President's Message

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

Hello MARILN Members! Summer 2021 is upon us, and most semesters are winding down. So let the dust settle, and take a deep breath, exhale slowly. What a year it has been! As I think of the challenges, bruises, and broken promises over the past year, I am reminded of the Japanese art of Kintsugi.

Kintsugi is the Japanese art of repairing broken pottery by mending the areas of breakage with lacquer dusted or mixed with powdered gold. It is about embracing flaws to create even stronger and more beautiful sustainable art. If the art of Kintsugi could be applied to our nurse educators and students, we should all be as gilded, glowing, and bright as the Beacon Hill state capitol dome on a sunny summer day.

In Spring 2020, MARILN collaborated with Organization of Nurse Leaders (ONL-MA) to develop ways to provide new nurse graduate support groups as they transitioned into practice during the pandemic. I am happy to report that for one year, the support groups have met at least weekly. Currently, MARILN is working with ONL-MA and others to develop ways to brand, grow, and sustain this program for our new nurses. More details to follow. For now, since many of you have May graduates, here is the link for them: ONL EVENT CALENDAR. Our mutual collaborative position paper is also available at: Supporting New Nurse Transition Into Practice During the COVID-19 Pandemic.

Our Spring Conference with Dr. Jone Tiffany was a wonderful success. We had nearly 200 virtual attendees who spent the entire day with us. Dr. Tiffany presented ways to incorporate technology in the classroom. Board member Chris Richards will present more on this topic later in the newsletter. As we did last year, given the virtual event, we held a Thursday night evening prequel event where we had a keynote speaker, vendors, and poster presentations. Our keynote speaker was Dr. Deborah Washington. Dr. Washington shared ways for MARILN to mitigate structural racism. I am pleased to say that MARILN is preparing a statement and action plan to increase diversity and deliberately reach out to invite black and brown people of color (BIPOC). I look forward to our development on this issue; please feel free to get involved in this or any of our efforts.

Our Fall Ballot 2021 is available on the MARILN website. Our Virtual Fall Conference featuring speaker, Desiree Hensel, PhD, RN, CNE, PCNS-BC, CHSI, on “Next Generation NCLEX: All You Need to Know” is scheduled for October 29th, 2021.
Fall Ballot 2021
Nancy Craig-Williams PhD, RN, Nominations Committee Chair

- **Nurse educators wanted to join the MARILN Board of Directors (BOD)**

  As a Nurse Educator you are actively involved in educating our next generation of nurses and understand the concerns of the current healthcare and educational environment. Here is a chance to support nursing education, your students, and the nursing profession in a different way.

- **Become actively engaged and involved with MARILN**

  The MARILN Board of Directors is actively involved in supporting nursing education in Massachusetts, Rhode Island, and throughout the U.S. through the National League for Nursing. It is proactive in examining all of the concerns and issues related to nursing education, and sets goals to be instrumental in supporting meaningful change for nursing education and for our students.

- **Is this something that excites and interests you? Consider submitting your name for the ballot to be part of this exciting opportunity by JUNE 30, 2021**

  Board open positions: Secretary: 3-year term, (4) Member Directors: 3-year term - [CLICK HERE FOR BALLOT FORM]

  Nominations Committee- (2) 2-year term - [CLICK HERE FOR BALLOT FORM]

- **FAQs from the members considering joining the BOD**

  **What is my commitment?**

  Your overall time commitment depends on your role on the BOD. All members are expected to attend monthly Board meetings and two conferences a year. You may be asked to be part of an additional committee based on your particular interests and talents, such as the newsletter or assisting with planning the fall and spring conferences. It may surprise you that all of the BOD members are faculty, nurse leaders, and graduate students, most with fulltime commitments in Nursing education in addition to their commitment to the BOD. As with most meetings, the BOD currently meets on Zoom. In ordinary times, every other meeting meets in-person at a central location in MA.

  **A 3-year term is a long-term commitment-what if I am unable to complete my term?**

  This happens occasionally and there are provisions in the MARILN statutes for replacing members if for some reason they are unable to continue.

  **Are there any benefits to being a member of the BOD?**

  As nurse educators, there are many professional benefits in addition to supporting nursing education. Among them are the opportunity to network with other nurse leaders throughout Massachusetts, Rhode Island, and the National League for Nursing. For many nurse educators there is the commitment to service and professional development as part of their role in their institution, this can fulfill this role. An opportunity to have your voice heard and to be instrumental in many aspects of the nursing profession: curricular, clinical, political, problem solving, and more, is a key part of your involvement in the BOD.

  **If you have any questions, please reach out to our Nominations Committee**

  Nancy Craig-Williams (Chair); Jane Case; Carol Eliadi; Christopher Richard; Christine Repsha. Email: nursing.mariln@gmail.com
The Future of Nursing Report

Susan Maciewicz, MSN, RN, CNE, CHSE, MARILN Board Member

MARILN members are encouraged to read the new report from the National Academy of Medicine on the recommendation to address patients’ unmet social needs that have always been an aspect of nursing practice. Nursing schools will need to embrace some bold new ideas and uncomfortable conversations. The new, The Future of Nursing 2020-2030: Charting a Path to Health Equity, provides a roadmap all nurse educators should use to begin this urgent transformation.

At first glance, the report’s recommendation on health equity and nursing education sounds simple:

“Recommendation 7: Nursing education programs, including continuing education, accreditors and the National Council of State Boards of Nursing should ensure that nurses are prepared to address social determinants of health and achieve health equity.”

In chapter 7 of the report, the authors discuss the issue of Educating Nurses for the Future, and identify that this mandate is no easy task.

The authors further clarify that the idea that structural racism and social determinants of health can be addressed in a single course. They call for the concepts to be integrated throughout the curriculum. This will help nursing students grasp a better understanding of the social determinants that contribute to health inequities.

The committee also encourages nurses to have the difficult conversations around the future of the NCLEX, racism in our profession, and the changes that will be required to develop the next generation of nurses.

Embracing all levels of entry into practice from Practical Nursing, Associate Degree, Baccalaureate to Graduate entry into practice continues to help us educate a diverse Nurse workforce that will best grasp the justice, equity, diversity, and inclusion concepts needed in nursing practice.

Support for New Nurses

Lisa Thomas, PhD, RN, CNE, MARILN President-Elect

Last spring, at the beginning of the pandemic, nurse educators expressed concerned about our graduating students entering the workforce during a challenging time. A group of nurses from MARILN and ONL came together and worked on a white paper addressing precepting and supporting new nurses. The nurses were from academia and practice, with the common goal of easing the transition from student nurse to practicing nurse during a pandemic. Zoom sessions were held three times a week last summer to support newly graduated nurses. Information on NCLEX prep, resume development and seeking jobs was offered. Another key piece was listening to the new nurses’ stories and engaging the group in discussion. Thanks to two very dedicated nurses, Beth Campbell RN, MSN (Lawrence Memorial Regis College) and Tom Gunning RN, MSN (Tufts Medical Center), the support sessions continued weekly throughout the academic year. Presently the sessions are on Thursday evenings at 8pm, the link can be found at: Support for New Nurses. There are plans to expand this support this summer as we graduate new cohorts of nurses. Although our new graduates may be entering a workforce that is more stable, their nursing education was disrupted by the pandemic and they may face challenges in their transition to practicing nurses.

Highlights from Spring Conference

Christopher Richard BSN, RN, MARILN Board Member, Program Committee, and Nominating Committee

The MARILN spring conference was focused on enhanced learning and the use of technology. The speaker, Jone Tiffany, DNP, MA, RN, CNE, CHSE, ANEF, spoke to a virtual crowd on the use of technologies to engage and enhance learning. The talk was highlighted by the demonstration and/or description of many specific tools currently used by transformative educators. As a MARILN event, it was very successful. Participant comments were resoundingly positive. 193 nurses attended the conference. Further, MARILN increased in size by adding 28 new members. 10% of the profits were added to the MARILN scholarship account. Thanks to all who attended.
On 5/12/2021, the MABORN voted to send the revised changes to CMR 6.0 for administrative review in their monthly public hearing meeting. It is possible they could approve the changes at their next meeting in June 2021. So time is of the essence here.

One of the accepted revisions would eliminate the third waiver for BSN clinical faculty. Currently, BSN-only clinical faculty hired at an institution will be grandfathered. Meaning they can stay employed at that facility and remain being mentored by graduate degree faculty. I stated BSN-only because if they possess a non-nursing graduate degree, they can be hired, which I do not understand. However, if the changes go into effect, when a BSN-only clinical faculty person vacates their current position, they can only be hired to teach clinically if they are matriculated in a graduate degree with an anticipated date of graduation in five years. Currently across 40 MA schools of nursing (ADN and BSN) the mean number of clinical faculty being utilized under the third waiver is 64%. Nearly three-quarters (73%) have 50% of more clinical faculty on the third waiver.

MARILN and the Massachusetts Association of Colleges of Nursing (MACN) stand in opposition to this waiver option elimination. Faculty willing to teach clinically with graduate degrees are scarce. BSN clinical faculty are often those in the field currently and embody all that is current in practice today. We need to cultivate and support them and nudge them toward graduate degrees. However, not all clinical faculty can afford the tuition and the time necessary to obtain a master’s degree. Moreover, there is a grave and enduring faculty shortage in MA currently.

MA nursing faculty are retiring. More than one-third of the current faculty are leaving nursing education imminently. This loss of senior nurse faculty means less mentoring of junior faculty, a reduction in research funding, and a loss of skill, knowledge, and expertise, which takes years to develop. New graduate nurse faculty are scarce as many pursue clinical practice and higher degrees which offer much more competitive salaries and compensation packages (Feeg & Mancino, 2019; National Council of State Boards of Nursing, 2019).

Given all this, it was very disheartening to see the MABORN vote as they did to send these changes off for review. There was only one board member who opposed this action. Board member Eleanor Pusey-Reid cited the National Advisory Council on Nursing Education and Practice (NACNEP) 17th Report to Health and Human Services and Congress as the reason for her opposition. The NACNEP board urgently addressed the nursing faculty shortage to Congress. [https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/nacnep-17report-2021.pdf](https://www.hrsa.gov/sites/default/files/hrsa/advisory-committees/nursing/reports/nacnep-17report-2021.pdf)

MARILN is in opposition to the third waiver elimination of BSN-only clinical faculty. This change will significantly restrict our ability to deliver nursing education in this state. We need clinical faculty experts more than ever, and we need more funding, not fewer resources, and action plans to get them educated as they teach our new nurses. In addition, we need more nurse faculty overall. Please share with MARILN how this waiver elimination would affect your school by emailing cwilliams2@salemstate.edu. Do it today!
MassBay Practical Nursing Program officially achieved ACEN Initial Accreditation April 10th! MassBay also received continuing accreditation for the ADN program. "It's a New Day at MassBay" is the motto now but all the work that led up to these accreditations is what got us here! MassBay Health Sciences is committed to the work of the community colleges, graduating our next front line healthcare providers. Even during the pandemic, we were fortunate enough to have committed faculty and students working together in clinical and lab. Some even took students to vaccine clinics at the Watertown Police Department and the Perkins School for the Blind. Our nursing club continued to collect food for a food pantry at the Pearl Street Cupboard.

Submitted by Andrea Bresnahan, DNP, Director of Nursing at MBCC

Worcester State University is excited to announce the launch of the MSN Nurse Educator program now offered online for working nurses ready to advance their careers.

The MSN Nurse Educator program is CCNE-accredited and features 100% online coursework, six start dates each year, and an affordable tuition of $15,750. Nurses can earn their master’s degree in as a few as 18 months while learning from the same dedicated, recognized faculty members who teach on campus and who have both practical health care and teaching experience.

This in-demand online program readies nurses with a passion for teaching for careers in nursing education. The curriculum provides theoretical and practical knowledge in the areas of curriculum development, instructional design, advanced teaching methods, and program evaluation. Graduates of the MSN Nurse Educator online program are equipped for rewarding careers in academic and clinical settings as professors, clinical nurse educators, continuing education specialists, and patient education coordinators.

Classes are scheduled to start this summer. Interested nurses can now apply by going to online.worcester.edu/apply.
Serving in the Rhode Island Medical Reserve Corps since January 2021, I have worked in the clinics providing COVID-19 rapid and PCR testing and have vaccinated Rhode Island residents through the program "Rhode Island Responds."

Cheryl Hersperger PhD, RN, PHNA-BC, Adjunct Assistant Professor, Worcester State University

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

Publications:

Presentations:

Emmanuel College is educating the second cohort of newly hired BIDMC Associate Degree Nurses pursuing their bachelor's in science Degree. This Academic/Practice Partnerships helps supports The Nurse Resident through managing career and educational commitments. The Transition to Practice Program creates a pathway to the acute care nursing role for new associate degree graduate nurses, by providing an opportunity to work as nurses in a Boston Hospital, while the cost of their education in an RN to BSN Program at Emmanuel College is paid for. The Transition to Practice Nurse Residency program, includes onsite and online curriculum aimed at developing leadership, clinical judgement, and decision-making skills. Each nurse works with a practice and academic mentor.
Save the Date!
Friday, October 29, 2021 from 8:30am-3pm
Speaker: Desiree Hensel PhD, RN, CNE, PCNS-BC, CHSI
Topic: Next Generation NCLEX: All You Need to Know
Registration announcement will be posted in mid-June on our social media platforms. Join today!
Facebook: CLICK HERE
LinkedIn: CLICK HERE

Remembering Robyn
We were heartbroken to learn about the passing of Worcester State's, Robyn Leo. Robyn taught as a tenured nursing professor for over 25 years and was the past department chairperson at Worcester State University. She was celebrated for her creative teaching approach and commitment to diversity. She was a long-time member of MARILN. Robyn's obituary can be found here: CLICK HERE
Thank you for all that contributed to the 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!

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Lisa Cross (lacross1@comcast.net) - Committee Member
Sheila Blomquist (nursing.mariln@gmail.com) - Administrative Director

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