



NIGHTINGALE
EDUCATION GROUP



**TIDBITS &
TALES** from
NIGHTINGALE

When reflecting on the progression of our organization, I am inspired by our collective impact. From my perspective, Nightingale Education Group's greatest strength is derived from the contributions of our Collaborators. Each individual contributes their own expertise, talent, and unwavering dedication, thereby consistently enhancing the organization.

Our collective success depends on each collaborator individually internalizing the mission, vision, and pathway's call to change the world by focusing on "you" the individual. Each collaborator is responsible for creating positive change in their role and in their personal life requiring active participation, which was highlighted by the keynote speakers at Flame Forward!

In my own journey, I've been learning that change is not necessarily an obstacle but can be framed as an opportunity for progress. Oftentimes when confronted with change, I believe fear becomes an automatic response. However, if we learn to embrace change and make a game out of exploring the unknown, then we can truly set fear aside and be empowered to overcome the obstacles confronting us.

Looking ahead, my goal is to continue aiding the organization with the ongoing development and stabilization provided through the legal and compliance department while helping our Collaborators evolve and navigate arising challenges. I am confident that as an organization, we will carry our innovative ideas into the new year and continue making a significant impact on the lives of individuals and each other. Together, we can shape a brighter future.

Sincerely,
Scott Marston

TIDBITS & TALES from NIGHTINGALE

For centuries, food and family recipes have brought people together through nourishment and community. Recipes not only hold an aspect of a family heirloom, they also hold some of the oldest forms of human memory and creation of the mind. The smell of cloves may transport you back to helping your mother stir a batch of banana bread in your childhood kitchen, or the sound of potatoes falling in a metal bucket could remind you of sitting on your grandparents back porch while you helped peel for that special batch of pommes anna. From the cobblestone streets of ancient Greece to the dense forests of China, each recipe holds the story of how it was fabricated, how it has changed over time, and the personal nostalgia that makes it so special.

For Carmil Keren, Director of People Elevation, her family recipe of 'latkes' that they call "Lee-Vee-Vot" are fried potato pancakes that are often enjoyed during Hanukkah, although she says her kids are willing to eat them every day of the year if they could. Hannukah is the Jewish "festival of lights" holiday that normally falls in December and celebrates the miracle of a tiny bit of oil that ended up lasting eight days. During this time, it is customary to feast on foods fried in oil which is where latkes come in. To memorialize the history of the lasting oil, menorahs are traditionally lit for every day of Hannukah along with the sharing of gifts that show togetherness and bonding. This crispy, comforting, and delicious dish full of tradition is perfect for sharing with friends and family.





Complete with the woodiness of cinnamon and a buttery crust, Melodie Rodgers, Assistant Professor of General Education, has a family tradition that goes back thirty years. On Thanksgiving Day, Melodie and her mother wake up around 4:00am to make sweet potato pies. During these wee hours of the morning when the house is still quiet, they enjoy each other's company, gossip, and talk about current events. Sometimes they even choose a movie to listen to in the background while they bake, one of their favorites being *Romancing the Stone* with Michael Douglas and Kathleen Turner. Melodie, her mom, and sister know every line of this movie and every year when her sister finally wakes up around 4:30am, she strides over to one of their houses to join in on the baking and movie fun preparing these delectable sweet potato pies made full of laughter.

In the spirit of building community, we are embracing each recipe shared by our Nightingale family. Among Rosie Rey's "stone soup", Darlene Ridley's pineapple cheese ball and Whitter Strong's fruit crisp lie the moments that have molded us into who the people we are. These dishes are both a celebration of what we love about this organization and what makes it unique. When reading through these stories, take in the influence, culture, life, and connection shared by each of these collaborators. Sharing recipes speaks to the warmth you can only get at the dinner table while also tying in two of our most important core values, trust and love that can be deliciously conveyed over a plate of food.

[See The Recipes](#)

National Observances and Important Events:

December 8th – December 15th – Hanukkah

December 22nd – Semester End Date

December 24th – Christmas Eve

December 25th – Christmas Day (Collaborator Holiday)

December 26th – Kwanzaa

December 26th – January 7th – Mandatory College Readiness Online Seminar for New Learners

December 31st – New Year's Eve

January 1st – New Year's Day (Collaborator Holiday)

January 2nd – Day After New Year's Day (Collaborator Holiday)

January 8th – Semester Start Date and New Learner Welcome Forum

January 15th – Martin Luther King Jr. Day (Collaborator Holiday)

January 19th – Last Day of Add/Drop by 5:00pm Mountain Time

January 27th – Nurse Pinning and Commencement Ceremony

Nightingale Newsroom



Winter Floating Holidays

This a reminder that Monday, December 25th, Monday, January 1st, and Tuesday, January 2nd are collaborator holidays observed for Christmas, New Year's Day and post New Year's Day. You can use your Winter Floating Holidays (a total of 32 hours) awarded during Flame Forward! on December 22nd and between December 26th - December 29th. Use these days off to relax after the holidays and take a break before the start of the new year. Please work with your function leader on the determination of your work schedule to see if you will have the flexibility to use these days off.

If you cannot take this time off, you can use your Winter Floating Holidays in the future. For any questions on Winter Floating Holidays, please contact CX.



Essential Winter Needs Drive

Nightingale College has partnered with Volunteers of America, Utah, and Broadway Media to provide warm coats, blankets, gloves, etc., to those who have been affected by homelessness, addictions, or mental illness. With a cold winter ahead and your help, we can provide comfort to individuals who are less fortunate this holiday season. Not local to Utah? You can donate through the link here and 100% of the funds you give will be used support the Geraldine E. King Women's Resource Center, Youth Resource Center, and Homeless Outreach Program.

[Winter Drive](#)



November 1st Marked the First Day of National Native American Heritage Month

In the effort to observe the lasting legacy of Native Americans throughout the United States, November 1st marks the first day of National Native American Heritage Month and commemorates the vibrant and diverse cultures that continue to shape our country. Throughout the month of November, we admire Native American traditions, their cultures, and celebrate the invaluable contributions they continue to make.

You can acknowledge National Native American Month using the resources below to read about Native American history, refer to the current government-to-government relationships that promote the protection of Indian tribes, or watch videos from the Library of Congress that illustrate Native Americans and their rich heritage.

[History.com](https://www.history.com)

[Learn More](#)

[BIA.gov](https://www.bia.gov)

[Learn More](#)

[NativeAmericanHistoryMonth.gov](https://www.NativeAmericanHistoryMonth.gov)

[Learn More](#)



What Did Nightingale Do in 2023?

When we reflect on the success of Nightingale Education Group this past year, we must highlight our evolution. This year began with Nightingale College LLCs announcement that it adopted Nightingale Education Group as its DBA and trademark. The organization also launched two new operating divisions this year, Nightingale Innovations and Nightingale Solutions.

Dr. Jeffrey Olsen was officially named the second President of Nightingale College following the tenure of Mikhail Shneyder. In March, Nightingale College announced it had received full accreditation from the Northwest Commission on Colleges and Universities (NWCCU), an accomplishment we have been striving toward since 2013.

This year, Nightingale Education Group surpassed 500 collaborators and 4,000 learners, marking a milestone for an ever-growing organization that continues to revolutionize the way nursing education is brought to individuals across this country. We are thrilled to see the impact that each of us will make in this organization in 2024.



2024 Conferences Calendar Submissions are OPEN.

We are once again asking collaborators to submit a form for conferences they plan to attend, present and/or speak in 2024. The entirety of conferences will be available to view on a calendar on Outlook as soon as all submissions are sorted. Access to this calendar will allow collaborators to view and make note of who is attending which conference, the conference dates and location, and what the conference will entail. Please note that individual submissions must be submitted for each conference you plan on attending in 2024.

Thank you for your continued support and contributions as we continue to make Nightingale Education Group transparent

[Sign Up](#)



Alaska Hospital & Healthcare Associations 70th Annual Conference

In September, Nightingale Education Group - including Nightingale Solutions and our partner, Nightingale Foundation, proudly sponsored AHHA's 70th annual conference in Girdwood, Alaska. Joined by many hospitals, long-term care facilities, insurance companies, healthcare partners, and nurses/physicians at a variety of career levels, the two-day conference focused on reimagining the healthcare ecosystem in Alaska.

Along with this exploration, the conference focused on fiscal outlooks from both national and local perspectives, ways to engage and retain a multigenerational mix of workers, and a deeper dive into the challenges and opportunities for behavioral health and workforce development within the state. Along with sponsoring the conference and networking with new and current partners, Mikhail Shneyder, MBA, RN, and CEO of Nightingale Education Group was invited to sit on a panel focused on educational institutions that partner with industry leaders to grow Alaska's healthcare workforce.

Mikhail spoke about our learner population, the challenges they face, and how Nightingale College, along with its partner divisions, are paving the way to increase access and opportunity for Alaskans to become nurses. It was an exciting opportunity to be engaged in active discussions about solving the nursing workforce shortage in Alaska.



American Academy of Nursing Presentation in Washington D.C.

In early October, Mikhail Shneyder, MBA, RN, and CEO of Nightingale Education Group, and President of Nightingale Innovations Dr. Juliet Kolde, gave a presentation at the American Academy of Nursing Conference in Washington D.C.

The presentation focused on Structural Racism in Nursing Education and Accreditation by highlighting the ways the nursing workforce does not mirror the population it serves, NCLEX-RN first-time pass rates (FTPR) public polices, and how accreditation standards create systemic barriers in the diversification of the nursing profession.

To read the poster that was presented in its entirety, you can view it in the link below.

[Learn More](#)



How to Weave a Growth Mindset into a Clinical Simulation Program

As Nightingale collaborators, Growth Mindset is at the core of our values. But have you taken into the consideration the relationship growth mindset has with healthcare simulations?

In a recent article written by New Zealand-based Simulation Nurse Educator Erin Carn-Bennett, she dives into the ways simulations allow people to learn differently, how having a growth mindset allows us to reframe our mistakes as opportunities, and the ways the power of "Yet" has the potential to enable participants of healthcare simulations to learn through action and dedication.

[Learn More](#)



First Children's Hospital Adopts Virtual Nursing

Texas Children's Hospital in Houston, Texas started phasing in virtual nurses throughout their facilities in October as a part of their redesigned care model. By moving to a hybrid system, it will provide patient support on demand and allow nurses to surveil patients in real time. This technology will not only enhance the way patients are cared for, it also will better support bedside nurses.

With nursing shortages and burnout still on the rise in the United States, conventional models are no longer sufficient thus pivoting nursing leaders to start thinking about how they will move forward. Texas Children's is the nation's largest pediatric health system and with innovation so contagious, it won't be long until other hospitals reach out in interest.

[Learn More](#)



Come Check Out Nightingale's New Downtown Digs

Nightingale Education Group is officially settled into its new space on 95 South State Street in downtown Salt Lake City, Utah. We invite local Collaborators and those who are visiting the area to come in and make use of the new space!

With stunning mid-century modern décor mixed with a celebration of Nightingale's history, sensational views of downtown and its gorgeous mountain landscape from the balcony, access to the in-building gym, public and private collaboration spaces, and walking distance to Harmon's grocery store and other Salt Lake hot spots, why wouldn't you want to come into the office? Collaborators can park in the Eagle Gate garage on Social Hall Avenue and have their parking validated at the reception desk.



What is the most valuable thing that you have learned in your role at Nightingale Education Group?

"My role at Nightingale Education Group has taught me the value and importance of collaboration. I am grateful for the exceptional level of teamwork and support I've received from my team and fellow collaborators, that's what makes our organization truly unique."

Vanessa Kochinke
Communications

"The most valuable thing I've learned at Nightingale is that failure is not the end of the world. Mistakes are something that are bound to happen for everyone, and Nightingale is a safe space to make those mistakes and rebound from them. Failure doesn't make you less of a person or less valuable, it just proves you are human. What really matters is what you learn from those mistakes and don't make them the end of the world."

Sammy Mora
Governance & Operations Support

We asked, you answered!

What is the most memorable holiday gift you ever received as a child?

"A Coleman Powersports CT200U Gas Powered Trail Minibike, I loved that bike."

Jonathan Tanner, Chief Marketing Officer

"A silver carousel. My dad gave it to me when I was ten and I still have it. When I have a child of my own it will be an addition to their nursery."

Vee Fiso, Governance & Operations Support

"My Barbie Jeep. I remember going as fast as I could down a hill as a kid and drifting into a circle."

Siera Turpin, Marketing

"A Sony Walkman that I got when I was twelve. This gift was so special to me considering I come from a musical family. It was my most treasured possession and I will never forget how much it meant that my dad picked it out for me!"

Nicole Stark, Learner Funding

"The entire Narnia collection of books by C.S. Lewis. My parents handed me this set when I was eight and it sent me on the most thrilling adventures where I saw myself as a hero alongside the characters."

Melodie Rodgers, General Education



Collab-aversaries

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 only)

[View Here](#)

Mission Fulfillment

Inspired by the nurses who cared for her late father, Mary Evans wants to make the world a better place through nursing. With hard work, dedication, and sacrifice, she is ready to break down personal barriers and make her dad proud.

[View Here](#)



Work From Home Tips

Incorporating Higher Ed EAP into the New Year

Whether you're going through a life-altering crisis, or just need a little help with your to-do list, Higher Ed Employee Assistance Program (EAP) is a tool that can benefit you and your household. This Employee Assistance Program offers a collection of benefits and resources to help with things such as adjusting to being a new parent, caring for an aging parent, coping with a death, struggling with your mental health, or addressing a financial issue. Higher Ed EAP also makes tackling smaller tasks easier too, with advice for maintaining a healthy work/life balance and even finding savings around town.

Check out this [Higher Ed EAP Orientation Video](#) for more information. If you are interested in speaking with a counselor, simply call 800-252-4555. To register for your Higher Ed EAP benefits, or go to www.higheredEAP.com, select Member Login, and sign in or register (Organization Name is Nightingale College). [Higher Ed EAP is a tool](#) you can use today and every day!



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](#)

Jen Cantwell, Admissions

"Jen is so positive, upbeat, and has an infectious smile. I am grateful for her kindness, friendship, and the fact that I can even turn to her for things outside of work."

- Jordan Rosser, Marketing

Gerad Cruz, Academic and Innovative Technology

"Gerad is very much appreciated for his fun attitude and wellspring of knowledge. Not only is Gerad an essential asset to any team due to his hard work, skills, and knowledge, you know he's going to make you laugh out loud. Thank you for your tireless work, dedication, and making every day an entertaining day."

- Corbin Richmond, Academic and Innovative Technology

Cynthia Keeno, Learner Funding

"Cynthia goes above and beyond and is always willing to help our learners and other collaborators."

- Brandi Howe, Learner Funding

Crystal Schmitt, Director of Funding Management

"Crystal is always willing to help a learner when money is a stressor. She takes the time to listen to the learner's situation and empathizes with them genuinely. If a learner talks to Crystal, it's because they feel like they are out of options, and she always shines a positive light. She knows the policies of Nightingale and has a symbolic balance of love and logic that learners really respond to."

- Diane Shaffer, Learner Funding

Paul Kahi, Registrar

"Paul is always there to answer my questions about transcripts. He does an incredible job of explaining the information and not just telling me the answer. Thank you, Paul!"

- Crystal Doss, Admissions



Wellevation-Tips

Staying Connected During the Holiday Season

The holiday season can be a time of joy, celebration, and togetherness. In our increasingly busy and disconnected world, it can be difficult to feel connection. The book, *Start Here* (used in our NCO book clubs) reminds us of the importance of relationships and strengthening those connections. Below are some tips from the book, and your personal Wellevate! guide on how to stay connected this holiday season, and year-round.

Be Flexible

As the saying goes, “the only constant is change,” keep this in mind as you plan your holiday outings. If your favorite traditions are interrupted, try to embrace the change, and go with the flow. It might be tempting to focus on creating the “perfect” moment but try to remember that the people with you are more important than a great picture, or perfectly executed dinner.

Set and Hold Boundaries

Do your best to align your interactions with your personal values. This might mean saying “no” to events or conversations. Setting boundaries allows you to bring your most authentic self to each interaction.

Make Connections a Priority

Be intentional about connecting with others by scheduling time for connections and being present while spending time together.

Connect in Creative Ways

- Embrace virtual connections, set up a group call, send a text message or call someone to help bridge the gap and connect with those who are far away.
- Do a service project together, take your family out to shovel driveways, or volunteer at the food pantry with your friend group. Volunteering will help foster connection while helping others.
- Send a greeting card or personal note, connect with friends and family through written letters and cards.
- Attend and support community events. Many cities host holiday events such as tree lightings and holiday festivals. This is a great way to connect with others in your area.

Put Away Technology

When connecting in real life, try to put phones away and turn off other devices. Removing the distraction of technology will help you to remain present with those you are interacting with. If you are connecting via technology, turn off other notifications, put your phone on do not disturb, or close other browser windows.

By prioritizing meaningful connections and staying engaged with your loved ones, you can ensure that the holidays are truly special and full of warmth, whether you're together in person or connecting from a distance. For some helpful resources to support you this holiday season you can check out the [Start Here Book Website](#), [our company EAP](#), and this [Social Wellness Toolkit](#).

Partnership Spotlight

Investing in a Healthier Community

Since 2008, the Mat-Su Health Foundation has invested in a healthy community through grant programs, academic and vocational scholarships, and leadership and professional development opportunities. These programs support the Foundation's mission to improve the health and wellness of Alaskans living in the Mat-Su and its vision of a community where all persons have the opportunity for a healthy life.

"The Mat-Su Health Foundation is not a typical funder; we are a public charity, not a private foundation, whose funds come from the hospital, Mat-Su Regional Medical Center," said Vandana Ingle, senior program officer at the Mat-Su Health Foundation. "The Foundation seats half of the governing board of the hospital, and the investor-owned company seats the other half. In this governance capacity, we ensure that the hospital is growing to meet the healthcare needs of our region by taking our share of the profits and investing them back into our community, with the goal to improve the health of the Mat-Su population."

By investing in resources that will have great impact on their goals, the Mat-Su Health Foundation has five areas of focus: Healthy Aging, Healthy Families, Healthy Minds, Healthy Futures, and Healthy Foundations. Each of these focus areas have metrics

related to system change and system improvements. The Healthy Futures focus area is working alongside community stakeholders to offer training and provide scholarship opportunities to the people who may not receive typical educational opportunities in the Mat-Su Borough.

For the past two and a half years, the Mat-Su Health Foundation has been a Nightingale College partner and has provided \$175,000 to support 28 learners in their nursing school journey. With the Mat-Su Valley holding the state's fastest-growing population, it was a strategic goal in their Healthy Futures focus area to work with educators, employers, and training providers in and out of Alaska.

"In working to identify, meet the challenges, and build a pipeline of healthcare workers, working with Nightingale was a perfect match," said Vandana. "With the way that our state is situated, we have a lot of out-of-state healthcare education providers that are also looking to build a strong workforce. As a result of that, there was an increased number of applicants attending Nightingale and we invited Nightingale to participate in the Mat-Su Workforce Development Network group of stakeholders who are working on building a stronger healthcare workforce in Alaska. This partnership helps ensure that we are engaged in creating a healthcare workforce pipeline and support our scholarship recipients."

In working to identify, meet the challenges, and build a pipeline of healthcare workers, working with **Nightingale** was a **perfect match**

Vandana Ingle
Senior program officer,
Mat-Su Health Foundation



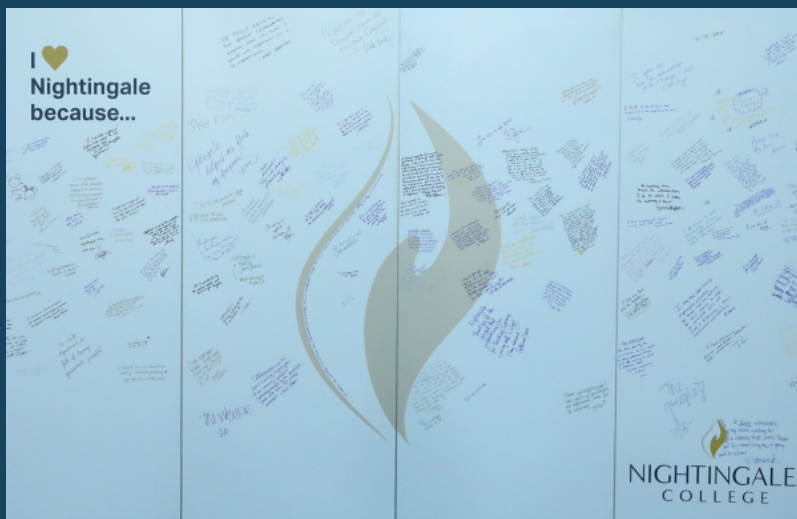


The work the Mat-Su Health Foundation is putting into their community is truly admirable and continues to change the lives of Alaskans every year. Looking ahead, the goal of the Foundation is to be the healthiest borough in Alaska through better care, healthier people, lower costs, and happier providers by 2030. For more information about the Mat-Su Health Foundation, you can visit their website at www.healthymatsu.org.

Seeds for Growth

The act of kindness is important when we interact with others who come from different backgrounds but it is more about being nice. Kindness means having respect for the people around you no matter the situation.

Kindness can mean placing yourself in another person's shoes to get their perspective on a potential situation, being a listening ear or a shoulder to lean on and or offering yourself as help on a potential project. Kindness can truly go such a long way whether it is at work or at the grocery store. How can you implement kindness in your life today?



Questions, Comments, or Ideas for Content?

[Fill Out The Form!](#)

