

FALL 2024

Newsletter

FOR SUPPORTERS

Pulse of the Nation Survey Findings on AI and Nursing

Scanning the landscape for named and unnamed issues impacting nurses is an important function of the American Nurses Foundation (Foundation). In March 2024, the Foundation, in partnership with McKinsey, deployed its signature Pulse of The Nation Survey to gather insights on the perceptions and experiences of nurses regarding the use of artificial intelligence (AI) in healthcare. A total of 7,200 nurses responded. Findings include, but are not limited to:

73% reported that having more input in AI tool design, implementation, and optimization is needed to alleviate concerns

64% expressed a desire to have more AI tools incorporated in their work

61% reported that “trust in clinical accuracy” is a top concern

49% are concerned about how AI may impact human interactions in healthcare

42% expressed feeling of hopeful about AI’s ability to improve the quality of care delivered

36% identified themselves as having “limited to no” knowledge of how AI-based technology is being used in healthcare

This wide variation of sentiments suggests that nurses are not simply “for” or “against” AI in healthcare. Rather, what is evident is logical curiosity, a healthy concern for patients, and a strong desire to have more nurses included in technology design, development, and testing.

In keeping with its mission to be a convenor and catalyst for change, the Foundation, in partnership with the Scottsdale Institute, shared additional survey findings with health system executives during a special roundtable on October 10, 2024. A full report of the AI in Nursing survey findings can be found [here](#).

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NURSE WELL-BEING: Building Peer and Leadership Support

As the Foundation launches its Nurse Well-Being: Building Peer and Leadership Support program into its third year,

over 50 Nurse Champions have delivered an evidence-based peer support program to nearly 1,000 nurses at four pilot sites to reduce stress and address burnout. The Foundation has partnered with the pilot sites to adapt the curriculum from Stress First Aid—originally developed for military and first responders—to be a comprehensive and actionable program for nurses by nurses. Trained Nurse Champions at each site have implemented the program across 22 units to date and they share learnings, challenges, and successes with each other in monthly learning community meetings.

Pilot sites include BayCare Health in Tampa, FL; Indiana University Health, Indianapolis, IN; University of South Alabama (USA) Health University Hospital, Mobile, AL; and Atrium Health Wake Forest Baptist, Winston-Salem, NC.

This fall, the full program curriculum became available for free to all nurses on the American Nurses Association **Learning Management System**. The topics for the course include an overview module, a facilitator training guide, an implementation guide, and the full course module. Continuing nursing education credits are available for nurses who complete the course. Based on insights gained from our pilot sites and focus groups, the Foundation has developed a special leadership training module, also available this year.

The supplemental leadership training builds on key concepts from the Stress First Aid curriculum, but also supports leaders by acknowledging that it can be “lonely at the top.” The module guides leaders through having tough conversations about mental health with staff, identifies ways leaders can build healthy nursing teams, and emphasizes the value of caring for yourself first.

“We heard from nurses that they need their leaders to embrace and model a culture of well-being for this program to be successful. We developed Leadership Training to support leaders and give them the tools and resources to achieve that goal” said Nyuma Harrison, RN, EML, Director of Programs at the American Nurses Foundation.

A powerful testament to the program’s impact is the pilot sites’ expansion plans beyond individual units to whole hospitals or even entire health systems. *“Nurses in other units began hearing about Stress First Aid and asking when they would get it. This program gives nurses a language to talk about their stress. It makes it ok to not be ok and that is comforting,”* said Rocky Hauch, DNP, RN, PCCN, Advanced Professional Development Practitioner at BayCare Health System. Given the success of the program and the positive effect on nurses in the pilot units, BayCare will be rolling out Stress First Aid across its entire system of 16 hospitals, having a profound impact on the well-being of its 32,000 team members by the end of 2025.

Building on the success of the first two years of Nurse Champion Trainings in Silver Spring, MD, the Foundation developed a new model of training delivery for the third cohort’s training. To support the culture change necessary for full curriculum implementation, the Year 3 Nurse Champions Trainings will occur directly on location at the pilot sites this winter. These on-site trainings will expand program reach by allowing the sites to invite more participants to receive training and encourage long-term sustainability as the trained Nurse Champions establish themselves as leaders in Stress First Aid for Nurses at their organizations.

Creating healthier workplaces for nurses leads to better care for patients and their families. Through the Nurse Well-Being program, nurses are leading the way in addressing burnout and developing a culture of well-being through peer and leadership support. **To learn more about the program and access the new training modules, please visit our program webpage.**



A LEGACY THAT LASTS:

Karen Daley, Life-Long Advocate for Nursing and Healthcare Safety

Karen Daley, a prominent figure in the nursing community, has dedicated her life to advancing the profession and advocating for healthcare safety. With a clinical career spanning over 25 years at Brigham and Women's Hospital in Boston, as well as playing significant roles in the Massachusetts state affiliate of the American Nurses Association (ANA), the national ANA, and the American Nurses Foundation (Foundation), Karen's journey is a testament to her commitment to nursing and patient care.

Karen's path to nursing was influenced by early experiences including her mother's health challenges. As the first in her family to pursue higher education, Karen drew inspiration from the nurses who cared for her mother during hospital stays, leading her to choose nursing as her career.

Karen's involvement in the ANA constituent state nursing affiliate started with writing articles at the district level eventually progressing to state president. Her leadership and advocacy skills led her to the national stage, where she served on the ANA Board of Directors and was elected ANA President in 2010.

One of Karen's most significant contributions to healthcare was her work on the Needlestick Safety and Prevention Act. After suffering a needlestick injury that resulted in HIV and hepatitis C infections, Karen became a vocal advocate for safer needle devices. Her efforts culminated in the passage of the Needlestick Safety and Prevention Act in 2000, which was signed into law by President Clinton. Karen emphasized, "As much as I put a name and a face to needle safety, none of this would have happened without ANA - it was a combination of my voice and their efforts - that made it possible to move things forward."

Throughout her career, Karen has witnessed the complexities of a healthcare system that was not originally designed to optimize the value of nurses - but at the same time, she sees a crucial opportunity to improve care by elevating the contributions of nurses. She has been a strong advocate for supporting nurses' ability to practice to the full extent of their education and experience, emphasizing the importance of their clinical judgment, knowledge, and skills in delivering quality care. Karen's work with the American Nurses Foundation, whose board she joined in 2014, has been instrumental in supporting nurse researchers and advancing the nursing profession. Under her leadership, the Foundation has focused on reimagining nursing for the future of healthcare, ensuring its preparedness for emerging challenges.

While Karen stepped down from her role on the Foundation board this year, her commitment to its mission and the future of nursing remains steadfast. A long-term donor of the Foundation, she recently made us aware of her plans to include the Foundation in her will. Believing that "investing in the Foundation's work is an investment in the nursing profession and the nation's health," Karen's vision includes greater support and resources for nurses and a healthcare system that values and utilizes their full potential. "I wish healthcare was as focused on nurse satisfaction as it was on patient satisfaction because they line up one to one," she remarked.

For Karen, giving isn't just a one-time act but a lifelong commitment. From her invaluable contributions to the nursing profession and healthcare safety as a board member and advocate, to her ongoing annual support through the Foundation, to her impactful legacy gift, her story is a reminder that philanthropy isn't confined to a single moment but is woven into everyday life. As she continues to give generously, she hopes to inspire others to join her in ensuring that individual nurses have the resources and support they need to thrive so that the profession is equipped to meet the evolving challenges of healthcare with excellence and innovation.

No matter the size, you can leave a lasting legacy through planned giving with a contribution to the Foundation. You can give a dollar amount, specific items, or designate a percentage of your estate. If you already have a will, you can add American Nurses Foundation to it with a simple amendment. **To learn more about the benefits of making a charitable gift, visit our [website](#) or call 301-628-5386.**



FOUNDATION SCHOLARSHIPS: Promoting and Fostering Nurses' Professional Development

Scholarship for Change

The American Nurses Foundation (Foundation) recently identified the second cohort of Scholarship for Change recipients. This scholarship, created in 2023, supports nurses of color who are in a position to make an impact on healthcare delivery. With initial support from Stryker, the Foundation provided 12 scholarships to nurses who were identified as local and national leaders with potential for career impact but lack the organizational resources to attend the Magnet/Pathway Conference nor are part of Magnet or Pathway organizations. These scholarships created an opportunity for those nurses to use the education and mentoring they received at the Magnet/Pathway Conference in 2023 to make a difference in their organizations. In 2024, the Foundation expanded the scholarship program to award 20 nurses to attend this year's Magnet/Pathway Conference in New Orleans, LA.

The impact of this scholarship program is two-fold: First, it opens the door for nurses of color to take on leadership roles at their organizations, and second, it spurs institutional change by providing these nurses with the support and resources to bring their learnings back to their organizations, fueling their continued leadership within their own workplaces.

Below: Scholarship for Change recipients



Jeannine Rivet National Leadership Award

In June 2024, the Foundation announced Jasmine Bhatti, MS, RN, as the 2024 recipient of the prestigious Jeannine Rivet National Leadership Award. This annual award is sponsored by the Jeannine Rivet National Leadership Fund, a \$10,000 fellowship established through a 10-year partnership with the United Health Foundation (UHF), the philanthropic foundation of UnitedHealth Group.



Jasmine is a nurse entrepreneur, teacher, and dedicated leader with more than 13 years of experience specializing in neurology. As a frontline nurse, she saw where the greatest needs were in the community she was serving and used that as an opportunity to create Navi Nurses, an innovative business model redefining at-home care delivered by registered nurses.

Just the Beginning

Through opportunities such as the Scholarship for Change program and the Jeannine Rivet National Leadership Award, the Foundation continues its commitment to supporting and promoting the professional development of our nation's nurses. These programs reflect the Foundation's goal of uplifting and connecting current and future nurse leaders who will serve as change agents within the profession and further advance the mission of the Foundation and the American Nurses Association.

SPOTLIGHT ON CERAVE: Enhancing Nurse Well-being through Healthy Nurse Healthy Nation



At the American Nurses Foundation (Foundation), our mission to support and empower nurses is bolstered by our partnerships with corporate funders, including CeraVe, a leader in skincare solutions. Their support for Healthy Nurse, Healthy Nation™ (HNHN), a program of the American Nurses Association that connects and engages nurses, employers, and organizations around improving health in six areas: **mental health, physical activity, nutrition, rest, quality of life, and safety**, underscores a shared commitment to the well-being of nurses – a commitment that is more vital than ever in today’s demanding healthcare environment.

CeraVe’s Impact through HNHN Initiatives

CeraVe’s partnership with the HNHN program has been instrumental in promoting essential aspects of nurse wellness. A key corporate partner since 2021, CeraVe’s most recent support included participating in a HNHN “challenge” month focused on healthy sleep habits as well as hosting a virtual “coffee break” that connected nurses nationwide to discuss self-care.

The Healthy Sleep/Healthy Skin Challenge aimed to equip nurses with actionable tips and tools to prioritize their own well-being, which is crucial for sustaining their capacity to care for others. In the high-pressure world of healthcare, self-care often takes a backseat, but through daily emails and text reminders during the month of September, challenge participants received practical guidance on improving sleep hygiene and maintaining skin health.

In addition to the challenge, CeraVe hosted a virtual Coffee Break last April, an event that brought together approximately 350 nurses from across the country for an interactive session designed to foster community and provide valuable insights into maintaining both physical and emotional well-being. CeraVe hosted another Coffee Break this September.

During the Coffee Breaks, participants had the opportunity to learn about effective self-care practices, including the importance of sun protection for skin health. CeraVe’s expertise in skincare is particularly relevant here, as protecting the skin from sun damage is a critical aspect of long-term health. The session also addressed broader aspects of self-care, offering practical tips while serving as a supportive space where nurses could connect, share experiences, and find encouragement from their peers.

A Commitment to Nurse Wellness

CeraVe’s contributions to the Healthy Nurse Healthy Nation program reflect an understanding of the challenges faced by nurses and a commitment to their well-being. By focusing on self-care and skin health, and by providing opportunities for nurses to connect and learn, CeraVe plays a crucial role in promoting a healthier, more resilient nursing workforce. To learn more about the HNHN program and participate in an upcoming Challenge month, visit www.hnhn.org.

NEW CEO OF THE ANA ENTERPRISE: **Angela Beddoe**



We are excited to announce the appointment of Angela Beddoe as the CEO of the ANA Enterprise!

The ANA Enterprise leverages the combined strength of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation (Foundation) to empower nurses everywhere.

Having served as the ANAE Interim CEO since earlier this year, Ms. Beddoe demonstrated exceptional leadership. With this latest appointment, she will continue her leadership roles with our three entities, ensuring nurses are comprehensively supported today, tomorrow, and for the future.

For further details about Ms. Beddoe’s appointment and her impressive background, please read the full press release [here](#).

Driving Innovation in Nursing through the ANA AMERICAN NURSES ASSOCIATION INNOVATION AWARDS

The American Nurses Foundation (Foundation) partners with Stryker to fund the American Nurses Association (ANA) Innovation Awards. The purpose of these awards is to highlight, recognize, and celebrate nurse-led innovation that improves patient safety and outcomes. Through an open competitive application process, ANA reviews and selects two winners each year: a \$25,000 individual nurse award and a \$50,000 nurse-led team award. These funds support a range of activities including translational research, development, prototyping, testing, and implementation of new care delivery models, devices, and educational interventions; new businesses, programs, or services; and research or technologies transformative to patient safety and outcomes.



The recipient of the 2024 individual nurse award is **Kwamane Liddell, JD, RN, BSN**, the Founder and CEO of **ThriveLink**. ThriveLink uses a voice-activated program enrollment platform to bridge the gap between individuals and essential – but underutilized – social programs. This innovation helps

address the social determinants of health impacting many marginalized communities that inevitably influence health outcomes. ThriveLink has the ability to create access for the **130 million people** who currently struggle to complete the administrative burden and paperwork necessary to successfully enroll in these programs.



Wallena Gould, EdD, CRNA, FAANA, FAAN, and her team won the 2024 nurse-led team award. Wallena is the Founder and CEO of the **Diversity in Nurse Anesthesia Mentorship Program**, a non-profit organization dedicated to advancing diversity within graduate nurse anesthesia

programs. They use the Immersion Model for Diversifying Nurse Anesthesia Programs, an innovative, evidence-based program created specifically for nurses of color who have been historically underrepresented as certified registered nurse anesthetists. This program prepares them to be competitive applicants for graduate programs and successful students while equipping them to improve health outcomes for diverse populations.

From digital health to home health, launching new models of care to tackling healthcare disparities, entrepreneurial nurses are leveraging their experiences and their expertise to advance the science and culture of innovation across nursing. With the support of the American Nurses Foundation and the ANA Innovation Awards, nurses like Kwamane Liddell and Wallena Gould are a growing group of nurse leaders driving innovation to make a profound and powerful difference in patient safety and outcomes.

The 2025 ANA Innovation Awards are open. [Apply Now!](#) Application deadline is November 1, 2024.

Kate Judge, Former Foundation Executive Director, to be Inducted into American Academy of Nursing

The American Academy of Nursing (Academy) announced that Kate Judge, former Executive Director of the American Nurses Foundation (Foundation), has been named an Honorary Fellow. This recognition celebrates her extraordinary and sustained contributions to healthcare and the nursing profession throughout her career.

Kate has dedicated herself to fostering philanthropic support for nurses, raising over \$62 million to advance

the profession during her tenure at the Foundation. This includes more than \$30 million raised through the Coronavirus Response Fund for Nurses, the largest public disaster relief campaign for nurses, which has significantly impacted the lives of countless individuals in the profession.

“Kate’s exceptional leadership at the Foundation has made a lasting impact on the landscape of nursing philanthropy,” said Kathy Driscoll, President of the Foundation’s Board

of Trustees. “Her commitment to cultivating a culture of giving and advancing the nursing profession has enabled solutions that not only evolve the practice of nursing but transform health and health care.

Kate will be honored for her outstanding contributions at the Academy’s Induction Ceremony later this fall. Read the full press release [here](#). Congratulations Kate!



THE POWER OF STORIES: Celebrating the Reimagining Nursing Initiative's Pilot Programs



The **Reimagining Nursing Initiative** formally kicked off in 2022 with ten pilots designed and led by nurses to address the vital issues of education, technology, and reimbursement for nurses. Funded primarily by a grant from Kaiser Permanente, the first three-year phase of the program gave ten innovations resources to grow and test their concepts on real students, real patients, and real nurses. As phase one of the Initiative enters its final year, each of the ten pilots is ready to begin telling the story of their journey. That was the theme of the final official Grantee Convening in Washington, D.C. in June: Storytelling. Stories to teach, to persuade, and to inspire.

To guide the attendees on this journey, we hired an external storytelling coach. The preparation for this two-day workshop started months earlier with each pilot team meeting with the coach to find their story's center: its "hook." The pilots prepared a rough story path to build on when they came together in D.C. Building their narratives intentionally, element by element, each team found the core of their message and the best way to relate it to an audience. There were stories of **people living with a low-income and chronic conditions who got the care they needed** from a nurse in their home instead of the emergency room. There were stories of acute care patients whose lives were saved by a computerized **early warning system programmed to read and apply nurses' notes**. We learned about nursing students passing the NCLEX on their first attempt and being hired into the **perioperative nursing specialty** right out of nursing school. These are the innovations that are going to leverage the power of nursing to create a healthier world.

It wasn't all storytelling toil at this convening. The attendees were motivated and cheered on by guest speakers who amplified the importance of the work they are doing. Phyllis Doulaveris, Senior Vice President at Kaiser Permanente and a Board member of the Foundation, emphasized the value of tailoring one's story to the audience. Bob Atkins, Executive Vice Dean of the Johns Hopkins School of Nursing, spoke about how nursing education was built around staffing hospitals but now needs to turn its attention to community nursing. Finally, Roberta Waite, Dean of Georgetown University School of Nursing, emphasized how the innovative work of the Reimagining Nursing Initiative grantees is preparing space for today's nurses' successors by keeping the profession future oriented.

By the end of the two-day meeting the pilot teams had focused, concise presentations adaptable to any audience. After presenting them to a packed room of fellow grantees and special guests, all were invited to celebrate the accomplishments of the gathering over wine and passed hors d'oeuvres. While the meeting was intended to be the last gathering of this particular group, it was decided by unanimous consensus to gather again in another year, outside of the grant program, as colleagues on a shared mission. The work of the inaugural cohort of the Reimagining Nursing Initiative is only beginning.

The Reimagining Nursing Initiative is disrupting nursing for the better to build a healthier world. Follow the stories of these ten innovative nurse-led teams by visiting our **website and joining our mailing list**.

Above: Members of the American Association of Colleges of Nursing pilot team show off their personal sketches in an early stage of the storytelling workshop led by Do Tank. Below: The Reimagining Nursing Grantees, and Foundation staff at the third annual Grantee Convening in Washington, D.C.



VOICES OF NURSING: Highlights from the American Nurses Foundation's Inaugural Town Hall

With the goal of adding even more diversity to when, where, and how the American Nurses Association engages nurses, the organization's philanthropic arm, the American Nurses Foundation (Foundation) hosted its very first town hall meeting on June 13, 2024. Co-hosted by the Foundation's Interim Executive Director and VP of Programs, Adriane K. Griffen, and Director of Programs, Nyuma M. Harrison, this free virtual event was organized to reach nurses nationally and globally. The goals of event were to 1) increase awareness and knowledge about the American Nurses Association and how the organization is structured to serve nurses, and 2) create a safe space for nurses to interact with each other while communicating what is top of mind for them. We had 253 nurses register for the event, with over half of that number attending this live, interactive, hour-long session. Considering the wide variation of 24-hour work schedules and (many times) unpredictable break times, the presence and participation of over 100 nurses was regarded as a strong indicator of how much nurses want, need, and value opportunities to be seen, heard, and directly engaged.

Following a short presentation on the programmatic offerings of the Foundation, participants were invited to join in a discussion about findings from the Foundation's recent Pulse of The Nation Survey on Mental Health and Well-Being in Nursing. To ensure that all attendees had the opportunity to contribute, nurses were given the option to "speak" through live polls and/or through an open chat space. The Foundation acknowledged and expressed gratitude for the attention raised about issues impacting specific nursing sub-groups.

The success of this event gives evidence of the need for organizations to continue exploring new ways to break down walls between "institutions" and the "constituents" they serve. To this end, the Foundation will again convene current and past grantees and scholarship recipients for a special virtual invite-only event in November. The 2024 calendar year will conclude with another virtual townhall on December 4. This event is free and open to all.

[Register here.](#)



Attend the Next Town Hall

December 4, 2024 from 3:00 – 4:00 pm EST

An interactive, virtual experience for nurses across the country to weigh in on the issues that are on their minds, pulse check how much they agree or disagree with current findings of nurse surveys and trends in nursing, and learn about resources and supports offered by the Foundation.

[Register at this link.](#)

DECEMBER

Tuesday

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Corporate Advisory Board

Thank you to the 2024 Corporate Advisory Board for your commitment to transform the nation's health through the power of nursing.



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To inquire about corporate partnership opportunities, please contact Inne Barber at inne.barber@ana.org.

Support Nurses with Estate Planning and Tax-Smart Giving Options

By including the American Nurses Foundation in your estate plans, you have the opportunity to create a lasting legacy that supports the critical work of nurses and amplifies nursing's impact on healthcare for generations to come.

The Foundation has partnered with FreeWill to offer you a free, online will-writing tool – trusted by over one million users – to help you plan for the future and ensure that the people and causes you care about are well taken care of. This tool, which you can access at: <https://nursingworld.mygiftlegacy.org>, also provides the opportunity to include a gift that ensures the continued impact of the American Nurses Foundation.

Learn more about planned and other tax-smart giving options the Foundation accepts below:

Planned Giving: each of the following options allows you to create a meaningful legacy that supports the future of nursing:

- *Charitable bequests:* allow you to designate a specific gift in your will
- *Beneficiary designations:* enable you to name the Foundation as a beneficiary of your retirement account, life insurance policy, or other assets
- *Charitable remainder and lead remainder trusts:* offer options to support your loved ones while also making a significant gift to the Foundation

Tax-Smart Giving: each of these giving vehicles provides an opportunity to care for the needs of nurses in a financially efficient manner:

- *Donor-Advised Funds (DAFs):* provide a flexible way to manage your charitable giving, allowing you to recommend grants to the Foundation over time
- *Appreciated stock donations:* may help you avoid paying capital gains taxes while receiving a charitable deduction
- *Qualified Charitable Distributions (QCDs) from your IRA:* offer a tax-advantaged method to give for those age 70 ½ or older
- *Cryptocurrency donations:* allow you to avoid capital gains taxes and claim a charitable deduction

The American Nurses Foundation does not provide legal or tax advice. Please seek counsel from a financial advisor, accountant, or attorney.

Meet Karen Daley, an American Nurses Foundation Planned Giving Donor profiled on page 3!



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American Nurses Foundation is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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