



**Mastering Comprehensive GI Cancer Care: APP &
Nursing Workshop**

Innovation and Entrepreneurship: Getting Inspired

Rebecca C. Love, RN, MSN

Disclosures

- I do not have any relevant financial relationships.

This presentation and/or comments will provide a balanced, non-promotional, and evidence-based approach to all diagnostic, therapeutic and/or research related content.

Cultural Linguistic Competency (CLC) & Implicit Bias (IB)

STATE LAW:

The California legislature has passed Assembly Bill (AB) 1195, which states that as of July 1, 2006, all Category 1 CME activities that relate to patient care must include a cultural diversity/linguistics component. It has also passed AB 241, which states that as of January 1, 2022, all continuing education courses for a physician and surgeon **must** contain curriculum that includes specified instruction in the understanding of implicit bias in medical treatment.

The cultural and linguistic competency (CLC) and implicit bias (IB) definitions reiterate how patients' diverse backgrounds may impact their access to care.

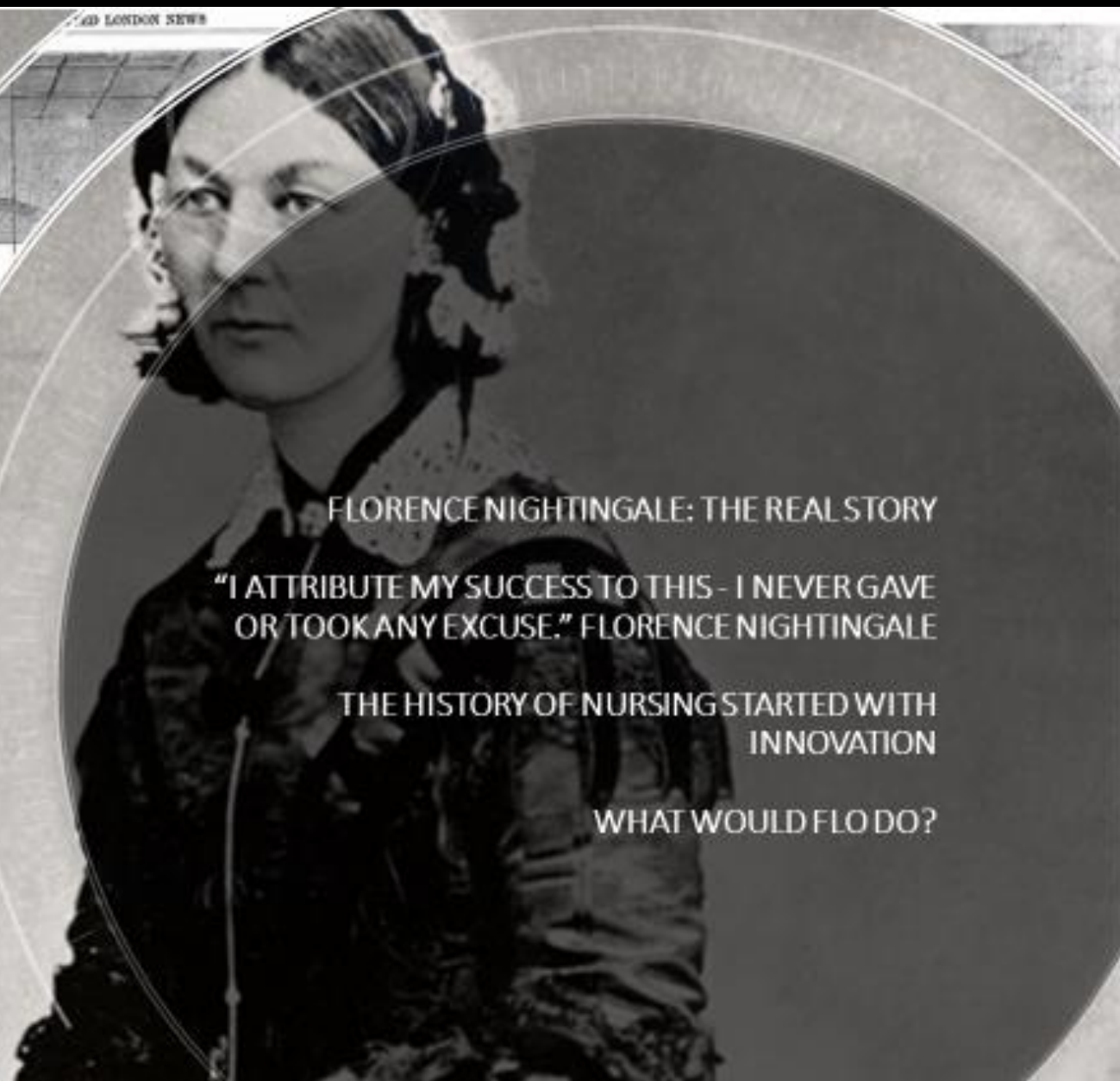
EXEMPTION:

Business and Professions Code 2190.1 exempts activities which are dedicated solely to research or other issues that do not contain a direct patient care component.

This presentation is dedicated solely to research or other issues that do not contain a direct patient care component.

Dec. 16, 1854

THE LONDON NEWS

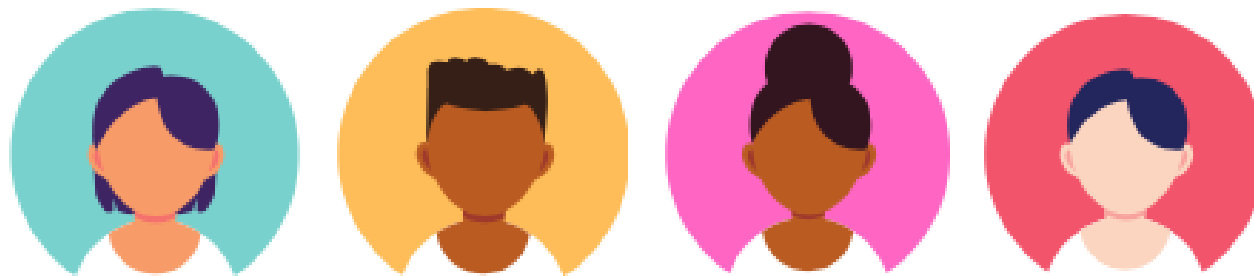


FLORENCE NIGHTINGALE: THE REAL STORY

"I ATTRIBUTE MY SUCCESS TO THIS - I NEVER GAVE
OR TOOK ANY EXCUSE." FLORENCE NIGHTINGALE

THE HISTORY OF NURSING STARTED WITH
INNOVATION

WHAT WOULD FLO DO?

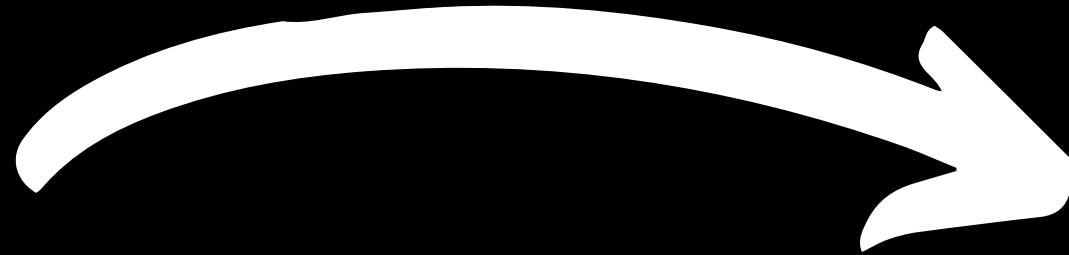


NURSES YOU SHOULD KNOW

[Joanna Seltzer Uribe](#)

[Ravenne Aponte](#)

Nursing's Collective Memory



1853 - 1856

Crimean War

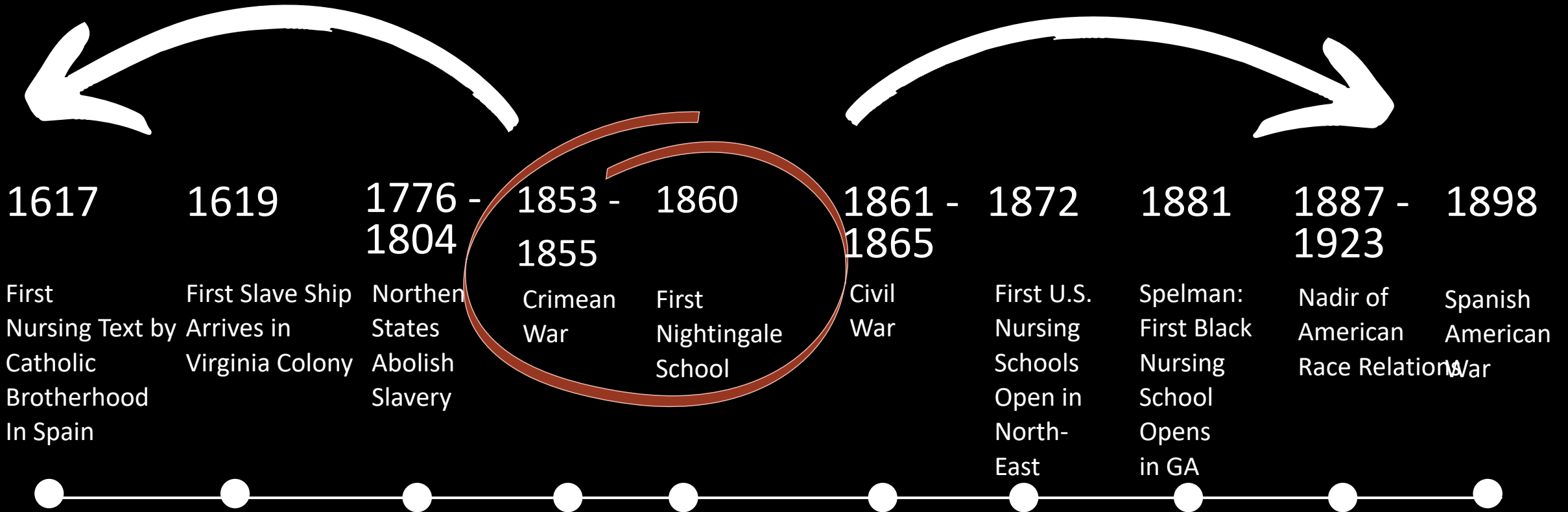
1860

First Nightingale
School

Today



History vs. Collective Memory





Mary Seacole: 1805-1881
Jamaican Nurse, Crimean War

Sojourner Truth: 1797-1883
abolitionist, women's rights,
**strong advocate for nurse
training programs.**

Clara Barton RN: 1821-1912:
Founder American Red Cross

Elizabeth Halstead RN (1861-
1922): Sterile Gloves

Sister Jean Ward RN (1958)
Treatment: Phototherapy Jaundice

Sister Elizabeth Kenney: 1880-
1952 Treatment Poli

Mother Theresa: 1910-1997 Care
for the destitute & dying.



Miss Caroline Hampton in 1889

Dr. Halsted's First Operation in the New Surgical
Amphitheatre in 1904



Nurses who have been Innovative Thought Leaders in History...
but nurses have also led movements....



1900's: The Fight for Women's Right to Vote

Women's Suffrage Movement



1913: American Nurses joins the formal fight for women's right to vote.

Nurses & Organizing for Women's Right to Vote

In the 1920's Nursing became the largest economic vehicle for women's financial independence in the history of the world.

In the 1920's, nurses all ran their own private practices – providing their services directly to private clients.



Nurses Saved Hospitals: 1920s

This historical context is noteworthy for several reasons. First, the emergence of hospitals as the primary setting for healthcare created new business opportunities where, previously, hospitals had been places only for the destitute.

Second, nurses were quite entrepreneurial during this time, often marketing their services through a variety of methods. Nurses lost their economic independence when they became employees of the hospital.

Hospitals began to use billing models established by local hotels, and subsequently, nursing expenses were placed into room and board accounts. Nurses essentially became "invisible" because there was no separate line item in the hospital bill.

- Authors: John Welton, PHD, RN & Kathy Harris, RN, MS, CHE
[Guest Editorial: Hospital Billing and Reimbursement: Charging for Inpatient Nursing Care | Article | NursingCenter](#)



1930s: National Insurance Model rolls Nursing into Room Rates

In the 1930s, as hospitals gained power in the marketplace, they began to view private duty nurses as business competition and thus, started to employ nurses directly in the hospital.

Nursing services were no longer itemized on bills.

As John Welton notes: Hospitals began to use billing models established by local hotels, and subsequently, nursing expenses were placed into room and board accounts.

As noted by the historian, Donna Diers, hospital administrators acted with “a deliberate attempt to keep nurses away from the money” when formulating reimbursement models.

Clear models were outlined for physician-based care, but nursing services were glaringly absent from financial reimbursement models.





Kellie Lease Stecher, MD • 1st

OBGYN, Keynote, Author, President and Co-Founder Patient Care
1d • Edited •

We all need to pay more attention to state legislatures and healthcare. We will never fix any of the healthcare problems, staffing issues, burnout, patient safety issues, if bills created to help these very issues are met with I guess we know where the priority is... and investments in stadiums do not improve outcomes or keep nurses at the bedside.

ETA: I'm putting the bills in question in the comments. They aren't financially burdensome. However, would require hospitals to comply with patient safety standards around staffing. Which is one of the reasons MN nurses had the last nursing strike last year.

#healthcare #ethics #doctors #nurse #minnesota #mayo Tina Shah MD MPH
Nisha Mehta, MD J. Corey Feist, JD, MBA



Mayo Clinic threatens to kill billions in state investment, if two health bills pass

As long as nurses remain a cost to healthcare systems – there will be a misalignment of staffing nurses to levels that drive best patient care.

- Reported May 5, 2023
- “Keeping Nurses at the Bedside Act”
- “Mayo Clinic has given Minnesota Gov. Tim Walz and state lawmakers an ultimatum over two bills that aim to increase nurse staffing levels and rein in health care costs: Gut the bills or the nonprofit hospital will pull billions in planned investments out of the state.”
 - <https://www.twincities.com/2023/05/05/mayo-clinic-threatens-to-kill-billions-in-state-investment-if-two-health-care-bills-pass/amp/>

"Mayo using their power to stop a safe staffing bill is dangerous and shortsighted. Nurses across Minnesota are aligned and committed to doing what it takes to retain skilled nurses, ensure patients are safe, and keep care at the center of health care." - Senator Erin Murphy



Flickr: Attribution 2.0 Generic (CC BY 2.0) / COD Newsroom / EMT/Nursing Pediatric Emergency Sim April 2013 18

Wednesday, January 26, 2022

- Politics
- Nursing
- Healthcare
- Travel Nursing
- Price Controls

Some States Are Trying to Cap Travel Nurses' Pay. Here's Why That's a Bad Idea

Those who wish to implement price caps really just wish to ignore the reality of scarcity.

And instead of capping executive pay – the move is to CAP nursing pay....

- 2 States currently cap nurse wages: Massachusetts & Minnesota
- In 2021 the American Hospital Association urged the White House to investigate travel nurse pay.

- Why would we ever want to cap nurses earning potential?

☰ npr kpbs

HEALTH CARE

Hospitals ask Biden administration to help lower soaring cost of travel nurse

February 2, 2022 · 5:04 PM ET
 Heard on [All Things Considered](#)

By Shalina Chatlani

3-Minute Listen

It's now been a year since the American Hospital Association alleged price gouging and asked the White House to investigate and act. Bidding among states have only escalated.

North Carolina: Groundbreaking Report Concludes Nonprofit Hospitals Paid Top Executives Over \$1.75 Billion in the Past Decade, Doubling CEO Compensation...

“Nonprofit hospital executives enriched themselves while fueling a crisis of health care affordability in North Carolina. A new analysis of hospital data finds that nonprofit hospital CEOs doubled their paychecks in less than five years — a fraction of the time previously thought.

Researchers also found troubling trends in hospital executive compensation during the pandemic.

- North Carolina hospitals paid \$1.75 billion to their top executives, chief executive officers (CEO) captured almost 20% of that pay from 2010 to 2021.
- In North Carolina most nonprofit hospital system CEOs doubled their paychecks in just five years — half the time previously thought.
- Family medicine physicians’ wages rose 22.7% from 2010 to 2019, while registered nurses’ wages rose only 14.8% in that time

Frontline workers gained national recognition for their work caring for patients, but nurse and physician wages have risen far more slowly than executive pay over the past decade.

Despite pleading poverty and taking \$1.5 billion in taxpayer-funded COVID relief, the majority of hospital top executives did not cut their own paychecks in 2020.

There is disturbing evidence that hospital executive pay is not meaningfully linked to either patient safety or nonprofit hospitals' charitable mission.”

Link: <https://www.nc-treasurer.com/news/press-releases/2023/02/15/treasurer-folwell-hosts-press-conference-exposing-nc-nonprofit-hospitals-extravagant-executive-pay>

The pay gap between hospital CEOs and nurses is expanding even faster than we thought

Some hospital CEOs quadrupled their salaries in a few years while nurses' pay largely stayed stagnant.

By Dylan Scott on February 24, 2023 8:00 am

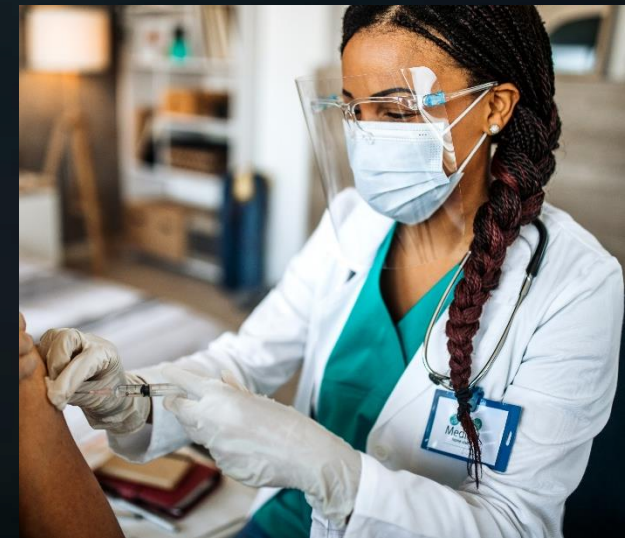


Pay increases for hospital executives have dwarfed the growth in compensation for clinical staff like doctors and nurses. | Luiz C. Ribeiro/NY Daily News via Getty Images

Hospital executives are seeing their compensation increase at even faster rates than previously calculated, according to new research out of

Imagine where nursing,
women, would be today, if
the system hadn't pulled it
all away from them 100
years ago....

But today nurses are still
rolled into room rates – a
cost to healthcare systems.





ABOUT US

Statement of Purpose

The Commission on Nursing Reimbursement launched in response to the nationwide concerns of nursing staffing shortages and will be working to change the way that Medicare reimburses health care systems for the valuable care that nurses do.

The Commission has been asked to evaluate, review and make recommendations to the Center for Medicare and Medicaid Services on how to improve the current model of payment for nursing services within the hospitals and others.

The Commission will be working alongside nursing organizations and partnering with healthcare groups across the nation to propose a solution to Congress that takes into account the needs of the more than 5 million nurses in America today and seeks to reduce the high cost of quality healthcare.



Where would the world be without Nursing?

Nursing led Medicine out of the Dark Ages of Medical Practice.

Nurses Led The Women's Suffrage Movement & Women's Right To Vote

Nurses Saved Hospital Systems from Failing in the United States in 1920's

Nurses and the frontline Saved Healthcare in Covid.

Nurses Will Save the Future of Our Healthcare System....



It's time
nursing takes
back our
power.



Nursing Workforce Changing Demographics & Exits

19.3 million nurses World Wide

- 5 Million Nurses in the US:
 - LPN: 944,000 Million
 - RN: 4.2 Million
 - Largest Healthcare Workforce – Largest Workforce in the United States
- Nearly 100,000 registered nurses were estimated to have left the field during the COVID-19 pandemic.
- 800,000 intend to follow them out by 2027, according to a survey analysis released by the National Council of State Boards of Nursing (NCSBN).
 - [800,000 nurses say they plan to leave the profession by 2027 \(fiercehealthcare.com\)](https://www.fiercehealthcare.com)
- The median age of RNs is 46 years and 47 years for LPNs/LVNs, which reflects a decrease of 6 years for each cohort from the 2020 data. This decline was associated with estimated losses to the workforce of at least 200,000 experienced RNs and 60,000 experienced LPNs/LVNs.
 - [The 2022 National Nursing Workforce Survey - Journal of Nursing Regulation](#)
- 85% of nurses plan to leave hospital roles 1 year from now: Survey
 - <https://www.beckershospitalreview.com/nursing/85-of-nurses-plan-to-leave-hospital-roles-1-year-from-now-survey>



Nursing Students:

US Graduates **185,000** nursing students a year.

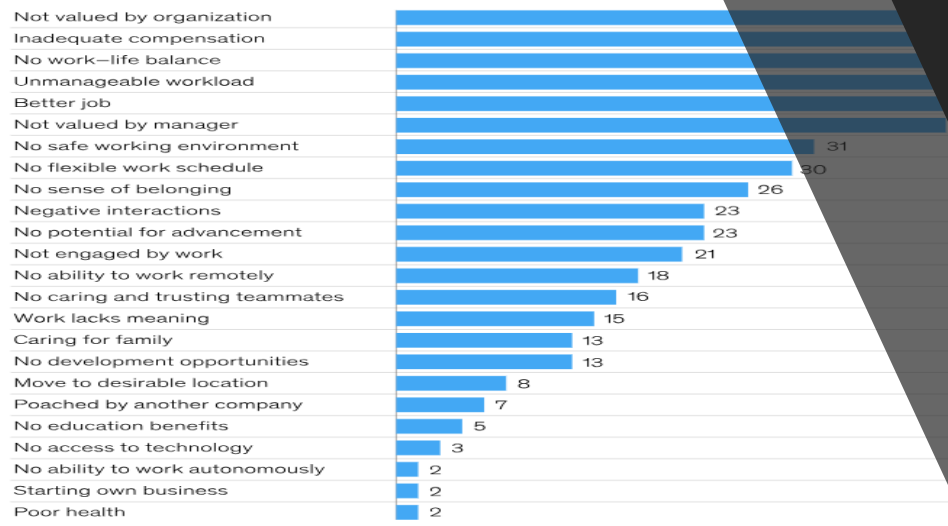
- 250% increase in last 15 years.
- 57% of New Nursing Graduates left the bedside within 2 years of graduation prior to the Pandemic.

- <https://www.wolterskluwer.com/en/expert-insights/recruiting-retaining-new-nurse-grads#:~:text=New%20nurse%20grad%20turn%20over%20rates,negatively%20impact%20patient%2Dcare%20quality.>

- https://www.statnews.com/2022/02/08/medicare-can-help-fix-the-nurse-shortage-in-hospitals/?utm_campaign=rss

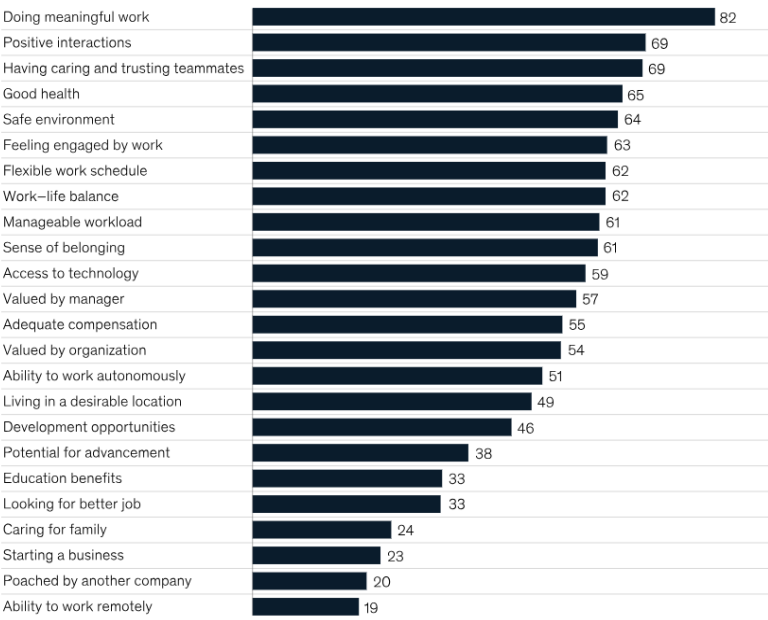
Not being valued, inadequate pay, and unmanageable work factors impacting surveyed RNs' decision to leave a job in

Top factors surveyed RNs say impact decision to leave direct patient care role
% responding "extremely" or "very much"



Meaningful work and flexible schedules are the most important factors that would influence surveyed RNs to stay in their positions.

Top factors surveyed RNs say impact their likelihood to stay in current position, Sept 2022,
% responding "extremely likely" and "very much likely"



Note: Question: To what extent do the following factors impact your likelihood to stay at your job?; n = 368.

Sentiment in Nursing & Medicine

Nursing:

March 2023: 45% of inpatient nurses reported they are likely to leave their role in the next six months.

52% of nurses cited feeling *undervalued* by their organization and 45% *not having a manageable workload* as their top two reasons.”

Compared to Physicians:

76% state they are very likely to be working for my current organization 3 years from now.

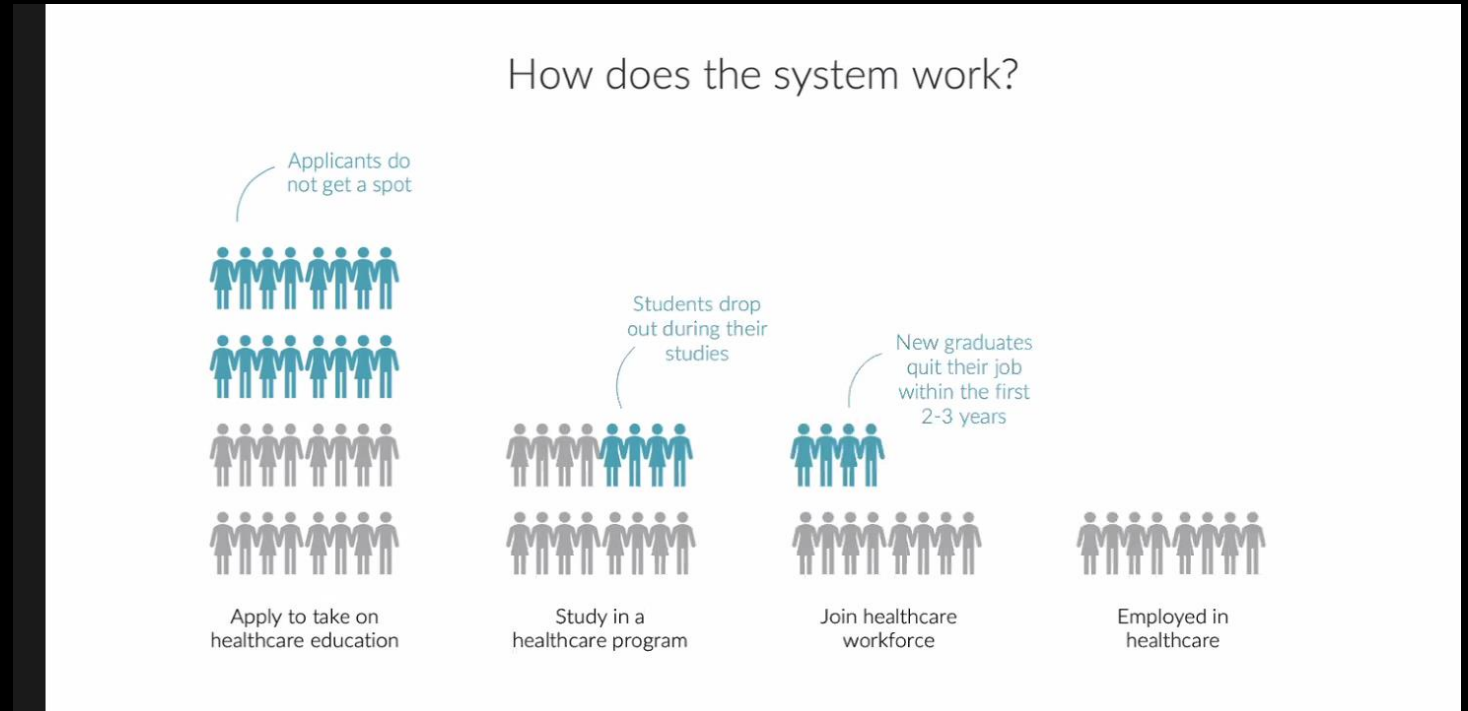
78% feel that their organization recognizes my contribution to its success.

80% of Physicians identified the staffing crisis as the top issue impacting their organization



- <https://www.mckinsey.com/featured-insights/themes/nurses-are-still-under-pressure-heres-what-healthcare-organizations-can-do-about-it>
- <https://www.mckinsey.com/industries/healthcare/our-insights/nursing-in-2023>
- https://www.athenahealth.com/sites/default/files/media_docs/PSS2022.pdf

The Data of the Nursing Workforce from Applicant to 3 years employed in Healthcare



- 50% of nursing school applicants get rejected from nursing school due to a shortage of seats.
- 25% drop out during their studies
- 30% of new nursing graduates leave nursing within 2 years of practice.
- 25% actually make it into nursing past 3 years.
 - Source Laerdal



The Reasons Patients are in Hospitals/Nursing Homes is because they need 24/7 Nursing Care

- A patient's life is so fragile that without 24 hour monitoring by a nurse, they are at risk of dying.
- Physician, OT, PT treatment could all be done out patient



Nurses on a 12 Hour Shift average 2.8 years of experience - lowest ever recorded – from an average of 6 years of experience prior to pandemic.

- From March 2021 to March 2022, the median length of time nurses working a 12-hour shift had been with their current organization dropped from approximately 3.6 years to 2.8 years, wrote researchers from the electronic health record (EHR) giant.

- <https://www.fiercehealthcare.com/providers/after-year-heavy-workforce-turnover-more-care-being-provided-less-experienced-nurses>
- <https://epicresearch.org/articles/the-new-nurse-is-the-new-normal>



Healthcare is a Highly Complex Environment

According to the World Health Organization: Healthcare is defined as a complex system.

Complex systems are systems whose behavior is intrinsically difficult to model due to the dependencies, competitions, relationships.

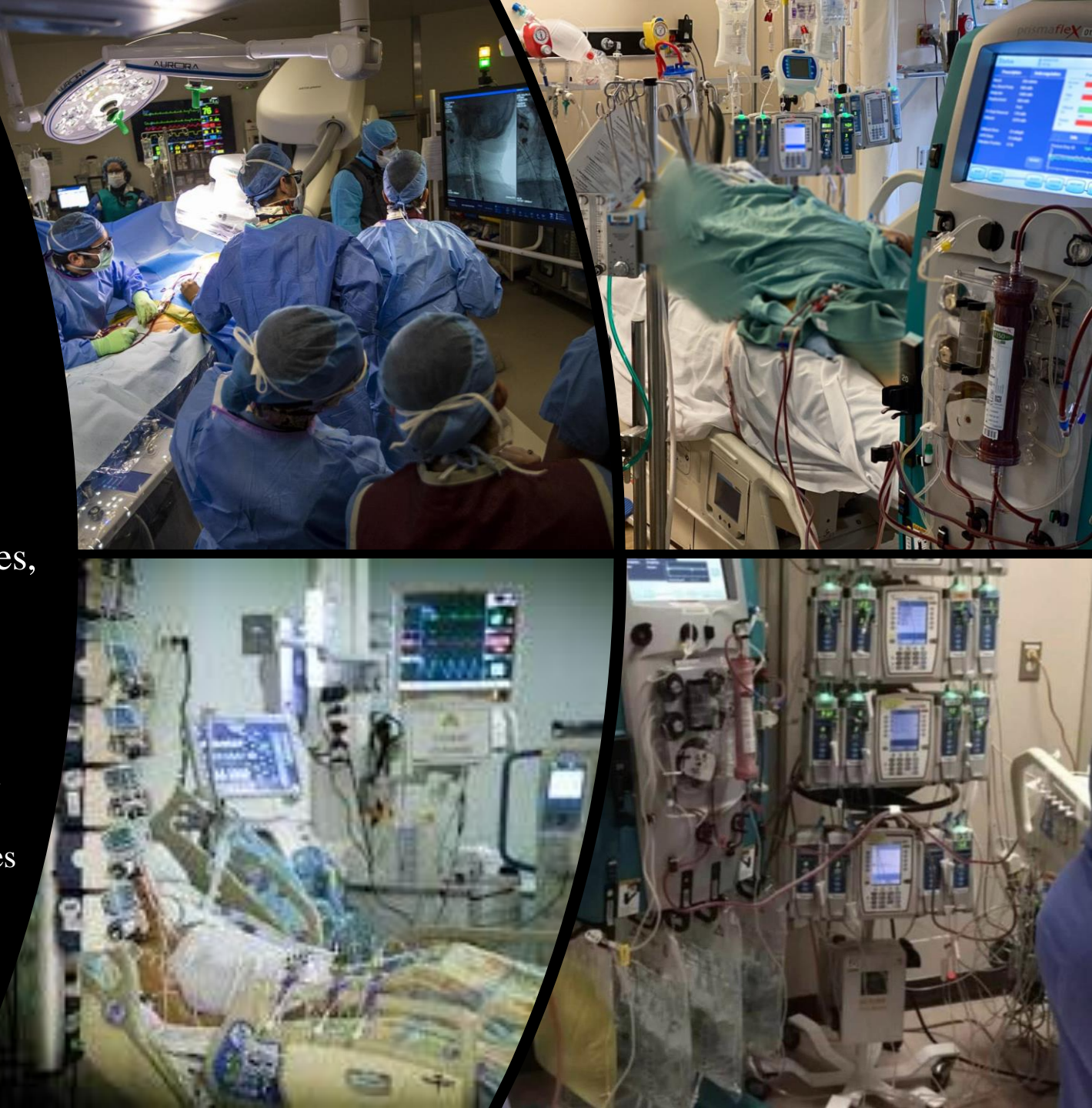
the diversity of tasks involved in the delivery of patient care;

the dependency of health-care providers on one another;

the diversity and relationships of patients, clinicians and other staff;

wide variety of non-uniformity of systems & technologies

[course03_handout_systems-and-the-effect-of-complexity-on-patient-care.pdf_\(who.int\)](#)



Less Nurses = Increased Death

Risk of Death & Nursing Assignments:

After adjusting for patient and hospital characteristics (size, teaching status, and technology), **each additional patient per nurse was associated with a 7% increase in the likelihood of dying within 30 days of admission.**

- [Hospital nurse staffing and patient mortality, nurse burnout, and job dissatisfaction - PubMed \(nih.gov\)](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2908200/)
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2908200/>



The nurse is not in

What America's nursing shortage means for your state.



Healthcare is in Serious Trouble.

More than Half of States will see nursing demand outstrip supply in the next 5 years
Mercer Study 9.2021

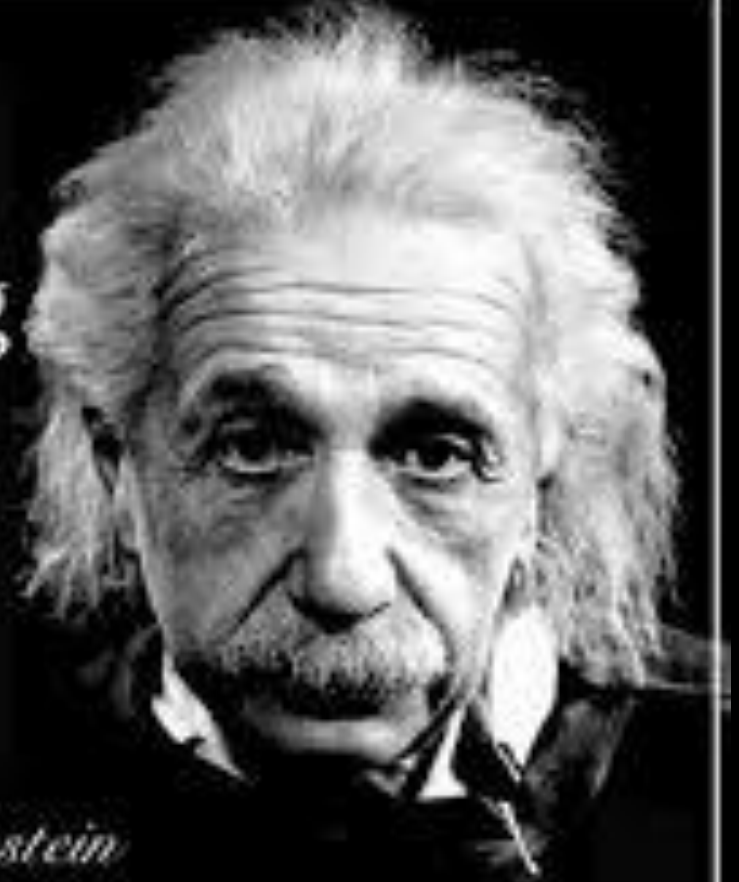
**If current trends persist:
29 states won't be able to meet demands for nursing talent in the next five years,
20+ other states will face significant shortages.**

[More than half of states will see nursing demand outstrip supply in the next 5 years, Mercer finds | Healthcare Dive](#)

The
Definition of
INSANITY

Insanity:
doing the same thing
over and over again
and expecting
different results.

- Albert Einstein



What is Innovation?

“If I had asked people what they wanted, they would have said faster horses”.

- Henry Ford

What makes an innovator?

“A belief you can make something better”



“

ere there none who were
tented with what they have,
world would never reach
anything better.

—FLORENCE NIGHTINGALE



How a Hackathon
changed my life

A woman with short grey hair, wearing a patterned jacket, is speaking at a podium. The podium has a circular logo with the text "EASTERN UNIVERSITY" visible. The background shows a large, brightly lit room with many people seated at tables, suggesting a conference or seminar. The image is overlaid with a large, semi-transparent circular graphic on the right side.

2016 THE START OF A
MOVEMENT:
NURSE INNOVATION &
ENTREPRENEURSHIP



Not just a stethoscope but a briefcase, and not just a seat in the audience, but a seat in the boardroom



“Build the plane as we fly it”

24 months & Scale:

Total Number of Events: 30 Events (June 2016 – June 2018)

- Nurse Innovation & Entrepreneurship Summit & Hackathon: June 2016
- Nurse Business 101 Course: July 2016
- Nurse Startup Academy: August 2016
- Meet a Nurse Entrepreneur/Innovator: Hiyam Nadel BSN, MBA MGH: October 2016
- MassChallenge/Pulse: Team of Nurses to engage with Digital Health Startups: February 2017
- Massachusetts General Hospital: RoundTable on Innovation: March 1, 2017
- Nurse Hackathon: Nurses Hacking Healthcare: March 24th-25th, 2017
- Lecture Series: Using Social Media for Research: March 29th, 2017
- IBM StartUp Health Weekend: Nurses Innovation Panel: April 1st, 2017
- Telehealth Conference: Redefining the Possible for Nursing Practice: April 21, 2017
- NurseSharkTank: Healthcare Pitchathon: May 1, 2017

- Industry Lunch: May 11th, 2017
- NuNoon: May 25th, 2017
- Nurse Practitioner Entrepreneurship Conference: July 13th-14th
- Summit: Nurse Innovation & Entrepreneurship: September 29, 2017
- Telehealth Webinar: April 21, 2017
- Night of Nurse Innovation: North Carolina: October 26, 2017
- Lecture Series: Imperial College: October, 28th, 2017
- Tufts: Day of Innovation, November 15, 2017
- Ruderman Inclusion MakeAThon: November 19-20, 2017
- Nurse Leadership & Entrepreneurship Certificate: Dec 5-8, 2017
- Total Attendance: 1,000 + attendees
- Mindfulness Webinar February 16, 2018
- 3D Printing workshop Feb 5, 2018
- SXSW EntrepreNURSE, March 10th, 2018
- Nurses in Charlotte March 24th, 2018

- Startup Health Weekend: Opioid Crisis: Nurse Hackathon: May 18-20, 2018
- AARP ReversePitch Event-NurseSharkTank: June 4, 2018
- NP Entrepreneurship Conference June 15, 2018



Startup Weekend: Health Opioid Edition
May 18-20th
Hacking the Opioid Crisis
@Northeastern University



<https://www.eventbrite.com/e/startup-weekend-health-edition-opioid-edition-tickets-42340041919>

Reverse Pitch Event: NurseSharkTank
June 4, 2018
Call for Companies to Apply!

Nurse Innovation & Entrepreneurship
at Northeastern University

Monday June 4th, 2018

Call for all companies and entrepreneurs who have created solutions using AI, VR, Robotics, and other disruptive technology that helps individuals live longer independently in their homes!

Apply Today:
<https://www.northeastern.edu/nurseinnovation/nurse-sharktank-2018/>

Nurse Practitioner Entrepreneurship Conference

This conference is for NPs who want to grow their understanding of the business side of healthcare. The conference includes a panel with interactive breakout sessions to inspire, and assist NPs in business planning, strategy, marketing, market fit, and most importantly, how to get paid.

Panelists:

- Dr. Lynn O'Brien
- Dr. Lynn O'Brien
- Dr. Lynn O'Brien
- Dr. Lynn O'Brien
- Dr. Lynn O'Brien

June 20th - June 21st at Northeastern University

INNOVATE. CREATE. COLLABORATE.

Healthcare Hackathon
March 24-26, 2017

NORTHEASTERN NURSE INNOVATION 2018

Startup Weekend: Health Edition - Opioid Crisis: Join us May 18, 19 and 20 for an exciting array of influential panels followed by a 3-day event to tackle the Opioid Crisis

Reverse Pitch with AARP - Nurse SharkTank Event: Calling all companies with AI, VR and disruptive technology solutions to help people to live independently in their homes to join us on June 4

NP Entrepreneurship Conference: Join us June 15 for an interactive session on starting NP-led practice and businesses

Summer Academy 2018: Infusing innovation into School Health Services August 5-8

NURSE INNOVATION & ENTREPRENEURSHIP

NURSE PRACTITIONER ENTREPRENEURSHIP CONFERENCE
JULY 13 & 14, 2017

For any Nurse Practitioner who has ever wanted to start their own business, this conference is for you!

EXERGEN **intelycare** **MEDITECH** **mefa**

<http://www.northeastern.edu/nurseinnovation/nurse-practitioner-entrepreneurship-conference/>

SXSW **NURSE INNOVATION & ENTREPRENEURSHIP**

March 11, 2018

EntrepreNURSE Panelists

- Wendy Wright
- Shawna Butler
- Robyn Linn
- Molly A. McCarty

Date: MARCH 11, 2018
Time: 3:00PM - 6:00PM
Location: AUSTIN CONVENTION CENTER

<http://schedule.sxsw.com/2018/events/FP25182>
<http://www.northeastern.edu/nurseinnovation/sxsw/>





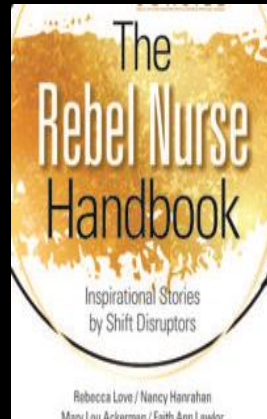
SONSIEL
SOCIETY OF NURSE SCIENTISTS INNOVATORS ENTREPRENEURS & LEADERS

Virtual
Nurse: Meetups
COVID-19

Follow-up post #NurseHack4Health
Thursday May 28th, 2020
www.sonsiel.org



Mask & PPE Supplies for the Frontline #RallyTheNation #GetThemPPE #SONSIEL #GLOGOOD



**NurseHack4Health:
COVID-19 Virtual Hackathon**

Save the Date – May 15-17, 2020

Register Today! nursehack4health.org

#NurseHack4Health

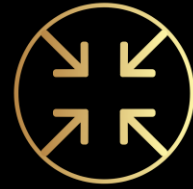
Presented by | | |



**"IT'S MORE THAN
A MASK.
THIS MAY SAVE
THE LIFE OF A
CLINICIAN."**

Rally the Nation to Protect
Healthcare Workers

GLO Good SONSIEL



SONSIEL
SOCIETY OF NURSE SCIENTISTS INNOVATORS ENTREPRENEURS & LEADERS

2019

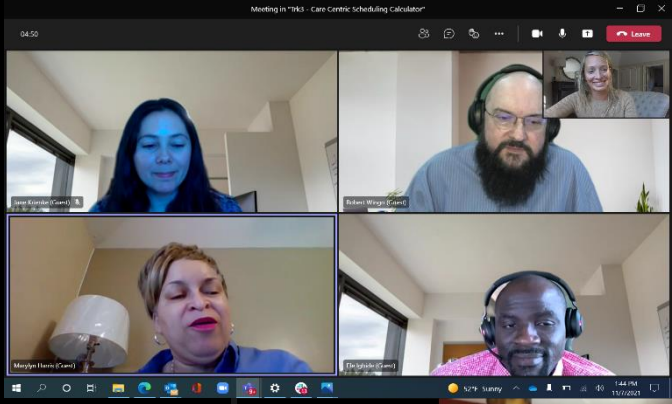
OUR VISION

A world where nurses are significant leaders recognized for transforming healthcare and our society.

OUR MISSION

To magnify, network and elevate the expertise of nurse innovators as transformation agents that contribute to the reform of healthcare. To leverage and disseminate the trust these nurses have earned.

The Power of Nursing Hackathons



NurseHack4Health

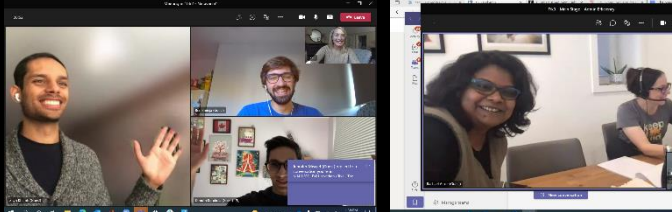
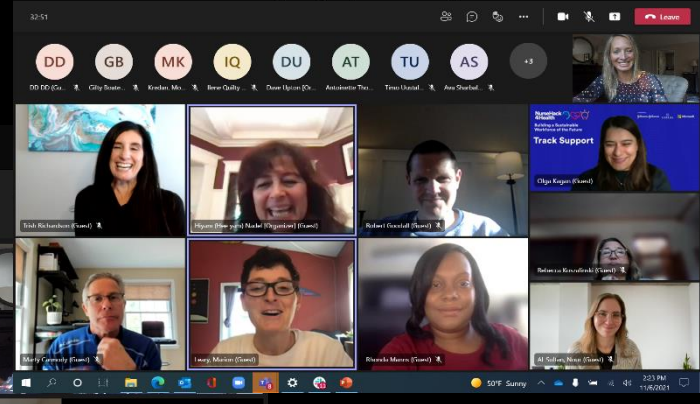
“Amazing opportunity to build networks, learn, grow and further develop our capacity to innovate and improve nursing practice and patient outcomes.”

“This event connects individuals all over the world...together...for a common good, especially during a time where connection is even more critical. It also showcased that ANYTHING IS possible.”

Presented by

Johnson & Johnson **SONSIEL** **Microsoft**

NurseHack4Health Overview Session
September 30, 2021



NurseHack4Health: Building a Sustainable Workforce of the Future
November 5-7, 2021 10:00 AM - 12:00 PM EST

Keynote Speaker
Dr. Peter Buerhaus
The CEO, President, and Executive Director of the American Association of Colleges of Nursing

NurseHack4Health

NurseHack4Health

VIRTUAL HACKATHON
Building a Sustainable Nursing Workforce of the Future

REGISTER NOW
November 5 - 7, 2021

Presented by **Johnson & Johnson** **SONSIEL** **Microsoft**

780+ Registrants

44+ Hours

Nursing Students, LPNs, RNs, BSNs, MSNs, DNs, PHDs and more!

Thank you for making this our best NurseHack4Health yet!

48+ Countries

38+ States





**“INNOVATION DISTINGUISHES BETWEEN A
LEADER AND A FOLLOWER.”**

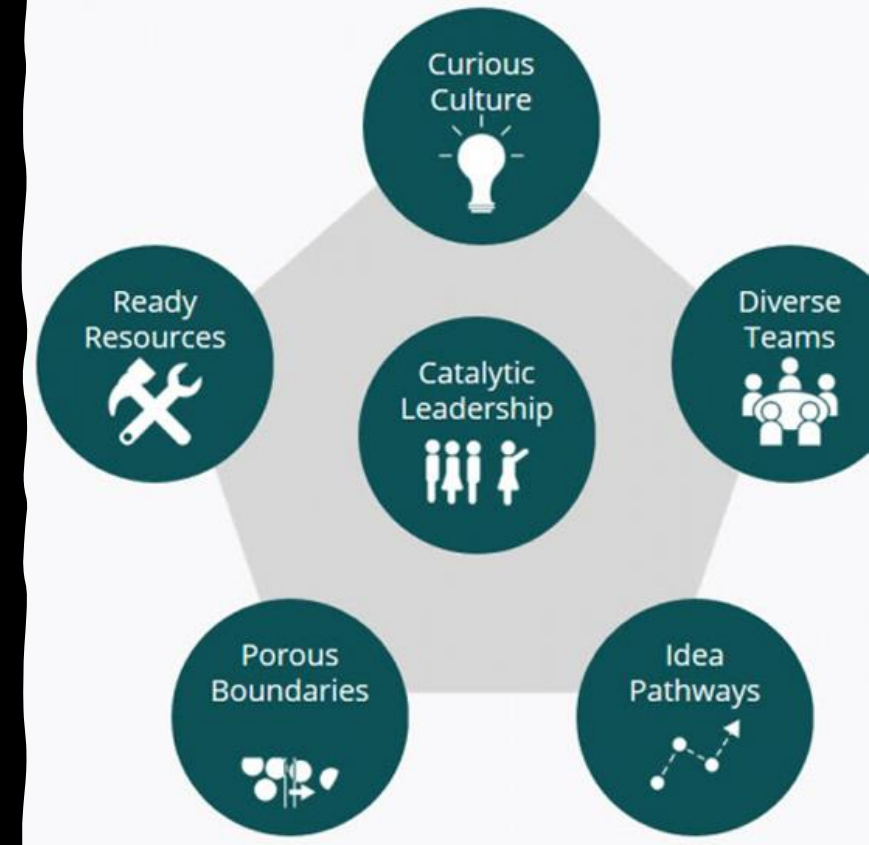
STEVE JOBS

© Lifehack Quotes

Innovation distinguishes between a leader & a follower

How do you make Innovation happen?

- Ask your Frontline for the problems they have.
- Hackathons:
 - Allow people to identify problems they have
 - Identify how it is currently solved.
 - Let your team identify new ways that they would solve the problem more efficiently.
- Reverse Pitch Events – Present a problem let people present solutions.
- Innovation Committee:
 - Bring people of different backgrounds together
 - Put Process and Support in place on how to elevate good ideas and programs





“The only thing I can control is my response, my attitude, my perspective. I get to control what I make this mean.”

Mindset

THE BEST ADVICE I EVER RECEIVED

#RethinkLeadership

In 1870's journal entries
Florence Nightingale began to
write:

“It will take 150 years for the
world to see the kind of nursing
I envision...”

1870 + 150 = 2020's

Nurses our time is now to make
nursing the Profession we've
always knew it could be.

This is our Time! — Rebecca Love





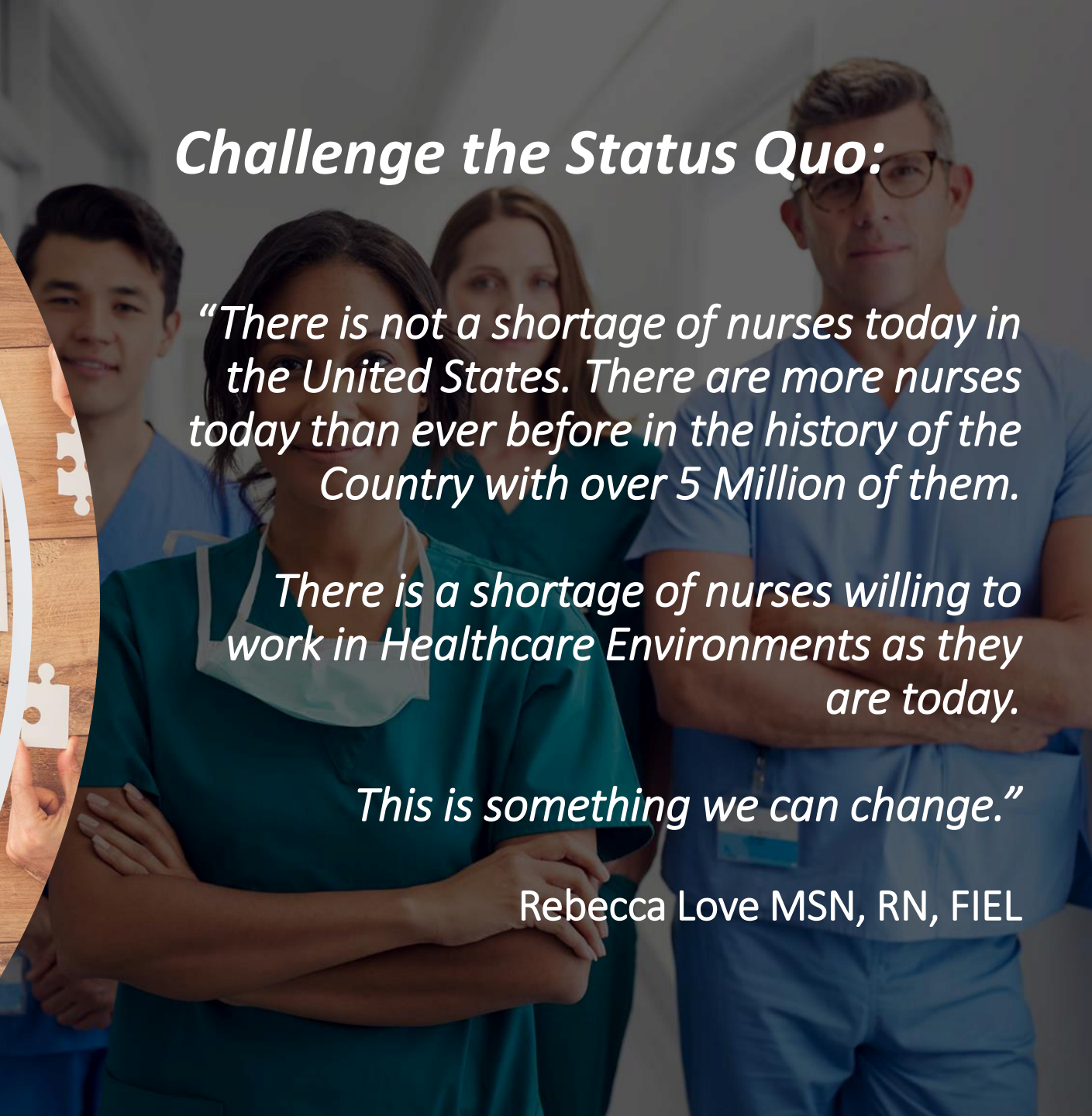
Challenge the Status Quo:

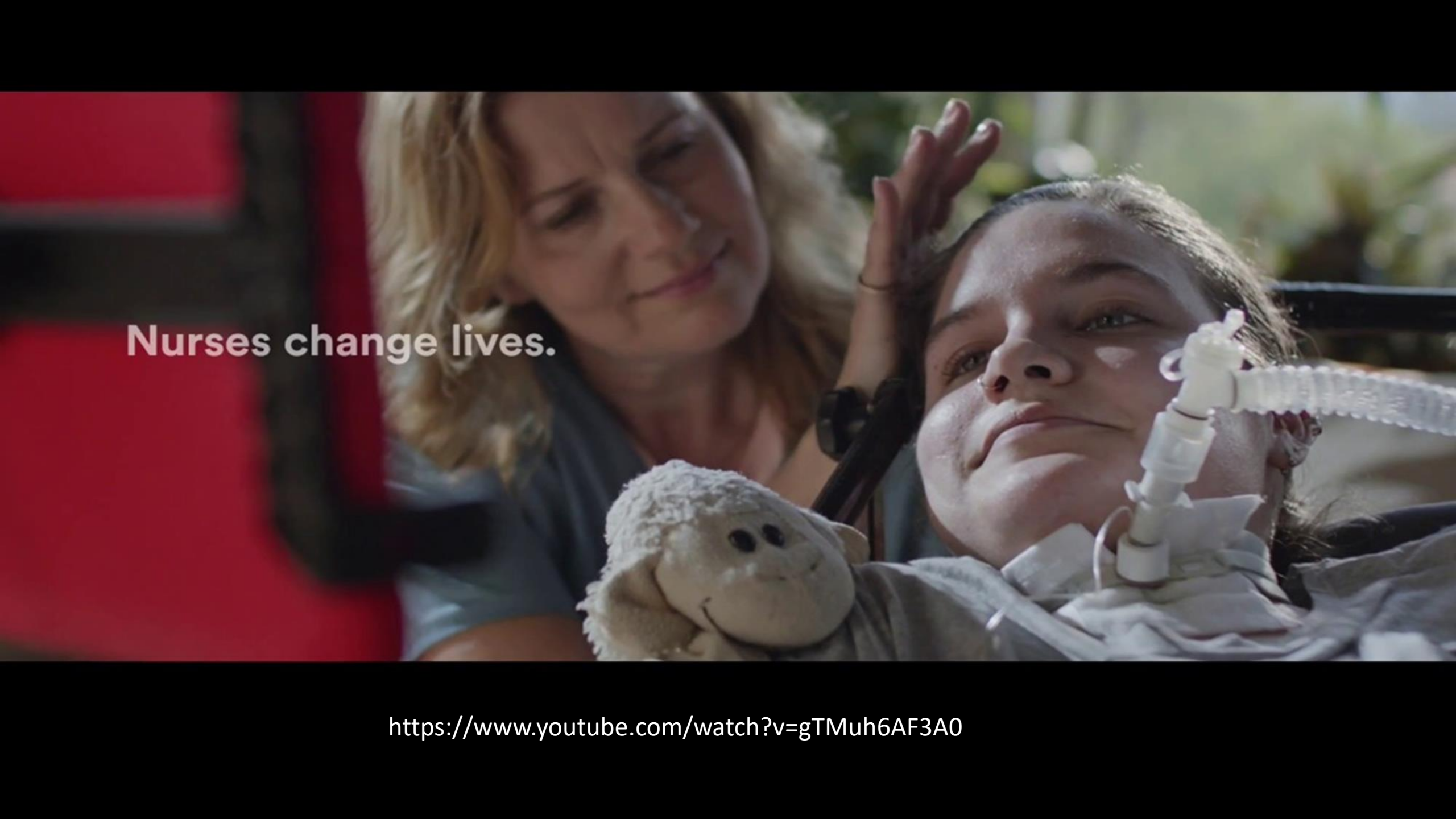
“There is not a shortage of nurses today in the United States. There are more nurses today than ever before in the history of the Country with over 5 Million of them.

There is a shortage of nurses willing to work in Healthcare Environments as they are today.

This is something we can change.”

Rebecca Love MSN, RN, FIEL



A close-up photograph of a nurse with blonde hair, wearing a light blue uniform, leaning over a patient in a hospital bed. The patient is lying down, looking up, and has a white medical device connected to their chest. A white stuffed animal is visible in the foreground. The background is slightly blurred, showing a red wall and some greenery.

Nurses change lives.

<https://www.youtube.com/watch?v=gTMuh6AF3A0>