May has been an awesome month for Nursing! Nurses Week, Florence Nightingale’s birthday and Nursing graduation season for many of our colleges and universities. It’s been our “month” to shine and shine we did: I loved seeing the joy around us as we’ve celebrated our selves, our colleagues and our profession! It’s been gratifying to bathe in the bright glow around Nursing as we march forward in our careers.

You all know I love to champion Nursing, and this month is no exception. I’d like to share a personal experience with you to remind us all of the magic of completing Nursing school. One of the highlights of the month for me was to share in the graduation of my own daughter from Nursing school on May 4th.

Returning to school in her 30’s, she rose to the challenges of completing her degree while getting remarried, sharing in the raising of two fabulous stepchildren, working when and where she could, surviving the loss of her wonderful mother-in-law to cancer and a few health scares herself. But, like the decoration on her graduation cap, she believed she could so she did! As her mom and a fellow Nurse, I’m so very proud of her.

I graduated from the same Nursing program 25 years ago and, in a full circle moment, was invited to be a keynote speaker at the graduation. What an honor! But, even more special was being allowed to pin our daughter during the Pinning Ceremony. It was a surprise to our daughter and definitely a tear inducing moment for all involved.

In my keynote speech, I reminded the graduates that the Pinning Ceremony represents the end of their formal schooling (for now) but only the beginning of their learning and growth as Nurses. Nursing is ever changing and allows us to evolve personally and professionally as our interests and abilities change. I reminded them to take the chances, try new things and be open to change. To have confidence in themselves. To become leaders in their own right. To seek out and accept mentoring. They’ve chosen a profession of exceptional work that may seem overwhelming at first, but will soon lead them to become the “experts” and guide new graduates, their patients and community to better health and well being.

I encouraged them to join their professional association – and highly recommended ANA/ANA-Michigan! The benefits of membership will be immeasurable in their transition to practice through access to a community of nurses for mentoring, networking and support and many webinars, workshops and conferences to keep them current and informed in national and local trends.

I talked about Nurses always being at the forefront of change in healthcare – and that they would be the ones to lead the way into the future. To be nimble and responsive to the world around us. To do the unexpected. To be more inclusive and to form partnerships in familiar and also unexpected places. To be the “Henry Ford’s” of their time and who gave people cars, when their expectation was faster horses! It’s that level of imagination, dedication and sense of disruption they will bring to their Nursing careers! To see the relief, pride and anticipation on their faces! A future so full of promise.

So excited to get out there and use the skills they’ve learned. But mostly I thanked them for taking up the challenge to become a Nurse and reminded them with words from Florence Nightingale: For us who Nurse, Nursing is a thing that unless we are making progress in our nursing every year, every month, every week, take my word for it we are going back.
ANA-Michigan Supports HB 4938
Enhanced Nurse Licensure Compact

On April 13, 2018, the ANA-MI Board of Directors voted to accept the recommendation of the Public Policy Council for support of HB 4938, sponsored by Representative Mary Whiteford, RN. HB 4938 is a bill that would permit Michigan to join the current 30 states who are part of the “enhanced nurse licensure compact.” The Council studied and discussed in-depth strengths and weaknesses of HB4938. The Council and Board members held a “learning session” on the eNLC with a presentation by a representative from the National Council of State Boards of Nursing. The Council recommended SUPPORT of HB4938 with the provision that the MI Department of Licensing and Regulatory Affairs does not pass on the costs of implementation of the eNLC through another increase in the nurse licensure fees. The legislature doubled Michigan nurse licensure renewal fees in 2017.

WHAT IS THE NURSE LICENSURE COMPACT?

The NLC allows a registered nurse (RN) or licensed practical nurse (LPN) to possess a multistate license, which permits practice in both their home state and other compact states, while maintaining the primary state of residence. Unless the nurse is under discipline or restriction, a multistate license permits practice (physically or telephonically/electronically) across state lines in all NLC states.

WHAT IS THE RATIONALE’ FOR ANA-MI’S SUPPORT OF eNLC?

The Council first considered:

• Is this bill consistent with the tenets of ANA-MI’s Policy Platform?

FACTORS INFLUENCING SUPPORT FOR THE BILL

• There is an increase in nursing practice and patient care access across state lines (care coordination, occupational health, etc.)
• Regional or national health crisis require rapid deployment of nurses to areas of need.
• There is need to move nurses with highly specialized skills to states with medical crisis for patient populations. A recent example is the number of Michigan residents who required specialized care available only in other states, but who are located (the state of the nurse or the state in which the nursing practice is located) is not clear in which state the nursing practice is located.
• In cases of nurses providing care through technology (telephonic, web site, etc.), it is not clear in which state the nursing practice is located (the state of the nurse or the state of the patient receiving care). There does not appear to be ongoing monitoring, data collection, or an evaluation plan to inform policies related to eNLC.
• eNLC membership does not provide assurance that nurses will in fact be knowledgeable of laws that pertain to nursing practice within those jurisdictions prior to engaging in practice in member states.

OTHER INFORMATION

The Michigan Organization of Nurse Leaders (MONL) who are predominately hospital chief nursing officers are in support of HB4938.

• Rep. Whiteford is awaiting ANA-MI’s position and a discussion prior to scheduling a House Health Policy Committee hearing.
• If the bill is passed, Michigan nursing education programs will need to include information about nurse licensure compacts and, as importantly, prepare faculty with this information for teaching.
• Legislators and organizations such as the AARP are interested in knowing ANA-MI’s position on this bill.

NEED MORE INFORMATION?

• For more information on the enhanced NLC, visit nursecompact@ncsbn.org.
• For a current map of eNLC states, visit www.nursecompact.com.

Doctor of Nursing Practice (DNP)

• Nurse Anesthesia (BSN to DNP)*
• Family Nurse Practitioner (BSN to DNP; MSN included)*
• New Psychiatric and Mental Health Nurse Practitioner (BSN to DNP; MSN included)*
• Post-Master’s Advanced Practice Focus
• Post-Master’s Nurse Executive Focus

Associate Degree in Nursing to MSN

• FNP & PMHNP

Post-Master’s Certificate

• in FNP, PMHNP, and Advanced Practice Nurse Educator

*Pending external approval

Questions? Contact:

Dorothy Crider Fleming, MS, RN
614.833.3227
decider@otterbein.edu
otterbein.edu/graduenursing
REGION NEWS

Northern Michigan Region 2
Over 180 healthcare professionals attended the 3rd Annual Clinical Ethic Conference on April 20 which was sponsored by Munson Medical Center Ethics Mentors Program and ANA-MI Region 2. This year’s theme was Substance Use Disorders (SUD). There were presentations by a nurse, a pharmacist, a social worker, a police officer and physicians. There are many facets in addressing the care of the patient with addiction and the opioid crisis in this country. The speakers did an outstanding job sharing their expertise about the knowledge and skills needed to address SUD and to manage the moral distress that can occur with this complex problem.

The informal responses following the conference were very positive and the following are some of the “take-aways” cited by a few of the attendees:

• The data on the rise and number of deaths due to opioid drug overdoses is staggering. In 2016 there were approximately 64,000 drug overdose deaths in the U.S., which is a 21% increase over 2015 and are more deaths that occurred in the Vietnam, Iraq and Afghanistan wars combined.
• We have a public health crisis with no public health policy. We see a greater need for nurses to be involved in education of the public and our legislators.
• Addiction is a disease in the brain’s neural functioning, not just a “difficult patient” or a moral failure.
• A rising number of nurses and their families are likely to be personally impacted by an opioid addiction which can interfere with our ability to utilize our skills in working with SUD.
• Michigan legislation to restrict opioid supply to seven days for acute pain will go into effect July 1, 2018.
• The information gained will assist in the assessment of patients.
• Social connection is the root of addiction recovery.

East Central Region 4
Dr. Elizabeth (Beth) Roe, ANA-MI member in Region 4, and Saginaw Valley State University Nursing Professor has been granted a sabbatical for a semester to expand the use of evidence into practice at area long term care facilities. She will be investigating the effect of exercise on falls among residents. Pictured below is Beth with students.

Congratulations to three nursing faculty who are retiring from teaching after many years of service to collegiate nursing education - Dr. Suzanne Savoy, Dr. Debra Wagner, and Dr. Dorothy Lee are all ANA-Michigan members who are retiring from Saginaw Valley State University. We wish them all the best of retirement and will miss them very much!

Lansing Region 6
ANA-Michigan Region 6 hosted a showing of the movie Defining Hope on April 24, 2018, at Michigan State College of Nursing. The event was a great success with many new faces and rekindling of old friends. Attending were 50 individuals from a variety of nursing specialties and nursing students from MSU, Lansing Community College and Davenport University. The event also included short presentations and discussion with Mary Conklin JD, RN about advanced directives and Shari Carson, BSN from long term care. Participants earned 1.25 Nursing CEs. Admission was free, donations of personal care items were requested. We collected more than 50 personal items and $70 for an area women’s domestic assault shelter. We were excited and pleased to see the turnout from Region 6 and hope to plan another event for the fall.

www.michigancenterfornursing.org/summit-2018

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For questions call 616-847-5263.

2018 Michigan Nursing Summit
October 18-19, 2018 | Lansing, MI

Topics to include adverse childhood experiences and trauma informed care, medical marijuana, health equity, human trafficking, and more!
www.michigancenterfornursing.org/summit-2018
Van Damme Published in American Nurse Today

ANA-Michigan member Danielle Van Damme, MSN, RN CPNP-AC is a pediatric acute care nurse practitioner in the pediatric intensive care unit at C.S. Mott Children’s Hospital in Ann Arbor. She enjoys the challenges associated with caring for acutely and critically ill children and their families in this role. An integral member of the pediatric critical care team at Mott, she is also involved in research and professional activities for the division. Among those, she is the site representative for PARK PICU, a multi-institutional point prevalence study to investigate mobility practices in the pediatric critical care setting. She is also leading an interprofessional early mobility initiative to reduce iatrogenic injury of hospitalization. In addition to ANA-Michigan, Danielle is involved in the National Association of Pediatric Nurse Practitioners (NAPNAP). She is an active member of the NAPNAP Pediatric Critical Care special interest group and serves on the Michigan chapter executive board in the role of treasurer. Danielle has recently been recognized as the Michigan NAPNAP Pediatric Nurse Practitioner of the Year in 2017 and she earned the Lisa Milonovich Scholar Award for excellence in pediatric acute care from the NAPNAP acute care special interest group. Danielle will complete her Doctor of Nursing Practice degree from Michigan State University in May, 2018.

Decker Awarded Fulbright Scholarship

Sally Decker, PhD, RN, CNE, CHSE, Professor of Nursing at Saginaw Valley State University was recently awarded a Fulbright Scholarship! Sally will teach and conduct research with the inter-professional team at the Royal College of Surgeons in Dublin Ireland in Spring 2019. She will be doing interactive simulation workshops with faculty members and creating inter-professional simulations with students and faculty members. Sally became interested in the inter-professional practice and the importance of culture to that practice when she was a member of the Army Nurse Corps. As a faculty member at Saginaw Valley State University, she has had the opportunity to work with inter-professional teams using simulation as a learning platform. She hopes to share some of what she has learned as well as bring back new perspectives.

The Fulbright Program aims to increase mutual understanding between the people of the US and other countries. The Fulbright Program of international exchange has been supported through appropriations from the US Congress and partner nations for over 50 years. Sally is an active member of Region 4 and serves on the Public Policy Council and Nominations Committees.

Michigan Shows Up Strong in ANA Committee Selections

ANA is pleased to announce the selections for the #EndNurseAbuse Professional Issues Panel – Steering Committee and the #EndNurseAbuse Professional Issues Panel – Advisory Committee. Both groups will work to identify the barriers to effective reporting of violent and abusive incidents. ANA received almost 300 applications which were reviewed based on the criteria in the original call for applications. The Steering Committee is a smaller group that will do a deep dive into the topic. The Advisory Committee will provide additional information, feedback, and advice to ANA and the Steering Committee. Both committees are necessary to ensure sufficient rigor while also allowing for broad feedback from a full range of practice arenas.

Several ANA-Michigan members were selected for the #EndNurseAbuse Professional Issues Panel - Advisory Committee. They include:
- Ibtihal Alghanimi, RN, BSN, BC
- Debra Amaro, RN, PhD
- Tina Becking, MSN, MBA, HCM, RN
- Thomasean Britten, PMHNP
- Debra Buck, ADN, BSN, MSN, DNP
- Julie Bulson, DNP, MPA, RN, NE-BC
- Nikiyia Davis, MBA-HCM, BSN, RN
- Joanne Goldbort, PhD, RN
- Lynda McDonald, FNP
- Kelly Mielke, BSN
- Sanda Tobar, MSBA, BSN, CNS
- Alisha Venters, MSN, RN
- Pamela Wadsworth, PhD, WHNP-BC, RN
- Rebecca White, RN, BSN

Congratulations to all who were chosen, your voice will add important input to this committee!
Could You Be Facing A Professional Licensure Investigation?

PART II, What Do You Do When the Investigator Calls?

In Part I of this four part series of articles, I discussed how professional licensure investigations are initiated with the Department of Licensing and Regulatory Affairs, Bureau of Professional Licensing. This article will address what to expect when a Bureau of Professional Licensing’s investigator contacts the health care professional who is the subject of the investigation. Once a written complaint is filed against a health care professional, the Bureau of Professional Licensing reviews the written complaint to determine if an investigation is warranted. If the decision is not to investigate the complaint further, the file is closed without the health care professional knowing that a written complaint was ever filed. If the initial review suggests there is merit to the complaint, an investigator will get involved.

The investigator then gathers documents, including medical records, if applicable, and conducts interviews with pertinent individuals. The investigator will interview the individual making the complaint against the health care professional, and in the case of a health facility’s reporting which triggered the investigation, the investigator may interview the human resource representative, management, and other witnesses to the alleged events. While the investigator is conducting his/her initial interviews, the health care professional who is the subject of the investigation most likely is not aware an investigation is being conducted.

Upon completion of these initial interviews, the investigator will reach out to the health care professional to get his/her input. This investigator will initiate a contact with the health care professional by either mail or telephone, and will be advised that he/she is the subject of a professional licensure investigation and that the investigator would like to schedule a meeting. Even if the health care professional feels he/she has done nothing wrong, it may not be in the best interests of the health care professional to meet with the investigator alone, or provide a written statement to the investigator in lieu of an interview. While the health care professional may be able to adequately explain his/her actions, the health care professional will not be able to counter or address missing or inaccurate information received by the investigator.

The health care professional has a right to have an attorney present when being interviewed by the investigator. Requesting an attorney’s presence at an investigator’s interview is not a signal that the health care professional has done anything wrong. This is a general misconception that health care professionals have, and sometimes prevents the health care professional from retaining an attorney. This is unfortunate because the health care professional may inadvertently make matters worse by meeting one-on-one with the investigator without an attorney being present.

The advantage of having an attorney involved in a professional licensure investigation, particularly in the initial stages of the investigation, allows for more open discussions between the attorney and the investigator, which would not occur if the health care professional tried to engage the investigator. Most times the attorney and the investigator are familiar with each other from past licensure investigations which may help the attorney in determining the focus of the investigation. By having an attorney involved at the interview stage, the attorney can prepare the health care professional for the interview because the attorney has more experience in identifying direct and tangential issues that may be overlooked by the health care professional.

In preparing the health care professional for the investigator’s interview, the attorney must first understand the facts from the health care professional’s viewpoint. It is very important the attorney have a full picture of the events, even if mistakes were made by the health care professional. It is always better for the attorney to know if mistakes were made, and discuss those issues with the health care professional ahead of time, rather than having negative information brought up for the first time during the investigator’s interview.

In preparation for the investigator’s interview, the attorney will also want to review all pertinent documents in the health care professional’s possession, and identify any documents that may be in another person’s possession (e.g. health facility’s policies and procedures, patient medical records, human resource documentation, etc.). The attorney will also ask the health care professional to list all individuals who have knowledge of the events, even if contrary to the health care professional’s recollection. The health care professional needs to be up front about any information brought up for the first time during the interview.

The interview needs to be seen as not only an opportunity to answer the investigator’s questions, but also an opportunity to clear up any misconceptions by the investigator and to direct the investigator to anyone else that has exculpatory information. If the investigator is not aware of some exculpatory information, documentation or witnesses, the interview is the time to bring this to the investigator’s attention and request that the investigator follow up on such information. The attorney trained in defending professional licensure actions will pursue avenues to ensure the investigator fully understands the facts and all sides of the matter.

Now that the investigator’s interview is over, what happens next? If the investigation proceeds to an administrative licensure action, what possible sanctions could be imposed? These and other questions will be addressed in Part III of this four part article series.

Donna J. Craig, RN, JD is legal counsel to the ANA-Michigan Chapter. She practiced as a cardiac care nurse for several years before a chance opportunity to audit a graduate course in health care law and ethics changed her career path. This course propelled her to earn her law degree. After law school Ms. Craig joined a medical malpractice defense law firm before transitioning her focus to health care corporate and administrative law matters. For over 20 years she has maintained her private health law practice, representing health care providers and facilities in business, licensure and compliance matters. For her expertise and accomplishments, Detroit’s dbusiness Magazine awarded Ms. Craig its Top Lawyer in Health Care Law award for three consecutive years. For more information about The Health Law Center, go to www.healthlawcenterplc.com.
Effective May 1, 2018, the Clinical Nurse Specialist certification will be available in Michigan for registered nurses.

If you are currently a Registered Nurse with an Michigan Nurse Practitioner (NP) certification and wish to CHANGE your certification to Clinical Nurse Specialist please send an email with your name and license number to BPLHelp@michigan.gov and include “CNS Certification” in the subject line. If you haven’t previously sent us your current Clinical Nurse Specialist certification, please attach a copy to your email.

If you are currently a Registered Nurse and wish to ADD this certification to your existing license and/or certifications please visit www.michigan.gov/miplus after May 1, 2018 and select “Modification” from your license record to complete a “Registered Nurse Specialty Application.”

Please note if your license has recently expired and you are in the late renewal window (through May 31), first renew your license with the current NP certification and then send us an email requesting to change your certification to Clinical Nurse Specialist.

Should you have questions regarding this process, please contact the Bureau of Professional Licensing at 517-335-0918 or via email to BPLHelp@michigan.gov.

**Michigan Board of Nursing New Rules in Effect**

The Michigan Board of Nursing (MBON) has completed the process to revise the administrative rules and the new rules are now in effect. Some of the revisions include:

- Revising the provisions for when a registered nurse or licensed practical nurse applicant can sit for the NCLEX examination and whether the applicant must sit for a review course;
- Requiring applicants with lapsed licenses to establish good moral character and submit fingerprints;
- Requiring approved nursing programs to be accredited by a board-approved nursing program accrediting agency;
- Setting the maximum ratio of students to faculty members in clinical settings; adding the specialty certification for the clinical nurse specialist;
- Requiring licensees to maintain evidence of compliance with certification requirements of credentialing organizations and continuing education requirements;
- Adding continuing education activities for the clinical nurse specialist;
- Requiring the board to annually determine categories and areas of need for nursing scholarship awards;
- Outlining procedures for distribution of nurse scholarship funds.

To view the entire new rules visit www.ana-michigan.org.

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Honor a Nurse
Michigan has many nurses whose outstanding contributions should be recognized. ANA-Michigan has established several awards to recognize excellence in Michigan nursing. Plan to nominate a nursing colleague. There is no easier way to bring the honor that they deserve.

Award nominations are due to the ANA-Michigan once by Friday, September 7, 2018. The award committee will be reviewing nominations in September and award winners will be notified by Wednesday, September 26, 2018.

The celebration and presenting of awards will be held during an evening awards celebration on Thursday, October 25, 2018 at Royal Park Hotel in Rochester, Michigan. The evening social will begin at 6:00 p.m. followed by the awards program from 7:00 to 8:00 p.m. The evening of celebration will conclude with an inspirational message from, Patricia D. Hurn, PhD, RN, FAAN, regarding the opportunities in nursing, what #besideandbeyond means in her world and how you can apply it to yours.

Nomination Procedures
Each nomination and supporting documentation must be submitted by September 7, 2018.

Nominations should be addressed to:
ANA-Michigan Awards Committee
2501 Jolly Road
Suite 110
Okemos, Michigan 48864

If possible, nominations and documentation should be submitted electronically via email to nurse@ana-michigan.org. “Subject: Award Nomination.”

Nominations may be made of an individual, group or an organization.

Each nomination must include the following:

1. Completed nomination form.
2. A narrative statement by the nominator outlining the accomplishments of the nominee and how these meet the established criteria for the award. The statements should describe the nominee’s compliance with the established criteria for the award as explicitly and concisely as possible.
3. At least two letters supporting the nomination, such as a supervisor or colleague.
4. A brief curriculum vitae and any additional pertinent information (not required for the Friend of Nursing award nominations)
5. All nominations must be typed.

Deadline: September 7, 2018

2018 NURSE RECOGNITION AWARDS

Exceptional Promise
Exceptional Promise Award aims to spotlight five (5) aspiring nursing students for their skills today and promise for tomorrow. ANA-Michigan will recognize five (5) distinguished nursing students who exemplify leadership and achievement in their community and their scholarly efforts. The purpose is intended to celebrate and encourage exemplary dedication to the nursing profession.

Criteria to Include:
• Prelicensed nursing student at the time the nomination is made.
• Significantly or uniquely contributes to leadership within their nursing program.
• Demonstrates leadership in community affairs, nursing professional organizations, and in growth and development of others in these areas.
• Positively promotes the nursing profession.

Celebrating the Future
Celebrating the Future Award aims to recognize and acknowledge five (5) nurses in Michigan who have demonstrated outstanding achievement in nursing that have been a licensed RN for 5 or less years. This award is intended to celebrate dedicated service, encourage exemplar commitment to the nursing profession, and promise to grow in leadership in the advancement of nursing in Michigan.

Criteria to Include:
• Currently licensed as an RN in the state of Michigan.
• Employed in nursing profession for five (5) years or less.
• Significantly or uniquely contributes to leadership within the nursing profession through clinical practice, education and teaching, administrative leadership, research, writing, publishing, policy involvement, and/or healthcare innovation.
• Demonstrates leadership in community affairs, nursing professional organizations, and in growth and development of others in these areas.
• Positively promotes and advances the nursing profession in the community (local/global) through volunteerism/outreach efforts, legislative work, and policy development.

• Provide examples of how the nominee captures the essence of nursing.

Honoring the Past
Honoring the Past Award aims to recognize five (5) ANA-Michigan members who have demonstrated outstanding achievement in nursing that have been practicing for 30 or more years. This award is intended to celebrate the dedication, exemplar commitment, and significant contribution for a significant period to the nursing profession in Michigan.

Criteria to Include:
• This nominee may be active or retired from nursing.
• Demonstrated innovative strategies they have made over their nursing career.
• Consistently surpass expectations of a professional nurse; thus, enhancing the image of nursing as a profession.
• Demonstrates sustained and substantial contribution to ANA-Michigan.
• Served as a role model of consistent excellence in their area of practice.
• Other professional behaviors, such as mentoring, advocacy, research, conduction or utilization, publications and presentations should also be demonstrated throughout his/her career.
• Holds a current membership in ANA-Michigan.

Dorothea Milbrandt Nurse Leader
The Dorothea Milbrandt Nurse Award has been created to honor nurses who have demonstrated excellence in building successful mentoring relationships with other nurses and/or nursing students. This award is presented on behalf of the late Dorothea Milbrandt, RN, MPS, MSN, who had an important and lasting impact on nursing in Michigan for nearly 40 years. She served as Interim and Associate Executive Director of the Michigan Nurses Association, Course Director at Lansing Community College, Board member at Ingham County Health Education Coalition, Appraiser ANA Magnet Hospital Recognition Program, Associate Professor at Michigan State University, and Vice President for Nursing at Ingham Medical Center in Lansing, Michigan. In 2005, she was instrumental in the founding of the Registered Nurses Association in Michigan, now known as ANA-Michigan.

Nominees must meet the following criteria:
• Exemplifies integrity and fairness.
• Participates in professional nursing organizations.

Nurse Recognition Awards continued on page 8
Friend of Nursing Award is conferred on a non-nurse who has rendered valuable assistance to the nursing profession. Their contributions and assistance are of statewide significance to the nursing profession.

Nominees must meet the following criteria:

- Demonstrated leadership in community affairs.
- Has attained leadership positions of distinction in the academic, government, and/or community arena.
- Has a current membership in ANA-Michigan.

Public Policy Advocate Award is to recognize nurses who have demonstrated success in using public policy and advocacy as strategies in advancing nursing in Michigan.

Nominees must meet the following criteria:

- Holds a current membership in ANA-Michigan.
- Has established a political presence in local, state, or national policies.
- Demonstrates a commitment to the ideals and purposes of nursing.
- Demonstrates superior achievement and contributions to social or civic organizations.
- Has shown a lifelong commitment and purpose to the health of people within Michigan.

Participants will recall how entrepreneurs and business foundations position nurses as leaders in e-health modalities. Nominees must meet the following criteria:

- Demonstrates creativity, management skills, and a passion for excellence.
- Demonstrates excellence in building successful mentoring relationships with other nurses and/or nursing students.
- Holds a current membership in ANA-Michigan.

CONTINUING EDUCATION CREDITS

This activity has been submitted to the Ohio Nurses Association (OBN-001-91) for approval to award contact hours. The Ohio Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. Pending approval, participants can receive a maximum of 3.25 contact hours for attending this activity.

For additional information or questions on contact hours contact the ANA-Michigan office at 517.325.5306.

In order to obtain a Certificate of Successful Completion for this activity, the learner must complete the following criteria:

- Sign the Verification of Attendance Form at the registration desk
- Attendance of at least 80% of the event
- Complete and submit the online evaluation for each session attended

Late bird pricing ends September 28, 2018
Awards Ceremony: Thursday, October 25, 2018 • Conference: Friday, October 26, 2018
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To register, use the fast and secure online form at www.ana-michigan.org

The Research and Evidence Based Practice Council is ready to receive abstracts from nurses and nursing students who wish to present a poster at the ANA-Michigan conference October 26, 2018. The conference will be held at the Royal Park Hotel, Rochester, Michigan. Below are listed a few things to keep in mind and might encourage taking that step to submit an abstract. As we plan and look forward to attending the fall conference it is an appropriate time to reflect on the following benefits of presenting a poster:

• Learning from other nursing professionals
• Disseminate findings/results
• Receiving feedback from colleagues
• Share research/QI projects
• Help organize thoughts/plans around QI/research

The Research and Evidence Based Practice Council has put together some helpful tips to assist in writing an abstract:

• Abstract should be focused and concise
• Literature reviews will not be accepted
• Do not cite or include references, bibliography, or tables
• You may submit an abstract of your own work from a project presented/published at a different venue < 2 years ago
• Use generic drug names
• Proofread abstract carefully to avoid errors or use of jargon before submission
• Character limitation includes spaces

All applications need to be submitted electronically by visiting www.ana-michigan.org and the deadline to submit is Monday, July 16, 2018.

Notification of poster acceptance will take place by August 17, 2018. Prize money will be awarded to the top poster in research and top poster in quality improvement!

If you have questions regarding poster abstracts or interested in doing an informational type poster contact the ANA-Michigan office at 517-325-5306 or nurse@ana-michigan.org.

Posters….
Research, Quality Improvement, and Informational

The Research and Evidence Based Practice Council has put together some helpful tips to assist in writing an abstract:

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• You may submit an abstract of your own work from a project presented/published at a different venue < 2 years ago
• Use generic drug names
• Proofread abstract carefully to avoid errors or use of jargon before submission
• Character limitation includes spaces

All applications need to be submitted electronically by visiting www.ana-michigan.org and the deadline to submit is Monday, July 16, 2018. Notification of poster acceptance will take place by August 17, 2018. Prize money will be awarded to the top poster in research and top poster in quality improvement!

If you have questions regarding poster abstracts or interested in doing an informational type poster contact the ANA-Michigan office at 517-325-5306 or nurse@ana-michigan.org.
American Nurses Association-Michigan (ANA-Michigan) invite nurses and nursing students to participate in a celebration of leadership and human touch by honoring the past and celebrating the future. This year’s conference and annual meeting will take place Thursday, October 25 and Friday, October 26, 2018 at Royal Park Hotel in Rochester, Michigan.

This conference follows the theme set by the American Nurses Association of #bedsideandbeyond. As nurses in Michigan, we strive for excellence in all capacities of #bedsideandbeyond and we challenge those who attend to nd what #bedsideandbeyond means to them professionally and personally. We may teach, lead and be at the bedside. We are advocates for our patients and their families, but also for each other to inspire. We look to the innovation of companies and educators to be change agents in the field of nursing and would be honored to have your presence at this one-day event.

All sponsorships over $500 include a FREE exhibit booth (the fee of $300 will be waived)!

We look forward to hearing back from you before the application deadline of October 5, 2018. For more information, visit www.ANA-Michigan.org. If you have any questions, please contact the ANA-Michigan office at kristen@ANA-Michigan.org or 517.325.5306.

Last year we sold out our exhibit hall with 27 exhibitors - reserve your space before we sell out this year!

EXHIBITOR SCHEDULE - FRIDAY, OCTOBER 26, 2018

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<tr>
<th>Time</th>
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<tr>
<td>6:30 am to 7:30 am</td>
<td>Exhibitor and poster set-up</td>
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<tr>
<td>7:30 am to 8:30 am</td>
<td>Continental breakfast and exhibit area open</td>
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<tr>
<td>9:45 am to 10:15 am</td>
<td>Attendee break with exhibitors and posters</td>
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<tr>
<td>12:15 pm to 1:15 pm</td>
<td>Lunch with exhibitors</td>
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<td>1:15 pm to 3:00 pm</td>
<td>Exhibitor teardown</td>
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*Exhibitors are not permitted to set up on Thursday, October 25

EXHIBITOR & SPONSOR PROSPECTUS

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Deadline: Friday, October 5, 2018

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**SPECIALTY SPONSORSHIP OPPORTUNITIES**

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**Click to edit**

**Deadline: Friday, October 5, 2018**
EXHIBITION OPPORTUNITIES

- Company name on digital app and website with clickable link
- Two company representatives at exhibitor table, extra staff members $50 each
- Continental breakfast, breaks and lunch included
- 8-foot linen-draped exhibitor table with two chairs
- Exhibit space centrally located in meeting area where food will be served
- Booth placement will be determined by ANA-Michigan staff with priority given in order of sponsorship levels

Exhibit Hall Open on Thursday, October 25, 2018

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Hannah Zeller, past President of the Cadillac Campus of Baker College School of Nursing Student Nurses Association – member of the National Student Nurses Association (NSNA), was awarded a $3,000 academic scholarship by a committee composed of faculty and students appointed by the Foundation of the National Student Nurses’ Association (FNSNA).

Stacy Slater, MSN, RN-BC, Zeller’s Student Faculty Advisor and ANA-Michigan’s Board Treasurer, assisted Hannah with the application by completing the Faculty/Advisor certification portion of the application. Stacy has been appointed by Baker College School of Nursing to accompany Zeller to Nashville for the convention.

Zeller was honored, along with other scholarship sponsors and recipients, during the NSNA 66th Annual Convention Opening Session and Awards Ceremony on Wednesday, April 4th, in Nashville, Tennessee.

Slater commented, “What an exciting week the National Student Nurses’ Association (NSNA) 66th Annual Convention was! I hit the pavement running Tuesday night starting with part 1 of the NSNA Leadership University Consultant/Advisor Certificate Program.”

The convention provided incredible networking opportunities. Throughout the week Zeller and Slater had the chance to have conversations with students and faculty.

As a Scholarship Award Winner, Zeller was invited to join a very select group of students during the Opening Ceremony, Awards, and Keynote Address. As a delegate, she started off with Parliamentary Procedure for Delegates and right into the Opening meeting of the House of Delegates, one of the many mandatory meetings for delegates.

As faculty, Slater stated “I was offered and took advantage of, non-stop, high-quality, cutting-edge, Consultant/Faculty workshops. In between workshops, as pictured, I volunteered at the Career Counseling center reviewing student resumes and cover letters.”

One of the main objectives of NSNA is to prepare future nurses to play active and vital roles in the nursing profession by providing opportunities and experiences to enhance professional development. ANA, in partnership with NSNA, recognizes that students are not only the nurses of tomorrow but ANA members of tomorrow!
Everyday Advocacy: Nurses Serving on Boards
“Advocacy is part of nurses’ ethical obligation and a natural extension of caring.”

Lisa J. Sundean, PhD, RN
Assistant Professor, University of Massachusetts Boston
Jonas Leadership Scholar
Associate Member, New York Academy of Medicine
Former Statewide Director, Connecticut Nursing Collaborative-Action Coalition
Nurse Board Leader

What began as a desire to volunteer and give back to my community quickly became an opportunity to leverage my expert nursing knowledge and perspectives to advocate for health and healthcare as a nurse board leader.

In this role, I advocate for the constituents of the organizations on whose boards I serve. The role of board leaders is to provide prudent fiduciary oversight to ensure that an organization meets its stated mission within all appropriate laws, regulations, and policies. I have been serving on nonprofit boards for nearly 20 years, including for hospitals, fundraising organizations, YWCA, professional nursing organizations, and family foundations. Overwhelmingly, these experiences have been positive. I have had opportunities to advocate for improved healthcare quality and health equity; allocation of resources to support healthcare services; programs to support early childhood learning centers; adolescent leadership programs for girls; higher education programs for underserved women; financial support for single mothers; improvements to the patient/family experience; services for mental health; innovative programs to support nursing education; and initiatives to support nursing workforce data infrastructure. I unabashedly advocate for the appointment of nurses on boards.

On all but one board, I have been the token nurse, presenting both a challenge and an opportunity. Often, I am the only person with a background in healthcare like the one I have, and I have had to sharpen my communication skills over the years to translate “nurse-ese” and our particular perspective into something others can understand. This is a particularly important challenge to rise to – and one I think nurses should embrace – on hospital boards.

Advocacy is part of nurses’ ethical obligation and a natural extension of caring. Whether at the bedside, in communities, or in the boardroom, nurses are critical advocates. We have the knowledge, skills, and perspectives to advocate for changes and policies that improve lives on many levels. If you are interested in becoming involved in advocacy work beyond the bedside, let others know about your interest! In particular, identify the people I call “door openers” and be clear about your intentions. Take advantage of opportunities presented to you, and when you are identified as an advocate leader, step confidently into that role. As a nurse, you have the critical knowledge foundation and skill set to contribute. Stay focused on the purpose of your advocacy role; the individuals, communities, and populations. Let the purpose fuel your advocacy work.

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  - Nurse Educator
- Graduate Certificate
  - Nurse Educator
  - Nurse Practitioner Tracks: Adult-Gerontology Acute Care or Psychiatric-Mental Health
  - Nurse Educator (MSN)
  - Nurse Educator Certificate
  - Nurse Practitioner Certificate: Adult Gerontology Acute Care or Psychiatric Mental Health

36% projected employment growth for nurse practitioners through 2026
Source: Bureau of Labor Statistics

U.S. News and World Report has ranked UM-Flint’s online graduate nursing programs among the nation’s best.
Why Your Nursing Networks Matter

Retrieved from American Nurse Today
March 2018 Vol. 13 No. 3

Networks help you advance your career, provide high-quality care, and support your colleagues.

Takeaways:
• Professional networks are crucially connected to quality patient care.
• Building a professional network can take two paths: a network in your immediate clinical environment or one created through an organization.
• Professional networking has rules, such as adding value to others, building a professional image, and being prepared and positive.

By Rose O. Sherman, EdD, RN, NEA-BC, FAAN, and Tanya M. Cohn, PhD, MED, RN

Maria is a direct-care nurse working on a medical/surgical unit in an acute-care hospital. She recently achieved certification and became a member of a national nursing organization for her specialty, both of which are needed to advance through the clinical ladder at work. However, Maria isn’t sure why her hospital values membership in the national organization or how it will help her career. She has a busy personal life and doesn’t have time to volunteer in her local chapter.

Maria’s lack of understanding about the value of professional networks isn’t unusual. Many nurses never make the investment of getting involved with professional associations or take the time to ensure that they have a strong network of colleagues within and outside their own organization. They wonder why they should spend what free time they have on an activity that seems so indirectly related to their work, and they fail to see how a network can enhance their professional growth or be a wise career investment.

The value of professional networks
Maria, like other direct-care nurses, is part of the profession of nursing. As a member of the profession, she has the opportunity to develop through continuing education, certification, and membership in nursing organizations. These activities will help Maria evolve from a novice to an expert nurse and open doors to professional networks. Professional networks also will provide her with mentorship, support, and teamwork opportunities. For example, if Maria is interested in developing specific skills or advancing her education, she can use her network to identify a mentor for skill development or guidance on educational opportunities.

Professional networks are crucially connected to quality patient care. Specifically, healthcare demands evidence-based practice, but nurses across the nation frequently are faced with variations in patient care and deep-rooted sacred cows of practice that are neither evidence-based nor current. Working in silos of individual clinical settings, nurses are left with less-than-optimal patient care and the need to develop solutions from scratch. This is where professional networks can promote evidence-based practice through collaboration. For example, as a member of a national organization, Maria has access to networking with other medical/surgical nurses. Together they can compare and share best practices or research findings from their clinical practice, reducing the need to re-create the wheel individually. The result is consistent evidence-based, high-quality patient care.

For young nurses like Maria, a strong network can help when looking for new career opportunities. Many positions are never advertised, and workforce recruiters acknowledge that their best referrals come from professionals whose judgment they trust. Today’s healthcare environment is volatile, so building a strong network should be part of a professional insurance policy.

Steps to building a network
Building a professional network can take two paths: a network in your immediate clinical environment or one created through an organization. Both require common steps.

First, establish an understanding of your goals and who can help you achieve them. For Maria, this could include using her knowledge and experience as a certified medical/surgical nurse to establish a unit-based education program or to take part in a hospital-based council to work collectively with other nurses through evidence-based practice and nurse competencies. Maria also might be interested in tapping into the nursing organization she’s joined to seek out up-to-date practice alerts. Regardless of the professional network, after goals are set and the right people are identified, you can interact, share knowledge, and receive plans to help you achieve your goals.

If you don’t have a specific goal in mind, building a professional network might seem daunting or unclear. Start by putting yourself out there in the nursing profession. For Maria, who may not be able to commit to joining a committee within the nursing organization, she can plan to attend the organization’s annual conference. While there, she can take steps to maximize the networking experience. First, she should think about some conversational topics and introductory questions to use when interacting with other attendees. Depending on Maria’s professional goals, the topics and questions could revolve around clinical practice, leadership development, or advancing education. In addition, Maria should be professionally prepared for the conference, including wearing professional attire and taking business cards. She also should plan to attend all social events and interact with the conference vendors, who could be potential future employment opportunities or offer cutting-edge evidence-based products she can share with her clinical colleagues.

The golden rules of networking
Networking opportunities exist everywhere, including online with sites such as Facebook, LinkedIn, and Twitter. Many nursing organizations have Facebook and Twitter accounts that nurses can follow to support networking about clinical practice and professional development. LinkedIn, on the other hand, helps nurses identify mentors and colleagues with similar interests. Regardless of whether you’re networking at a conference, within an organization, or online, you’ll need to follow some rules. (See Expert advice.)

Networking for introverts
If you’re naturally introverted, networking may not come easily. You may even avoid networking events because they’re exhausting and force you outside your comfort zone. The hardest part can be walking through the door into a room. Fortunately, most people would rather talk than listen, so let others do the talking. You can never go wrong asking questions and establishing common ground. (See Get the

Expert advice
Put these best practices from networking experts at Essential Communications into action.

1. Networking is about planting, not hunting. Professional relationships are built over time. Never reach out to network and then abruptly ask for a job.
2. Effective networkers add value to others. When networking, adopt a mindset of abundance not scarcity. Think about what you can do for the other person first. Perhaps you can connect him or her with a colleague or share an interesting article. The best networkers are givers not takers.
3. Build a professional image. Make a positive professional impression by having an up-to-date LinkedIn page, a professional email address and outgoing phone message, and business cards.
4. Be prepared. Networking opportunities can occur in the most unlikely settings. Always carry business cards and be ready to build a relationship.
5. Craft your elevator speech. When you’re asked, “What do you do” or “What are you looking for,” have a short, coherent answer that easily rolls off your tongue.
6. Be positive. Don’t complain about anything to people you network with – you’re building a relationship, not seeking therapy.
7. Share the airtime. The best way to begin building a relationship is to ask other people about themselves and their careers. Spend as much time listening as you do talking.
8. Follow up consistently. If you’ve been helped by another, send a thank-you note. If you’ve been given some homework, get it done and provide follow-up.
9. Dig your well before you’re thirsty. By the time you need to build relationships, it may be too late; they take time to cultivate. Networking should be an ongoing professional investment.

Source: Essential Communications. essentialcomm.com
Get the conversation started

Use these questions to jumpstart conversations at networking events.

- How did you get started in your role?
- What are your challenges?
- What significant changes are you seeing in your environment?
- What’s the most innovative thing that’s happening in your organization?
- What do you think will happen with healthcare reform?
- What trends do you see happening in nursing today?
- What advice would you give to an emerging nurse leader?
- How can I help you?
- Who else at this meeting would be helpful for me to speak with?

Join the networked world

Over the course of her career, Maria will learn that building a network is one of the most powerful opportunities that membership in a professional association can provide. A good network outside her clinical setting will help her gain access to and act on new information quickly. She'll also save time and energy by accessing other professionals who've overcome some of the same challenges she's facing. Many young nurses have fast-tracked their careers by getting involved with association committees or running for office.

We live in a networked world, so developing your networking skill set is important to your career success. You never know what new opportunities you'll encounter or who you'll meet until you extend your hand, introduce yourself, and start asking questions.

Rose O. Sherman is a professor of nursing and director of the Nursing Leadership Institute at Christine E. Lynn College of Nursing, Florida Atlantic University in Boca Raton. You can read her blog at www.emergingrnleader.com. Tanya M. Cohn is a nurse scientist at West Kendall Baptist Hospital Nursing and Health Sciences Research in Miami, Florida.

Selected references

Henschel T. How to grow your professional network. 2018.

ANA Enterprise Appoints Dr. Loressa Cole as New Chief Executive Officer

Silver Spring, MD — The ANA Enterprise announced the appointment of Dr. Loressa Cole as its new Chief Executive Officer (CEO). She assumed this role on May 7, 2018.

In this role, Cole, DNP, MBA, RN, FACHE, NEA-BC, will provide strategic leadership and have responsibility for the operating activities of the Enterprise including management of staff and implementation of programs for the American Nurses Association (ANA), American Nurses Credentialing Center (ANCC), and American Nurses Foundation.

Dr. Cole is an accomplished senior executive who brings more than 30 years of progressively higher leadership and management experience, most recently as Chief Officer and Executive Vice President of ANCC. ANCC promotes excellence in nursing and health care globally through credentialing programs, recognizes healthcare organizations that promote quality patient outcomes, and accredits healthcare organizations that provide and approve continuing nursing education. She has been with ANCC since 2016.

Previously, Dr. Cole held Chief Nursing Officer and Chief Operating Officer positions within the Hospital Corporation of America’s (HCA) Capital Division. While Chief Nursing Officer at LewisGale Montgomery Hospital, she led the hospital to attain ANCC Magnet® recognition. Among her many accomplishments, she championed year-over-year improvement in employee engagement and reduction in nursing turnover, as well as implemented several specialty and Service Excellence programs that helped establish the regional health system as a Joint Commission Top Performer and earned Leapfrog “A” rating for hospital safety.

“Dr. Cole is well prepared to lead and strengthen the evolving ANA Enterprise. She was selected from a field of outstanding candidates to fulfill this top leadership role for nursing,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “She brings proven leadership as a seasoned healthcare executive and as the current Executive Vice President of ANCC. She demonstrates the vision, creativity, passion for nursing, and strong business acumen to leverage the strengths of ANA’s entities to enhance and grow the Enterprise.”

“I am very honored and excited to assume this prestigious position. The American Nurses Association is the professional association for all registered nurses, and a recognized leader in ensuring quality care for all Americans,” said Dr. Cole. “At 4 million and growing, America’s nurses outnumber all other health-care professionals and serve an essential role to protect, promote, and improve health for all ages. I am humbled to lead the organization that for more than a century has nobly represented and served our nation’s nurses. I look forward to working with the dedicated staff and volunteers who contribute tirelessly to maintain and grow the exceptional programs and credentialing products offered by the ANA Enterprise.”

Dr. Cole earned an advanced degree in nursing from Bluefield State College in Bluefield, WV, a bachelor’s degree in nursing from Virginia Commonwealth University in Richmond, VA, a master’s of business administration from Averett University in Danville, VA, and a doctorate in nursing practice from Case Western Reserve University in Cleveland, OH. She is a member of ANA, Virginia Nurses Association, American Organization of Nurses Executives, and the American College of Healthcare Executives, where she holds Fellow status. Additionally, she currently serves on the Journal of Nursing Administration’s Editorial Board and the Joint Commission’s Nursing Advisory Council. A past President of the Virginia Nurses Association and the Virginia Partnership for Nursing, Dr. Cole has also served on multiple boards, including The Bradley Free Clinic of Roanoke (VA), The Free Clinic of the New River Valley, and the Daily Planet (Richmond, VA).

The ANA Enterprise is the organizing platform of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. The ANA Enterprise leverages the combined strength of each to drive excellence in practice and ensure nurses’ voice and vision are recognized by policy leaders, industry influencers and employers. From professional development and advocacy, credentialing and grants, and products and services, the ANA Enterprise is the leading resource for nurses to arm themselves with the tools, information, and networks they need to excel in their individual practices. In helping individual nurses succeed—across all practices and specialties, and at each stage of their careers—the ANA Enterprise is lighting the way for the entire profession to succeed.
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