

# Nightingale Newsletter



## Enhancing Mission Fulfillment Nightingale's Path to NWCCU Accreditation

Achieving accreditation from the Northwest Commission on Colleges and Universities (NWCCU) required careful planning, patience, elevation, and a lot of heart. But despite the potential roadblocks on the long journey ahead, Chief Executive Officer of Nightingale Education Group, Mikhail Shneyder always knew that this dream was realizable.

The journey toward NWCCU membership started in November 2013 when the

Board of Managers asked the College's leadership to begin the exploration process to switch to what was then known as regional accreditation. In the initial meeting with the Commission's staff in April of 2014, the College received recommendations on what it was going to take to obtain the accreditation and a plan was put in motion.

"We were interested in finding out what the accreditor wanted to see from us. After talking through our processes, we discussed

Nightingale's vision for the future and how we were going to get there," said Mikhail. "At the time we had 40-some learners and the staff told us we needed two things before we were going to be able to move forward in the process: reaching total continual enrollment of at least 300 and ensuring we had independent governance Board structure. I came back to everyone with this information, and we went to work on addressing the recommendations."

Through the next several years, NWCCU's eligibility criteria was closely examined, and necessary improvements were made to make sure the College was aligning with NWCCU standards. In October 2017, the Board of Managers officially approved the switching of accreditors and in October of 2018, the College submitted its letter of intent and request for permission to apply for membership. The application for consideration of eligibility was submitted in March of 2019 and by July of that same year, the College's application was accepted by NWCCU's Board of Commissioners, the first initial candidacy visit was scheduled, and the rest is history.

Originally, regional accreditation was sought to allow learners to be able to transfer credits earned at the institution more freely. Most public institutions and community colleges are accredited by seven major accreditors, NWCCU being one, and the transfer process for students attending them is simpler and the earned credits are more widely accepted. Our learners spend a lot of time and money earning their academic credits and we wanted to increase the transferability of Nightingale's education to other institutions for learners seeking additional degrees in the future.

Another reason for seeking regional accreditation was to improve the College's ability to expand its geographic reach, as certain healthcare systems and states required this type of accreditation for clinical rotations.



"We always knew that this accreditation would do so much to benefit the institution and our learners," said Dr. Jeffrey Olsen, President of Nightingale College. "One of the main benefits of NWCCU membership is the opportunity to be in a closer community and collaborate with remarkable people and groups who have incredible initiatives underway and share an exceptional mission. North West is focused on solving education equity gaps and serving diverse populations in trying to create an equitable educational environment which is of course deeply aligned to our own mission, so it is truly exhilarating to partner closer with them."

Being a part of this prestigious and selective accrediting group not only gives us the ability to enhance our mission fulfillment, but it is also bringing the prospect for socioeconomic mobility to even more communities.

With the opportunity to learn from the other accredited NWCCU institutions, we can increase the ways in which each of us can better serve our learners for a brighter future of higher education.

"This achievement serves as a wonderful reminder of the impact we have by harnessing the power of the Core 7, our collective vision, mission, and pathway. When setting the initial goals for undertaking this accreditation process, we couldn't fathom how much more would be accomplished through it. Seeking NWCCU accreditation forced us to elevate, bring about better outcomes, and keep us aligned to our mission. Looking back, I realize how much we have evolved throughout this process.

It not only has been a journey for the institution, but it has allowed us to be true changemakers in nursing education and the profession. Ten years ago, we were a small, unknown, local school and now we are a reputational powerhouse which allows us to drive real and meaningful change nationwide. It is truly a mission accomplished." said Mikhail. "Receiving this accreditation is a great example of how this organization was built to materialize dreams for our company and beyond. Together, we can change the world and absolutely nothing is impossible!"

# Mission Fulfillment

Finding a balance between work, school, and family life can be challenging. For busy mom and learner **Amanda Noddings**, it is all about staying organized, setting priorities, and remaining disciplined. We can all learn from Amanda's example of persistence, passion, and sacrifice as she shows up as not only a learner but as a mother.

[Watch Her Story](#)



# Seeds for Growth

The act of gratitude can be difficult to instill in one's self when it comes to the hecticness of life.

In your role at Nightingale Education Group, in your family, as a friend and beyond, be sure to take some time to reflect on what you're grateful for. Gratefulness is essential to providing us with a beacon of light when we are going through challenging times.

How can you express gratitude more often in your everyday life?



## Dear Collaborators,

Welcome to Spring! With a new season that brings new growth, I have Innovative Design on my mind. As mentioned in our Townhall in March, this year for Nightingale is one of refining, streamlining, and finding new ways to solve old problems (or new problems to solve!). I truly believe that our best innovations are the result of everyone's best thinking – and that great ideas can come from everywhere.

To that end, if you have ideas to improve our outcomes or operations, [please submit your ideas here](#). And, because this is Nightingale, I would be remiss not to mention how Innovative Design is an essential element of our own refinement as individuals. Setbacks and disappointments are inevitable in life, and for me, the spirit of innovation helps me to ask, "what did I learn from this?" "how can I do it differently in the future?" and "how can I use this to become my best self?" Here in Utah, the winter just wouldn't stop this year, and I was reminded of one of my favorite quotes from Albert Camus: "In the depth of winter, I finally learned that within me there lay an invincible summer."

Innovative design is more than data, training, and process improvement; it's the idea that we can always do and be better. And it's my fervent hope that as we do so, we impact more learners in more communities and become the best versions of ourselves while we do.

Warmly,  
Tyler Asman

# National Observances and Important Events:

MAY

**1**  
MAY First Day of Asian Pacific  
American Heritage Month

**6-12**  
MAY National Nurses Week  
Thank a nurse!

**8**  
MAY First Day of Summer Semester

**14**  
MAY Mother's Day

**19**  
MAY Last Day of Add/Drop by  
5:00PM MST

**27**  
MAY Nurse Pinning/  
Commencement Ceremony

**29**  
MAY Memorial Day –  
Collaborator Holiday

First Day of LGBTQ+  
Pride Month

Flag Day

Father's Day

Juneteenth –  
Learner Holiday

Mid-Semester Townhall

Leadership Intreat

Eid al-Adha

**1**  
JUN

**14**  
JUN

**18**  
JUN

**19**  
JUN

**23**  
JUN

**27-29**  
JUN

**29**  
JUN

JUNE

# Nightingale Newsroom



## National Nurses Week

Each year, National Nurses Week begins on May 6th and ends on May 12th, Florence Nightingale's birthday. These dates enhance planning, and position National Nurses Week as an established recognition event. As of 1998, May 8th has been designated as National Student Nurses Day and as of 2003, National School Nurse Day is celebrated on the Wednesday within National Nurses Week of each year.

The American Nurses Association (ANA) supports and encourages multiple National Nurses Week recognition programs through state and district nurse associations and more. Be sure to thank a nurse for their incredible work. To read more about the history of National Nurses Week, click the link below.

[Learn More](#)



## Dr. Jeffrey A. Olsen Appointed President of Nightingale College

Nightingale Education Group announced Dr. Jeffrey A. Olsen, formerly the College's Vice President, Learner Experience and Provost, as the second President of Nightingale College on March 15th.

Dr. Olsen joined Nightingale College in December 2017 and continues to be an integral part of the evolution, success, and molding of the mission of the College. As Dr. Olsen follows in the footsteps of Mikhail Shneyder, he looks forward to carrying on Mikhail's tireless work in improving health outcomes and creating access and opportunities for underserved communities.



## Nightingale College, LLC Evolves into Nightingale Education Group

On March 13th, Nightingale College, LLC announced it will adopt Nightingale Education Group as its DBA and trade name. With the organization developing Nightingale Innovations and Nightingale Solutions, it will comprise Nightingale Education Group along with Nightingale College.

The mission of Nightingale Education Group is to contribute to closing health equity gaps by elevating education and employment systems. As an organization we will remain to be mission-driven as we strive to reimagine nursing education.



## New Library in MyNightingale

To improve learner access, the Nightingale College library has moved from Canvas to myNightingale. Learners will need to visit myNightingale to access the library as it will no longer be available in Canvas. They can find the new library through the [link here](#) or they can see the "Library" option available in the myNightingale menu. The library contains similar features from Canvas such as the databases and Interlibrary Loan.

There are also a few tutorial videos that you can share with learners that you can find in the [link here](#). Learners will also have free access to the public library system using OverDrive and Libby [through this link](#).

If you have any questions about the new features for our learners, please contact Catherine Welker at [cwelker@nightingale.edu](mailto:cwelker@nightingale.edu).



## It's Time to Change your LinkedIn to Reflect Nightingale Education Group!

If you are a Mission Support Services-based collaborator, we would like to let you know that you can now change your LinkedIn to reflect the organizational change from Nightingale College to Nightingale Education Group.

Our Marketing function has created some great LinkedIn banners so you can show off your love for Nightingale Education Group! If you are not sure whether you are a Mission Support Service-based collaborator, you can ask your Function Leader.

[Download Banners](#)



## How Healthcare Organizations Use Data Analytics to Achieve Compassionate Care

Robert Paeglow, MD, founder, president, and medical director of Koikonia Primary Care in Albany, New York is using compassionate analytics to build a healthcare model that identifies and addresses gaps in healthcare. In a recent article published by healthleadersmedia.com, he commented on the importance of providing care to underserved populations and patients who may be dual-eligible.

[Read Article](#)



## Kendra Owens named Runner-Up for the 2022 Controller of the Year Award

The Controllers Council, a leading national community association and platform of corporate accounting and finance professionals has recognized it's 'Controller of the Year Awards'.

All nominations were screened by an algorithm, and then judged by Controllers Council Board Members. Winners and Runners-Up are announced for five categories based on organization size and type and Kendra Owens was named Runner-Up in the Medium and Private category! Congratulations to Kendra on this achievement and the significant contributions she continues to demonstrate within Nightingale Education Group and beyond.



## Nearly a third of nurses nationwide say they are likely to leave the profession:

In a recent survey, 89% of RNs reported the current nursing shortage worse than it was five years ago. As nurses continue to go on strike for higher wages and better working conditions, healthcare workers are continuously deciding to leave the profession for other careers.

[Read Article](#)





## What is your favorite thing about our work culture?

"I love the support. I always strive to do better and be better, but sometimes you don't know where to start. The mission and vision to make a better world is real and I see it in my life. The support from mentors, leadership, and workshops have felt like a personal investment for me. I am a better person and feel immensely more grateful in all aspects of my life."

**Sarah Nelson**  
*Supervisor, Admissions Processing,  
Nightingale College*



"Although we are a virtual organization, I never feel like I am alone. I love that our culture allows for building relationships in a virtual setting. It is not easy to create a culture of openness and collaboration within a virtual environment and Nightingale Education Group is doing a great job."

**Dr. Kristine Jones-Pasley**  
*Director, Learning Design & Innovation, Nightingale Innovations*

## We asked, you answered!

### What is your favorite summer memory from your childhood?

Floating down the Yosemite River on our inflatable air mattresses and seeing the cows and other livestock along the riverside.

*Linda Flynn, Nursing Faculty, Nightingale College*

Spending every day at the pool with my swim team family.

*Vanessa Kochinke, Communications, Nightingale Education Group*

Long road trips with my siblings in the back of our family van. We would play "Mario Kart" which was just pretending we were all in go-karts racing against the other cars on the highway.

*Diane Shaffer, Learner Funding, Nightingale College*

Going to Coney Island every year with my parents and siblings. We would pack the cooler and get on several trains to get to the beach. One summer someone stole my shoes and I had to go home barefoot, but it was worth the experience!

*Jeanifer Ramos, Learning Design and Innovation, Nightingale Innovations*



# We asked, you answered!

## What is your favorite summer memory from your childhood?

Chasing fireflies on summer nights.

*Crystal Doss, Admissions, Nightingale College*

Spending time at the pool. I grew up the oldest of five and we didn't have a lot of money. My dad worked in construction, so it was often feast or famine, but my mom always managed to put away a little money every year for our family summer pool pass at the local country club. We would pack a lunch and spend every day there.

This started when I was about 10 or 11 and lasted until after I went away to college. These summers were filled with so much laughter and fun and to this day one of my favorite scents is sunscreen with a little chlorine thrown in. I am instantly transported back.

*Heather Kuykendall, Nursing Faculty, Nightingale College*



Taking a family trip each year to Knoebels Amusement Park in Pennsylvania where we would camp, make s'mores, and ride rollercoasters until dark.

*Katy Shoemaker, Executive Director, Nightingale Foundation*

Walking barefoot over soft grass to the garden to pick warm tomatoes and cucumbers and eat them standing among the plants! The smell of vegetables and the warmth of the day just generates a smile. It created an appreciation of the wonderful life my family provided while understanding the hard work of gardening was so worthwhile.

*Bonnie Fecowicz, Nightingale Network, Nightingale Solutions*

Growing up in rural Appalachian Georgia, my Papa would gather all of us grandkids in the back of his pickup when he didn't have to work or tend to the gardens. We would have a few watermelons from the garden, and he would take us down to the river where he would put the watermelons in to be held in place by a cradle of rocks and stones in the cold water. Then, we'd bust the watermelons open and feast, rinsing off in the water when we were done. It is still one of my favorite memories.

*Kerry Clemmensen, Admissions, Nightingale College*

Camping trips with my grandparents and little sister in Michigan's upper peninsula. We would spend days laying on Pete's Lake beach, catching the latest Young and the Restless on grandma's old radio screen under a towel or go early morning Walleye fishing with grandpa. We still continue this with my children, aunts, and uncles. We are blessed to still have grandma.

*Paige Churchill, Nursing Faculty, Nightingale College*

Join us in congratulating our fellow collaborators for reaching a milestone in their career here at Nightingale Education Group!

Congratulations collabs!

*(1, 3 and 5+ Year Recognitions)*

## **Kat Dials**

Admissions - 7

## **Kendra Owens**

Finance - 7

## **Catherine Welker**

Learner Experience Management - 7

## **Beth Messinger**

Nursing Faculty - 6

## **Sherry Gritton**

Nursing Faculty - 6

## **Heather Scranton**

Nursing Faculty - 1

## **Barbara Brophy**

Nursing Faculty - 1

## **Lauren Vandenberg**

Organizational Effectiveness - 1

## **Piper Steward**

Learning Design and Innovation - 1

## **Susana Mota**

Collaborator Experience - 1

## **Brandi Howe**

Learner Support Services - 1

## **Leigh Harris**

Information Systems - 1

## **Faye Fairchild**

Nursing Faculty - 1

## **Nina Cortez**

Communications - 1

## **Zyla Maliwanag**

Nursing Faculty - 1

## **Valentina Lore**

Institutional Analytics & Effectiveness - 1

## **Scott Catt**

General Education - 1

## **Whittier Nate Strong**

Learner Experience Management - 1

## **Kim Mendenhall**

Marketing - 1

## **Jenn Morris**

Compliance - 10

## **Sam Hanlon**

Learner Support Services - 8

## **Stacie Mcvay**

Director, Admissions - 8

## **Mark Larsen**

Nursing Faculty - 8

## **Kateryna Hansen**

Government Funding Management - 8

## **Patty Ackerman**

Nursing Faculty - 7

## **Patty McClary**

Nursing Faculty - 6

## **David Lopez**

Learner Support Services - 5

## **Laurie Tueller**

Partnerships - 5

## **Beth Sponseller**

General Education - 5

## **Wendy Stonehouse**

Nursing Faculty - 3

## **Christi Dawson-Skuza**

Nursing Education Services - 3

## **Rebecca Bray**

Academic Operations - 3

## **Kalie Barlow**

Governance and Operations Support - 3

## **Leathie Bickmore**

Nursing Faculty - 1

## **Theresa Corker**

Nursing Faculty - 1

## **Eden Antolin**

Nursing Faculty - 1

## **Michelle Murphy**

Admissions - 1

## **Brittany Hernandez**

Admissions - 1

## **Michelle Linton**

Learner Funding - 1

## **Jessica Key**

Learner Funding - 1

## **David Baiotto**

Learner Funding - 1

## **Nikki Stark**

Learner Funding - 1

## **Burrell Billingslea**

Admissions - 1

## **Heidi Plunkett**

Admissions - 1

## **Antwi Boampong**

Admissions - 1

## **Maria Rodriguez**

Admissions - 1

## **Brittany Sawyer**

Admissions - 1

## **Blanca Davis**

Admissions - 1

## **Neomi Merced**

Registrar - 1

## **Kristi Patterson**

Registrar - 1

## **Paul Kahi**

Registrar - 1

## **Nephtaly Antoine**

Registrar - 1

## **Devin Harris**

Registrar - 1

## **Patricia Widman**

Nursing Faculty - 1

## **Sanjoy Simon**

Bursar - 1

## **Latasha Richardson**

Bursar - 1

## **Amanda Carter**

Nursing Faculty - 1

## **Kristina Brelsford**

Nursing Faculty - 1

## **Kerry Clemmensen**

Admissions - 1

## **Esther Fagan**

Admissions - 1

## **Dana Figurski**

Admissions - 1

## **Charles Shrewsbury**

Admissions - 1

## **Madison Packer**

Admissions - 1

## **Anusha Thapar**

Nursing Faculty - 1

## **Amber Jones**

Learning Design and Innovation - 1

## **Betty Carreaux**

Nursing Faculty - 1



# Wellevation Tips

**May is Mental Health Awareness Month** and it calls into focus the ongoing struggle of both chronic and acute mental health issues and seeks to remove the stigma of seeking help for mental and behavioral health issues. Mental health issues can arise from chemical imbalances in the body, unsafe housing, discrimination, lack of access to resources, and many other factors. Every year millions of Americans will have to face the reality of mental illness. While much of this information sounds bleak, there are things we can do to support ourselves and others as we seek mental wellbeing.

## **Become aware of, and share, resources.**

- Here at Nightingale, we offer access to a robust Employee Assistance Program (EAP). You, your family, and those living in your household have access to immediate counseling. By calling the 800 number, they will offer support in helping you find a long-term mental health professional who accepts your insurance and specializes in the field where you need support. There are many other support services as well as educational videos available. [You can access the EAP here.](#)
- [The National Suicide Prevention and Crisis line \(988\)](#)
- [The Trevor Project](#) (Specifically for LGBTQ+) (1-866-488-7386)
- [The Mental Health Coalition](#) (Resources for BIPOC and LGBTQ+ groups)

## **Be conscious of language that is used when talking about mental illness.**

Words like crazy and insane can be harmful to people who are working through mental health issues and even discourage them from seeking help.

## **Advocate for better mental health resources and treatment options.**

## **Connect often with friends, family, and community members.**

Social connections are one of the best ways to support mental wellbeing and prevent suicide.

## **Share your story.**

If you have struggled with mental illness share your story with others to help remove the stigma around illness and encourage others to seek help.

## **Support your local community**

Help make your community a safe and fun place to live by advocating for green spaces, cleaner air, and stable housing.



# Wellevation Tips

**June is National Men's Health Month** and one of the biggest health issues facing men in America is the reluctance of seek health care. Men are less likely to visit their doctor for health concerns or to have an annual health screening. This issue impacts both physical and mental health as men are also less likely to seek help (from family or a health care professional) for mental health issues. As a result, men often have a shorter lifespan than women despite facing many of the same health risks. Check out these ways that we can motivate the men in our lives to put their health first.

## Encourage the men in your life to seek health care.

If you are a man intercept any potential health obstacles by seeking health care.

## Engage in annual health screenings.

You can earn points on the [Virgin Pulse platform](#) by downloading the Comprehensive Health Exam Form found under the Benefits tab.

## Adjust your language when speaking about health issues.

Calling people weak or using other derogatory terms when they are ill or injured can be harmful and discourage them from seeking help.

## Advocate for enhanced care for the LGBTQ+ population.

People who identify as transgender or nonbinary are less likely to seek health care and more likely to have care denied to them. In the constitution of The World Health Organization, they state that "the highest attainable standard of health (is) a fundamental right of every human being."

Taking care of ourselves should be one of our top priorities even though it can feel daunting at times.

Between work, family, and social commitments it can feel like we don't have enough hours in the day to also get plenty of sleep and eat our veggies. If you are struggling, reach out to your healthcare provider(s), seek support from family and friends, and use the resources available to you.

If you would like further support, you can sign up for Wellevate! Health Coaching here.

[Health Coaching](#)

# Partnership Spotlight



By partnering with **Nightingale College**, our experience has been more than great. We have been able to create another extension for people to **pursue their dreams and ambitions**. It excites me to be able to help people grow with their careers."

**Jenny Dunlap**

Human Resources Project  
Manager at Columbine Health  
Systems



# Building Community Through Opportunity

## One Learner at a Time

For Jenny Dunlap, Human Resources Project Manager at Columbine Health Systems in Fort Collins, Colorado, working with Nightingale College has allowed their facility to get more involved and contribute to providing quality care with compassion.

Columbine Health Systems has been incredible about taking in remote learners for clinical on-ground time and this is based on their desire to be involved with their community in Northern Colorado and beyond. With a 52-year history of elevating the quality of life of their residents, Columbine's set of values is very similar to Nightingale College's in the way they work to empower people, support meaningful engagement, and promote effective and empathetic elements.

to older adults across Northern Colorado, the exposure that learners are taking in at Columbine is giving them broad experience. Columbine's facility allows learners to go in on a clinical basis, see the daily life of the residents, and work in different areas. They have two units on site that specialize in long-term and rehab care. The rehab care center operates on more of a hospital basis and the long-term area provides involvement in daily living.

Columbine also has a separate facility with a dementia care unit where you do not have to have a certification to practice and learn but training is highly encouraged. In combining passion and connection for people, the relationship between Nightingale and Columbine is very productive. With events being scheduled to allow connections to be formed outside of normal facilities, it is giving everyone the opportunity to see who Columbine is in a different light.

Nowadays the focus for all of us is to support individuals to get back in the lost field of healthcare post-pandemic and by working with our partners out in our communities, we are providing access to others. Partnerships with facilities like Columbine are an incredible progression for the success of the College and our learners because we are both working toward the same goal of contributing to the greater good of humanity.

"We are all striving for the same goals to help people, and our partnership with Nightingale helps us show that our facility is there for the community." said Jenny. "By giving learners the opportunity to explore different healthcare avenues and contribute to creating a good culture, it allows us to inspire others to get back into or start their journey in healthcare."

With living facilities and healthcare services available



# Work From Home Tips

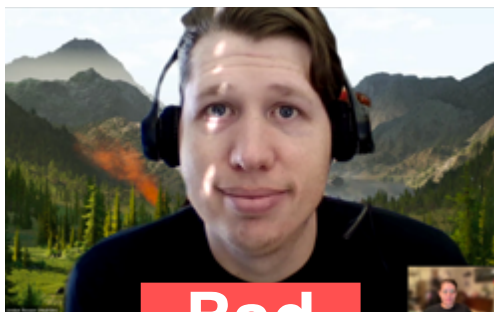


## Keep your background in mind when you are in a meeting

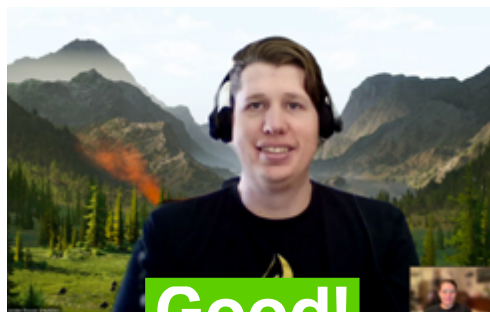
If you feel as though your workspace may not be the most suitable for the camera, let us offer a few suggestions on how you can amplify your on-screen presence!

### Camera angles matter!

When you are sitting in a meeting, the way you present yourself on screen can make all the difference. Look at these examples of how close and how far you are to the camera and how it can completely change the meaning of your presence in your online setting.



**Bad**



**Good!**

### Default Backgrounds!

There are many backgrounds available on Teams. From a serene beach to a contemporary office view, you have endless possibilities to paint your background through the options available. If you are not sure on how to implement these backgrounds, you can watch the video below.

[Background Tutorial](#)

### Blurred Backgrounds!

Not the biggest fan of having a faux background behind you in meetings? Blurring your background is always a great option for making sure your on-screen presence is neutral and professional. Not sure how to blur your background? You can learn how to do so through the video below.

[Blurred Tutorial](#)

### Branded Backgrounds!

Nightingale Education Group has incredible organization branded images you can use for a background on Teams if you do not want to use one of the Microsoft generated options. You can find the backgrounds through the link below.

[Branded Backgrounds](#)



## Illuminations

In the spirit of collaboration and strengthening mission outcomes, Illuminations is a place to express thankfulness, kudos, and praise to a collaborator with whom you have worked recently and want to shine a spotlight on.

These collaborators continue to make a significant impact with the incredible work that they do both internally and externally. Let's give them a round of applause!

Have you had a wonderful experience with a fellow collaborator? We want to hear about it! Submit your compliment through the link here and it may be picked to be featured in the next edition of the Nightingale Newsletter.

[Submit Here](#)

### **Jack Malerbi, Bursar, Nightingale College**

Jack is such a team player. Jack jumps in right way to assist any team member without question.

- Shena Reed, Director, Bursar, Nightingale College

### **Chris Koulianos, Marketing, Nightingale Education Group**

Chris is awesome! Anytime I have a question or need his help with a project, I know I can count on him to help me out. He is always so gracious and helpful. Thank you, Chris!

- Jordan Rosser, Marketing, Nightingale Education Group

### **Tamie Verbance, Experiential Learning, Nightingale College**

Tamie does such a great job in supporting faculty at Nightingale beyond orientation. She is always reaching out to say hello, asks how I am, offers support and shares information!

- Paige Churchill, Nursing Faculty, Nightingale College

### **Dr. Kris Jones-Pasley, Director, Learning Design and Innovation, Nightingale Innovations**

Dr. Pasley and her team demonstrated kindness and grace to an interview candidate. The person interviewing was ill during the interview, so they allowed for a repeat interview when feeling better. Despite creating an additional time commitment, it demonstrated to me people who will demonstrate their Act Values to people internally and externally. We have not decided on the final candidate, but their grace was observable and appreciated.

- Bonnie Fecowicz, Vice President, Nightingale Solutions

### **Wes Erbentrou, Government Funding, Nightingale Education Group**

Wes is very willing to help and explain things to me. He always takes the time to talk with me and is very open minded in such a friendly manner!

- Jessica Maturo, Learner Support Services, Nightingale College

### **Chelsea Colombari, Learner Funding, Nightingale College**

Chelsea is THE best leader. She is always patient with my mistakes and is willing to talk me through things I don't understand.

- Brandi Howe, Learner Support Services, Nightingale College

### **Katie Toole, AIT, Nightingale Innovations**

Katie is always a bright ray of sunshine; Katie brings good vibes and lightens the mood to any meeting she's in. Thank you for always bringing your positive attitude!

- Corbin Richmond, AIT, Nightingale Innovations

Do you know someone who would be perfect for the Nightingale Family? Nightingale Education Group is consistently striving to promote professional and personal development.

Our talent acquisition team is consistently working on filling various positions. For a full list of the most up to date jobs available within the organization, [visit our website here](#).

**Nightingale Education Group has the current referral bonus incentive in place:**

- **\$250 Referral Bonus** (any position) after the new Collaborator completes the 90-day Initial Alignment Period
- **Additional \$250 Referral Bonus** at the one-year anniversary for any NES, Assistant Professor referral

For more information, please reach out to CX.



## Taking Care of Your Mental Health

Congress has enabled a new 988 dialing code that operates as a crisis hotline for mental health emergencies, including emotional distress and suicidal crisis.

988 focuses specifically on addressing mental health issues and providing callers with resources. Calling 988 will connect you with a trained counselor who will respond to your call if available; if not, you will be connected to a backup center.

This resource is available to anyone at any time for all types of mental health emergencies. Text and online chat options are also available. For more information visit [www.988lifeline.org](http://www.988lifeline.org)



## Questions, Comments, or Ideas for Content?

[Fill Out The Form!](#)

