

Call for Nominations for National Board of Directors

The ANNA Nominations Committee is seeking qualified member candidates for the following national offices for this year's election:

- President-Elect
- Secretary
- Director (one position available)

See pages 15-16 of this issue for the overall purpose and objectives of each role as well as the candidate criteria and requirements. ANNA members who are interested in running for office may obtain additional information and access the candidate application on the ANNA website at annanurse.org/nominations. **Please note the deadline for submission of all application materials is July 1, 2023.**

Election ballots will be distributed to ANNA members on October 30, 2023, and voting must be completed by November 13, 2023. Elected officers will begin orientation to their new roles at the ANNA Board of Directors meeting scheduled for February 11-13, 2024, in Clearwater Beach, FL. The officers will assume their elected positions following the 2024 ANNA National Symposium to be held April 14-17 in Orlando, FL. ↑

Glenda Payne, MS, RN, CNN
2023-2024 Nominations Committee Chair
Dallas Chapter #208



Register Now!
annanurse.org/symp23

Free Practice Resource: Fact Sheets

ANNA Fact Sheets provide a brief overview of essential information regarding the care and treatment of individuals with kidney disease. An educational resource for both patients and clinicians, fact sheets on the following topics are available for free download on the ANNA website at annanurse.org/factsheets:

- Acute Kidney Injury
- Anemia
- Chronic Kidney Disease (CKD)
- CKD-Associated Pruritus
- CKD-Mineral and Bone Disorder
- Hemodialysis
- Home Hemodialysis
- Pediatric CKD
- Pediatric Hemodialysis
- Pediatric Peritoneal Dialysis
- Pediatric Renal Transplant
- Pediatric Nephrotic Syndrome
- Peritoneal Dialysis
- Renal Transplantation
- Vascular Access ↑



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ANNA BOARD OF DIRECTORS

Angela Kurosaka, President
Jennifer Payton, President-Elect
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Sara Kennedy, Treasurer
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ANNA encourages the submission of letters to the editor, news items and photos of interest to ANNA members. By virtue of your submission, you agree to the usage and editing of your submission for possible publication in ANNA's newsletter, website, social media, and other promotional and educational materials.

Past issues of the *ANNA Update* are available online at www.annanurse.org in "Members Only."

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Update

Learn and Network with Colleagues – In Person or Virtually – at the ANNA Symposium

Connect with nephrology nurses from across the nation and the world – in person or virtually – at this year's National Symposium. Scheduled for May 7-10 at the Renaissance Palm Springs & Palm Springs Convention Center in Palm Springs, the symposium's hybrid educational program offers you the option to gather with colleagues and learn in person in Palm Springs or chat with other attendees online while you livestream sessions from your home or workplace. Learn more about the registration options and register online at annanurse.org/symp23.

Program Highlights

Two optional preconference workshops will be offered on Sunday, May 7:

- Health Equity Program Planning to Address Social and Psychosocial Determinants of Chronic Kidney Disease
- Mind the Gap: Transitioning Care of the Patient with Acute Kidney Injury



Donna Cardillo

The conference officially kicks off on Sunday afternoon with opening ceremonies, the Janel Parker Memorial Opening Session, and a reception in the Exhibit Hall. Donna Cardillo, MA, RN, CSP, FAAN, "The Inspiration Nurse," will deliver the keynote address entitled *A Nursing Renaissance: The Dawn of a New Era*. She will outline opportunities for nurses to create a new paradigm that will empower, enlighten, and elevate the profession to new heights. With her customary humor, animated style, and vision of the future, Donna will uplift and energize you to illuminate a new path. Look out world, here come nephrology nurses!

Additional highlights of the 4-day symposium program include:

- Educational sessions addressing patient care innovations, current treatment trends, health policy issues, leadership development, and professional topics relevant to your everyday practice
- Corporate-sponsored product theaters and educational programs
- Poster presentations
- An exhibit hall featuring opportunities to connect with industry representatives and learn about the latest technology, products, and services in the specialty
- Fun social events, including the opening reception in the exhibit hall, a fitness walk, a dance party, and the Nephrology Nurses Recognition Luncheon
- Networking opportunities
- Town Hall with the ANNA Board of Directors
- Free time to explore Palm Springs
- Pre-recorded, on-demand educational content accessible at your convenience, enabling in-person attendees to enjoy leisure time while in California. (All registrants – in-person and livestream – will have access to on-demand session content.)

The customizable educational program enables you to attend sessions that will best meet your practice and professional needs. View the complete symposium agenda and register online at annanurse.org/symp23. Register early for the best rates! ↑

annanurse.org/symp23

Advocacy

The Health Policy Committee led by **Deborah Degree**; Health Policy Consultants **Jim Twaddell** and **Deepti Loharikar**; **Donna Bednarski**, ANNA's representative to Kidney Care Partners; and **Donna Painter**, ANNA's representative to the Alliance for Home Dialysis have been busy advocating for nursing, our patients, and the kidney community. ANNA signed over 14 letters of support for various nursing advocacy efforts. We met with staff of the Centers for Medicare & Medicaid Services (CMS) to advocate on behalf of nephrology nurses and provided feedback to CMS regarding the conditions for coverage.

The Home Therapies Think Tank Task Force, led by **Donna Bednarski**, has been hugely successful, collecting data, reviewing and updating and position statements, writing a manuscript for publication in the *Nephrology Nursing Journal*, and submitting an abstract for presentation at the 2023 Nephrology Nursing Practice, Management, & Leadership Conference. The information collected informed the think tank members about areas of opportunity in home therapies policy, staffing, delegation, and innovation. An op-ed was published recently on the nephrology nursing crisis.

New and Improved Resources

ANNA's new website and online forum culminate a year's worth of work for the membership, and the BOD is incredibly proud of these efforts. The website is user-friendly, beautiful, and will support our needs for many years. It was worth the significant investment in our infrastructure to be competitive and be seen as the leaders of nephrology nursing education.

Along with our website, the BOD approved a new online forum. The old forum needed to be updated and more user-friendly. The new, sleek, real-time, responsive forum is exciting, and the platform enables ANNA to offer more to its members now and in the future.

In closing, I would like to offer my sincere thanks and appreciation to each of you, our members, for granting me the opportunity of a lifetime. I will cherish the work we accomplished and the memories I made during my term. A special thank you to an outstanding Board of Directors: **Jennifer Payton, Dave Walz, Sara Kennedy, Kristin Larson, Michelle Gilliland, Faith Lynch, Beth St. John, and Tanisha Leonard**. I felt your support and encouragement every day this year and could not have done it without you.

Thank you to the team at the ANNA national office, including **Tamara Kear, Lou Ann Leary**, and additional staff members at Anthony J. Jannetti, Inc. My year as president was organized, efficient, and highly gratifying because of your outstanding work.

Thank you to ANNA committee chairpersons and chairperson designates:

- ANNA Chapter Support Team: **Donna Richmond, Cindy Richards**
- Awards & Scholarships: **Marijo Johnson, Mary Hansen**
- Conferences: **Judy Kauffman, Leah Foster Smith**
- Diversity, Equity, and Inclusion: **Loretta Jackson Brown, Nikeyia Davis**
- Health Policy: **Deborah Degree, Donna Painter**
- Leadership: **Carolyn Latham, Paula Richards**
- Nominations: **Alice Luehr, Lillian Pryor**
- Specialty Practice Networks: **Tanya Scott, Gayle Hall**
- Research: **Kelly Dyar, Christine Horvat Davey**

Thank you to all the volunteer leaders who have donated their time and energy for our association, patients and their families, and the kidney community. The hours contributed and the work accomplished was outstanding. This year of *HOPE – Helping Others through Positive Empowerment* – will live forever in my heart with gratitude and humility. I look forward to the future of ANNA. ↑

Angela "Angie" Kurosaka, DNP, RN, CNN, CCM, NEA-BC
ANNA President
Hazel Taylor Chapter #239

2022

YEAR IN REVIEW

online educational library

5,697
users



31,772
contact hours
earned



67 chapters



8 committees



6,792
members



53 student members

3 task forces



9 specialty
practice networks



nephrology nursing journal

6
issues



585
pages



50.9
contact hours



2,290
participants



newly redesigned

4,505
posts



AWARDS
SCHOLARSHIPS
GRANTS

\$73,345



FEED
YOUR
KIDNEYS

18 chapters
participated

\$18,500
DONATED



ANNAnurse.org
redesigned

PODCASTS

48 episodes



5,880 downloads

social media



11,049
followers



2,496
followers



6,076
followers



1,034
followers

ADVOCACY



49
letters/endorsements

educational programs

NATIONAL SYMPOSIUM

649
attendees



48
speakers



24.0
contact hours



NEPHROLOGY NURSING PRACTICE MANAGEMENT & LEADERSHIP

452
attendees



34
speakers



18.0
contact hours



CERTIFICATION REVIEW COURSE

333
attendees/users



MISSION

The American Nephrology Nurses Association improves members' lives through education, advocacy, networking, and science.

The House of ANNA

Strategic Plan 2022-2025

MISSION

The American Nephrology Nurses Association (ANNA) improves members' lives through education, advocacy, networking, and science.

VISION

Influence kidney health through the expertise of nephrology nurses.

FOCUS AREAS

Infrastructure

Our People

Brand

SUPPORTING TARGET AREAS

Engagement
Governance
Online Experience
Products & Programs

Member Experience
Chapters
Advocacy
Growth

Clarity
Vision
Awareness
Communications

CORE VALUES

Nephrology Nursing — Education — Professional Growth
Diversity, Equity, & Inclusion — Research/EBP — Collaboration
Leadership — Togetherness — Quality Care

LEARNING • LEADING • CONNECTING

Directors' Reports

The ANNA Directors are pleased to provide you with our annual report for 2022-2023. It has been a busy year as we continue to live with the pandemic and plan for ANNA's future. This year, we welcomed **Faith Lynch** and **Michelle Gilliland** as Directors.



Elizabeth St. John

I thoroughly enjoyed my second year of service on the Board of Directors (BOD). It started with the February 2022 BOD meeting, where newly elected members were welcomed by the current board. The rest of the year has been full of conversations and collaborations that have helped move ANNA toward the future.

I had the privilege of serving as the board liaison to the Specialty Practice Network (SPN) Committee and saw the growth and development in the SPNs. Chairperson **Tanya Scott** worked with each SPN leader to develop great networking sessions for the National Symposium, all of which were well received. The group worked hard this year to review and update various fact sheets, submit articles for the *ANNA Update*, develop a project for ANNA social media, and undertake various other projects that support our members, no matter what specialty they work in.

ANNA continued our commitment to the Nurses on Boards Coalition, working to expand nephrology nursing's voice throughout health care. **Dr. Jami Brown** worked hard to promote ANNA to the Coalition and to present opportunities for our nurses to join boards around the country.

I enjoyed my time on the BOD. I am sure Faith and Michelle will welcome Director **Teresa Villaran** and continue promoting ANNA's new Strategic Plan to move ANNA into the future. ↑

Elizabeth St. John, MSN, RN, CNN
*ANNA National Director
Wisconsin Chapter #304*



Faith Lynch

My first year on the BOD has gone by so fast! It started with joining the current board members on monthly calls to begin to learn the process, having an in-person orientation, and then ending with being inducted on to the BOD at the 2022 National Symposium. This year really consisted of learning the process of how to be a board member as well as learning to leverage my resources to learn as quick as possible.

I am currently the board liaison for the Research Committee, the Conferences Committee, and the Alliance for Home Dialysis. These three areas are integral to our association. The Conferences Committee keeps us educat-

ed on an annual basis planning our wonderful symposia and conferences. The Research Committee has been granted an opportunity to do some research on the Emerging Nephrology Nursing Fellowship over the next few years. They also read many applications for research grants to help select projects to be funded. The Alliance for Home Dialysis keeps us informed with how to continue to move home dialysis forward as well as what is going on in the home dialysis space.

Every board member is part of moving ANNA's Strategic Plan forward. I have been on the branding team. We have developed some fun ways to brand our association, including member timelines. This shows how our members have worked their way up through nephrology nursing or how they ended up in nephrology nursing. It amazes me how everyone has a unique path in their careers. Sharing that information with other nephrology nurses can help bring more members into our association.

So far, this year has been full of learning. I am very excited to be going into my second year with more knowledge. I would like to take this time to thank **Elizabeth St. John** for being an amazing mentor during the past year. She will be missed. ↑

Faith Lynch, DNP, RN, CNN
*ANNA National Director
Long Island Chapter #122*



Michelle Gilliland

As I reflect on 2022, being inducted as ANNA Director was an honor and a highlight shared with family, friends, and colleagues. I am humbled by the talented people who surround me on the BOD and grateful for the direction provided by the national office staff. Many people describe their first year in a new role as "drinking from a firehose." Serving on the ANNA BOD is no different as the learning curve is high. Thankfully,

there are exceptional role models on the team who demonstrated how things are done well. From day-to-day operations, to budget reviews, submitting agenda items, learning policies and procedures, becoming a board liaison, to serving on select projects, this has been a year full of professional growth within the association.

The 2022-2025 ANNA Strategic Plan consists of the ANNA Mission, Vision, Core Values, and three areas of focus – Infrastructure, Our People, and Brand – as well as supporting target areas. As a new board member, I was assigned to focus on Our People, which includes member experience, chapters, advocacy, and growth. I had the pleasure of working with other board members to develop the Ambassador Program. Enthusiastic ANNA members can now be rewarded for sharing their experience, the benefits of ANNA membership, and recruiting new members. Learn more at annanurse.org/ambassador.

Another wonderful experience as a new board member was being assigned as a liaison to the ANNA Chapter Support Team (ACST). The ACST consists of nephrology professionals who are committed to helping local ANNA chapters thrive. While shadowing this team's monthly virtual and in-person strategy meetings, I was able to witness firsthand their dedication to ANNA chapters. I am in awe of how this team cares for and mentors local chapter officers. If you are unsure who your ACST Leader is, visit annanurse.org/about/committees-specialty-practice-networks.

As we wish the 2022-2023 ANNA year farewell and welcome in the 2023-2024 association year, I must thank the ANNA BOD and national office staff for their support. Cheers to a new year with the best association on the planet – ANNA! ↑

Michelle Gilliland, MSN, RN, CNN
*ANNA National Director
Platte River Chapter #324*

Call for Proposals & Abstracts for 2024 ANNA Symposium



The 2024 ANNA National Symposium will be held April 14-17 at the Caribe Royale All Suite Hotel & Convention Center in Orlando, FL. The Conferences Committee invites you to share your expertise, research, or clinical findings with your nephrology colleagues by submitting a proposal (60-75 minute

presentation) or abstract (15 minute verbal presentation or poster presentation) for the symposium.

For more information and to access the online proposal and abstract submission forms, visit the ANNA website at annanurse.org/2024-symposium. The deadline for submission of proposals is June 2, 2023, while the abstract submission deadline is November 28, 2023. ↑

A Message from New ANNA Executive Director



Michele Kimball

Hello! I am honored to be serving and working together with you as the next Executive Director of ANNA. Your previous Executive Director, Tamara Kear, PhD, RN, CNN, FAAN, has left a strong foundation on which to build – and build we shall. Together with the Board of Directors and the terrific staff of ANNA and Anthony J. Jannetti, we will evolve the association to improve members' lives most effectively by strengthening the four pillars of the ANNA mission: education, advocacy, networking, and science.

With years of experience in the non-profit world and healthcare policy space, I have become a big believer in the mantra, "If you build it, they will come." With ANNA's strategic plan focused in the areas of infrastructure, our people, and our brand, we are perfectly positioned to begin enhancing our offerings and better supporting our members as we face new challenges emerging from the pandemic.

Further building the organization will further build our membership. By expanding the community of nephrology nurses collaborating, engaging, and learning best practices, we will directly impact and improve the quality of patient care, and drive a more cost-effective – and therefore more accessible – healthcare delivery system. These are some of the most important core values of ANNA.

I am truly delighted to be working with you and will spend the coming months listening and learning from you. I hope to see you at the National Symposium and encourage you to reach out, either by finding me there or sending me an email at michele.kimball@annanurse.org. There is much to discuss and much work to be done. Let's go! ↑

Michele Kimball
ANNA Executive Director

Specialty Practice Networks

Advanced Practice

The Advanced Practice SPN has been busy over the past year. We are pleased to announce the new Chronic Kidney Disease-Associated Pruritus Fact Sheet is now available on the ANNA website at annanurse.org/factsheets. We also are in the final stage of updating the Vascular Access Fact Sheet, so watch for that resource to be available in the next month or so. In addition, we gathered information from members through a survey. This information will guide development of education and resources for advanced practice nephrology nurses.

Welcome to the newest member of the Advanced Practice SPN leadership team – Best Practice Advisor **Kathryn Wilt**. Hailing from Pittsburgh, Kathryn initially worked in manufacturing before becoming a nurse. She now practices with Eastern Nephrology Associates in Wilmington, NC. In addition to caring for patients and families in all stages of kidney disease, she is certified as an Advanced Hospice and Palliative Care Nurse. We welcome Kathryn and look forward to all the good things she will share with ANNA and the SPN.

We hope to see you at the Advanced Practice networking session at the ANNA National Symposium from 4:15-5:15 p.m. on May 8. **Stephanie Malone** will be presenting on *'The Conversation' as an Essential Element of Nephrology Care: Navigating Difficult Prognoses and Goals of Care Conversation*. This will be the perfect opportunity to talk with peers about how to best approach difficult conversations and may give you some useful tips to use in your own practice.

Finally, serving as the Advanced Practice SPN Leader has been a privilege and a wonderful learning experience for me. I want to thank Education Advisor **Candice Halinski** and Publication Advisor **Jane Davis**, who have given so much of their time and expertise to the SPN projects we have completed over the past 2 years. Thank you also to **Kathryn Wilt** who has stepped up as our new Best Practice Advisor. I appreciate everything you all have contributed to help us meet our goals. Beginning in May, we will have some new members stepping into the Advisor and Leader roles. If you have considered volunteering, I encourage you to read about the roles under Volunteer Opportunities on the ANNA website (annanurse.org/volunteer) and complete the volunteer/interest application. ↑

Kirsten Jensen, DNP, ANP-BC, AGACNP-BC, CNN-NP, FNKF
Advanced Practice SPN Leader
Chumash Chapter #528

Acute Care

Spring is in the air, and that means the National Symposium is just around the corner. We have researched and outlined the introduction to our symposium networking session, *The (Un)Common Practice of Using the ER to get a Dialysis Treatment: The Lost Patient*. Thanks to all who offered their input. We are looking forward to the open discussion.

In addition, the Acute Kidney Injury (Clinical Issues) Fact Sheet has been updated to reflect the newest edition of *Contemporary Nephrology Nursing* and recent literature. The fact sheet is being reviewed. Watch for it to be available on the ANNA website at annanurse.org/factsheets.

The Acute Care SPN sessions from the 2022 National Symposium are now available in the ANNA Online Library. Check out the following topics/sessions at the links below:

- Creative Retention Strategies in the Acute Dialysis Setting – <https://library.annanurse.org/anna/sessions/9714/view>
- Impact of Race and Ethnicity on Acute Kidney Injury Risk (AKI) and ESKD Hospital Readmissions (workshop that included the following four topics/sessions):
 - Physician's Introduction and Viewpoint – <https://library.annanurse.org/anna/sessions/9554/view>
 - Pharmacologic Considerations – <https://library.annanurse.org/anna/sessions/9559/view>
 - Social Determinants of Health – <https://library.annanurse.org/anna/sessions/9564/view>
 - Diversity, Equity and Inclusion: Kidney Health Equity – <https://library.annanurse.org/anna/sessions/9569/view>

We would love to have you listen in on our monthly calls or assist with planning future events. Please reach out to SPN Leader **Lolita Portiz** (renalnurseteacher@gmail.com) for more information. ↑

Pamela Frink, MS, BSN, RN, CDN
Acute Care SPN Publication Advisor
Tri-State Ohio Chapter #317

Educator

It has been a productive year for the Educator SPN. Our SPN leadership team members have worked hard and accomplished our goals for the 2022-2023 term.

The Educator SPN is excited to announce that we will present a networking session at the 2023 ANNA National Symposium in Palm Springs. **Dr. Jami Brown** and **Rosie Olivares** will be the speakers for the session entitled *Evidence-Based Practice Guidelines: Are We There Yet?* There also will be a drawing for a chance to win a copy of the new edition of *the Nephrology Nursing Scope and*

Standards of Practice for individuals who attend the Educator SPN session. We look forward to seeing everyone there!

The Educator SPN has also been working on an article about recruitment and retention of nephrology nurses for the *Nephrology Nursing Journal*.

Please post questions and/or discussions for the SPN on ANNA Connected. The leaders of the Educator SPN are proud to serve and be a voice for the SPN. In addition, the Educator SPN is always eager to have members and volunteers wishing to join the SPN. If interested, please reach out to an Educator SPN member. ↑

Rosie Olivares, MSN/ED, CNN, RN
Educator SPN Publication Advisor
Gulf Coast Chapter #204

Transplant

It has been a productive year for the Transplant SPN as we continued our monthly conference calls via Zoom for planning. We welcomed **Janice Claveria** and **Daphne Vida**, transplant nurses from Hawaii, to this year's calls and thank **Jean Colaneri**, **Pete Calixto**, and **Yaritza Pizarro**, for their perspectives and insights. Choosing a topic for the SPN networking session at the 2023 National Symposium was one of our first tasks. Thanks to members for their input and evaluations.

Glenna Frey will facilitate the discussion, *What Is the Living Donor Voucher Program? Helping Those Who Need a Kidney in the Future*. The transplant community is committed to increasing organ donation, and it is important to empower nephrology nurses working with patients with chronic kidney disease with the available living donor options. We look forward to seeing you at our networking session on May 8 at 4:15 p.m.

Gerry Zingraf, Transplant SPN Best Practice Advisor, presented the second webinar in our Transplant 101 series on November 15, 2022, entitled *Post Kidney Transplant Complications*. The archive of this webinar is available in the ANNA Online Library at annanurse.org/webinars along with first webinar presented by **Amy Woodard**, Transplant SPN Leader. Stay tuned for the third segment to be presented this spring.

Gerry Zingraf spoke at the American Transplant Congress in 2022 and shared her expertise in establishing a transplant program. **Amy Woodard** spoke about *Pre-emptive Transplantation: The Importance of Early Referral* at the 2022 ANNA Nephrology Nursing Practice, Management, & Leadership Conference on October 2. **Glenna Frey** attended the Scientific Registry of Transplant Recipients (SRTR) Consensus Conference in July 2022. Professionals, patients, organ procurement organizations, and other stakeholders gathered to improve the data that are a resource for those seeking information about solid organ transplantation programs.

Many of our members also lectured and contributed to or reviewed content for many of the ANNA publications, including the *Core Curriculum for Nephrology Nursing*, *Contemporary Nephrology Nursing* textbook, and *Nephrology Nursing Journal*. The Transplant SPN Leader and Advisors helped expand the transplant nurse content of the revised *Nephrology Nursing Scope and Standards of Practice*.

In addition to her role as Education Advisor, **Diane Derkowski** also compiles our responses to the United Network for Organ Sharing (UNOS) / Organ Procurement and Transplantation Network (OPTN) proposals out for public comment. Policies and procedures related to organ transplantation are dynamic, and we review proposed changes that affect allocation, quality, and data collection. The winter comments were submitted in March. Of note, OPTN (2023) reported that the number of kidney transplants surpassed 25,000 in 2022 for the first time.

We always are looking for more voices and faces on our monthly conference calls. The discussions are lively, and we learn a lot from each other. In addition to accomplishing SPN "duties," we have conversations pertinent to the specialty, what we refer to as our "roundtable." For those of you who might be interested but tentative about taking on the SPN Leader or Advisor roles, we are going to implement an "internship" so you can work in conjunction with the person in that role and learn what is involved. Our hope is that a mentor/mentee relationship will help us, in the language of transplant, "procure" the talent that is available!

The 2023-2024 Transplant SPN leadership team members are: SPN Leader **Amy Woodard**, Best Practice Advisor **Gerry Zingraf**, Education Advisor **Diane Derkowski**, and Publication Advisor **Roberta Billman**. For comments, questions, or information about the Transplant SPN, please contact **Amy Woodard** at amy.woodard@unhealth.unc.edu. ↑

Roberta Billman, MSN, RN, CNN
Transplant SPN Publication Advisor
Big Apple Chapter #102

REFERENCE

Organ Procurement and Transplantation Network (OPTN). (2023, January 10). *2022 organ transplants again set annual records; organ donation from deceased donors continues 12-year record-setting trend*. <https://optn.transplant.hrsa.gov/news/2022-organ-transplants-again-set-annual-records-organ-donation-from-deceased-donors-continues-12-year-record-setting-trend/>

Committees and Task Forces

Home Dialysis Therapies Task Force

With an increased emphasis on home dialysis therapies as well as the current health policy landscape and with ongoing initiatives to implement the Advancing American Kidney Health (AAKH) Initiative, ANNA needs to continue to monitor the health policy environment and be prepared to respond to issues that impact the nephrology nurse's role in the care of individuals receiving dialysis. In addition to the health policy landscape, we know the nursing shortage as well as the state of current work environments also may impact the ability to increase the number of individuals on home dialysis therapies. In response, and to ensure nephrology nursing's voice is at the table for health policy discussions and decisions, ANNA initiated the Home Dialysis Therapies Task Force.

The task force hosted a Think Tank virtual meeting, which included ANNA members with home dialysis experience, to explore and identify the nephrology nurse's roles in home therapies. As chairperson of the task force, I would like to thank the task force for their commitment to this project:

- **Angie Kurosaka**, ANNA President
- **Dave Walz**, ANNA Immediate Past President
- **Lillian Pryor**, ANNA Past President
- **Donna Painter**, ANNA Past President
- **Teresa Villaran**
- **Chantal Dynes**
- **Jim Twaddell**, ANNA Federal Health Policy Consultant
- **Tamara Kear**, Former ANNA Executive Director

Special thanks also to the 14 home dialysis therapy registered nurses (RNs) who participated in the Think Tank (see Table 1).

A lot of information was gathered on the role of the RN in home dialysis therapies. The task force organized the data by home dialysis workflow, starting with recruitment and referrals, training, monitoring, and determining success in home therapies. After the Think Tank, the task force reviewed ANNA position statements to identify ANNA's position on the nephrology RN's role in home therapy. ANNA position statements affirm the association's stance on various issues identified as important to nephrology nursing. These statements can be used to share ANNA's position on specific issues during health policy discussions.

The review began with the Position Statement on Delegation of Nursing Care Activities. This position statement was updated with enhanced areas to strengthen the definition of the RN role components and identify tasks that can and cannot be delegated to support staff. The updated position statement was approved by the ANNA Board of

Table 1.
Home Dialysis Therapies
Think Tank Participants

Peritoneal Dialysis

Mary Graf
Rachel Hadley
Marijo Johnson
Mary McCarthy
Janice Omri
Amanda Richard
Angela Taylor Smith
Richard Woodward

Home Hemodialysis

Frankie Densmore
Wendy Grantz Johnson
Bethany Lenox
Maria Regnier
Maria Sims
Paul Smith

Directors in November 2022 and is available for download on the ANNA website at annanurse.org/download/reference/health/position/delegation.pdf.

During the revision of ANNA's Position Statement on Delegation of Nursing Care Activities, the task force determined the need to further clarify the RN's role in caring for individuals with kidney disease in all nephrology settings. ANNA's Position Statement on the Role of the RN in Nephrology also was reviewed and updated to reflect the imperative role of the RN in nephrology in the care of every individual with kidney disease. The position statement recognizes the support role of licensed/unlicensed personnel; however, these personnel have not completed the educational requirements to fulfill the role components of the RN. The updated position statement was approved by the ANNA BOD in December 2022 and is available for download at annanurse.org/download/reference/health/position/roleNephrologyRN.pdf.

Next, the task force worked on a manuscript reviewing the findings of the Think Tank for submission to the *Nephrology Nursing Journal*. The manuscript is pending publication. The task force also submitted an abstract to review the Think Tank findings and outcomes, which was accepted for presentation at the 2023 Nephrology Nursing Practice, Management, & Leadership Conference.

The Home Dialysis Therapies Task Force assisted ANNA in clarifying the RN's role in home dialysis therapies. ANNA fully supports the increased utilization of home dialysis therapies and wants to ensure every individual with kidney disease has the option of home therapy and deserves an RN in their care. Careful consideration must be given to the impact of legislative initiatives aimed at the nursing shortage and promoting the use of home dialysis therapies on RN practice and the delivery of safe care. ↑

Donna Bednarski, MSN, RN, ANP-BC, CNN, CNP
Home Dialysis Therapies Task Force Chairperson
MichigANNA Chapter #312

Leadership Committee

I had the pleasure of collaborating with fellow nephrology nurse leaders to fulfill the goals we set for the Leadership Committee for the 2022-2023 year. We diligently accomplished our ambitious and affirmed goals and had fun along the way. A huge thank you to our team who served all or part of the term, including **Dr. Paula Richards** (Chairperson Designate), **Dr. Jami Smith Brown**, **Laura Cato**, **Dee Allen-Kirakofe**, **Sandy Micholics**, **Dr. Amber Paulus**, **Nancy Pierce**, **Sally Russell**, and **Susie VanBuskirk**. I also want to thank **Janet Betts**, our staff liaison, and **Jennifer Payton**, our Board liaison, who supported the committee throughout the year. Committee members graciously volunteered their talent, time, and energy by leading one or more projects described below, supported other projects as engaged team members, and participated in committee-wide meetings and activities. Your contributions are greatly appreciated.



HOPE Leadership Challenge. Four HOPE leadership challenges were developed and launched to inspire and empower nephrology nurses along their leadership journeys. The challenges emphasized a specific area where nephrology nurses have opportunities to give *HOPE (Helping Others through Positive Empowerment)*. A separate challenge was released for each focus area, including leadership; health policy; research; and diversity, equity, and inclusion (DEI). In addition to highlighting an ANNA “Why We Must Lead” video on the focus area, a specific challenge was released through social media and prizes were awarded to challenge winners. The videos are available on YouTube and on the ANNA website. Thank you to all challenge participants, and congratulations to our challenge winners!

size



Way Into Nephrology Nursing (WINN). This program was established in 2021 to inform and recruit student nurses into our specialty and take advantage of various ANNA

offerings. It was launched as a series of webinars and podcasts to increase awareness while providing educational information about nephrology nursing. This past year, we augmented the WINN program to support the “Brand” focus area of the ANNA Strategic Plan. The program will incorporate marketing and educational support materials available for our chapters and other volunteers to use in their teaching and recruiting efforts with student nurses and other non-nephrology nursing groups.

Nephrology Nurses Week. A video was created to celebrate Nephrology Nurses Week in keeping with the ANNA President’s theme of HOPE described in the HOPE

Leadership Challenge section. The video was shared via social media during Nephrology Nurses Week. In addition, the committee began planning for 2023 Nephrology Nurses Week celebrations in keeping with the incoming president’s theme. Planning for 2023 activities began early in the year to take advantage of photo and video opportunities available at the National Symposium. Watch for more to come on the 2023 theme and 2023 Nephrology Nurses Week activities.

Leadership Education and Development (LEAD).

To advance leadership development, LEAD activities for the committee

include LEAD educational sessions at the National Symposium and the LEAD Workshop for ANNA volunteer leaders. This year, the LEAD Workshops will be held in person on May 7, prior to the ANNA National Symposium in Palm Springs, CA. There will be a workshop for chapter officers and a workshop for Specialty Practice Network (SPN) Leaders/Advisors. Both are by invitation only. The committee partnered with the SPNs, ANNA Chapter Support Team (ACST), and Health Policy Committee leaders in planning the workshops.

Two LEAD educational sessions will be offered on May 8 during the National Symposium. These sessions are open to anyone attending the National Symposium. The inspirational session, *Essential Qualities of a Nurse Leader*, will be presented by **Gail Dewald** and **Dr. Debra Hain**. **Donna Bednarski** will present *Keys to Developing Successful Nephrology Nurse Careers*, which will explore options for rewarding career options in nephrology. Both educational sessions promise to be enlightening, engaging, and motivating. You won’t want to miss these sessions!

Light on Leadership/Social Media Posts. This project began with the periodic posting of inspirational messages on social media sites, including Instagram, Facebook, LinkedIn, and Twitter. With the increasing use of social media, the committee expanded this program to incorporate the posting of inspirational messages combined with highlighting ANNA’s leadership-related offerings. ANNA has so much to offer, and we want to showcase ANNA’s contributions to nephrology nursing leadership development and/or advocacy. Look for ANNA’s *Light on Leadership* postings on social media platforms. We encourage everyone who uses social media to look for the leadership posts, review them, and like, comment, and share!

Leadership Corner Column in ANNA Update. Four articles were published in the *Leadership Corner* column of the *ANNA Update*. The article titled, “Leaders are Grown, Not Born,” reminded us that all professional nephrology nurses are called to lead, leadership is developed and requires lifelong learning, and there are important characteristics of nurse leaders that can be learned (Micholics, 2022). The next article, “Nursing Leadership and the



Importance of Self-Care,” emphasized the very important concept of self-care, tips for carrying out self-care, and valuable implications for nursing leaders (Brown, 2022). The *Leadership Corner* article, “Are We Ready to Change the Way We Lead?” differentiated between transactional and transformational leadership. The article summarized characteristics and valuable benefits of transformational leadership (Miholics, 2023). The ability of nephrology nursing leaders to create a sense of belonging is of paramount importance today. Fostering a greater sense of belonging and implications for nursing leaders are highlighted in the must-read *ANNA Update* article, “Leadership: Creating a Sense of Belonging” (Brown, 2023). Take advantage of these short articles as quick refresh resources for your own leadership development journey and/or to share with others you are mentoring.

Visibility of ANNA’s Kidney Community Nurse Leaders. A directory was developed to increase awareness among ANNA leaders of nephrology nurses in key senior leadership roles within the kidney community. Nephrology nurses have the opportunity to work in a variety of kidney-related organizations. The *Kidney Community Nurse Leader Directory* is intended to capture this broad range of work settings and the nephrology nurses who are in high-level organizational positions to positively influence work environments. It has been refreshing to see the growing number of organizations who publicly acknowledge nephrology nurses in key executive positions on company websites and news articles.

Leadership is so important; it is one of ANNA’s core values and a distinct standard of professional performance of ANNA and the American Nurses Association. I would like to thank the Leadership Committee for their admirable commitment and valuable contributions to ANNA’s leadership development efforts for all nephrology nurses in the healthcare community. I also would like to thank the many ANNA members who seized opportunities for personal growth, taking advantage of the many offerings ANNA has made available to you in your leadership journey. I am reminded of a popular quote from Dr. Sue Fitzsimons: “Rejoice in your work; never lose sight of the nursing leader you are now and the nursing leader you will become.” ↑

Carolyn E. Latham, DNP, MBA, MSN, RN, CNN
Leadership Committee Chairperson
North Central Florida Chapter #209

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Diversity, Equity, and Inclusion Committee

The Diversity, Equity, and Inclusion (DEI) Committee is committed to continuing and advancing the work initiated by former chairperson, **Dr. Loretta Jackson Brown**. We want to thank Dr. Jackson Brown for her hard work over the past 2 years.

The committee put out a request for proposals for a DEI Consultant, and we are happy to announce that we are in the final stages of filling the position. It is important for a DEI Consultant to work with this committee because it will help ensure members are equipped with the tools to deliver culturally competent, unbiased, and equitable care to the diverse individuals living with kidney disease.

Some of the policies and procedures were reviewed to ensure that “DEI language” is consistent across the board. This will be an ongoing project as the different policies and procedures come up for review during set cycles.

The committee has been involved in contributing to the public comments on the draft research plan of the United States Preventive Service Task Force (USPSTF) on screening for chronic kidney disease. While kidney disease affects all, there are known disparities in screening for kidney disease across socioeconomic groups and racial and ethnic strata.

We are in the process of developing a position statement and compiling resource documents related to DEI for members. During the coming months, there may be some crucial conversations that need to take place, but it is for the advancement of nephrology nursing.

As we prepare to begin another ANNA year, consider the many volunteer positions available in your local chapter or nationally. We want to encourage participation by all regardless of ethnicity, gender/gender identification, sexual orientation, age, religion, veteran status, disability, experience, education, or nephrology nursing specialty. Please watch for future membership assessments and opportunities for DEI education throughout the year, including at our national symposium and meetings. ↑

**Nikeyia Davis, MBA-HCM, MSN, APRN, AGPCNP,
NP-C, CNN, FNKF**

Diversity, Equity, and Inclusion Committee Chairperson
MichigANNA Chapter #312

Member SPOTLIGHT



Debra Castner, RN, APRN-C, CNN

Nephrology Nursing Consultant
Nephrology Associates of Tidewater
Exmore, VA
Tidewater Chapter #241

How long have you been a nurse?

I have been a registered nurse (RN) and nurse practitioner (NP) for 45 years. I also was a medical assistant for 2 years and licensed practical nurse for 1 year before finishing my diploma for RN licensing. Nephrology nursing caught my eye during nursing school. I started nursing school in 1973, a year after Medicare approved funding for the ESRD program. As soon as I visited a hemodialysis center, I knew that was the specialty for me. I almost became a dialysis assistant for a gentleman who had his home set up for dialysis. He would hire nursing students to take care of his dialysis machine while he slept during treatment at night. He received a transplant before I had an opportunity to be his assistant.

How long have you been in nephrology?

I have worked in nephrology for 44 of my 45 years (I had to work in an ICU/CCU for a year before they would hire someone for dialysis in the early days) and recently retired. I still use my nephrology skills doing consultant work, lecturing, writing, and participating with my local ANNA chapter. People seem to know my background is in nephrology as I shop in local stores. People come up to me to ask questions and I soon realize they have chronic kidney disease or high blood pressure, so I do free consultations on the spot!

What is unique about nephrology nursing?

Nephrology is such a unique blend of technology, fast-paced thinking, time management, and, best of all, building lifelong relationships with people and their families who are affected by kidney disease. I have been very fortunate to work in many aspects of kidney care from diagnosis to end-of-life treatment. I have seen so many advances in nephrology care and yet we still have so much more to do on the prevention side.

What do you value most about your ANNA membership?

I joined ANNA in 1990 at a time when I was becoming discouraged with how people on dialysis were being treat-

ed. It gave me a chance to network with others who were overcoming similar feelings or had accomplished dramatic improvements in patient care. I soon became involved in my chapters activities as education planner and president, then on the Board of Directors as a regional vice president. One of the reasons I became an NP was because I was mentored by others. ANNA broadened my view of nephrology nursing and gave me a sense of pride and collegialism.

What would you tell a newly practicing nurse about nephrology nursing?

I encourage new nephrology nurses to never lose sight of the fact that we are in this specialty to serve people affected by kidney disease and their families. It can be such a rewarding career that now has so many ways to keep connected whether you prefer bedside, administrative, advanced practice, or other areas such as vascular care, care coordination, pharma, and so many others. Also, recognize the importance of belonging to professional organizations like ANNA so the information you receive is balanced, current, and you will have a space to network.

Do you have a favorite patient story?

One of my favorite stories is about a person I had known for over 20 years. I met her when she was 18 years old and she had glomerulonephritis ESRD. She went on to have a kidney transplant and over the years she kept coming back to me for hemodialysis, then continuous ambulatory peritoneal dialysis (CAPD), continuous cyclic peritoneal dialysis (CCPD), another failed transplant, and again on peritoneal dialysis (PD). I cared for her as a staff nurse, charge nurse, renal instructor, and in her last years as an NP. She became a dialysis technician and our Transonic technician. She was a friend and asset to the dialysis center. She was the "buddy" for many people who were afraid to try home dialysis or transplant. It was not unusual for her to show others her PD catheter under her scrubs. I admired her spunk and ability to overcome so many odds. Her mother was an alcoholic, her father was absent, and she continued

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Call for Nominations

2024-2025 ANNA National Offices

Overall Purpose & Objectives of Roles

President-Elect

1. Understands, upholds, and supports the mission, purpose, objectives, policies, procedures, and strategic plan of ANNA.
2. Serves as liaison between the Board of Directors (BOD) and assigned Committees, Task Forces, and representatives.
3. Recognizes and advises the BOD and Committee Chairpersons of changing outside trends that may influence the decisions of the BOD.
4. Orients to the office of National President.
5. Coordinates assigned functions of ANNA with the National President.
6. Assumes the role of National President in his/her absence.
7. Complies with Policy & Procedure 2.04, *Conflict of Interest Policy*.

Secretary

1. Understands, upholds, and supports the mission, purpose, objectives, policies, procedures and strategic plan of ANNA.
2. Serves as a liaison between the BOD and assigned Committees, Task Forces, and representatives.
3. Supervises and maintains all official records.
4. Serves as a communications contact for the membership.
5. Ensures ANNA's business is conducted in accordance with Constitution and Bylaws (hereafter-named Bylaws), Policies & Procedures, and Roberts Rules of Order.
6. Provides a mechanism for review and revisions of the Bylaws.
7. Maintains the Bylaws as an orderly framework for ANNA.
8. Complies with Policy & Procedure 2.04, *Conflict of Interest Policy*.

Director (one position available)

1. Understands, upholds, and supports the mission, purpose, objectives, policies, procedures, and strategic plan of ANNA.

2. Serves as a liaison between the BOD, assigned Committees, Task Forces, and representatives.
3. Serves as local and national liaison with membership.
4. Participates as a member of the BOD in all board activities and responsibilities.
5. Complies with Policy & Procedure 2.04, *Conflict of Interest Policy*.

Candidate Criteria & Requirements for National Offices

For candidates to be considered for nomination, the following criteria must be met as of the due date of the application (July 1, 2023):

A. For National Board of Directors Candidates – National President-Elect, National Secretary, National Treasurer, and Directors – all of the following criteria must be met:

1. Current full membership in ANNA for the previous 4 consecutive years.
2. Current RN certification in nephrology.
Certification in nephrology nursing from a nationally accredited agency such as the American Board of Specialty Nursing Certification and/or the National Commission of Certifying Agencies.
Examples include:
 - Certified Nephrology Nurse (CNN).
 - Certified Dialysis Nurse (CDN).
 - Certified Clinical Transplant Coordinator (CCTC).
 - Certified Nephrology Nurse – Nurse Practitioner (CNN-NP).
 - Emeritus status for nephrology certifications is also acceptable.
 - Acceptable certifications may change as needed to reflect current nephrology nursing practice.
3. A minimum of 3 years' experience in nephrology-related health care services within the past 6 years. Evidence of nephrology nursing experience must be clearly noted on resume or curriculum vitae.

4. At least 3/4ths of the Board of Directors (6 of 8 members) must hold a baccalaureate degree in nursing. A baccalaureate degree or advanced practice degree in nursing is preferred. All Board of Director members must hold an unrestricted nursing license.
5. A minimum of 2 years' experience within the last 6 years displaying leadership skills as defined by timely submission of requested information and consistent communication with BOD Liaisons. Leadership can be evidenced in ANNA at the National level as a National Officer, National Committee Chairperson, Specialty Practice Network (SPN) Leader, SPN Advisor, ANNA Chapter Support Team (ACST) Chairperson, ACST Leader, or as a member of *Nephrology Nursing Journal* Board.
6. Candidates for National President-Elect must have previously served as a BOD member within the past 6 years.
7. Active members of the Nomination Committee may not run for the National Board of Directors. If a Nomination Committee member wishes to run prior to the end of the two-year commitment, they may resign from the Committee after 1 year prior to the call for candidates.
8. Expected to be an active member of their local chapter with documentation of at least 50% participation in chapter meetings and events.
9. Completion of the Candidate Online Application by the required deadline.
10. Ability and willingness to commit time to preparation and travel for all role expectations, including projects, conference calls, and meetings related to ANNA activities.
11. Candidates will not be allowed to alter dates set for webinars or other activities without approval of the BOD.
12. Compliance with ANNA Policy & Procedure 2.04, *Conflict of Interest Policy*. ↑

annanurse.org/nominations

Nephrology Nursing Journal

Journal of the American Nephrology Nurses Association

The *Nephrology Nursing Journal* (NNJ) provides information for nephrology nurses and other healthcare professionals to improve the care of individuals who have kidney disease and who receive all types of kidney replacement therapies. In 2022, NNJ offered a wide range of evidence and resources, including 50.9 contact hours of nephrology-specific nursing continuing professional development.

Producing a high-quality nursing journal requires the combined efforts of many people. Thanks to **Linda Wright**, NNJ Associate Editor, the members of our Editorial Board – **Jami Smith Brown, Jean Colaneri, Paula Dutka, Mary Haras, Lori Harwood, Jennifer Payton, and Nancy Colobong Smith**; the members of our Manuscript Review Panel, who conduct peer reviews of manuscript submissions; the national office staff who work with us to produce the journal; writers who contribute content; and many others.

One of our goals at NNJ is to encourage and support novice writers. At the 2023 ANNA National Symposium, the NNJ Editors and Editorial Board members will present a writing workshop on May 9 and will be available at the NNJ booth in the exhibit hall to offer information and consultation on how to share your knowledge with others.

As we celebrate the 50th anniversary of NNJ in 2023, we continue our efforts to improve the journal. Please stop by the NNJ booth and share your feedback about the journal and suggestions for improvement. If you cannot attend the national meeting, please email your feedback and suggestions to me at BethTUlrich@gmail.com. ↑

Beth Ulrich, EdD, RN, FACHE, FAONL, FAAN
Nephrology Nursing Journal Editor-in-Chief
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ANNA Member Spotlight

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to care for her siblings and her spouse up to the time she succumbed to heart disease in her mid-forties.

Share an interesting fact about yourself.

I still have the pen that was used to sign the bill in new Jersey that started the movement to add the glomerular filtration rate (GFR) calculation to lab results in this country. It was inspired by a nephrology nurse manager and a nephrologist who was my NP preceptor. ↑

The 118th Congress Is Underway

The 118th Congress got off to a historic start with a protracted election of a new Speaker of the House and the selection of new leadership committee assignments for the House and Senate. In addition, President Biden presented his agenda for the coming year with his second State of the Union address. The following is an update on the 118th Congress and other ANNA health policy and advocacy activities.

Overview of Leadership in 118th Congress

With Republicans taking back control of the House of Representatives, the chamber ushered in a new slate of leaders on both sides of the aisle. After a prolonged election process, Rep. Kevin McCarthy (R-CA) finally secured the gavel as Speaker of the House. The House Republican Caucus also elected Rep. Steve Scalise (R-LA) to serve as Majority Leader, Rep. Tom Emmer (R-MN) as Majority Whip, Rep. Elise Stefanik (R-NY) as Republican Conference Chair, and Rep. Gary Palmer (R-AL) as Republican Policy Committee Chair.

On the Democratic side, a new generation of leaders assumed their posts. Following the announcement that Rep. Nancy Pelosi (D-CA) and Rep. Steny Hoyer (D-MD) would not seek re-election to leadership, House Democrats elected Rep. Hakeem Jeffries (D-NY) as Democratic Leader, Rep. Katherine Clark (D-MA) as Democratic Whip, and Rep. Pete Aguilar (D-CA) as Democratic Caucus Chairman. Rep. Jim Clyburn (D-SC), former Democratic Whip, also was elected to serve as Assistant Democratic Leader.

House Republicans will now set the course for what happens in key health policy-related committees. As for new leadership, the House Energy and Commerce Committee will be chaired by Rep. Cathy McMorris Rodgers (D-WA), with Rep. Anna Eshoo (D-CA) as Ranking Member. The House Ways and Means Committee will be chaired by Rep. Jason Smith (R-MO), with Rep. Richard Neal (D-MA) as Ranking Member. Lastly, the House Financial Services Committee will be chaired by Rep. Patrick McHenry (R-NC), with Rep. Maxine Waters (D-CA) as Ranking Member.

In the Democratic-controlled Senate, leadership remains mostly unchanged for the new Congress. Sen. Chuck Schumer (D-NY) will continue to serve as Majority Leader and Sen. Mitch McConnell (R-KY) as Minority Leader. As for major committee changes, Sen. Patty Murray will serve as Chairwoman of the Senate Appropriations Committee, with Sen. Susan Collins (R-ME) as Ranking Member. With Sen. Murray's transition to the Appropriations Committee, Sen. Bernie Sanders (D-VT) will lead the Senate Health, Education, Labor, and Pension (HELP) Committee, and Sen. Bill Cassidy (R-LA) will serve as Ranking Member.

FY 2023 Funding for Nursing Education and Biomedical Research

On December 29, 2022, President Biden signed into law a \$1.7 trillion spending bill to fund the federal government for fiscal year (FY) 2023. The bill included several important healthcare provisions, including hard-fought funding increases for federal programs that will strengthen the nursing profession. Specifically, Title VIII Nursing Workforce Development Programs received over \$300 million for FY 2023, a significant \$20 million increase from FY 2022-enacted levels. Within the Title VIII Programs, several initiatives received notable increases from FY 2022, including:

- Advanced Nursing Workforce Education (+\$10 million)
- Nursing Workforce Diversity (+\$1 million)
- Nurse Education, Practice, Quality and Retention (+\$5 million)
- Nurse CORPS Loan Repayment and Scholarship Programs (+\$4 million)

As part of an overall funding increase for the National Institutes of Health, the National Institute of Nursing Research (NINR) also received over \$197 million, a near \$17 million increase from FY 2022-enacted levels. Of note, in report language accompanying the spending bill, Congress directed NINR to specifically designate \$10 million of the funding toward supporting research related to "identifying and reducing health disparities."

ANNA Joins in Welcoming the 118th Congress

ANNA joined with the Nursing Community Coalition (NCC) in sending letters to all new Senators and Representatives elected to the 118th Congress. The letters outlined NCC's shared policy priorities of investing in Title VIII Nursing Workforce Development Programs and advancing nursing research. In addition, on February 8, 2023, ANNA was represented at an NCC reception on Capitol Hill honoring the Congressional Nursing Caucus, Congressional nursing champions, and the start of the new Congress.

ANNA Responds to Agency for Healthcare Research and Quality

On January 26, 2023, ANNA sent a letter to the Agency for Healthcare Research and Quality (AHRQ) in response to the Request for Information on Creating a National Healthcare System Action Alliance to Advance Patient Safety. In the letter, ANNA urged the agency to recognize

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Leadership: Creating a Sense of Belonging

Diversity, equity, and inclusion (DEI) initiatives have become standard practice in businesses, organizations, and professions. The concept of belonging is also increasingly used in diversity and inclusion work. Many have heard of the famous quote by Verna Myers, a leading diversity and inclusion expert, “diversity is being invited to the party” and “inclusion is being asked to dance” (Chi Eta Phi Education Foundation, 2023, para 3). But what does it mean to belong in reference to this example? According to Myers, “belonging is being asked to share your playlist in the party context” (Chi Eta Phi Education Foundation, 2023, para 3).

Belonging is a human need. Psychologist Abraham Maslow recognized the importance of “belonging” by placing it in the five levels of his hierarchy of human needs: physiological, safety, love/belonging needs, esteem, and self-actualization. Belonging is described as a feeling of security and support when there is a sense of acceptance, inclusion, and identity for an individual of a particular group (Cornell University, 2023). As you reflect, think of a time when you did not belong. We all have experienced that feeling at one time or another. To feel left out is a profoundly human problem, which is why its consequences affect even “healthy” work environments.

Belonging in the Workplace

Belonging is also when an individual can bring their authentic self to work. When employees feel like they do not belong at work, their job performance and individual lives suffer (Cornell University, 2023). In addition, belonging is essential at a human level, especially in times of crisis and uncertainty. Yet, 40% of people say they feel isolated at work, resulting in lower organizational commitment and engagement (Carr et al., 2019). Therefore, creating a sense of belonging for everyone is critical in improving engagement, satisfaction, and job performance.

What does an individual mean when they say they feel a sense of belonging at their workplace? Belonging at work means that an individual feels seen for their unique contributions, connected to their coworkers, supported in their daily work and career development, and proud of their organization’s values and purpose (Center for Talent Innovation, 2020). Ninety-three percent of employees believe belonging drives organizational performance (HealthStream, 2023). Four elements comprise the concept of belonging in the workplace:

- **Seen.** When an individual is seen at work, they are recognized, rewarded, and respected by their colleagues.
- **Connected.** When people are connected at work, they have positive and authentic social interactions with peers and leaders.

- **Supported.** When an individual is supported at work, those around them provide the individual with what is needed to get the job done and live a better life.
- **Proud.** When people are proud of their work and organization, they feel aligned with its mission, vision, and values (Center for Talent Innovation, 2020).

The nursing shortage will not be resolved anytime soon, and the high turnover rate continues to be a problem. Yet, it is very important to feel a sense of belonging as a nursing student, a new graduate nurse, or a nurse continuing in their career. The American Association of Colleges of Nursing (AACN) launched a new initiative to assist nursing schools in creating inclusive learning environments where all students feel a strong sense of belonging and purpose (AACN, 2022). Although this initiative has been included in nursing programs, belonging is still a primary driver of first-year turnover for all registered nurses, especially among new graduate nurses. Considering this fact, it is essential to note that the identity formation and socialization that occurs in new employee onboarding happens in a high-stress environment (Doucette, 2022). Research has shown that a welcoming and friendly experience during the first days on a new unit or team sets the tone for the rest of the year. Increased anxiety and thoughts of abandoning the nursing profession have been associated with a lack of acceptance by peers in the clinical setting (Ebrahimi et al., 2016). Employees who feel like they belong demonstrate higher performance, adapt more willingly, and are more resilient than others (Doucette, 2022).

Data has shown that when employees feel a sense of belonging at the workplace, they are three times more likely to look forward to coming to work and saying their workplace is fun. They are also five times more likely to want to stay at their company for a long time and nine times more likely to believe people are treated fairly regardless of their race (Bond, 2022). Therefore, creating a sense of belonging is a key strategy for nursing leaders to reduce the nursing turnover rate during a nurse’s first year at an organization and in the following years. So, what are you doing to make your peers and colleagues belong?

In contrast, employees who do not experience a sense of belonging are more likely to feel insecure about their place in the organization. As a result, they feel less freedom to be their authentic selves. This fear or insecurity undermines their performance, creativity, and ability and willingness to collaborate. Yet, unfortunately, as nursing leaders advance in their careers, they may spend less time acknowledging others, sharing recognition with colleagues, or allowing other voices to be heard in meetings. This may impact the organizational culture and present

obstacles for individuals, groups, and underrepresented team members (Riddle & Metraux, 2023). Thus, nursing leaders need to be mindful of how a sense of not belonging may affect individuals.

Promoting a Sense of Belonging in the Workplace

Leaders must support and empower their employees by creating workplace cultures where employees are seen, connected, supported, and have a sense of pride. It is also essential that leaders embody the organization's values, model inclusive leadership by listening to all members of the team, be transparent about their values, and seek to connect with employees across the organization. Additional strategies leaders can adopt to create a sense of belonging include:

- Create intentional connections by thinking about how teams are structured and bringing groups together to solve specific problems.
- Help build trusting relationships by implementing a formal or informal mentor program.
- Invite opinions and perspectives into the conversation by asking everyone to share input and ideas and being transparent about how decisions will be made.
- Engage in purposeful storytelling by encouraging employees to share their individual stories (Cornell University, 2023).

To create a positive work culture, leaders must exemplify the concept of belonging to make others feel they belong. Successful leaders intentionally model positive behavior. To engage employees, leaders also must commit to supporting people's growth, not just systems or processes. Smith (2017) describes four ways that leaders can promote a thriving work culture and help employees feel a sense of belonging:

1. **Insist on a healthy work/life balance by setting boundaries.** Set boundaries, such as declining to take work calls after a specific time. Handle issues during working hours so you are not thinking about them when you go home.
2. **Practice effective communication.** Communication is about how well you listen, not just what you say. Leaders should practice empathy, demonstrate they are listening through verbal and non-verbal responses, suspend judgment, ask questions, and confirm they understand the individual's message.
3. **Focus on your people.** Key factors to achieving this goal are hiring the right people, providing a robust benefits package, prioritizing wellness efforts, and demonstrating to employees that you care about their health and welfare outside of work.
4. **Conduct employee surveys regularly.** Ask employees what is working (and what is not). To ensure

effectiveness, provide employees with details of the survey results and develop an implementation plan that includes some of their ideas.

A sense of belonging is essential to workplace success. Belonging is vital to job performance, innovation, and retention of employees, and it begins with leadership. In addition, a sense of belonging is crucial in determining whether nurses remain motivated to remain in the profession. To facilitate a sense of belonging among workers and patients, it is important to encourage leaders and nurses to understand any unconscious biases and create a more inclusive culture that fosters transparent communication and decision making. Therefore, leaders must foster a sense of belonging and a culture of inclusivity within their health-care system or organization. ↑

Jami S. Brown, DHEd, MSN, RN, CNN
Leadership Committee Member
Memphis Blues Chapter #240

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Health Policy Update

continued from page 17

the indelible role of nephrology nurses in dialysis care delivery and patient safety, support legislation that would address workplace violence prevention and work-related injuries for medical professionals, and include registered nurses as stakeholders in the Action Alliance. The letter also asks the agency to consider multiple ANNA-supported initiatives, including the Home Dialysis Therapies Task Force, The Joint Commission's National Patient Safety Goals, the Institute for Healthcare Improvement, and the National Safety Council, and strengthen the current and future nursing workforce. Read the full text of the comment letter on the ANNA website at annanurse.org/download/reference/health/activities/01_26_23.pdf. ↑

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Nephrology Nursing Certification Review Course



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Chapter Update

Alabama

Hazel Taylor #239

Hazel Taylor had a busy start to 2023! On January 19, we had a great dinner meeting sponsored by Sanofi on *The Multiple Faces of Fabry*. Thanks to Marta Reviriego-Mendoza for arranging and to Dr. Eric Wallace from the University of Alabama at Birmingham for giving such a great presentation.

On February 28, Nephrology Vascular Lab and Mark Collins provided a great presentation on *Percutaneous PD Catheter Insertion and Vascular Access Assessment and Complications*. The speakers were Dr. Phillip Madonia and Dr. Tom Watson. On March 2, Crystal Traylor and Travers sponsored a dinner meeting reviewing the most recent changes with KDIGO.

On April 4, Natera and Liz Whipple will sponsor a dinner meeting on *Genetic Testing for CKD*. Dr. Eric Wallace will be the speaker.

All our incoming chapter officers plan to attend the LEAD officer orientation in Palm Springs, CA, held in conjunction with the ANNA National Symposium, so that they can learn new ways to assist chapter members.

Watch for the date for our *Annual Nephrology Update*, which will be held in October.

We are looking at ways to support our members who are further away. If you have any suggestions, please let us know.

California

Nephros South #506

Our chapter started 2023 on a positive note. Last year we welcomed 14 new members into our chapter! Most recently, **Karynne Ednacot** and **Erika Ramos Yanez** joined our chapter. Each new member received a welcome letter with an introduction to the chapter officers and an invitation to join in our chapter events.

We hosted our first educational dinner event on January 26 at Seasons 52 Restaurant. Thanks to our sponsor Ultragenyx and speaker Margo Black from Vanderbilt University Medical Center who presented *Redefining Treatment of X-Linked Hypophosphatemia with a Targeted Therapy*, a sequel to a previous presentation discussing the pathophysiology of X-linked hypophosphatemia. Because of the generous support of vendors, we are



Hazel Taylor chapter members gathered in January for dinner and a presentation on Fabry's disease.

planning two more educational meetings in March and April, which will introduce topics about nutrition in CKD and peritoneal dialysis.

Chapter officers **Wendy Lester** and **Kathi Amarillas** look forward to attending the ANNA National Symposium in Palm Springs, CA, in May, where they will enjoy many educational sessions in specialty practice, abstract and poster presentations, and much more, while networking with other ANNA members. Hopefully, we will meet some of our colleagues from the Nevada contingency of Nephros South.

2022 was a transformational year for our chapter with the incorporation of members from the Silver State Chapter and the addition of new members. Our goal for 2023 is to inspire new leadership and new ideas to carry on the tradition of service and commitment that Nephros South has provided for more than 35 years. Join the fun and experience the satisfaction of volunteerism!

Chumash #528

Our chapter hosted an educational event on November 17, 2022, presented by NephU and PsychU. Drs. Marla Dallal and Erika Hefazi presented the topic, *Major Depressive Disorder in Chronic Kidney Disease (CKD)*. Discussion focused

on depression as a common mental health disorder, which is prevalent in people with CKD. Special thanks to Otsuka Pharmaceutical for sponsoring this dinner event held at Larsen's Grill Oxnard. Attendees at this complimentary dinner presentation included nurses, dietitians, and social workers.

Join and follow our chapter on Facebook for networking and educational opportunities.

Colorado

High Country #502

Our chapter, which encompasses Colorado and Wyoming, held two successful Meet and Greet meetings on December 8, 2022. Thanks to all the members who came out for some quality time to connect with nephrology peers. Shout out to **Ray Yuro** who spearheaded the gathering in Loveland, CO. A dinner meeting was held in February to learn about anemia management in ESKD.

We are hoping for a great turnout for our first in-person full-day educational seminar in many years. The program will be held April 23 at the Aurora campus of the University of Colorado. The program

Chapter Update

will offer 6.0 contact hours and feature the following topics:

- New Insights into Inflammation and its Role in Chronic Kidney Disease and Heart Disease
- Peritoneal Dialysis Adequacy: A Paradigm Shift
- Endovascular AV Fistula Creation: A New Tool for Vascular Access
- Recent Advances in the Management of CKD-MBD
- Home Hemodialysis Patient Perspectives
- COVID 19 and the Kidney

Please visit our website for details and to purchase tickets: <https://anna-high-country-chapter-502.ticketleap.com/>

Florida

South Florida Flamingo #206

Welcome to our new chapter members: **Juanita Grillo**, **Marylou Muscillo Dascoli**, and **Holly Page**. Welcome and let us know if we can help you. We look forward to meeting you at our monthly live educational dinner events.

On January 14, our chapter collaborated with the Florida ANNA chapters, the Intermountain Chapter in Utah, and the Florida Society of Nephrology (FSN) on a collaborative event held during the FSN conference. One ANNA education day with contact hours was offered at this collaborative meeting. Chapter President **Debra Hain** presented *Involuntary Patient Discharged: How to Improve Communication to Establish Patient-Provider Partnership in Adults Receiving Dialysis*. Health Policy Representative and President-Elect **Pamela DePiola** presented *Best Practices for Adults with CKD During a Tridemic*.

On January 19, Dr. Cris Gibson hosted an educational dinner meeting at Capriccio's Ristorante in Pembroke Pines. It was well attended with 28 participants.

Congratulations to our new elected officers for 2023-2024: President **Jane Sapp Wallace**, President-Elect **Pamela DePiola**, Secretary **Karen Hill**, Treasurer **Linda Boucher**, and Health Policy Representative **Sherise Dawkins**.

We are looking forward to a great year and to attending the 2023 ANNA National Symposium in Palm Springs, CA.

Suncoast #213

Welcome to **Cheryl Cox**, a new member who joined in December.



South Florida Flamingo chapter members attended an educational dinner on "Advances in Understanding FSGS" at Lasso Gaucho Brazilian Steakhouse on December 15, 2022. Dr. Arvin Madan spoke, and Joseph Anunciacion was the winner of the raffle.



South Florida Flamingo participated in a chapter educational dinner meeting at Capriccio's Ristorante on January 19. Congratulations to raffle winner, Barbara Ann Davis (left). Also pictured is Treasurer Linda Boucher.

Everyone was busy over the holidays, but now it is time to reach out to your coworkers and get them to join our chapter or encourage them to attend an upcoming meeting.

We held a dinner meeting on February 8 at Laishley Crab House in Punta Gorda, compliments of Fresenius. Another dinner meeting was held at

Bascom's Chop House in St. Petersburg on February 23 hosted by GlaxoSmithKline.

We are reaching out to members for suggestions for topics or speakers for our annual meeting. Please contact **Cindy Toombs** (cindy.toombs@me.com, 813-476-4141) or **Angie Garcia Da Silva** (angie2606.ad@gmail.com, 281-770-2725) with your suggestions. We also would like



The three Florida ANNA chapters and the Intermountain Chapter in Utah held a collaborative meeting in January in conjunction with the Florida Society of Nephrology Annual Conference. Attendees included Angie DaSilva, May Midel, Deb Hain, and Pam DePiola.

to hear from anyone who is planning to attend the ANNA National Symposium so we can plan to get together for breakfast, lunch, or dinner. Please contact one of us!

The three Florida ANNA chapters collaborated with the Florida Society of Nephrology for a meeting in January. It was a great agenda, and we received positive comments about the networking opportunities and collaboration.

Mark your calendars for our annual meeting at the Safety Harbor Resort in Safety Harbor and bring a colleague! This is our primary event for the year. The meeting will offer 14-16 contact hours along with many mandatory requirements. Watch for more information via ANNA emails and on our chapter Facebook page.

Kentucky

Bluegrass #322

Our chapter had our first continuing education offering of 2023. The Kentucky Organ Donors Association presented *Organ Donation in Kentucky: Let's Hear from KODA* for 1.2 contact hours. The program was well attended and provided a general overview of organ transplants and what is being done to improve donation in Kentucky.

Michigan

MichigANNA #312

The month of May has many opportunities to connect and collaborate

with other MichigANNA members. It starts with the ANNA National Symposium in Palm Springs, CA, on May 7-10. Look for other members in the halls and special events.

The NKF Detroit Zoo Walk occurs on May 21 this year. There is still time to join the chapter team! Contact chapter officers at 312.michiganna@gmail.com

Additionally, the chapter needs assistance to manage our social media sites. It's virtual using Zoom meeting and calls to produce a greater presence of our chapter on the sites. Do you or another person have these talents? Contact us at 312.michiganna@gmail.com. Providing for the educational programs of the chapter is ongoing and requires a planning committee that encompasses many varied skill sets. We request for members to join our Education Committee. Again, contact an officer by email at 312.michiganna@gmail.com.

Minnesota

Greater Minnesota #329

Our chapter held a virtual meeting on January 19 with good attendance. We will be offering monthly meetings with educational components and plan to alternate virtual and live meetings every other month. Watch for notices in our chapter link in ANNA Connected or reach out to **Linda Lindberg** (lmlteapot@aol.com) for dates and topics.

Congratulations to **James Thoms** for receiving the "FMC Cares" award, which

won him participation in the 2023 ANNA National Symposium. Several other chapter members also are planning to attend the symposium. We hope to see you there!

We are working hard to bring life back to our chapter and remotivate our members to actively participate in chapter activities after the effects of COVID-19 and other major events brought our activities to a halt for a while. Looking forward to a great year and to eventually reviving our annual fall symposium next year.

Mississippi

Magnolia #249

Our chapter hosted our first Community Renal Awareness Event on December 11, 2022. Conference faculty include T.J. Mayfield, Mississippi Kidney Foundation Executive Director; Sgt. Brian Carter, CHEP Supervising Security Officer, Hazmat Coordinator; Christina Williams, Certified Mental Health Educator; Dr. Yoshitsugu Obi, Assistant Professor, University of Mississippi Medical Center; and **Dr. Rowena Elliott**, Nurse Practitioner, Emory University. The event was held at the Hilton Jackson Hotel with 25 attendees.

Missouri

St. Louis Metro #307

Our chapter is striving to make advocacy our focus this spring. Chapter Health Policy Representative **Andrew Wasson** has a special place in his heart for this type of service. We are participating in opportunities throughout March, celebrating World Kidney Day on March 9 and culminating in walking in the St. Louis NKF Kidney Walk on March 26. Every year, our chapter raises awareness and money through our walk team. Our chapter spans much of Missouri and Illinois, so many of our members participate in NKF walks in other cities in our region as well.

Welcome new chapter members! Please plan to join us at one of our many get-togethers this year for opportunities to network, associate with others sharing your passion, learn more about nephrology, and serve our community. Our chapter communicates through ANNA Connected, so please make sure your email is up to date with the ANNA national office. We

have a relatively new chapter website – www.stlmetroanna.org – where you can find information anytime.

For our “Minute with a Member,” we are proud to introduce you to Francine Graham. Francine became a nephrology nurse 11 years ago. She started out as a patient care tech in the surgical ICU where she encountered transplant and dialysis patients. This is where she first learned there was a special machine that could sustain life until a transplant could be attained. Curious, she went to observe in the dialysis unit and has been hooked on nephrology ever since. Dialysis nursing satisfies Francine’s deep love for serving people, educating patients and staff, and helping others become their best selves. Her superpower is compassion. She is a member of ANNA to keep her finger on the pulse of nephrology nursing. She enjoys the opportunities to network and meet other nurses in our area, and she is constantly seeking to broaden her knowledge. When things are tough, Francine looks for the humor in the situation. She says a smile or laughter can really turn a situation around. If all else fails, a great day at the beach or some fine Italian food (pasta) is in order.

Francine has worked as a dialysis nurse at Cardinal Glennon Children’s medical Center and took the kids to Kidney Camp each summer, worked as a manager for Fresenius Kidney Care and Missouri Baptist Hospital’s acute unit, and currently serves as a case manager. Her greatest nursing achievement is the development of her leadership skills.

Francine says she is lucky to be in love with her best friend and husband of 24 years, Jock. She is super proud of the four amazing young men they have raised. They are all productive citizens, but most importantly, they are all pursuing their dreams.

Nebraska

Platte River #324

The chapter education planning committee is busy planning our fall distance learning education day to be held in Omaha in September. The education day once again will be offered both in person and virtually. Now is the time to send us any topic suggestions or speakers you think would be of interest for the education day. Use ANNA Connected, send an email, or call any of us. Also, if



Members of the St. Louis Metro Chapter attended an educational meeting provided by Pentec Health at Helen Fitzgerald’s Irish Grill on January 24.



Members of the Platte River Chapter attended the 2022 Nephrology Nursing Practice, Management, and Leadership Conference in San Diego.

any members are interested in becoming an education planning committee member, please let us know. We hold the planning calls via Zoom early evenings and welcome any member from anywhere in Nebraska or Iowa.

Monthly education meetings are being planned. As details are finalized, updates will be sent out via ANNA Connected.

The chapter officers would like to remind chapter members that currently the chapter does not have a treasurer-elect and will need a treasurer. Training is available! An eligible person will be sent to the leadership orientation at the ANNA

National Symposium. Several charter members also are happy to provide mentorship. Meetings are held via Zoom in coordination with educational planning. It can be fun and rewarding.

New Jersey

Garden State #125

We held our annual post-holiday event on January 15 at The Breakers. We had a nice afternoon mixing pleasure with a little business.

Enice Joannis, our chapter secretary, has resigned from the role but will

continue as an ad hoc member of the chapter leadership committee. We have designated the duties of that role until we find a new secretary.

Kudos to **Isabella Kocienski**, our chapter corporate liaison! Her abstract, "Does Steroid Use in Patients Impact Incidence of Intertriginous Dermatitis?" was accepted for presentation at the International Council of Nurses 2023 Congress in Montreal, Canada, on July 1-5.

We are planning a dinner meeting sponsored by GlaxoSmithKline in our more southern region. Details are pending.

In addition, we are planning our annual all-day meeting scheduled for May 18 at The Breakers in Spring Lake, NJ. Watch for more information via Instagram, Facebook, ANNA Connected, chapter member email, and for anyone who is on our conference email list.

Jersey North #126

By the time you are reading this issue, we will be having our annual all-day conference, *Renal Issues 2023*, on March 30 at Ravello's in East Hanover, NJ. Join us for a wonderful day filled with interesting topics, great speakers, vendor exhibits, and networking opportunities. View the brochure and register on our website at annajerseynorth126.nursingnetwork.com. Be sure to check our article in the next *ANNA Update* for all the details of the event.

Please contact Chapter Secretary **Cathy Picarelli** (catherine.picarelli@hmhn.org) if you will be attending the ANNA National Symposium in Palm Springs, CA, on May 7-9. We would love to hold a get-together for all chapter members in attendance.

New York

Northeast Tri-State #120

Our chapter held three virtual educational offerings in February and March. The topics were *Acute Kidney Injury* on February 9 offering 1.0 contact hour; *Palliative Care* on February 16 offering 1.0 contact hour; and *Home Dialysis* on March 2 offering 1.5 contact hours. The chapter was able to offer the sessions free to registrants.

Our chapter is looking for members to get involved. Please contact any officer via ANNA Connected for information and to ask any questions you may have.



Members of the Greater Charlotte Chapter enjoyed a dinner meeting sponsored by Vifor featuring a presentation on "A Clinical Update on CKD-Associated Pruritis."

North Carolina

Greater Charlotte #202

Our chapter started off 2023 with an educational dinner meeting sponsored by Vifor on the topic, *A Clinical Update on CKD-Associated Pruritis*. Thank you to speaker John Williams, Senior Science Director at Vifor. Our next educational dinner meeting was held on February 23. Dr. Prince Anand, a transplant nephrologist from MUSC, presented *A Novel Approach to the Treatment of IgA Nephropathy*.

Please make plans now to attend the ANNA North Carolina State Symposium on May 24-25 in Cary, NC, at the Embassy Suites. The meeting will offer 10.5 contact hours and will feature many vendors, networking opportunities, and fun. Some very interesting topics to be discussed will be CKD and optimal starts, incremental peritoneal dialysis, transitional units, mentoring, end-of-life issues, depression screening, impact of obesity on dialysis, vaccinations, and transplant drugs. Registration for the meeting opened on March 1.

Ohio

Tri State Ohio #317

Chapter officers are planning educational and CE events for 2023 and are encouraging members to get involved. Please visit our Facebook page at www.facebook.com/annatristateohio or email annatristateohio@gmail.com for more information or to get involved. We are looking forward to a great 2023!

Cleveland #343

We are very excited to welcome all our new members! We look forward to all the exciting opportunities ahead for our chapter, such as education, innovation, fun, and camaraderie. We held our first education dinner for 2023 on February 28. The event was sponsored by Outset, the manufacturer of the TABLO machines. Watch for information about our upcoming events in April and May.

Welcome to our new officer: Secretary **Amy Hazel**. We are excited that she is taking on this role.

The chapter is calling for volunteers to help with planning for this year's *All-Day Education Summit* tentatively scheduled for October/November. Please contact President **Tracy Coates** at coatest@ccf.org if you are interested in volunteering.

Pennsylvania

Keystone #110

Welcome to our new members who joined in November and December: **Casey Lam, Oliver Powell, and Carol Ann Bernard**.

As we head into the slow season, our chapter hopes to provide regular live educational opportunities, including new topics and dinner locations. Recently, we enjoyed a delicious meal while hearing a presentation about improving renal outcomes in patients with lupus nephritis patients. We enjoyed getting together during the cold weather months to chat about recent nephrology experiences.

South Carolina

Palmetto #203

We held our first educational event this year on January 19 at Laura Alberts Restaurant. Thanks to our speaker John Williams with Vifor Pharma. We had excellent attendance with great dialogue on his presentation titled *Clinical Update on CKD-Associated Pruritus*.

Watch for upcoming announcements on ANNA Connected about educational offerings and events. We look forward to meeting you in person or virtually.

We would love to hear from you! Please feel free to suggest any topics of interest for future educational offerings. Contact a chapter officer for questions or information:

- President **Glinda Stricklin**, glindastricklin@yahoo.com
- Secretary **Deb Brooks**, brooksdeb@icloud.com
- Treasurer **Carrie Fabel**, carriedf2@gmail.com
- Adjunct Member **Amy Perry**, perrya219@hotmail.com

Texas

Gulf Coast #204

Our chapter officers and members participated in the National Kidney Foundation Houston Chapter on December 11, 2022. We also had our winter educational meeting at Eddie V's Steakhouse in the Houston area and talked about *Targeting Lupus Nephritis with Lupkynis*. Thank you to Aurinia Pharmaceuticals, Inc., for sponsoring this event.

For our new year's educational meeting, we had a collaborative meeting with the Council for Responsible Nutrition

(CRN Set) on the topic of *Hyperkalemia: Causes, Consequences, and Care*. The meeting was held at Steak 48 and sponsored by AstraZeneca.

On February 23, we hosted another educational dinner in collaboration with CRN Set and Travele Therapeutics. Dr. Sreedhar Mandayam, a prestigious nephrologist in the Houston area, discussed *IgA Nephropathy*.

Our newly elected chapter officers for 2023-2024 are: President **Bindu Simon**, President-Elect **Manjusha Thomas**, Secretary **Tiffany Ruizo**, Treasurer **Veronica Washington**, and Health Policy Representative **Sandra Luna**. Our chapter officers are planning to attend the ANNA National Symposium in Palm Springs, CA, in May.

If you have questions or would like to be involved with the chapter, please reach



Keystone chapter members enjoyed networking during a recent dinner meeting.



Palmetto chapter members enjoyed an educational dinner and presentation on "Clinical Update on CKD-Associated Pruritus" on January 19.



Palmetto chapter members attended an educational dinner sponsored by Vifor Pharma on January 19.

out to a chapter officer via ANNA Connected and watch your ANNA Connected emails for further updates.

Alamo City #205

Our chapter started the new year off with a bang. Thanks to Abby Bassett and Sanofi Pharmaceuticals for sponsoring our January dinner at Silo's Restaurant. Dr. Dorry Segev, Director of the Center for Surgery & Transplant Applied Research (CSTAR) at NYU Langone Health, presented *Evolving Landscape in Kidney Transplantation: Impact of COVID-19 Pandemic*. The dinner was a huge success with 40 attendees and plenty of time for questions and answers.

Thank you to Korsuva and Veltassa for sponsoring our February dinner. We had a great turnout once again.

Education dinners are planned through June 2023. Our chapter is already in the planning stage for a 1-day seminar in September. Alamo City also is giving back to the community with planned food drives, volunteering at the food bank and homeless shelter, and participating in annual walks.

The chapter elections were a success. Our officers are President **Gail Dewald**, President-Elect **John Thompson**, Co-Secretaries **Darlene Caruso** and **Gail Papayanopolus**, Treasurer **Dolly Baker**, Historian **Esme Guerra**, and Health Policy Representative **Roland Garza**.

Thank you to our chapter members for their hard work and contributions to nephrology nursing in 2022. We would not be as successful without you and your hard work. We would like to announce that we gained seven new members in the past 2 months.

Virginia

Tidewater #241

We started the new year with a chapter executive board meeting and luncheon. There was so much energy in the room as we plotted out the ANNA calendar year for our fantastic chapter. President **Janyce McLin** led the strategic planning session for 2023. Initial educational topics were spelled out for the year and included multiple NCPD opportunities to help maintain licensure status in Virginia and certification status. As plans are finalized, there is always a space for fun and interaction among members. Please reach out to a chapter officer if you have



Gulf Coast Chapter President Marichelle Espiritu (far right) participated in the Houston Kidney Walk with the Council for Responsible Nutrition (CRN Set).



The Gulf Coast Chapter hosted an educational meeting in January. Pictured (from left) are Dr. Horacio Androque, nephrologist and guest speaker; Marichelle Espiritu, chapter president; Aelyn Abardo, past chapter president; and Dr. Sreedhar Mandayam, nephrologist.



Gulf Coast chapter officers and members attended the chapter's collaborative educational meeting with CRN Set in January.



Tidewater chapter officers for 2023 include Gayle Derouen, Janyce McLin, Beverly Grier-Smith, Jenny Steed, and Nicole Hopper (seated).



Pacific Northwest chapter members networked at the ANNA fall meeting in San Diego. Pictured (from left) are Nancy Colobong Smith, Irene Krall, Jenae Stout, and Amanda Haug.

suggestions for topics, speakers, or meeting locations. Our goal is to meet the needs of our chapter members.

Keeping in mind that our members work regular jobs – and even our retired members are very busy – our chapter will continue to use technology to communicate and educate via Zoom meetings, conference calls, and in-person dinner meetings. Meeting notifications come through ANNA Connected, so

please check your profile on the ANNA website to be sure your email address is up to date and correct.

Our chapter is proud to welcome our new chapter secretary, **Nicole Hopper**. Officers for 2023 are President **Janyce McLin**, President-Elect **Gayle Derouen**, **Jenny Steed**, Secretary **Nicole Hopper**, and Treasurer **Beverly Grier-Smith**. We are all looking forward to another exciting and productive year.

Washington

Pacific Northwest #503

Our chapter provided multiple events for local members and nonmembers. On March 3, we presented *Renal Update 2023*. The program offered in-person and virtual registration options and provided 7.2 contact hours to attendees. Thank you to the following presenters and exhibitors for making this such a great event: **Kristin Larson**, Dr. Alexander Rinedahl, **Barbara Dommert-Breckler**, Christine Logar, Christina Logalbo, Dr. Yoshio Hall, Sherronda Jamerson, and Dr. Peter Gregory. Thank you also to the planning committee: **Lynda Ball**, **Deanne Dey**, **Naomi DeVega**, **Barbara Dommert-Breckler**, **Irene Krall**, **Judy Mallon**, **Perminder Minhas**, **Kristin McNeill**, **Lulu McManigal**, and **Nancy Colobong Smith**.

Our next virtual Meet and Greet is scheduled for April 6 at 5:00 p.m. Visit our Facebook page at www.facebook.com/ANNAchapter503 for details.

We hope to see you at the ANNA National Symposium in Palm Springs, CA, in May where we hope to hold a chapter dinner meeting. Let us know if you plan to attend. We would love to get to know you and introduce you to our chapter officers. Reach out to us via Facebook or on ANNA Connected.

Puerto Rico

Caribbean #210

Our chapter ended 2022 by giving hope to patients affected by Hurricane Fiona with gift cards donated by ANNA chapters. We appreciate your donations and words of encouragement. These gift cards were allocated in the dialysis center of the Puerto Rico Public Health System and in a private dialysis unit in the northern area of Puerto Rico. Patient selection was done in collaboration with the social worker on each unit.

We elected our 2023 chapter officers. **Veronica Acevedo** will serve as secretary. We appreciate her leadership and performance as a volunteer and interim in the past year. We also congratulate our president-elect, **Emily Martinez Millan**. Leaders in the other positions will remain the same: Treasurer **Alexandra Briso**, Health Policy Representative **Marien Saade**, and President **Yaritza Pizarro**. Thank you for your leadership, commitment, and hard work.



Caribbean Chapter President Yaritza Pizarro (left) gave gift cards to a social worker at the Puerto Rico public hospital dialysis center. The gift cards were distributed to patients impacted by Hurricane Fiona.

In January, our chapter and the Puerto Rico Kidney Foundation began planning for the patients' and nephrology professionals' encounter. This activity has been held annually since 1990 except for the past 2 years due to COVID-19 restrictions. Our chapter will celebrate its 35th anniversary at this event this year.



Caribbean chapter officers – President Yaritza Pizarro and Treasurer Alexandra Brioso – delivered gift cards to a private adult dialysis unit in northern Puerto Rico. The gift cards were given to patients impacted by Hurricane Fiona.

Dialysis of Drugs Available for Institution-Wide Use

Dialysis of Drugs 2022 is the essential clinical reference guide for concise, easy-to-use information on the dialyzability of drugs in patients receiving hemodialysis and peritoneal dialysis. Using a simple tabular format for literature-based information, this resource is available as a mobile app, a pocket-sized booklet, and a wall chart. Institutional site licenses permit posting of the pdf format on an institution's or organization's internal library or clinical resource page, allowing access by all employees. Learn more and access this resource at renalpharmacyconsultants.com.

The mission of Renal Pharmacy Consultants (RPC), provider of *Dialysis of Drugs*, is to optimize the medication-related outcomes of patients with chronic kidney disease and related disorders. RPC partners Nancy A. Mason, PharmD, and George R. Bailie, PharmD, PhD, are clinical pharmacists and academics who have greater than 60 combined years of experience specializing in teaching, research, publication, and practice related to the care of patients receiving dialysis. ↑



Member SPOTLIGHT



Shelby Hisler, BSN, RN, CNN

Hemodialysis Nurse/Staff RN
Temple University Health System
Philadelphia, PA
Keystone Chapter #110

How long have you been a nurse?

I have been a nurse since 2012.

How long have you been in nephrology?

I have been a nephrology nurse for 8 years. When I was in nursing school, I worked as a student nurse on a tele floor that housed the dialysis unit. I fell in love with dialysis and renal patients during my time on that floor.

What is unique about nephrology nursing?

What is unique about nephrology nursing is the relationships that we can build with our patients and their families. As an acute nurse, we get to meet patients and families at some of the scariest times in their lives and help them learn, cope, and adjust to their new reality. While we don't spend the entire day with them like their primary nurse, we often spend more quality time with them. We build lasting relationships as we see the patients each time they are admitted to the hospital. We often learn about the whole patient and their families.

What do you value most about your ANNA membership?

Through my membership, I have met many new people, gained more in-depth knowledge about my specialty, and won a scholarship to help me continue my education to the doctorate level.

What would you tell a newly practicing nurse about nephrology nursing?

Gaining skills in nephrology is a great way to ensure that you will always be in demand, and you can really feel rewarded in what you do at the end of every day.

Do you have a favorite patient story?

I cannot think of a specific patient that stands out more than any other. I enjoy the difficult patients. Prior to landing a job in nephrology I worked in psych, and those skills really help me connect with patients. I can connect with the patients who are tough to love, and I enjoy being the person who they can come out of their shell and connect with even if it is only for the 3-4 hours of their treatment.

What do you enjoy doing when you are not working as a nurse?

When not working, I enjoy vacationing with my husband and three daughters at national parks, quaint cities, or historical places. Currently, I have no free time. I am almost finished with my CRNP/DNP and expect to graduate in May 2024.

Share an interesting fact about yourself.

I skipped my senior year of high school to attend college early admission. ↑

Call for Manuscripts for Nephrology Nursing Journal

The *Nephrology Nursing Journal* (NNJ) is seeking original manuscripts on quality improvement projects, professional development, research, patient education, management, improving the work environment, home therapies, basic nephrology content, patient outcomes that result from nurse practitioner practice, and managing psychosocial/behavioral health issues. Author guidelines are available at annanurse.org/nnj/author-guidelines.

- Submit manuscript queries to NNJ Editor-in-Chief Beth Ulrich at BethTUlrich@gmail.com.
- Submit manuscripts to NNJ at nephrologynursing@ajj.com.

Nephrology Nursing Scope and Standards of Practice

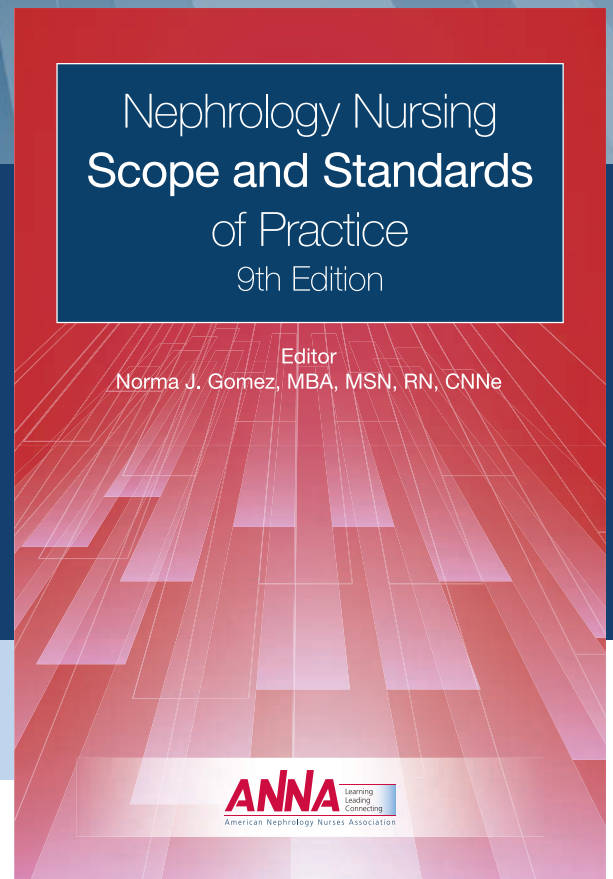
9th Edition | 2022

Norma J. Gomez, MBA, MSN, RN, CNNe
Editor

The *Nephrology Nursing Scope and Standards of Practice* (9th Edition) provides nephrology nursing with a method of defining the scope of its practice and a conduit for the evaluation of that practice. This document serves as a guide in the identification of nephrology nurses' responsibilities to their profession, their colleagues, and the healthcare consumer.

The new edition includes:

- A new standard on advocacy
- Culturally congruent practice standard renamed to respectful and equitable practice
- A discussion on Respect, Equity, and Social Justice
- Screening and improving access to health care for vulnerable populations as they relate to kidney disease and/or kidney disease prevention
- A new section on Altered Standards of Care/Crisis Standards During Disasters, Pandemics, and Other Crisis Situations



About the Editor

Norma J. Gomez, MBA, MSN, RN, CNNe, is a Nurse Consultant, residing in Russellville, TN. She is a Past President of ANNA and a member of ANNA's Blue Ridge Chapter.



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ANNA's Mission

The American Nephrology Nurses Association improves members' lives through education, advocacy, networking, and science.

Calendar of Events

For more information, contact the ANNA National Office, East Holly Avenue/Box 56, Pitman, NJ 08071-0056; 888-600-2662; fax 856-589-7463; anna@annanurse.org; www.annanurse.org

April 15, 2023

Deadline for ANNA chapters to submit Fiscal Year End Reports

May 7-10, 2023

ANNA National Symposium
Renaissance Palm Springs & Palm Springs Convention Center
Palm Springs, CA
annanurse.org/symp23

June 2, 2023

Deadline to submit proposals for 2023 ANNA National Symposium (Orlando, FL)

July 1, 2023

Deadline to nominate candidates for ANNA National Board of Directors

July 23-25, 2023

ANNA Board of Directors Meeting
Virginia Beach, VA

September 10-16, 2023

Nephrology Nurses Week

October 14-16, 2023

Nephrology Nursing Practice, Management, & Leadership Conference
Hilton Chicago
Chicago, IL
annanurse.org/fall23

October 15, 2023

Nomination and application submission deadline for ANNA awards, scholarships, and grants

October 16-17, 2023

ANNA Board of Directors Meeting
Chicago, IL

November 15, 2023

Submission deadline for ANNA research grant applications

November 28, 2023

Deadline to submit abstracts for 2024 ANNA National Symposium (Orlando, FL)

February 11-13, 2024

ANNA Board of Directors Meeting
Clearwater Beach, FL

April 14-17, 2024

ANNA National Symposium
Caribe Royale All Suite Hotel & Convention Center
Orlando, FL

September 20-22, 2024

Nephrology Nursing Practice, Management, & Leadership Conference
Sheraton Atlanta
Atlanta, GA