

The Power of Nursing During These Challenging Times:

**Southeastern Councils of perioperative Nurses
November 1, 2025**

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VICE DEAN – DEIB

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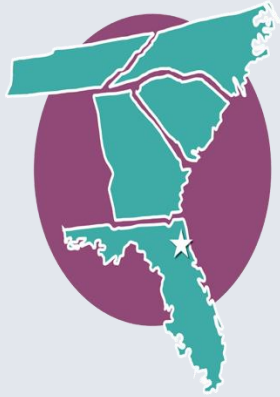
DUKE UNIVERSITY SCHOOL OF NURSING

Disclosure

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Agenda

1. THE HISTORICAL CHALLENGE
2. THE CURRENT CHALLENGE
3. TURNING THE TIDE



Mission... Unite registered nurses to maintain this highest professional standards of perioperative nursing practice for optimal patient care.

Benefits of Membership

Continuing Education and Professional Development

Access to Clinical Resources and Guidelines

Membership Programs

Networking Opportunities with other Perioperative Nurses

Source: <https://southeastperiop.com/>

The Historical Challenge

THERE IS NO HEALTHCARE WITHOUT NURSES!!!



The Historical Challenge

THERE IS NO HEALTHCARE WITHOUT NURSES!!!

**HEALTHCARE QUALITY
DISPARITIES IN ACCESS
RISING COSTS...**

**NURSES WILL BE NEEDED TO BRING FORTH
SOLUTIONS!!**

**“Quiet Nurses Rarely Get
Anything Done!”**



**AMERICAN ACADEMY
of NURSING**

The Historical Challenge

State of the

world's nursing

2025



*Investing in education,
jobs, leadership and
service delivery*

Graphic Courtesy of World Health Organization®

“As the largest segment of the health workforce, **nurses can drive progress** on the Sustainable Development Goals, delivering universal health coverage, advancing health equity, and ensuring the resilience of health systems”

The Historical Challenge

The Power of Nursing has been challenged before we had formalized education of nurses....

Sojourner Truth

1797 - 1883

Served as a nurse & a strong advocate for nurse training programs at a time when no true formal nursing training existed.

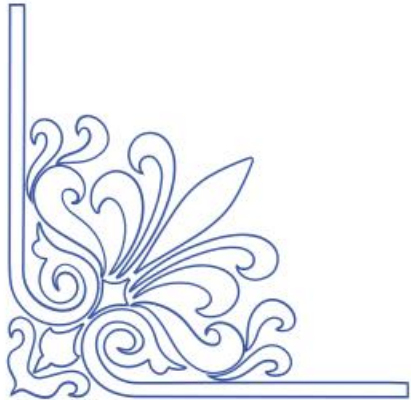


Photo Creator:Hulton Archive | Credit Getty Images

Florence Nightingale

1820 - 1910

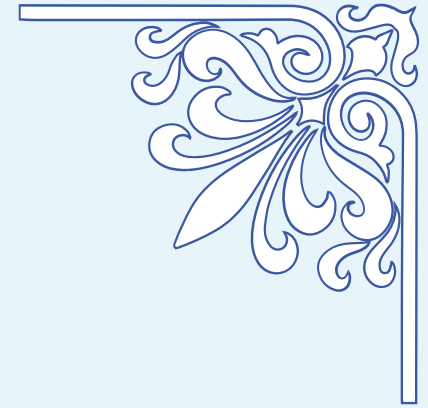
Florence in 1860 established Nightingale Nursing School, **the first nursing school in the world.**

She was the first to suggest that nurses be **specifically educated and trained for their positions in healthcare.**

Her Environmental Theory revolutionized nursing by **establishing sanitary working environments for patients and nurses.**

Developed and implemented action plans to improve sanitary conditions and made handwashing, bathing, and other principles of asepsis and infection control **MANDATORY.**





Mary Seacole

1805 - 1881

As a British-Jamaican nurse in the 1800s, her leadership and courage **paved the way for diversity in nursing in the UK.**

She broke social rules and prejudices to travel the world, run businesses and help those in need
– **even in the most dangerous places.**

Best known for her work as a nurse caring for wounded British soldiers during the Crimean War, Mary Seacole will forever be remembered as an incredible woman and inspiring role model.



Mary Seacole, Mother Seacole Print (1805-1881)
Credit: Media Storehouse

Civil War Era

Mary Eliza Mahoney

1845 - 1926

First African-American to study and work as a professionally trained graduate nurse in the United States. Her success opened doors for future generations of Black women in nursing,

She devoted the rest of her career to making the profession more accessible, particularly through her role as one of the first Black members of the Nurses Associated Alumnae of the United States and Canada, now the American Nurses Association.



Photo courtesy of the American Nurses Association

Civil War Era

Clara Barton

1821 - 1912

Independent nurse during the Civil War, helped to secure the passage of the Geneva Convention.

Served as the first President of the American Red Cross.



Led relief efforts for victims of natural disasters, including the Johnstown Flood of 1889 and the Great Fire of 1881.



Virginia Henderson

1897 - 1996

Henderson's Need Theory trains nurses to treat patients so that they can care for themselves when they leave the healthcare facility.

Categorizes nursing activities into fourteen components based on human needs.

Henderson Definition of Nursing

The unique function of the nurse is to assist the individual, sick or well, in the performance of those activities contributing to health or its recovery (or to peaceful death) that he would perform unaided if he had the necessary strength, will or knowledge.

“
First Lady of
Nursing
”



Photo courtesy of: Connectnapp March 9, 2023

Early 20th Century

Luther Christman

1915 - 2011

Christman overcame gender discrimination during his nursing education.

He was denied admission to two university nursing programs and was also denied a maternity clinical rotation as a nursing student because he was male.

Christman earned a diploma from the Pennsylvania Hospital School of Nursing for Men in 1939.



Photo Courtesy of The American Association for Men in Nursing

Early 20th Century

The 21st Century Era



Image courtesy of the American Nurses Association



Barbara Nichols

1939 - PRESENT

First African American President of both the Wisconsin Nursing Association and the American Nursing Association.

After her service as ANA president, Nichols was named secretary of the Wisconsin Department of Regulation and Licensing, becoming the first black female appointed to hold a state Cabinet-level role in Wisconsin.

Margretta Madden-Styles

1930 - 2005

Mother of Nurse Credentialing

American nurse, author, educator and nursing school dean who conceived and helped establish national standards for certifying nurses in pediatrics, cardiology and other medical specialties.

21st Century Era



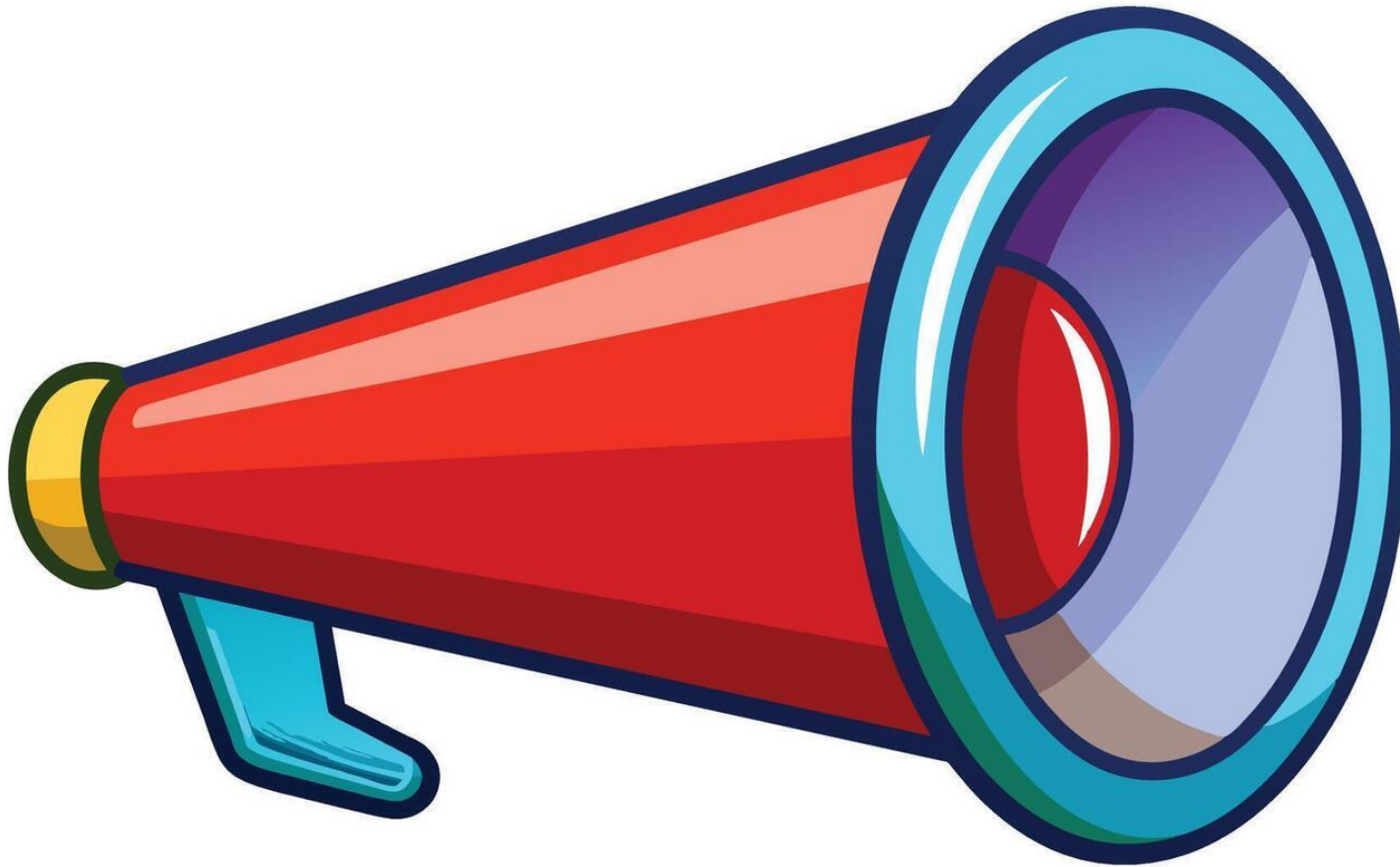
Photo courtesy of the American Nurses Association

The Historical Challenge



Image by Ernest Grant, April 3, 2019

Quiet Nurses Rarely Get anything done!!



The Current Challenge

Nursing should be reflective of the people we serve....



as Nurses
Agents of
Change &
Advocates

The Current Challenge



**Nurse
Fatigue**

26

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The Current Challenge

**Safe
Staffing**

The Current Challenge

Workplace Violence endnurseabuse.org



**PLEASE DON'T
ENDANGER MY LIFE
WHILE I'M TRYING TO
SAVE YOURS.**

#EndNurseAbuse



The Current Challenge



Nursing Shortage Projected to Be Worse By State in 2030

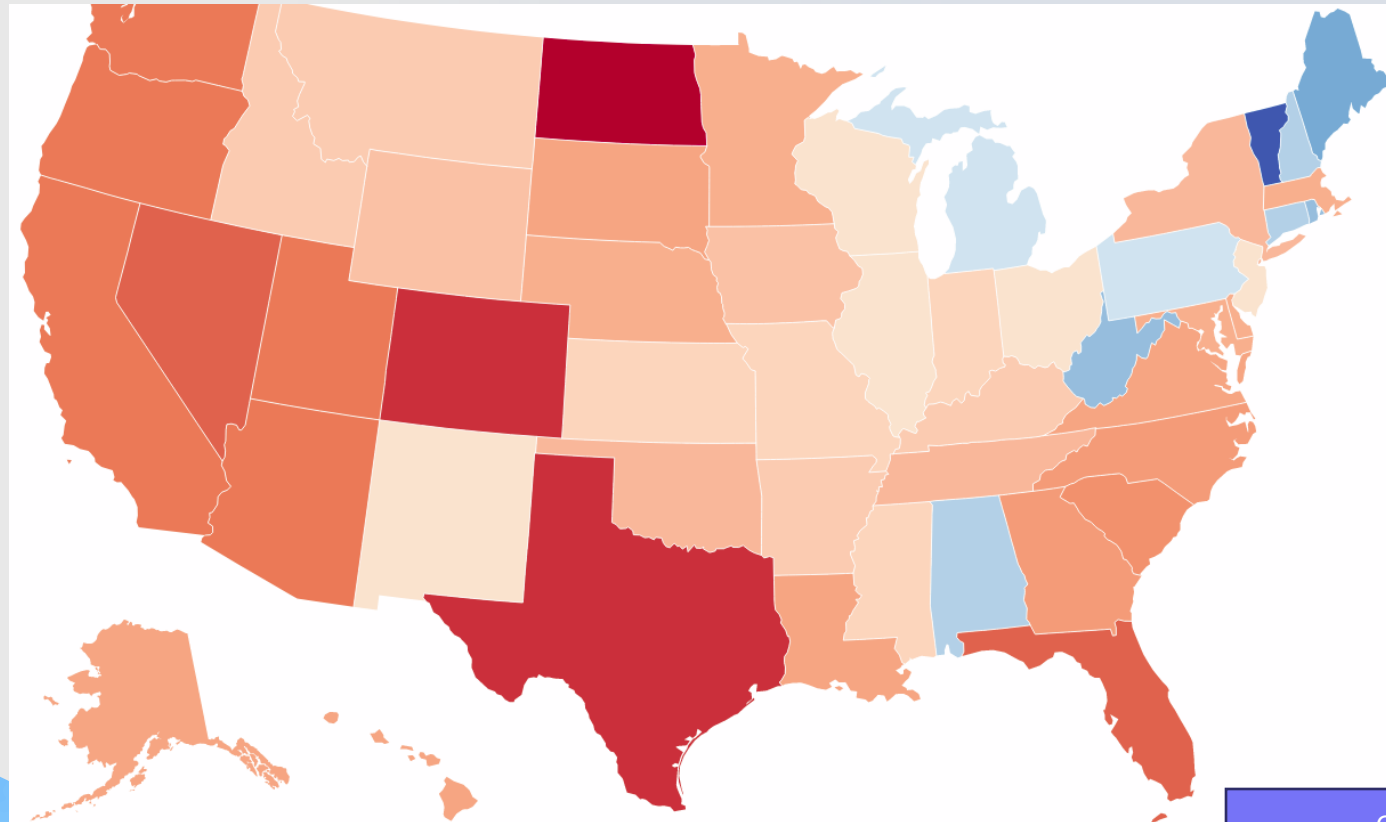
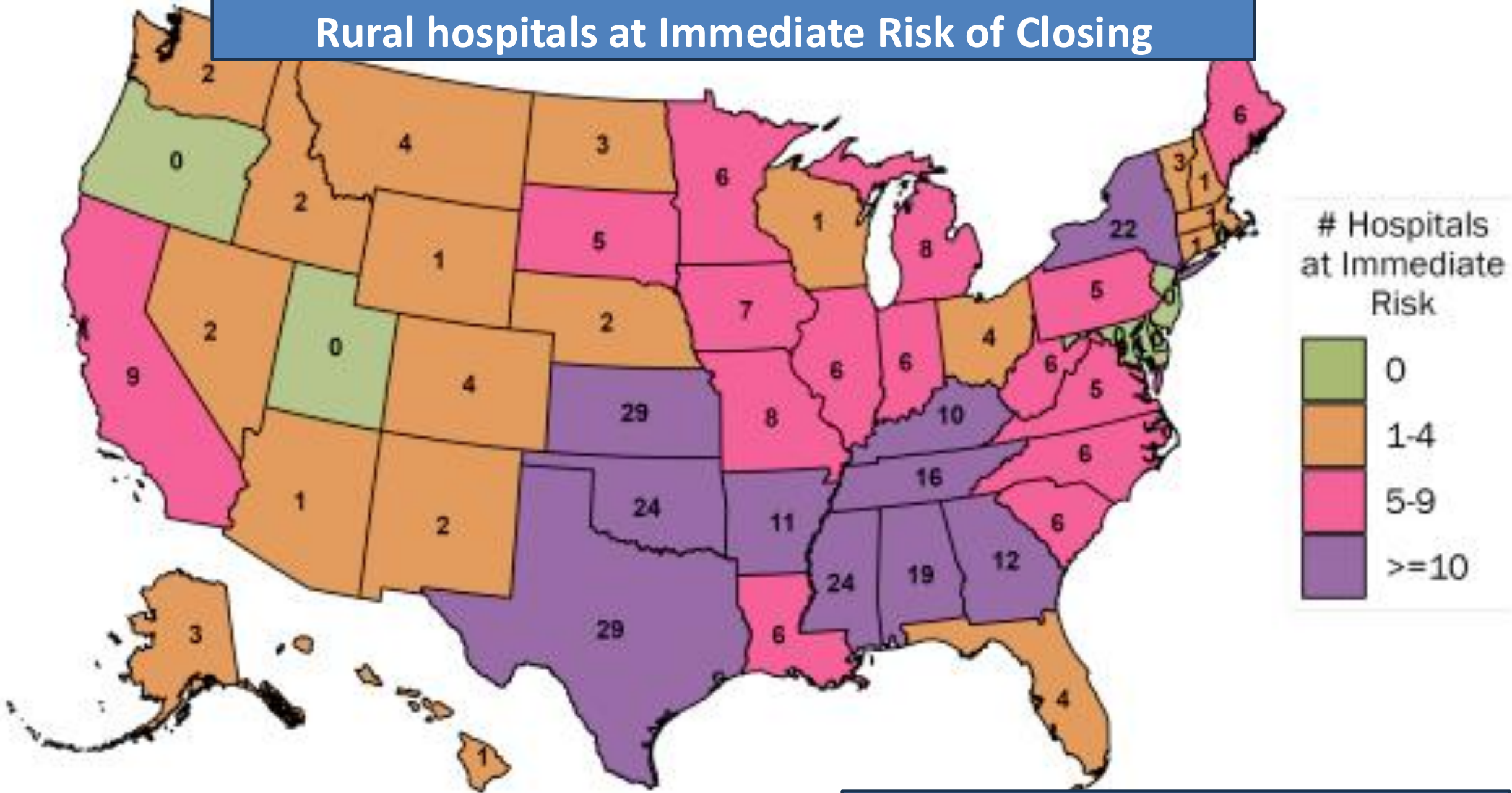


Chart courtesy of Nurse.org

The Current Challenge

Rural hospitals at Immediate Risk of Closing



The Current Challenge

Key Statistics on Nursing Turnover



Of nurses want to leave the profession entirely



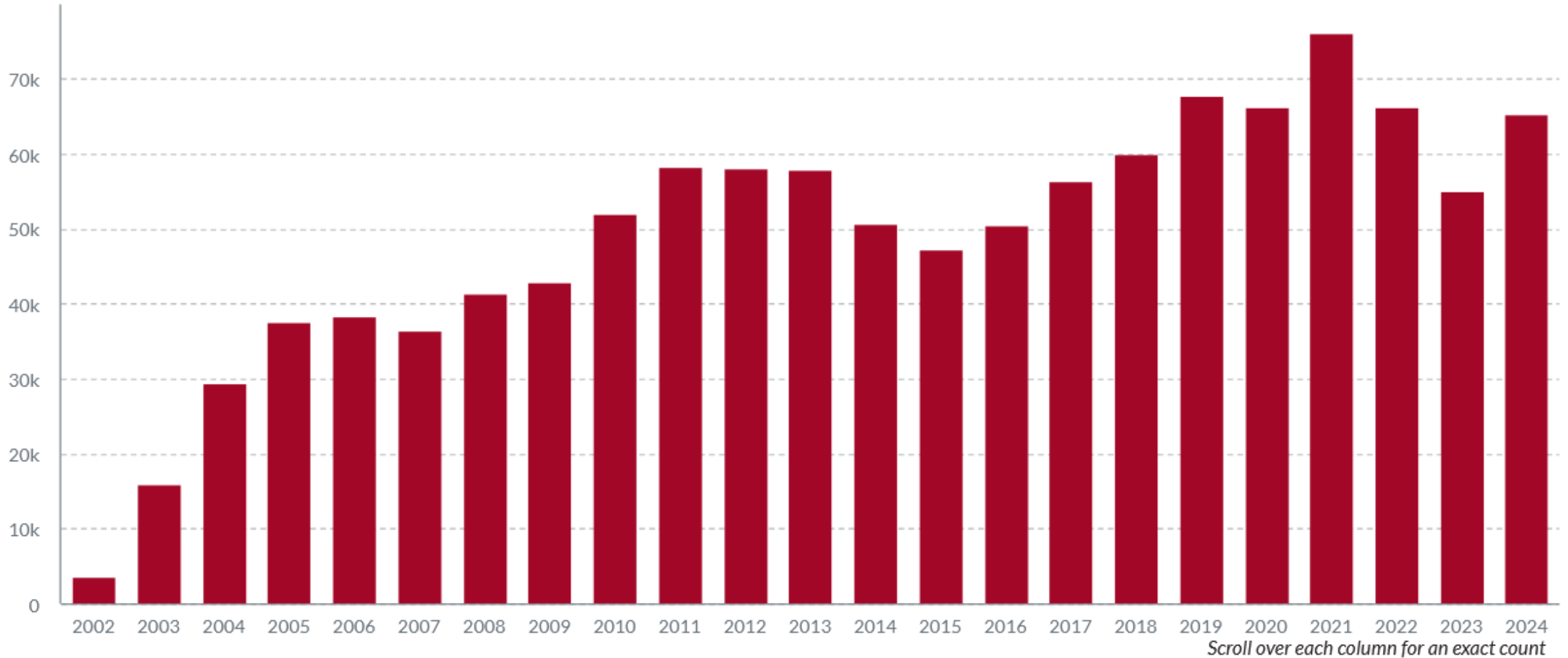
Four in ten healthcare workers experience physical violence



Annual Average Salary for Registered Nurses

The Current Challenge

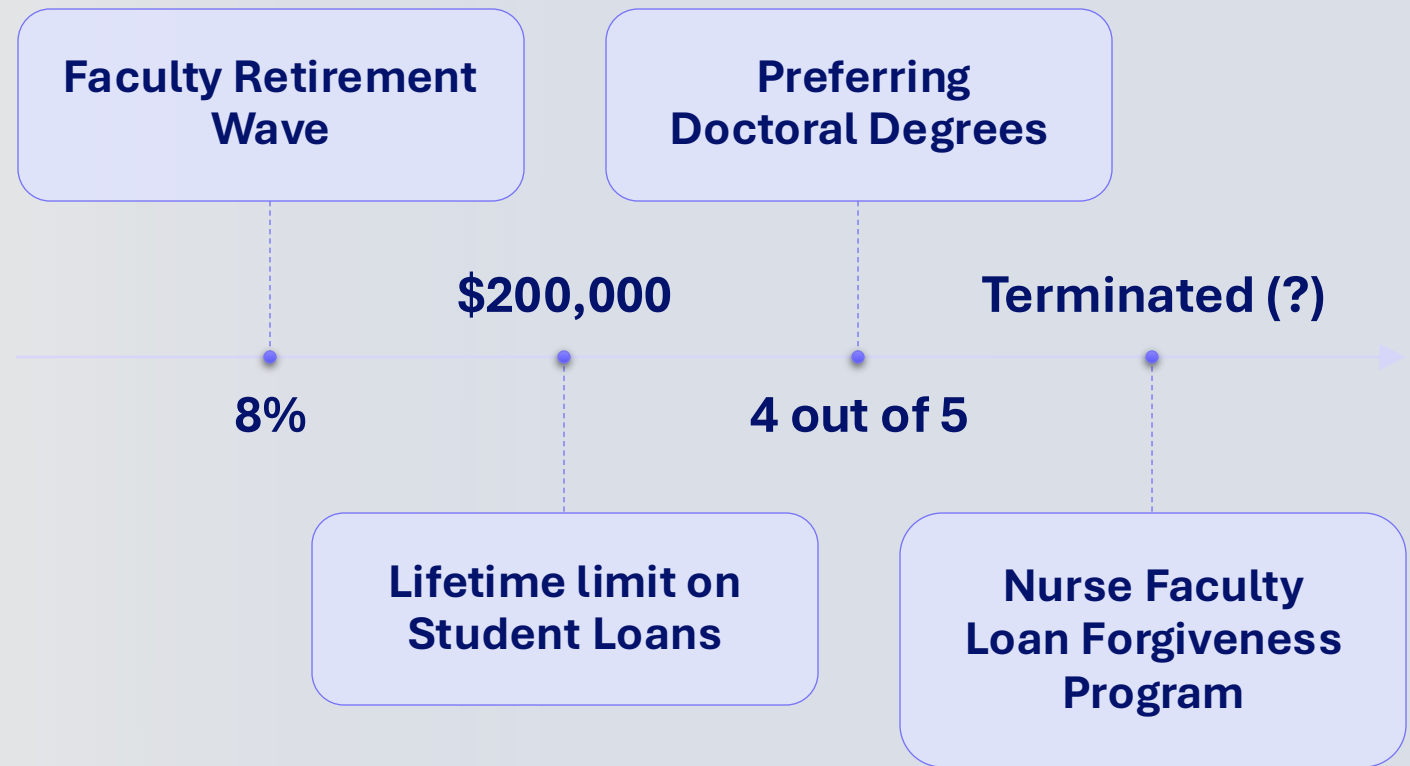
Qualified Applications Turned Away from Entry-Level Baccalaureate Programs 2002-2024



The Current Challenge

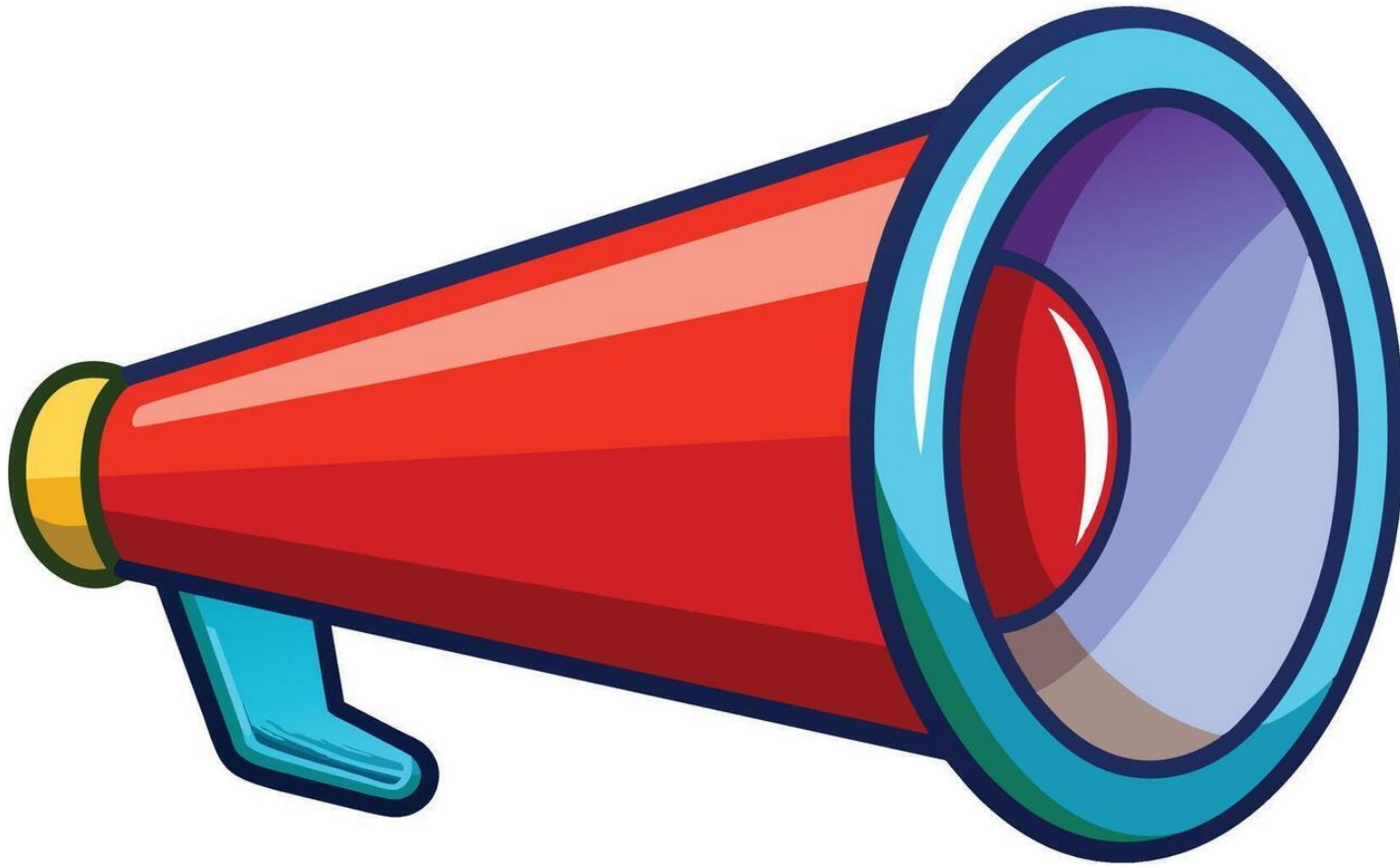


- **NINR and NIH at jeopardy**
- **National Institute on Minority Health and Health Disparities**
- **Title VIII Nursing Workforce Development Program**



Source: AACN Fact sheet: Nursing Faculty Shortage, April 15, 2024

Quiet Nurses Rarely Get anything done!!



Turning The Tide... Using the Power of Nursing



Turning the Tide



Empowered Advocates: Nurses' Voices for Patients in Hospitals

Photos courtesy of the American Nurses Association.



Turning The Tide...

Community Issues

Health Care System that is equitable and just

Addressing Gun Violence

Social Determinants



4 Spheres of Political Action in Nursing



Chart courtesy of: Policy and Politics in Nursing and Health Care

Turning The Tide...



Organizational Issues

Opening Leadership Positions

Removing Stereotypes

Social Determinants



4 Spheres of Political Action in Nursing



Chart courtesy of: Policy and Politics in Nursing and Health Care

Turning The Tide...

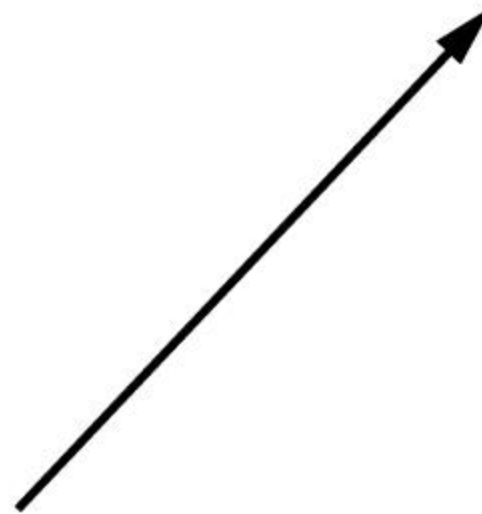


Turning the Tide...

- Recognize That Progress is Never Linear.
- Ebb and Flow
- Periods of forward movement

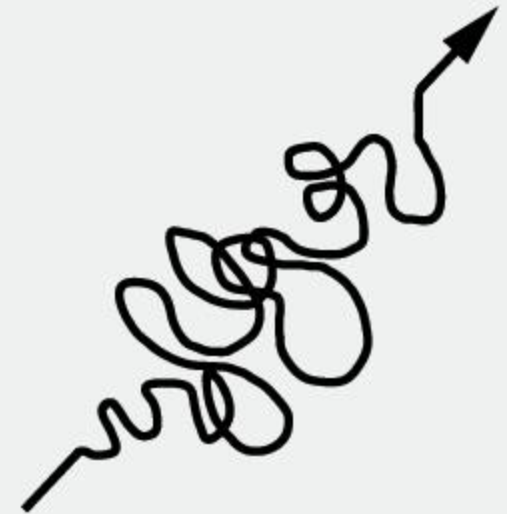
PROGRESS IS NEVER LINEAR

SUCCESS



what people think
it looks like

SUCCESS



what it really
looks like

Chart courtesy of: Ryan Goodman, 2018

Turning the Tide...

Difference
Impact
Un-crossable
Un-healable
Nurses at the Forefront
Trust



! CAUTION

Heavy object.

**Multi-person
lift required.**

Turning the Tide...

Take Heart

Keep Hope Alive

Set the Tone for the Hard
Work

A graphic design for nurses. At the top, two pink hearts with white ECG lines are flanking the text 'I AM A' in orange. Below this, a white ECG line with a small pink heart in the center spans across the width. The word 'NURSE' is written in large, blue, serif capital letters. Below that, the phrase 'What's Your' is written in a black cursive font, flanked by two purple arrowheads pointing towards each other. At the bottom, the words 'SUPER POWER?' are written in pink, serif capital letters.

I AM A
NURSE
What's Your
SUPER POWER?

Graphic by Dylan Art®

Turning the Tide...



Graphic courtesy of American Nurses Association®

Turning The Tide...

Nurses and Nurse Educators

Continuously Achieve

Build Skills

Advance Knowledge

Contributing Back to advancing
Nursing Science

Do everything we can to leverage not just the power of nursing but the power of:

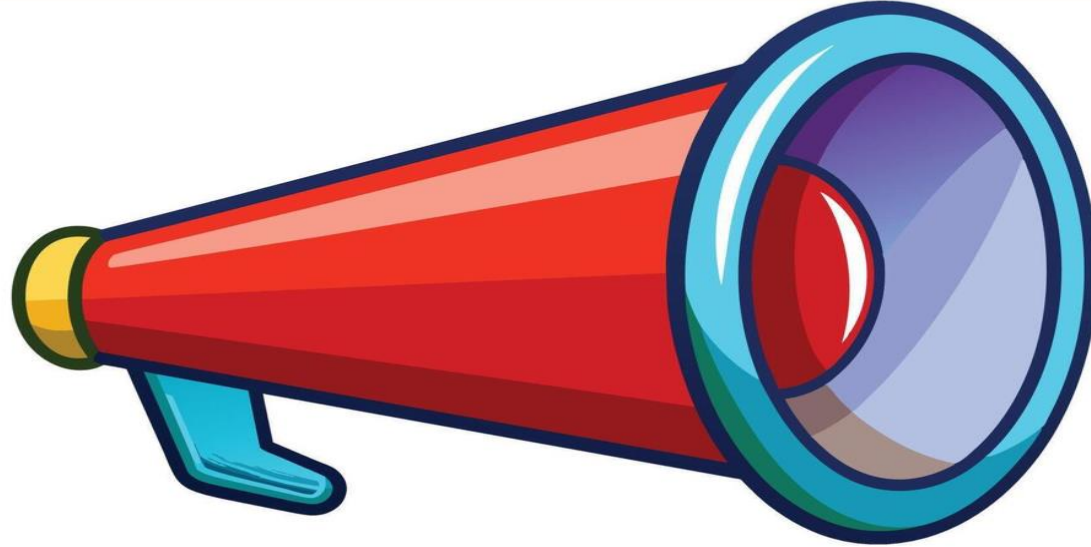
- Nurse Educators
- Nursing Researchers
- Spark a new generation of Nurse Activist
- Start reinvestment again!
- Address shortages
- Expand Digital Education

Turning The Tide...

**K – 12 Pipeline Programs
Mentorship Programs**

Turning The Tide...

Quiet Nurses Rarely Get anything done!!



YOU CAN

make a difference

Thank you



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