



MASSACHUSETTS/RHODE ISLAND LEAGUE FOR NURSING

NEWSLETTER



President's Message

Cheryl Williams PhD, RN, CNE, NP-C
MARILN President
Associate Professor, Salem State University



Good day. Just as the spring renewal shuttles in a new burst of fresh, warmer air, we are met with enthusiasm and pride in being an educator. Late spring, packed with excitement with pinning, capstones, dissertations, course synthesis, and graduations, yields a bountiful harvest and time for reflection. The marked distinction of a professional is both reflection-in-action and reflection-on-action (Schon, 1983). Only a technical person will ensue if both practices are not undergone forever bound to create the same mishaps over and over. Nursing education is a professional and scholarly endeavor, forever building our nursing practice through reflection.

MARILN, as a professional organization comprised of nurse educators, cultivates both processes of reflection. Reflection-in-action refers to utilizing the best learned resources one can muster at the time to bring about the desired response. MARILN epitomized reflection-in-action while responding to the pandemic and our concern for newly graduating nurses transitioning amongst such turmoil. We did what we could at the time with the tools we had; after all, we were teachers and coaches. Mainly under the direction of the Executive Committee and with ONL-MA, MARILN created support groups for new nurses, assisting them in transition and career development. We developed preceptor development modules. In hindsight, reflection-on-action, what would MARILN do in the future given additional resources? For example, we could have examined the outcomes of Governor Baker's emergency disaster plan, which allowed senior nursing students to practice as licensed nurses. Such data could potentially craft a new preceptorship model for senior nursing students, which simultaneously offers employment and course credit. Many other options were available; we needed to shift to more effective online methods while worrying about our own and our families' health.

MARILN, new to being a political ally, exemplified reflection-in-action responding to the MA Board of Registration in Nursing's call for all nurse faculty to become masters-prepared. Being amidst the field of nursing education, MARILN knew the importance and value that BSN-prepared-only clinical faculty bring to clinical practice. Agreeing with the MA BORN that graduate degree nursing faculty is the best way forward, MARILN sought a new longer-term plan. We knew that BSN clinical and lab faculty could not, and would not, most likely apply directly to graduate school expeditiously. Therefore, to preserve the BSN clinical faculty, MARILN and the MA BORN utilized reflection-on-action to craft a compromise that overtime either mandates certification, entry into graduate school, or ultimate retirement. These new regulations are currently under review.

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Hopefully, MARILN's usage of reflection-in- and on-practice exercises will continue in perpetuity. I have only highlighted a few examples. So, in closing, I would like us to take the summer reflecting on our practice. I have included a summer reading list of books that have inspired reflection and integration in my professional practice.

Be sure to plan to come to our new location, Holy Cross in Worcester, MA, on October 14th for our first face-to-face conference since the pandemic featuring Gerry Altmiller from QSEN. Details on page 7.

Suggested Summer Educational Books:

- Forneris, S. & Fey, M. (2021). Critical conversations. Volume 2. Moving from monologue to dialogue. Nations League for Nursing.
- Darby, F. & Lang, J. (2019). Small teaching online. Applying learning science in online classes. Jossey-Boss.
- Cavanagh, S.R. (2016). The spark of learning: Energizing the college classroom with the science of emotion. West Virginia University Press.
- Carroll, W.M. (2021). Emerging technologies for nurses: Implications for practice. Springer publishing company.
- Palmer, P. J. (2015). Courage to teach, 10th-anniversary edition: Exploring the inner landscape of a teacher's life (Unabridged). Blackstone Audio.
- Schon, D. (1983). The Reflective Practitioner: How Professionals Think in Action. Basic Books.

Innovation - Just Another Buzzword in Nursing Education?

Jennifer Wallace MSN, RN, CNE, Adjunct faculty, Lawrence Memorial School of Nursing, MARILN Board of Directors

"Innovation" is a term seen everywhere across social media and the daily news. But what does it mean for Nursing Education?

Over a decade ago, Benner et al. (2010) issued a call for action in their groundbreaking work, Educating Nurses: A Call for Radical Transformation. They made a case that the current state of Nursing Education was outdated and did not adequately prepare future nurses to meet the challenges of our rapidly evolving healthcare system.

Twelve years later, the healthcare ecosystem that our new graduates are entering is even more complex. Current societal issues that impact practice include a global pandemic, an increasingly diverse patient population, systemic racism, and health inequities. Challenges that profoundly affect practice and education include mental health of nurses at all levels, faculty and clinical nurse shortages, increasing technology at the bedside, and a widening academic-practice gap.

Many leaders in Academic Nursing believe we have made little progress toward Benner's call to action and have amplified the message that change is vital for the health and well-being of our profession and the health outcomes of patients for whom we provide care. The recent National Academies of Science, Engineering, and Medicine's report the Future of Nursing 2020-2030: Charting a Path to Achieving Health Equality calls for competencies in human-centered design and the development of an innovation mindset within Nursing Education. "Such efforts should be structured and built on a deliberate plan and include curricular innovations, and experiential learning in the classroom, as well as in practice and research" (Leary et al., 2022). The National League for Nursing (NLN) recently announced a renewed focus on innovation with the NLN Center for Innovation in Education Excellence.

In May, the American Association of Colleges of Nursing's (AACN) and the American Nurse Foundation's (ANF) Reimagining Nursing Initiative announced that \$1.5 million in funding has been awarded to their project titled, Competency-Based Education for Practice-Ready Nurse Graduates. "Nursing programs must think strategically about the knowledge and skills the next generation of nurses will need to learn, to build an infrastructure that supports innovation in education, research, and practice and provide meaningful collaboration with other disciplines to solve challenging problems."

The prospect of revamping a program's entire curriculum may feel overwhelming for pandemic-weary faculty. As a founding member and fellow with the Society of Nurse Scientists, Innovators, Entrepreneurs, and Leaders (SONSIEL) I've been introduced to no cost and easily accessible nurse-created resources like Design Thinking for Health, and Nurse hackathons. These can be used to create experiential learning activities that give students an opportunity to "think outside the box" about challenging issues in healthcare. The online Drexel University/ SONSIEL Nurse Innovation and Entrepreneurship Certificate Program can help Nurse Educators acquire knowledge and skills around the innovation process and "Nurse-preneurship." Faculty interested in starting their own consulting business or teaching leadership and innovation content should check out this program!

Far from just another buzzword, innovation in Nursing Education is vital if we are to effectively prepare future nurses for a practice that our profession could have never imagined.

To learn more about innovation in Nursing Education:

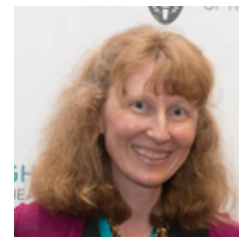
- Barr, T., Malloch, K., Ackerman, M., Raderstorf, T., & Melnyk, B. (2021, June 25). A blueprint for nursing innovation centers. Nursing Outlook, 69(6). 969-98.
<https://pubmed.ncbi.nlm.nih.gov/34183188/>

- Leary, M. (2021, June 17). The future of nursing and health equity is innovation. <https://www.myamericannurse.com/the-future-of-nursing-and-health-equity-is-innovation/>
- Leary, M. (2020, November 20). The innovation cycle and the nursing process-they go together! <https://www.myamericannurse.com/the-innovation-cycle-and-the-nursing-process-they-go-together/>
- Leary, M., Villarruel, A., & Richmond, T. (2022, December 16). Creating an innovation infrastructure in academic nursing. *Journal of Professional Nursing*, 38, 83-88. <https://doi.org/10.1016/j.profnurs.2021.12.005>
- Weberg, D., Chan, G.K., & Dickow, M., (2021, January 31) Disrupting nursing education in light of COVID-19. *OJIN: The Online Journal of Issues in Nursing*, 26(4), Manuscript 4. <https://doi.org/10.3912/OJIN.Vol26No01Man04>

If you or your faculty colleagues have created an innovation in practice, education, or research please consider sharing your work in a poster session at the upcoming MARILN Fall conference!

Graduate Student Residency Program

My name is Julika Wocial, MS, BSN, RN and I am currently serving as a non-voting Board of Director member of the Massachusetts Rhode Island League for Nursing (MARILN) as part of my yearlong Graduate Student Residency. I would like to tell you more about this opportunity and share what my experience has been so far.



My background is non-traditional. I was a marine biologist scientist for more than 15 years before I decided to start a new career as a registered nurse. I graduated from an Accelerated Bachelor of Science in Nursing (ABSN) program in 2019 and currently work as a Registered Nurse in the Cardiac Intensive Care Unit (ICU) at Tufts Medical Center, and as an Academic Support Counselor at the MGH Institute of Health Professions. I am also pursuing a Master of Science in Nursing (MSN) degree at Framingham State University, with the goal of becoming nursing faculty at a local college or university upon graduation. While in my first semester of the MSN program, I became aware of the opportunity that MARILN offers to graduate students and was excited to be part of the residency program.

As part of the residency program, I was asked to attend monthly board meetings. Prior to each meeting, I review the minutes from the previous meeting, as well as any reports, by-laws, and strategic planning documents. Board Members are also asked to either chair or have a role in one of the committees. As MARILN was in the process of developing and launching a new website when I started my residency, I volunteered to assist on the website committee.

The time commitment required for graduate student residency is feasible compared to all the benefits that this honorary membership offers. The board members are all experienced and distinguished educators, which offers an opportunity to network and learn. I have also been able to help with planning and then attending the annual MARILN conference. Lastly, I was able to observe and learn about many activities and partnerships with other professional organizations that MARILN is involved in.

I would highly recommend this residency program to anyone who is interested in becoming a nurse educator. It will not only allow you to network and meet future mentors, however it will also broaden your viewpoints and expand your horizons for the future.

Nursing Education Tips

Simulation Moulage Teaching Tip - by Patricia McCauley, DNP, CHSE, RN

A simple and inexpensive way to simulate diaphoresis on a manikin - it really works, stays on and looks very realistic!

Materials needed: · Water · Glycerin · Spray bottle

Directions: · Combine 3 parts glycerin with 1 part water · Place in spray bottle and shake well · Spray glycerin mixture on manikin ·

Note: Applying a thin layer of white to blue eye shadow before applying the glycerin mixture on the manikin will add the appearance of patient distress or cyanosis. (MOULAGE cookbook from CANSim)

Use Warm and Empathetic Wisdom - by Susan Maciewicz, MSN, RN, CNE, CHSE

Teaching students at all different levels and from multiple backgrounds can be challenging. Remember that students are learning and if they are slower to achieve expectations, they will receive recommendations to help them improve when it is delivered with a warm and wise approach. This helps to build trust and motivation. Be clear on expectations and provide steps that will help them achieve the learning goal.

MARILN Mentoring Program

Barbara Moloney, DNP, RN, CNE, MARILN Mentoring Committee Chair

The MARILN Mentoring Program is in full swing as we complete the 2021-2022 academic year. In 2019 we launched the mentoring project as a pilot for novice academic nurse educators. After taking a year off during the height of the pandemic, we expanded the program to include resources for clinical nurse educators. JoAnn Mulready-Shick shared her considerable expertise as a nurse educator and knowledge about leadership and diversity by building new modules on our learning platform, updating the old modules, and serving as our next mentor. Janey Kinsella completed the program this spring with the support of JoAnn as her mentor. Janey graduated from Chamberlain College of Nursing with an MS in Nursing in 2019. She started as a visiting lecturer in nursing at the Community College of Rhode Island in 2020 and accepted her first full-time teaching position as an Assistant Professor in September 2021. JoAnn Mulready-Shick served as MARILN's president when we launched the pilot program in 2019. We are grateful for her continued support and were delighted when she agreed to serve as Janey's mentor.

The MARILN mentoring program is a year-long, hybrid program with a team approach that includes an institutional resource person, a MARILN mentor, and the mentee. Our goal is to promote excellence in nursing education and build a strong and diverse nursing workforce. Consistent with this goal is the retention and development of a diversified nursing faculty. We recognize that most nursing programs offer new faculty an extensive orientation, consistent with the demands of their position and the requirements of the Board of Nursing. Therefore, MARILN developed the mentoring program to supplement this orientation to help our members grow in their educator role, developing academic nurse educator competencies.

MARILN is pleased to offer the mentoring program again this fall for a select number of novice nursing faculty. There are still a few openings left for the fall, and we hope to expand the program again in the spring if there is a waiting list. If you are a program administrator hiring new faculty, or you know of anyone who may be interested, please contact Sheila Blomquist at nursing.mariln@gmail.com.

MARILN PN Committee Annual Conference

Joann Monks, MBA, MSc, RN-BC, RMA, MARILN PN Committee Representative

On May 6, 2022, the MARILN Practical Nursing Education Committee held a Spring Conference in person at Pleasant Valley Country Club in Sutton, MA. The topic was Creating a Culture of Success: Strategies to Unlock Untapped Potential in Nursing Students with Eleonor Pusey-Reid, DNP, RN, M.Ed. and Angela MacDonald, DNP-PHNL, RN.

In the afternoon, Kelly Knopf-Goldner from WriteBoston (non-profit literacy organization) discussed learning strategies followed by a round table discussion with our guest speakers joined by: DNP, RN, Angela MacDonald, DNP-PHNL, RN, Associate Director of Nursing at LMH/Regis College, Eleonor Pusey-Reid, DNP, RN, M.Ed., Associate Professor at MGH, Pamela Rose, PN Director at Southeastern Technical Institute, Dr. Cheryl Proffitt, Lead PN Faculty at Quincy College, and Kelly Knopf-Goldner, WriteBoston.

Attendees enjoyed our guest speakers, round table discussion, vendors, refreshments, and being together.

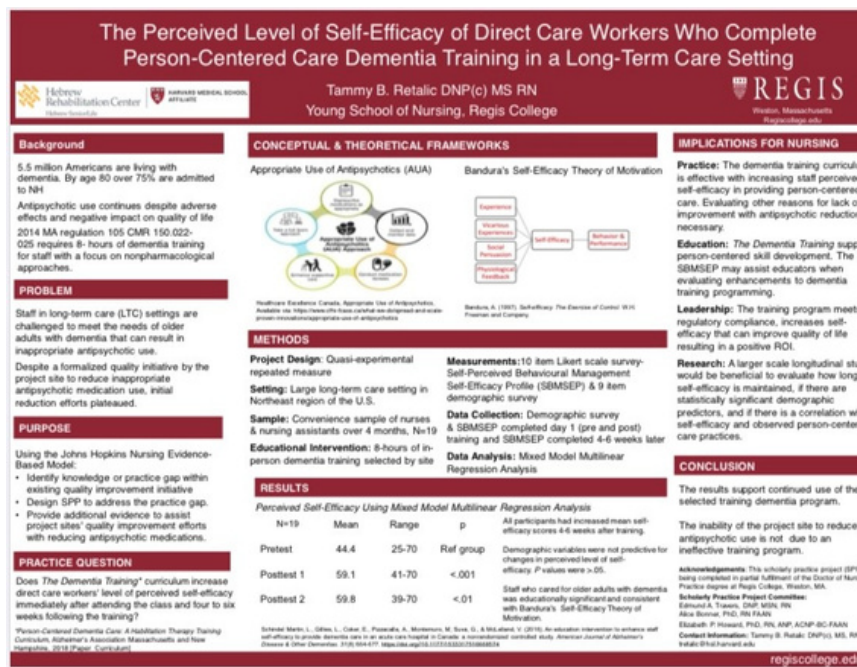


MARILN Spring Conference

Rebecca Hill, PhD, DNP, FNP-C, CNE, MARILN Program Committee Member

MARILN's spring conference, "Activating the Learning Encounter: From Monologue to Dialogue with ACE Resources", was held virtually on March 25, 2022. Speakers Dr. M. Elaine Tagliareni, EdD, RN, CNE, FAAN and Dr. Susan Gross Forneris, PhD, RN, CNE, CHSE-A, FAAN engaged more than 100 attendees on best practices to enhance learning and promote dialoguing as an active learning tool. Conference attendees reported a positive experience in the virtual format. The interactive breakout rooms provided opportunities for faculty to connect, learn from one another, and collaborate using their diverse perspectives and experiences.

Congrats to **Tammy Retalic DNP(c), RN**, Young School of Nursing, Regis College, for receiving the MARILN 2022 Spring Conference Poster Award!



With Gratitude

JoAnn Mulready-Shick, EdD, RN, CNE, ANEF, MARILN Past-President and Mentoring Committee member

It's been said, "Life is about discovering who we are, leading is about striving to become better than we are and helping everything and everyone around us to become better, too."

These words aptly describe the three members who completed two terms of service on our MARILN Board at the end of 2021. I am honored to have served with each of these amazingly dedicated nurse education leaders! Here are some snippets of their MARILN leadership activities:



Barbara Moloney DNP, RN, CNE joined the MARILN Board in 2017 and served in numerous leadership positions, including being an Executive Committee member as Board Secretary as well as co-chair of the Membership Committee. She also served on the Mini-Workshop, Strategic Planning, and Finance Committees. She also is the founding chair of the Mentorship Committee. Barbara has been a nurse educator for over 20 years; her affiliations include Shawsheen Valley School of Practical Nursing, Lawrence Memorial/Regis College, and Endicott College. Her professional interests span nursing education certification, graduate nurse education program development, and health care in the developing world.



Nancy Craig-Williams, PhD, MS, RN joined the MARILN Board in 2017 and ably chaired the Nominating Committee during these subsequent years. As a former dean, she has been a nurse educator for over 25 years, teaching full-time at Greenfield Community College and as an adjunct clinical professor at UMASS Amherst too. Nancy currently is an active member of the Western Mass Nursing Collaborative and MA statewide Associate Degree Nursing Deans and Directors group. She also serves as a member of the Nursing Advisory Boards for Bay Path University and Westfield State University.



Donna Gladney, DNP, ANP-BC joined the Board in 2016. Donna chaired the Scholarship Committee for several years and as a dedicated Scholarship Committee member, advocated for academic progression and scholarship support at every level of nursing education. Donna also served on the Mini-Workshop, Strategic Planning, and Finance Committees. She has educated nursing students in clinical and classroom settings for over 15 years, including as a guest lecturer teaching Nursing Leadership and Nursing Theory in the RN-to-BSN Program as well as Essential Preparation for Advanced Nursing Role in the graduate program at Framingham State University while working fulltime as an Adult Nurse Practitioner in Gastroenterology at UMass Memorial Medical Center.

CELEBRATING OUR COLLEAGUES' SUCCESSES



Faculty member **Dr. Laura Hayman, Professor** and **Ms. Tammy Ryan, Clinical Lecturer**, received 2022 Daisy Awards for Extraordinary Nursing Faculty.

Dr. Haeok Lee, Professor, received the ANA-MA 2022 Excellence in Research Award.

Dr. Suha Ballout, Assistant Professor, received the ANA-MA 2022 Excellence in Education Award.

Dr. Kimberley Sykes, Clinical Assistant Professor, was nominated for a Commonwealth Citation for Outstanding Performance.



Lisa Cross, PHD, RN, CNE, CRRN, CHPN, graduated with PhD in nursing from University Massachusetts Lowell in May 2022. Her PhD dissertation title is "Compassion Fatigue Among Family Caregivers of Individuals with End-stage Heart Failure.

Lisa, Congratulations in achieving your PhD in Nursing. We appreciate the hard work and dedication it takes to achieve your goal in advancing your education. Thank you for your many contributions to MARILN and your continued contributions to nursing.



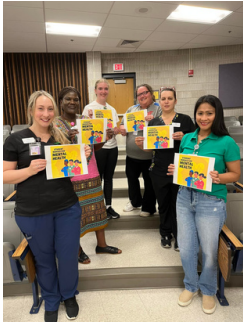
Lori Kasher, DNP, CPNP, RN, graduated with DNP from Rhode Island College in May 2022. My QI project title was "The Role of The School Nurse in Identifying and Mitigating Anxiety Among School-Aged Children, Including Interprofessional Collaboration." My method used a pre-test education and post-test with the nurses. I also did a brief survey with the social workers. The primary goal was to improve school nurses' knowledge, skills, and confidence in applying the best evidence-based practices. Another aim was to foster increased collaboration among interprofessional team members.

The school nurses identified the most common reasons students came to the nurse's office were anxiety, family stressors, and hyperactivity. Most of the nurses did agree or strongly agreed that schools should be involved in addressing students' mental health issues. The nurses interprofessional collaboration increased slight after post-test. When social workers answered the survey school nurses were not often included in mental health meetings (responses not sure, COVID-19 etc.)

As a follow-up to this project on a Zoom meeting the nurses identified many students with social anxiety and described that they did not know how to interact with other classmates, potentially due to their isolation from COVID-19. Research has shown that since COVID-19, an increase in both anxiety and depression has been observed (CDC, 2022). The school psychiatrist reported seeing many children with social anxiety and discussed the lack of clinicians and resources for students and parents at this time during COVID-19. School nurses are on the front lines with students and COVID-19. The nurses must have skills they can implement to support students' sequelae from the pandemic. The resources like apps that the nurses can give to students or parents are helpful and can be implemented until families can get a mental health appointment.

Lori, Congratulations on pursuing your goal to advance your education, obtaining your DNP. We recognize and appreciate the passion and dedication it takes. Thank you for your contributions to MARILN and the difference you make in nursing.

CELEBRATING OUR COLLEAGUES' SUCCESSES



Bay Path RVTHS Practical Nursing Academy students participated in Mental Health Awareness Month! Academy Director, Gretheline Bolandrina, DHA, MSN Ed, RN, CRRN said, "every May, Bay Path holds mental health awareness activities. We believe in breaking the stigma. Our practical nursing students are mental health first aid certified. We need to increase awareness on reducing the stigma of mental health issues," she explained. Gretheline said this year, "the #breakthestigma drive was equally embraced by the practical nursing class of 2022. The practical nursing students are fully aware of the importance of mental health awareness. Additionally, raising awareness about the available mental health services is also important".



Bay Path RVTHS Practical Nursing Academy students celebrated their first "Africa Day" through sharing food and displaying traditional outfits. Gretheline Bolandrina said: "Africa Day is an occasion to strengthen Africa relations and recognize the contributions of our African faculty, students, and alumni." The celebration of Africa Day also tied in with promoting kindness, mental health awareness, and a moment of silence for the victims of the Uvalde, Texas shooting and their loved ones.

UPCOMING EVENTS

MARILN FALL CONFERENCE - 10/14/22

Topic: "Finding Our Joy in Teaching"

- The Value of Being Explicit About our Values
- Working with multigenerational teams: Unlocking Agency
- Implementing Fair and Just Culture in Nursing Education: Supporting Practice Readiness



Speaker: Gerry Altmiller, EdD, APRN, ACNS-BC, ANEF, FAAN, is a professor of nursing, a clinical nurse specialist consultant for Einstein Healthcare Network in Philadelphia, Pennsylvania, and director of the Quality and Safety Innovation Center at The College of New Jersey. Dr. Altmiller serves as a national consultant for QSEN and leads the QSEN Academic Task Force, creating opportunities for its 120 faculty members to network, share ideas, and conduct academic focused research. Dr. Altmiller received a Lindback Award for distinguished teaching in 2014. Her work on constructive feedback led to the development, testing, and dissemination of support tools for nurse educators and learning tools for students to view feedback as an opportunity. Dr. Altmiller serves on the editorial board for Nurse Educator and she is currently a member of the AACN workgroups developing the toolkits to support adoption of the 2021 AACN Essentials. Her research focuses on clinical evaluation, quality and safety integration, creating a just culture in academia, and communication challenges in both education and practice environments.

Purpose: This program will assist participants to reconnect their values to purpose in their work. Emphasis will be focused on strategies to 1) engage people in the work of healthcare professions and education, 2) create stronger work connections in multigenerational work teams, and 3) build a fair and just culture in our academic environments to ensure fair and just culture in our practice settings.

[Register here through our website](#)

Deadlines for MARILN Fall Conference:

8/28/2022 - Poster Applications: [CLICK HERE](#)

*This is an opportunity for nurse educators to present scholarly research and work, relevant to nursing education, at a regional conference.

9/9/2022 - Scholarship Applications (RN and Nurse Educator/Doctoral): [CLICK HERE](#)

9/23/2022 - Faculty Award Applications: [CLICK HERE](#)

* This award is designed to recognize a faculty member or nursing education program administrator who exemplifies and promotes role excellence as a nurse educator.

MARILN NEWSLETTER COMMITTEE

Thank you to all who contributed to this newsletter! Please let us know if you have any future suggestions or if you would like to join our committee or another MARILN committee - see contact information below.

Diane Shea (shead@emmanuel.edu) - Newsletter Chair
Melissa Duprey (mduprey1@umassd.edu) - Committee Member
Lisa Cross (lacross1@comcast.net) - Committee Member
Lori Kasher (kasherl@yahoo.com) - Committee Member
Jennifer Wallace (jennifercwallace@gmail.com) - Committee Member
Sheila Blomquist (nursing.mariln@gmail.com) - Administrative Director

MARILN BOARD MEMBERS AND COMMITTEE CHAIRS

Officer Directors:

President: Cheryl Williams - cwilliams2@salemstate.edu (Interim Program Chair)
President-Elect : Lisa Thomas – thomasl1@framingham.edu (Strategic Planning Chair)
Treasurer: Carol Femia – femiac@emmanuel.edu (Finance Chair)
Secretary: Open

Members Directors:

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Rebecca Hill - rhill@mghihp.edu
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Patricia McCauley - pmccauley@framingham.edu (Membership Chair)
Joann Monks – jmonks@valleytech.k12.ma.us (PN Chair)
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Kim Shea - kshea2@mwcc.mass.edu
Jennifer Wallace - jennifercwallace@gmail.com
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Terri Legare – terri.legare@salve.edu (Continuing Education Co-chair)
Janet Monagle - jmonagle@mghihp.edu (Mini-Workshop Chair)
Susan Scollins – susan.scollins@simmons.edu (Social Media Chair)
Danielle Shaver – dshaver@worchester.edu (Faculty Award Chair)
Jinx Tull – dicknjinx@comcast.net (Continuing Education Co-chair)

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