances, safety, regulation, consultations, customer service, health delivery, AI and wellness.
20. Support is a key factor in getting to new places addressing stress, burn up and burn out.
21. Choose Wisely those that uplift vs. spiral down universal values of care and caring.
22. Build on the foundations laid by our founding leaders in nursing.
23. Remember Nursing is what nurses do, what nurses do is who you are now and becoming.
24. All is well as we fully step into our power as guided by our spiritual resources in this lifetime and beyond through reading, meditation, writing, song, movement and fun filled activities.
25. Hold loving light energy in your head, heart and hands as you serve.

Nurses Impacting The World

- ✓ Health Policy
- ✓ Community Public Health Nursing
- ✓ School Nursing
- ✓ Family Care
- ✓ Beginning of Life
- ✓ End of Life
- ✓ Research Initiatives Quantitative, Qualitative, Story Telling, Cultural Perspectives Mixed Methods
- ✓ Medical Informatics
- ✓ Ethical Perspectives
- ✓ Standards of Practice
- ✓ Leadership in Healthcare, Policy making, Independent Nursing Practice
- ✓ Mentorship
- ✓ Supervision
- ✓ Emergency Care
- ✓ Surgical Interventions
- ✓ Intensive Care
- ✓ Volunteer Humanitarian Service

Closing Comments

Writing this manifesto has been a joy and excitement to put together the mountain of materials / experiences gained over my life journey as divinely inspired with messages from the past, present and future including visionary voices in my awareness.

I am not asking you to accept what I am proposing as “The Truth – The End All – The Be All, you must follow.

No, this is my manifesto that has evolved to this point. I feel compelled to write and share with others professionally after coming back from my awesome experience with the International Congress of Nurses who are partners with the World Health Organization.

My goal is to perhaps inspire each of you to create and document “your manifesto” documenting your life journey impacting who you are as a nurse - practitioner, educator or researcher.

Writing this manifesto was a labor of love that floods my consciousness daily until I reach a point – the manifesto is now ready to be communicated widely through various channels shown and chosen by me.

Live in the moment.

Live the life YOU choose.

Live fully as you are guided.

Be you, Love you.

Care for you, care for others

Communicate you, listen to others communicate them

In closing:

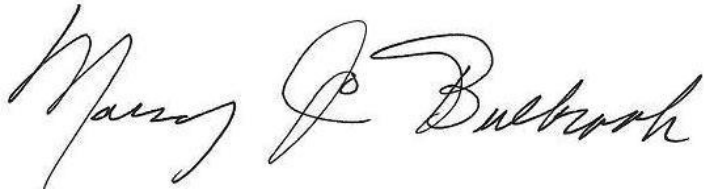
Stand up. Stand out. Stand free.

Speak up. Speak out. Speak loud.

Step up. Step out. Step forward.

The 9 S's to help you be all you can be sharing your Love and Light.

Respectfully submitted and blessings to all who read this,

A handwritten signature in black ink that reads "Mary Jo Bulbrook". The signature is written in a cursive, flowing style.

Mary Jo Bulbrook, BSN, RN, MEd, EdD, CEMP/S/I, HTP/I, CIH/S/I, ICF

Resources & Bibliography

Resources:

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Background Resources:

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Formula for accessing mental health resources

April 11, 2022

By: Genna Rollins

Commitment to wellness culture, infused with fun and creativity, encourages nurses to engage with support.

With the COVID-19 pandemic now having crossed into a third year, its emotional and psychological toll on nurses remains high, a circumstance borne out by the American Nurses Foundation (the Foundation) Pulse on the Nation’s Nurses Survey Series. In the 2-year impact survey of 12,000 nurses released on March 1, sizable numbers reported feeling stressed (71%), exhausted (65%), and burned out (49%) within the past 14 days.

Bernadette Mazurek Melnyk, PhD, APRN-CNP, FAAN, FAANP, FNAP, vice president for health promotion, university chief wellness officer, and professor and dean of the college of nursing at The Ohio State University in Columbus describes the state of nurses’ mental health as a “pandemic inside the COVID-19 pandemic.” Her research showing high rates of depression and burnout echoes the Pulse Survey Series findings.

Since the pandemic’s start, the American Nurses Association (ANA), the Foundation, and partnering organizations have offered, highlighted, and continually updated an array of self-care resources for nurses via the Well-Being Initiative and Healthy Nurse, Healthy Nation™ (HNHN). Getting nurses to engage with these evidence-based efforts and those of their employers and other organizations, however, remains challenging due to the degree of burnout they’re experiencing and other factors.

Resources

[ANA Position Statement, Promoting Nurses' Mental Health](#)

[Healthy Nurse, Healthy Nation™](#)

[Nurse Suicide Prevention/Resilience](#)

[Pulse on the Nation's Nurses Survey Series](#)

[See You Now Podcast](#)

Episode 65: Sending Out An S.O.S.

Episode 64: Reporting Powers: Leading With Love, featuring Julie Kennedy Oehlert

[Well-Being Initiative](#)

[ANA/California Mental Health in Nursing: Uncovering Barriers to Access](#)

Building Wellness Culture

Bridging the gap between making resources available and getting nurses to engage with them rests on creating a wellness culture that supports evidence-based healthy behaviors and quality improvement throughout an organization, according to Melnyk, an ANA, American Psychiatric Nurses Association, and HNHN Advisory Committee member.



Anita Girard

Anita Girard, DNP, RN, CNL, CPHQ, NEA-BC, chief nursing officer at Cedars-Sinai Medical Center in Los Angeles and president of ANA/California stressed the importance of initiatives that foster optimism and even fun in counteracting the psychological and moral injury that nurses are experiencing. “We as leaders have to create hope, think outside the box, and not stay stuck in the hopelessness of COVID,” she said.

Cedars-Sinai has implemented a range of activities guided by Jean Watson’s Science of Caring theory, which describes love, heart-centered caring, and compassion—including loving kindness towards oneself—as essential to nursing practice. One such activity involves letting go ceremonies in which employees move through a series of interactions such as a healing gong, a meditation, and a touch of hands, ending at a place where they write about whatever might be troubling them and put this note in a bowl to symbolically wash away the concern.

Hazardous Exposures and Military Veterans

April 4, 2022

By: Andrea Kossoudji, MS, MBA, RN, AMB-BC, and Julie Scott, MSN, RN

Identify veterans and perform exposure assessments to improve care outcomes.

Takeaways:

- Many military service members access healthcare outside of the Veterans Health Administration, so nurses must take steps to identify them.
- Veterans have unique healthcare needs related to the effects of military service and hazardous exposures.
- Conducting a thorough hazardous exposure assessment that includes risk communication promotes high-quality, veteran-centered care.

To provide culturally sensitive care to veterans, nurses must understand how military service influences their health. However, healthcare organizations lack consistent mechanisms to identify veterans, which results in missed opportunities for related screening and triage.

Of military veterans seeking healthcare, 90% have concerns about the health effects of hazardous exposures, and more than half have symptoms without a clear cause that may be attributed to exposures. Most physical and visible injuries unrelated to exposures can be easily identified, whereas invisible injuries require additional screening to ensure appropriate assessment. Nurses should perform proper hazardous exposure assessments to aid in creating individualized care plans that address the unique health concerns of military service members and veterans.

Ask

Ask every military veteran if they have concerns about hazardous exposures. Gather information using the “Who, What, Where, When, How” technique. (*See Ask the right questions.*) Gather specific information to ensure an adequate assessment.

Ask the right questions

Ask these questions when assessing a veteran for environmental and hazardous exposures:

- **Who**

- Who was affected?
- **What**
 - What were you exposed to?
 - Did you experience any symptoms at the time of exposure?
 - Did you use any personal protective equipment or any other precautions to minimize exposure?
 - Did you receive any treatment?
- **Where**
 - Where were you exposed? On a military base or during combat?
- **When**
 - When were you exposed?
- **How**
 - How were you exposed (inhalation, dermal, ingestion)?
 - What was the length of the exposure?
 - How concerned are you about the exposure?

Adapted from the U.S. Department of Veterans Affairs environmental exposure pocket card.

Many service members need additional prompting because they may not consider common experiences—such as sand, dust, or cold injuries—to be exposures. Ask for dates of service to help identify occupational and environmental exposures common to specific eras of military service. *(See Common exposures by conflict.)*

Common exposures by conflict

Asking when a patient served in the military can help identify potential hazardous exposures.

	Korean War (1950–1953)	Vietnam War (1965–1973)	Cold War Era (1945–1991)	Persian Gulf War* (1990–1991)	War in Iraq (2003–present)	War in Afghanistan (2001–present)
Agent Orange ^a		X				
Chemical warfare			X	X	X	
Cold injuries	X					X
Depleted uranium ^a				X	X	X
Heat injuries				X	X	X
Oil-well fires and open-air burn pits ^a				X	X	X
Particulate matter ^a (sand and dust)				X	X	X
Radiation ^a	X	X	X	X	X	X
Toxic embedded fragments ^a				X	X	X

^aA Veterans Affairs environmental health registry is available. For a more comprehensive list, visit vaenvi.health.va.gov. Adapted from Elter et al 2011 and the VA Mobile Exposure Et. App (mobile.va.gov/app/exposures-et).

Be informed

Many resources can help increase awareness and knowledge of environmental exposures. Use them to ensure your discussions with veterans include individual exposure-related concerns and possible health effects. (See *Exposure resources*.)

Exposure Resources

Use these tools to stay informed about veterans and hazardous exposures.

- **American Academy of Nursing:** Have You Ever Served? campaign: This resource provides a list of common military health risks to ask about during patient assessment. Learn more at haveyoueverserved.com.
- **American Association of Colleges of Nursing:** Access a tool kit to enhance veteran care and various resources for nurses caring for veterans and their families. Find out more at aacnursing.org/Teaching-Resources/Tool-Kits/Veterans-Care.
- **U.S. Department of Veterans Affairs:** Veterans and healthcare providers can access this site for current information on military exposures by war and operation. Learn more at publichealth.va.gov/exposures/wars-operations/index.asp.

- **VA Exposure Ed App:** Access education on over 20 military-related exposures. Information can be found by exposure, date/location, or conflict. The app includes health implications and resources specific to each exposure. Download the app at mobile.va.gov/app/exposure-ed.
- **War-Related Illness & Injury Study Center:** This resource offers courses on the following topics:
 - Airborne hazards
 - Assessing deployment-related environmental exposures
 - Chronic multi-symptom illness
 - Depleted uranium and toxic embedded fragments
 - Gulf War illness

Nurses employed with the Veterans Health Administration can complete courses at <https://www.tms.va.gov/SecureAuth35>. Non-VA nurses can register at train.org/main.



Stop Violence Prevention Starts with Awareness

April 8, 2022

This article is sponsored content supplied to American Nurse Journal by Crisis Prevention Institute, Milwaukee, WI, and is not peer reviewed.

Engaging healthcare systems to prevent workplace violence.

AlGene Caraulia has seen a revolution in approaches to workplace violence over the past 20 years.

“The idea of healthcare workers being assaulted by a patient is just not okay anymore,” said Caraulia, vice president of integration and sustainability at Crisis Prevention

Institute (CPI) in Milwaukee. “For a long time, the conventional wisdom was that [workers] needed to ‘grow a thick skin.’ That’s not the case anymore.”

CPI includes 38,000 certified instructors, each of whom work to equip hospital staff with the skills to recognize the initial signs of behavioral stress and de-escalate tense situations—all in the name of reducing workplace violence.

“At CPI, we’re dedicated to changing behaviors and reducing conflict through the emphasis of four main tenets: Care, Welfare, Safety and Security™,” said Caraulia.

He has an unyielding belief in the power of empathy, compassion, and the creation of meaningful connections.

“It’s a compilation of what’s necessary to create the best possible outcomes for those in care, as well as staff members,” said Caraulia. “Healthcare professionals have a genuine desire to help and care for people, so our approaches and skills must encompass those ideas.”

As healthcare organizations have discovered the need for specialized training, they have struggled in three main areas:

- **Training:** Deciding who should receive training, choosing the type of training required, and knowing what the appropriate skills look like.
- **Implementation:** Developing a strategy that minimizes time spent off the floor while maximizing return on investment and working toward long- and short-term goals.
- **Resources:** Allocating time, personnel, facilities, and capital in the face of competing initiatives.

CPI responds by offering targeted, competency-based learning through a combination of high-quality online material and in-person training in a classroom environment. Acknowledgement of the differing necessities for each job profile (a nurse in the intensive care unit has a different risk profile than a nurse in the post-anesthesia care unit) allows certified CPI instructors to address each professional’s expectations. This benefits both the instructor and learner—the instructor can confirm competency while the professional learns and corrects mistakes in a safe environment, rather than “throwing them in the deep end,” Caraulia said.

“Prevention starts with awareness. When we look back on an event, we often can identify a moment marking the early stages of crisis,” explained Caraulia. “We then

realize, ‘This is when I could have addressed the behavior.’ That’s critical. Awareness goes beyond recognizing changes in the individual, it’s also recognizing how the professional impacts the person in crisis.”

Among the 18,000 organizations worldwide that utilize CPI’s services, healthcare organizations in particular serve as subjects for several case studies demonstrating the effectiveness of the approach. Healthcare organizations recognize the need for these de-escalation services, and given the rising cost of nurse replacement, quickly recognize the bottom-line implications.

“The impact has been fascinating,” Caraulia concluded. “Professionals gain confidence from this training, which has direct impact on reducing both crisis and the [resulting] workman’s comp claims. The average cost to replace a nurse is around \$82,000—and we’re reducing that turnover.”

Asked to quickly condense his philosophy on crisis de-escalation, Caraulia didn’t hesitate.

“Take a breath,” he said. “Don’t rush in but assess. Ask what is this person trying to communicate? That’s our greatest opportunity—recognizing these elements and acknowledging rather than reacting.”

To learn more about CPI and download the free “Top 10 De-Escalation Tips for Health Care Professionals,” visit www.crisisprevention.com/tips.

ANA created an End Nurse Abuse Series: Stories of Workplace Violence.

ANA created an all-new End Nurse Abuse video. Watch as ANA staff share real accounts of the abuse and violence that nurses face on the job. Join thousands in standing with nurses.



[#EndNurseAbuse](#)

www.endnurseabuse.org

<https://www.nursingworld.org/practice-policy/work-environment/end-nurse-abuse/>

October 6, 2022 Vol. 17, #10.

By: Ernest J. Grant, PhD, RN, FAAN, President, American Nurses Association

Guidance for navigating complex healthcare dilemmas.



From the joyous celebrations at the sound of a newborn's first cries to the solemn moment when a patient takes their last breath, registered nurses are there, sharing these experiences with our patients and processing them within ourselves. Our unique role spans the spectrum of life, health, and disease, granting us exceptional privileges and placing special obligations on us. Navigating the delicate and nuanced aspects of providing sometimes lifesaving and often transformative care also requires balancing our responsibilities with our values, ideals, and risks of practice.

This is why ethics in nursing matter and why the American Nurses Association (ANA) Center for Ethics and Human Rights closely monitors events across healthcare. By considering changes in healthcare delivery, finances, and structures through a lens of

moral principles and values, the Center anticipates emerging issues and offers guidance to nurses in all practice settings as they wrestle with ethical dilemmas inherent in complex and stressful environments.

October 5, 2022

By: Lisa Summers, DrPH, MSN, RN, and Kimberly Gordon, DNP, CRNA

Nurses can help heal the political divide.

Nurses are sorely underrepresented in elected office—from local school boards to the halls of the U.S. Congress. Currently, only three nurses serve in the House of Representatives and a nurse has never served in the Senate. The National Conference of State Legislatures tracks state legislators' occupations. Because so few nurses serve in state legislatures, they don't even merit an occupational category; they're included among "other."

Nurses have what it takes to serve the public beyond our clinical and leadership roles. They excel at communicating, listening, and consensus building. Think about what you do every day. Chances are it involves teambuilding, negotiating, managing competing priorities, identifying and solving complicated problems with incomplete information, and implementing specialized skills and scientific knowledge. Nurses are eminently qualified for elected office.

Nurses understand healthcare, but our expertise doesn't end there. We're acutely aware of social determinants of health and how public policies—including housing, food access, and healthcare accessibility—impact patients. Whatever the subject, we see our communities through the eyes of patients. We have the qualifications, skills, and experience to run for elected office, win, and govern.

Consider whether your leadership abilities should extend to elected office. Most current elected officials come from three professions—law, business, or politics—and they didn't learn how to serve during their education. Launching a campaign for Congress may seem overwhelming, but many local, county, and state offices don't require huge sums of money and extensive teams of consultants.

If you don't want to run but think increasing nurse representation is valuable, consider taking one

American Nurse: November 2022. Vol. 17, #11.;

As the Foundation continues this vital work, its Well-Being Initiative resources and those of Healthy Nurse, Healthy Nation™, sponsored by the ANA Enterprise, are freely available 24/7. More than 500,000 individuals have accessed these tools, which provide a range of strategies to support one's well-being....

Every nurse is a whole person with a full range of emotions and life experiences. We aren't merely the sum of our credentials and skills, the shifts we complete, or organizations we work for. Bringing our whole selves to our work enables us to serve our patients and the profession we love with passion, while living our lives fully with joy and purpose. We deserve nothing less.

– Ernest J. Grant, PhD, RN, FAAN, President, American Nurses Association

November 6, 2022

By: Interview by Elizabeth Moore, content creator at ANA

Building a foundation for a stronger healthcare system

Early in her career, Betty Rambur, PhD, RN, FAAN, grew concerned about what she saw as unnecessary care. This interest led her to pursue a latticework of career moves, becoming one of the foremost voices on healthcare payment reform. Author of *Health Care Finance, Economics, and Policy for Nurses: A Foundational Guide* and professor of nursing at the University of Rhode Island, Rambur currently serves as Routhier Endowed Chair for Practice. In 2020, she was appointed to the Medicare Payment Advisory Commission. Rambur, an American Nurses Association (ANA)-Rhode Island member, recently spoke with ANA about her leadership in payment reform.

What can nurse leaders do to promote payment reform?

Nurses have the potential to be the vanguard for controlling healthcare costs and focusing on value. If we understand patient care and we understand economics and financing, we can really fly with two wings. It's foundational to know the economic basis for change as well as the ethical one.

March 5, 2023

By: American Nurses Association

Nurses ranked most honest and ethical professionals for 21st year

The American Nurses Association (ANA) congratulates nurses for maintaining the number 1 ranking in Gallup's annual Most Honest and Ethical Professions Poll. The

American public rated nurses the highest among a host of professionals including medical doctors, pharmacists, and high school teachers.

“This recognition belongs to America’s 4.4 million incredible registered nurses,” said ANA President Jennifer Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN. “For more than two decades now, the nation has recognized the vital role you play in keeping our friends, families, and communities safe and healthy, regardless of the setting you work in or the challenges you might face. Your ranking in this poll is an acknowledgement that without your bravery, professionalism, and clinical expertise, our healthcare system could not function.”

According to the poll, 79% of Americans rated ^{[[L]]}_{[[SEP]]} nurses’ honesty and ethical standards as “very high” or “high.” The second highest-rated profession, ^{[[L]]}_{[[SEP]]} medical doctors, was rated 17% behind nursing.

Nurses have been able to maintain their ranking in this poll by providing high-quality, patient-centered care to individuals, families, and communities across the country and in every conceivable healthcare setting. But this accomplishment doesn’t overshadow the serious challenges facing the entire nursing profession.

How artificial intelligence is transforming the future of nursing

Share

September 6, 2020

By: Brian J. Douthit, MSN, RN-BC; Xiao Hu, PhD; Rachel L. Richesson, PhD, MPH; Hyeoneui Kim, PhD, RN; and Michael P. Cary, Jr., PhD, RN

Thinking about care in a new light.

Takeaways:

- Artificial intelligence (AI) is an umbrella term for several different technologies and methodologies that contribute to many advances in healthcare today.
- Nurses should have a basic understanding of AI so they may be informed users and contribute to their development.

According to Merriam-Webster, artificial intelligence (AI) is defined as a machine’s capacity to imitate intelligent human behaviors, such as reasoning and problem-solving. In healthcare, AI frequently refers to computer software programs designed to interpret data (for example, patient records, administrative claims, medical

imaging, and data from mobile devices), learn from that data, and inform clinical and operational decision-making. In 2018, Becker's Health IT reported that healthcare AI was valued at more than \$2 billion and projected to exceed \$36 billion by 2025. Investment in AI is increasing as healthcare organizations seek to improve care and lower costs.

Healthcare AI isn't the stuff of science fiction; it uses computational algorithms with the electronic health record (EHR) as the data source. Although work is being done to develop "robotic clinicians" to automate human activities, this AI application isn't common, nor is it the primary focus of research and development. In fact, the National Academy of Sciences urges researchers and industry leaders not to prioritize developing task-automation AI; instead, AI should be developed to support tasks and reduce clinician burden.

In this article, we'll clarify what AI means in the context of healthcare today and provide examples of how AI currently is used to support nurses and the care they provide.

American Nurse: June 2023: Vol. 18, #6

Innovation at the Frontline of Nursing: An Opportunity to Build Enthusiasm and Engagement.

Gerand, S. Lucia, CJ.

Current healthcare challenges require reinvigorated frontline staff. The American Hospital Association's 2023 Environmental Scan provides a comprehensive and sobering account of the current workforce crisis, specifically within hospitals. The report highlights the fragility of healthcare workers, which only increased during the COVID-19 pandemic, and the need to strengthen their resiliency and capacity. Can innovation processes provide a possible solution for keeping nurses on the frontline of hospital care?

Resources

Our research uncovered the following innovation resources and programs.

- **American Nurses Association and Healthcare Information and Management Systems Society Nurse Pitch™** (nursingworld.org/practice-policy/innovation/events/nursepitch): This annual program supports innovation ideas, with winners receiving scholarship money, mentorship, and technology-based resources to aid development of their ideas.

- **American Nurses Association Innovation Awards** (nursingworld.org/practice-policy/innovation/events/awards): These awards recognize and celebrate nurse-led innovation that improves patient safety outcomes. Individual winners receive monetary support of \$25,000, and team winners receive \$50,000.
- **Johnson & Johnson Nurses Innovate QuickFire Challenge** (jninnovation.com): Nurse innovators with the best ideas receive up to \$100,000 to bring their ideas to life.
- **Society of Nurse Innovators Entrepreneurs and Leaders (SONSIEL)** (sonsiel.org): This inclusive organization empowers nurses to ideate, create, and deliver new solutions to transform healthcare and care delivery. Membership includes monthly meetings, resources, and The Healthcare Innovation Conference (THInC).

June 7, 2023

By: Marisa L. Wilson, DNSc, MHSc, RN-BC, CPHIMS, FAMIA, FIAHSI, FAAN; Lynn M. Stover Nichols, PhD, RN, PED-BC, SANE; and Nancy Rudner, DrPH, APRN

Nursing and the Evolution of Population Health: Look to the Past to Prepare for the Future.

Takeaways:

- An urgent need exists for nurses to engage in and lead population health activities and services.
- Many familiar with the nurse role in acute care view the nurses engaged in population health activities as novel, but nursing has a long history of involvement in this aspect of healthcare.
- Nurses with competency to engage in and lead population health programs can help design and implement activities to improve a community's overall health.

Significant change continues within healthcare and the nursing profession. To decrease health disparities and the costs of treatment and care, focus has turned toward prevention and population health and away from episodic acute care. This emphasis will require nurses to take on important operational and leadership roles in programs established to improve the health of the nation. These roles include identifying and mitigating social, environmental, and behavioral risk factors; assessing needs; and ensuring equitable healthcare for all. In addition to having strong population health knowledge and skills, nurses must also demonstrate confidence working autonomously,

collaboratively, and innovatively as they lead in promoting community and population health. In addition, nurses will need to create new services and organizations that reduce disparities in targeted populations. Some in the nursing profession see this focus as new, but population health isn't new to nursing. It's core to what nurses have been doing for centuries.

A call to action

In 2010, President Barack Obama signed the Affordable Care Act (ACA) with a goal of reducing the number of uninsured individuals, decreasing the cost of healthcare, and improving care quality. The ACA spurred the development of expanded or new healthcare arrangements. Some of the innovative care models that have emerged or grown include accountable care organizations, patient medical homes, community health centers, and nurse-managed clinics, requiring nurses' full participation and engagement.

In 2011, in response to the changes in healthcare, the Institute of Medicine (now the National Academy of Medicine) published *The Future of Nursing: Leading Change, Advancing Health*. This report urged strengthening the capacity, education, and roles of the nursing workforce in the United States to meet emergent needs generated by healthcare reform and to lead change.

By 2020, progress had been made, but original goals hadn't been fully achieved. As the world faced the COVID-19 pandemic, the unmistakable impact of healthcare disparities and social determinants of health and the need for nurse leadership in population and public health became evident. On May 11, 2021, *The Future of Nursing 2020–2030, Charting a Path to Achieve Health Equity* extended the vision of the previous report and offered new pathways for the nursing profession. (See *Future of nursing goals*.)



Future of nursing goals

The 2011 *The Future of Nursing: Leading Change, Advancing Health* set the following 2020 goals:

- Ensure that at least 80% of practicing nurses would have a bachelor's degree.
- Double the number of nurses holding doctoral degrees.
- Ensure all nurses practice to the full extent of their education and licensure.
- Lift regulatory and institutional obstacles that limit scope of practice.
- Increase the diversity of the nursing workforce.

The 2021 *Future of Nursing 2020—2030, Charting a Path to Achieve Health Equity* report calls on nurses to help lead the nation toward a culture of health, reduced disparities, and improved well-being. The report specifically calls for nurses to have roles in improving the health of individuals, families, and communities and to lead endeavors across the continuum of care.

Nurses shouldn't fail to notice the consistent calls in both reports to work and lead change outside of the four walls of the acute care setting.

June 8, 2023

By: Jennifer Mensik Kennedy, PhD, MBA, RN, NEA-BC, FAAN

Nurses act in concert to support and evolve the profession.



At the end of June, thousands of nurses from more than 100 countries will convene in Montreal for two important biannual meetings of the International Council of Nurses (ICN), a federation of more than 130 national nurses associations. The first, from June 29 to July 1, is the Council of National Nursing Association Representatives, ICN's governing body. Immediately after, from July 1 to 5 is the ICN Congress, a 5-day gathering of learning and networking around the theme, Nurses Together: A Force for Global Health.

ICN's mission to represent nursing worldwide, advance the nursing profession, promote the well-being of nurses, and advocate for health in all policies aligns closely with ANA's mission to lead the profession to shape the future of nursing and healthcare. Our two organizations share a long and productive history in supporting nurses and the nursing profession, maturing and evolving nursing practice, and championing policies that bolster global health.

This common endeavor extends from ICN's very founding, just a few years after ANA's in 1896, as the Nurses Associated Alumnae of the United States and Canada. In fact, the first ICN Congress took place in 1901 in Buffalo, NY, and at an early ICN Congress, ANA's first president, Isabel Hampton Robb, presented an influential paper, "An international educational standard for nurses."

Notably, ICN was the world's first international organization for health professionals and among the first non-governmental organizations accepted into official relations with the World Health Organization (WHO) at its 1948 founding. The latter designation allows ICN to attend meetings and contribute to discussions entered into official records.

Over the decades, ICN has wielded its status to protect and defend nursing interests and call out issues that affect nurses and our patients. Just in the past year, ICN has urged treating the worldwide shortage of nurses as a global health emergency and warned that WHO's goal of universal health coverage in member states by 2030 is at risk without "immediate and drastic action to recruit and retain millions more nurses." ICN also has published a roadmap for developing the mental health nursing workforce and asserted the nursing perspective on issues such as strengthening WHO's preparedness for and response to health emergencies.

American Nurse: July 6, 2023 Articles: Vol. 18, #7:

July 1, 2023

By: Kendrea Todt, PhD, RN

Take steps to protect patient and nurse well-being.

“Eyes see only light, ears hear only sound, but a listening heart perceives meaning”. -
David Steindl-Rast

Takeaways:

- Implicit biases (unconscious biases) are pervasive; we all have them, but they can be unlearned.
- Similar to medication, nurses words have the ability to heal or harm.
- Listening is the essence of good communication; it’s a skill that requires practice.

Supporting and advocating for APRNs

By: Katherine O’Brien

Expiring PHE waivers turn back the clock in some states

Despite the proven value of advanced practice RN (APRN) care, the APRN role is at a crossroads. After 3 years of relaxed practice restrictions during the COVID-19 public health emergency (PHE), which ended in May 2023, some waivers that allowed APRNs to practice to the full extent of their training and education have expired. Depending on the state in which they practice, APRNs now may face more restrictions than during the PHE.

While the PHE was in effect, physician supervision of APRNs in rural health clinics was waived and certain APRNs in critical access hospitals could practice to the full extent of their education and clinical training. Certain other restrictions also were lifted. During

the pandemic, about 230,000 APRNs treated Medicare patients, and approximately 40% of Medicare beneficiaries received care from APRNs.

In anticipation of the end of the PHE, the American Nurses Association (ANA) along with its constituent and state nurses' associations (C/SNAs) and collaborating organizations have advocated strongly on behalf of all APRNs and provided resources to strengthen and support them in their practices.

Article 2:

By: Elizabeth Schenk, PhD, RN, FAAN; Claire A. Richards, PhD, RN; and Phyllis Eide, PhD, MPH, RN

What can you do now to mitigate and prevent the health effects of climate breakdown?

Public awareness and engagement

As nurses, we're using the term climate breakdown to help raise public awareness and promote active engagement in climate-related issues that profoundly affect our health. By emphasizing the urgency and potential consequences of environmental degradation, we seek to ignite a comparable intensity in the efforts of individuals, communities, and policymakers to take meaningful action. The terminology highlights the crucial need for nurses to advocate for swift policy and practice changes that reduce waste, conserve energy and water, promote sustainable transportation options, and encourage federal, state, and local governments and healthcare systems to rapidly reduce the burning of fossil fuels and the emission of other greenhouse gases.

As the most trusted profession in the United States, nurses play a pivotal role in helping people achieve and maintain good health, even in a warming world. You can use your knowledge about the health impacts of climate breakdown to assess and educate patients and the public. In addition, you can use your powerful voice to advocate for health system and political action to slow climate breakdown and lessen its adverse impact.

Tarheel Nurse. The Official Publication of the North Carolina Nurses Association, Special 2022 Fall Issue, also Winter, 2023, Summer 2023.

Journal of Parapsychology: Rhine Research Center. Vol. 86, #1 Spring 2022.

Journal of Near-Death Studies: IANDS.org Summer 2018

- **Near-Death Experience Features During Various Phases Related to Unconsciousness: An Exploratory Study of Norwegian Hospital Patients.** Buer, O. Kalfoss, M. Weisaeth, L. Stifoss-Hanssen, H. Bendz, B.
- Book Review: by Matlock, J. Parapsychology Foundation. Shushan, G. **Near-Death Experience in Indigenous Religions** NY: Oxford University Press, 2018.

Professional Scholarly Organizations:

International Association of Near Death Studies

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Research into the Study of Near Death Experiences, Shared Death Experiences and Mystical Experiences Worldwide Research Effort for over 40 years.

The International Association for Near-Death Studies, Inc
conference.iands.org

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- Military/Veterans Discussion Group
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- Optional Healing Sessions
- Film Premieres • Banquet
- Evening Party

WASHINGTON, DC

I have studied with these professionals for years. NDE's have been documented over 40 years through researchers worldwide. Their experiences laid the foundation for integrating this work into mainstream health care training for nurses and other professionals in order to prepare them for what has happened worldwide so that they are prepared to care for all those individuals and family members impacted by this work.

I will be presenting this year again at their international conference. I am a Certified ISGO Facilitator as well as a Near Death Experiencer and Multi-dimensional Experiencer that has been applied to my nursing career.

Upcoming FREE Fundraising Events to attend live

You must attend the live event on this date to see the episode. This will not be recorded

1. *The Continuum of Existence*

with Archedon, Presented by Tucson IANDS

Many years ago, Archedon's out-of-body experience produced a direct encounter with Source in the higher dimensional realm (HDR). Currently, after tabulating the precise descriptions of hundreds of visitors to that HDR realm from across the globe, Archedon has articulated the nature of reality in a new validated model — The Continuum of Existence!

2. *Encore Presentation of Life Beyond Death from the NDE Files*

with Mary Neal, MD

Join Writer-Producer Todd Hewey for a special screening of the first episode from the new documentary series "Life Beyond Death from the NDE Files". Experience the telling of Dr. Mary Neal's NDE through a visually dynamic and emotional presentation. A Q&A period will follow the premiere and donations will be requested so that season-1 of this new six-part series can be completed.

3. *Life Beyond Death from the NDE Files*

With Dr. Eben Alexander, MD

Join Eben Alexander and Writer-Producer Todd Hewey for a special screening of the third episode from the new documentary series "Life Beyond Death from the NDE Files". Experience the telling of Eben Alexander's NDE through a visually dynamic and emotional presentation. A Q&A period will follow the premiere and donations will be requested so that season-1 of this new four-part series can be completed.

4. *God Reveals the Path to Renewed Peace and Unity on Earth*

Nadine Telishewsky Live presentation July 25, 2023

Since 2021, Archangel Michael has increasingly given messages and lessons of the light to Nadine. He has many inspirational messages of hope, how to manifest, the power of words and beliefs, how to heal the environment, information about angels and humans, and more. Michael also did work on the astral realm with Nadine, taking her to war zones, to connect to and imbue everyone with peaceful energies, to alter an event at a critical point. Michael then gave a message to humanity, regarding ending all wars.

5. *Harness the Power of NDEs – Workshop*

Mas Sajady July 29, 2023

In this workshop, Mas will scan the group on a frequency level and help you to release patterns of illness or sub-optimal health. You will balance and strengthen your energetic and physiological systems and your cellular structure to assist you in integrating the higher frequencies that you accessed in the first session. At this stage you likely will find you naturally begin to attract and feel drawn towards the foods, supplements, therapies or activities which support your physical structure, while those things that are deleterious to your health will fall away.

Next view United Nurses Network presentation 2020 Addressing NDE, SDE, SME.

**Two Days
Six RNs
Six Total
Hours**

**Focus
Day One**

Touched by NDE,
SDE, or SME

**Focus
Day Two**

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CLINICAL EXPERIENCE:

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- Energy Therapy Interventions
- Critical Care Nursing
- Nearing Death Awareness
- Post Traumatic Encounters
- Pandemic Support and Help

This nursing continuing professional development activity is approved by the American Holistic Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. Approved through 08/07/2022

**On Line Collaborative Workshop
August 15-16, 5:00pm – 8:00pm (EDT)**

Compassionate Care for Those Touched by Near Death (NDE), Shared Death (SDE) and Spiritual Mystical (SME) Experiences



Debbie James, RN
MSN, Critical Care Nursing



Maggie Callanan, RN
MSN, Hospice Nearing Death Awareness



Janet Crawford, RN
DNP, Critical Care Nursing



Diane Corcoran, RN
Ph.D., Col. USA Army (Ret). Medical Military NDE



Judith Mandalise, RN
M.Ed., LPC, Nurse Trauma Specialist



Mary Jo Bulbrook, RN
Ed.D., CEMP/S/I, ICF, Clinical Specialist



**IANDS 2020 LIVE
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IANDS will send you the **ZOOM** link.



Debbie James has worked for the last 44 years as a Clinical Nurse, Nurse Manager, Nurse Educator, and Clinical Nurse Specialist in adult Critical Care. In 2009, Debbie co-authored and edited the first compilation of research on near-death experiences, *Handbook of Near-Death Experiences: Thirty Years of Investigation*. She lectures internationally on NDE and SDE. debbiejames53@yahoo.com



Janet Crawford has six degrees and six board certifications; over 42 years as a Critical Care Nurse, EMT Level 1 ER tech, ICU at age 20, 12 years as a Flight Nurse, Directing Life Flight helicopter programs, Director of ICU's and ER's. Janet is a greatly sought after conference speaker both nationally and internationally. She has talked to and resuscitated many NDEr's. chopperboss2001@yahoo.com



Judith Mandalise is a two time NDEr. Her 45 years of nursing experiences includes medical surgical nursing pediatrics, intensive care, administration, and 20 years as an ED nurse in Level I and Level II Trauma Centers. She is a Licensed Professional Counselor. Her educational background includes participating in NDE research and other Spiritually Transformative Experiences (STE). jmandalise@yahoo.com



Diane Corcoran has fifty years of studying, lecturing and teaching in the field of near-death experiences (NDEs). She is the international pioneer on near-death experiences in combat beginning with her observations in Vietnam in 1969. Her email is dcprcpram1946@gmail.com



Maggie Callanan is a world-renowned speaker on the care of the dying and coping strategies for hospice staff and volunteers. She has spent over 38 years in care of the dying. In 1995, she was named the Hospice Clinician of the Year and was awarded the prestigious National Hospice and Palliative Care Organization's Heart of Hospice award. maggiereply@gmail.com



Mary Jo Bulbrook is an expert in multi-dimensional health and healing, a master practitioner/specialist and teacher of family care and energy modalities including Energy Medicine, Healing Touch, Energy Psychology and Transpersonal Studies. She has taught psychiatric mental health nursing worldwide and communicates between realms of living, before, during and after life. mj.bulbrook.au@gmail.com

6 RNs COLLABORATIVE WORKSHOP

August 15-16 — 5:00pm to 8:00 pm (EDT)

Compassionate Care: Touched by Near Death Experiences (NDE), Shared Death Experiences (SDE) and Spiritual Mystical Experiences (SME)

Our 6 RN Presenters: Experts in their field

Debbie James Host, Janet Crawford, Judith Mandalise, Diane Corcoran, Maggie Callanan, Mary Jo Bulbrook

Nurses Direct Experiences – What We've Learned

Day 1 Saturday, August 15, 2020 (5:00 to 8:00 pm Eastern)

- Debbie James: Characteristics and events people report after Near Death Experience.
- Janet Crawford: Lessons learned from 42 years of critical care experience
- Judith Mandalise: Nurses' responses to NDEr's: A help or a hindrance? One nurse's personal experience
- Diane Corcoran: NDEr's in military culture, how their experiences are different
- Maggie Callanan: Hospice Nearing Death Awareness (NDA) and dying – A center stage seat
- Mary Jo Bulbrook: Examples of healing the After Effects of NDE, SDE and SMEs through multi-dimensional care

Nurses on the Front Lines – NDE Support & Help

Day 2 Sunday, August 16, 2020 (5:00 – 8:00 pm Eastern)

- Debbie James: Placing "Extra" in the "Ordinary Care" of those touched by NDE, SDE, and SME
- Janet Crawford: How my experience has changed my practice caring for patients and families
- Judith Mandalise: Unique aspects and implications when caring for child NDEr's and their families
- Diane Corcoran: Clinical implications for helping NDEr's in the military environment
- Maggie Callanan: How NDE fits into our lives and changes our view of dying in powerful ways.
- Mary Jo Bulbrook: Family centered care: Spiritual peace within, peace among, peace between.

Focus Day One

Touched by NDE, SDE, or SME

Focus Day Two

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Global Healing Alliance

Universal United Perspectives & Principles to Guide Humanity



1. Empowered individuals, clients, organizations
2. Service to expand the human potential
3. Moving energy artistically, flowing to and through each other through dance, song, visual arts
4. Multi-dimensional reality: present life, past life and future life
5. Spiritually evolving through coherent heart consciousness
6. Energetic transformations within and without where all are equal regardless of race, religion, beliefs, gender, sexual orientation, financial status, or cultural background
7. Family, culture, nation, globally planetary dynamics shaping consciousness and existence for all
8. Life, living and loving interwoven subsets of interactive energetic realities
9. Ever evolving to be your best, do your best in partnership with others where justice and equality prevail

Universal Rights Declaration for GHA



Declaration Of ME

1. I am a multi-dimensional being composed of an integrated system of body, emotion, mind and spirit.
2. I am part of a family, community, nation whose actions and reactions functions as ONE with the environment, nature, and animals.
3. I have evolved over time becoming purer in spirit through collaboration with ALL.
4. What affects me, affects all as we are a unified whole both in and out of conscious awareness.
5. I let go of ego direction of my life.
6. I move to a spiritually guided, heart centered and inspired way of functioning that honors all, with the same rights and privileges regardless of race, gender, sexual orientation, ability, or nationality.
7. I have an obligation to honor myself and others as ONE working in harmony.

Living On Earth

1. I came to earth to evolve spiritually.
2. Everything that happens to me and through me uplifts my soul to a higher plane or not.
3. My journey is recorded energetically both in and out of awareness.
4. Therefore, I choose to live a harmonious life described in the Declaration of ME.
5. I vow to be spiritually guided, compassionate, and heart centered.
6. I quiet the noise within and without to be Divinely inspired to find guidance and solutions to this journey.
7. Doing my best is required of me with the goal to improve my “best” with new insights and growth that honors the integrity of ALL.

Guiding My Future

1. The future is the outcome of uniting the present with the wisdom of the past.
2. I am dedicated to clear out the old that hinders my journey from being to becoming.
3. My future depends on collaboration, cooperation and compassion since we are ONE.
4. My choices affect ALL; therefore, I must forgive myself and others and choose LOVE.
5. The integrity of my choices produces interactive outcome that affects ALL.
6. I make choices to benefit ALL, not selfish controlled decisions.
7. What I sow or choose to not sow influences my soul on its path.

My Roles Now 2023 and Potentials in the Future

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