



Volume 33, No. 1

Visibility, Viability, Vitality

Summer/Fall 2022

50th (GOLDEN) ANNIVERSARY CELEBRATION

By Aniceta A. Vista, PhD, RN, MS, BSN

Something incredible and historic event is waiting to happen. And that day finally arrived. The Philippine Nurses Association of Michigan (PNAM) celebrated its long awaited founding anniversary celebration on October 8, 2022 at Somerset Inn, Troy, Michigan. It seemed impossible to gather as many past presidents to show up to this special event but to our surprise, many responded to our invitation and came to the spectacular “Red Carpet Entrance Presentation.”



The PNAM Gala Executive Committee was bold, brave, strong and focused enough to make this event super special and highly successful. The Committee consisted of energetic and creative leaders: Sofy Bole, Ellen Di-oso, Connie Sumalde, Trini Alair, Ellen Laboga, Dahlia Cortez, and Reglita Laput. The daunting and colossal tasks of the other committee members made the planning look like a “walk in the park.”



Making connections with State Senator Michael MacDonald

The transformational and Past Presidents who were present at the celebration were: Anita Bustamante Sodawalla, Remedios Alvarez Solarte, Norma Balde Bada, Aniceta Abobo Vista, Leonor Lim Mandap, Liwayway Rillo Diego, Theresa Alzate Cabanilla, Martha Evangelista Cabarios, Ma. Amy Tisado Risvold, Sofia Espada Bole, Ellen Bongabong Dioso, Angela Pinlac Bedia, Carmen Perez Villanueva, Remedios Capati Lazaga, Trinidad Cuevas Alair, Reglita Pogado Laput, and current President Concepcion Deocampo Sumalde. The lively and exuberant Masters of Ceremonies of the night were Kino Anuddin, Valerie Grobbel, and Simonette Cuevas. The National Anthems were

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Some Changes in Nursing Practice After COVID

By Sofia Espada Bole, BSN, RN, CCRN



The healthcare systems and nursing care delivery had so much to learn during the COVID-19 pandemic. Finally, the Health and Human Services declared May 11, 2023 to end COVID as a Public Health Emergency. From the experience, it gave insight on healthcare and exposed a long existing cracks in the US healthcare system and highlighted the need for drastic change.

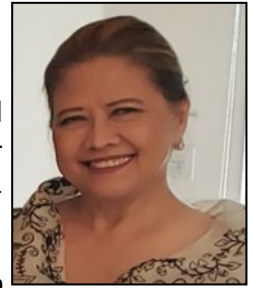
Nursing shortage existed long before the pandemic but COVID-19 exacerbated the crisis. Many nurses hang up their scrubs and uniforms before the pandemic over secondary to longer hours, constant staffing issues and the risk of exposure. Last year, the American Nurses Association (ANA) called the US Department of Health and Human Services to declare the nursing shortage a national crisis. Current predictions paint a bleak picture for the future of nursing. According to the US Registered Nurse Workforce Report, the US will have RN shortage of about 500,000 nurses by 2030. Additionally, a report by the National Library of Medicine estimates one million nurses will reach retirement age within 10-15 years.

Embracing Technology can positively impact patient care delivery during and after pandemic. Using **Telemedicine** is one of the most transformative outcomes of the pandemic and will play a key role in improving the future of nursing after pandemic. **Electronic Health Records** are the new norm and provide advantages for caregivers and patients including easy access to patient history. Paper charts can now be obsolete. **Wearable Medical Devices** like cardiac monitors allow patients to leave the hospital and still receive quality care from nurses and doctors who monitor patients virtually. This helps free up hospital beds and helps doctors and nurses gain insight in the patients' physiological systems. **Provide Nurses with Better Work/ Life Balance.** The most significant contributor to nurse-burn out is working in a stressful environment. According to the National Sample Survey of Registered Nurses (NSSRN) data, 32% of nurses left their job in 2018 due to burn-out. According to National Academy of Medicine, their study found that nurses who work 10 hours shifts or longer are much more prone to burn out. It is also essential to consider how the emerging workforce values a work life balance.

As more experienced nurses begin to retire, Millennials will soon make up the majority of the workforce. More than 80% of millennials say they seriously consider how a job will affect the work-life balance. In addition to nursing shortage, there is also a Shortage of Professors needed to educate nursing students. Education shortage left nursing students competing for limited availability in Nursing Programs worldwide. To this, we must embrace online education or a hybrid as the future of nursing. **A rise in Travel Nursing** and emphasis on **Mental and Physical** health of caregivers are trends brought about by the pandemic. **Nurses in Leadership Positions**-Nurses work with a variety of patients and provide care to a variety of personalities and manage a crisis in real time, nurses make excellent leaders. Despite this, nurses are the least represented profession in top leadership positions across government and ministries of health. According to World Health Organization (WHO) Report, only 50% of countries have a government Chief of Nursing Officer position. Things we need to do/consider include the following:

1. Must encourage people to go into Nursing
2. Look into the compensation gap in comparison to other professions.
3. Addressing inequities.
4. COVID-19 pandemic maybe the impetus to revive funding for a strong public workforce.
5. Ask Congress to provide funding for free education to go into nursing programs.
6. Increase Home Health Services to minimize overcrowding in ER and Hospital settings.

Welcome to PNAM & Keep the Fire ABLAZE



Welcome and warm greetings to all PNAM members, officers, colleagues, families, and friends. Let me have this opportunity to thank all members of the Executive Board for their unrelenting contributions in enhancing professional growth, and promoting significant outcomes to healthcare and wellbeing of the community.

As President for the year 2022-2024, it is my ardent hope that we keep the fire ABLAZE in accordance with the PNAM mission statement and I quote, "As a professional organization, PNAM will uphold the positive image and welfare of its constituent members, promote professional excellence and contribute to significant outcomes to healthcare and society." My mantra is Keep the fire ABLAZE – Altogether, Bless, Love, Advocacy, Zeal of Excellence, in alignment with the PNAA President's theme: We Care: Wisdom, Excellence, Collaboration, Advocacy, Respect, and Equity.

We are already on fire with our unwavering faith, our innovation, resilience and we are highly motivated to continue our programs and excellence in service with mutual respect and understanding of each other's culture.

With unexpected challenges from COVID to hurricanes in the US and typhoons' fury with flooding in the Philippines, the PNAM as a Team has adapted and displayed courage and strength to continuously provide service to the community as well as respond to the needs of our fellow nurses particularly the newly arrived ones.

The year 2022 was a busy and a productive one with our highly successful Golden Anniversary Celebration on October 8, 2022, COVID -19 vaccinations – CDCF Grant Part II, Latent TB Infection grant from Association of Asian Pacific Community Health Organization (AAPCHO), educational conferences, 5K, 2K Run and Walk for Healthy People Healthy Warren and many others.

These are unprecedented times, hence, make this a leverage to continue making a difference by transforming our pre-existing crisis in healthcare to a productive activity benefiting everyone. PNAM is expecting the arrival of Filipino nurses from the Philippines by Spring 2023, and they need our support and guidance as they adjust to a new country. The Education Committee is busy getting ready for our Spring Educational Conference on April 29, 2023.

As we enter 2023, secure with the knowledge that PNAM is in good hands, it is with enthusiasm and commitment of the Executive Board that we remain committed to fulfill our mission and vision of the future. With this, together, we aim for a Culture of Excellence through unity and teamwork. I invite all nurses to be a PNAM member where there are ample opportunities for professional growth. Explore your potential and grow with us.

With God's blessings, it is my hope and dream to keep the Fire of Excellence ABLAZE!

Thank you all for your support. Working together, we are empowered to achieve more!

Concepcion D. Sumalde, MBA, BSN, RN, CCDS, President 2022-2024

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Keep The Fire Ablaze

Continued from Page 2 Hospitals and health care systems reported significant losses in 2022, and labor challenges both staffing and burnout are prevalent. Rising inflation may lead to higher healthcare costs and workforce shortages. Nursing is the largest health profession with nearly 4,000,000 providers practicing across acute, primary and public health care settings. There are gaps in nursing education related to disasters and public health preparedness, health equity, and technology. For the future, Nursing Education and Practice must collaborate to ensure that students and practicing nurses are prepared to address emergencies and pandemics as well as the needs of vulnerable populations. Nurses are the primary providers of hospital patient care and deliver most of the nation's long term care.

The abrupt cancellation of on-site clinical training at the outset of COVID-19 forced nursing schools to employ more simulations-based and virtual education experience to augment the curricula to allow students to complete their education and sustain the nursing workforce pipeline while still meeting the requirements. To meet the 21st century challenges, immediate expansion within academic nursing is recommended with the emergency response, health equity and healthcare technology, ([ncbi.nlm.nih.gov/pmc/articles](https://pubmed.ncbi.nlm.nih.gov/pmc/articles/)).

The pandemic indeed made people aware of the nurses' capabilities. Nurses may have been trusted, but haven't been considered co-collaborators in medical setting. It has proven that nurses can be flexible and versatile that we can go into any situations and succeed!

References: <https://www.ncbi.nlm.nih.gov/pmc/aboutcovid-19>
[phoenix.edu/blog/future-of-nursing.html](https://www.phoenix.edu/blog/future-of-nursing.html)
[westmonroe.com/perspectives/report/healthcare outlook](https://www.westmonroe.com/perspectives/report/healthcare-outlook)
[onlinenursingdegrees.wilkes.edu/blog/future of-nursing](https://www.onlinenursingdegrees.wilkes.edu/blog/future-of-nursing)

Patient Centered Outcomes Research (PCOR)

By Sofia Espada Bole, BSN, RN, CCRN

In 2022, several PNAM members participated in a research project specifically centered on Filipino Americans Patient Centered Outcomes Research (FAPCOR) "Nayon", a town hall meeting held virtually. Funding was provided by National Institute of Health (NIH). The principal investigator was M. Danet Lapiz-Bluhm, PhD, RN, MSCI, FAAN, conducted the study in collaboration with the University of Texas Health Science Center. The title of the study is "Mag PCOR Muna Tayo: Nationwide Capacity Building for Fil-AMs engage in PCOR and Comparative Effectiveness Research (CER)."

Objective is to create a national model for effective Filipino American community engagement and healthcare empowerment, the FAPCOR. By building capacity among Filipino Americans (FAs) and key stakeholders, FAs will be better equipped to participate and engage in meaningful PCOR and CER activities. Filipinos and Filipino Americans represent the third largest Asian group with about 3.9 million in 2016 per US Census. Filipino immigrants have mostly filled labor shortages in Agriculture, the Military, and Nursing. FAs that fill this job need to be healthy. There is prevalence of chronic diseases in this population: cardiovascular diseases and diabetes. Other health issues include cancer, dementia, depression, gout, and infectious disease such as tuberculosis (TB).

Due attention has to be given to FAs since they are a growing minority population. With data available, it would be easier to find justification for funding.

Reference: Filamhealth.org

FYI: What is Infodemic?

An excessive amount of information including false or misleading information in digital and physical environments during a disease outbreak per World Health Organization (WHO).

Continued from Page 1 performed flawlessly by Christina Aya Ko. Ellen Dioso and S. Bole welcomed the guests with their warm and meaningful message. A powerful spiritual Invocation was delivered by Dr. Annie Vista.



Mattie Upano, PNAIN, Connie, & Virginia Alinsao, recruiter for HFH from PNA MD

During Dinner some Entertainment were provided: A captivating and dazzling dance by Dan Moen. A fascinating and mesmerizing “Paseo de Iloilo” dance by Becky Tungol and Dan Carrasco, and the traditional and famous songs by Robert Sealy that the audience related to and enjoyed tremendously. State Senator Michael MacDonald presented a symbolic Proclamation for PNAM thanking the organization for its dedicated service to the Filipino American Community and improving the quality of life through healthcare.

Reglita Laput, the tireless and fully engaged President 2020-2022, introduced the Inducting Officer and Keynote Speaker Dr. Gloria Beriones, the esteemed and distinguished President of PNAA. She captured the audience attention with her inspirational message touching on the major accomplishments and contributions of PNAM as well as the outstanding leadership of Martha Cabarios, Dr. Annie Vista and S. Bole in the national and international arena. Dr. Beriones inducted the PNAM 2022-2024 officers (see officers’ list on page 20).



The unforgettable and timeless Inaugural Address was delivered by Connie Sumalde, president for 2022-2024.



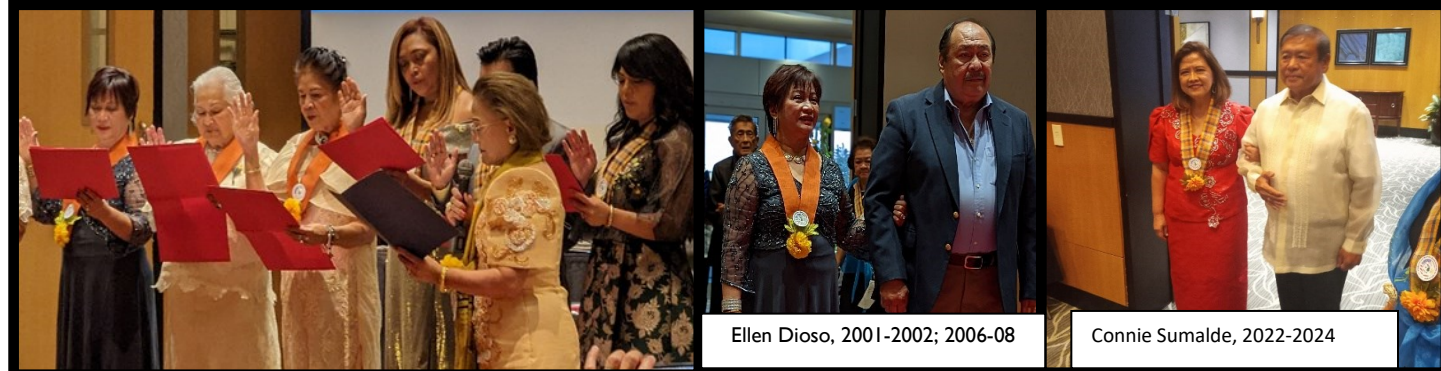
Leonor Mandap, 1986-1988

Her inspiring and benevolent message emphasized collaboration, cooperation, and partnership with other organizations to produce positive outcomes. Scholarship Awards to deserving and exceptional students were presented by Dr. Meriam C. Stevens assisted by Dr. Annie Vista to Kathleen Jabas, Andrew Kaw, Yvette McCaulley, and Valerie Grobbel. Closing remarks by Nina McCaulley-President Elect.

We thank all our guests and speakers for their presence in this momentous memorable 50th Anniversary Gala Celebration and 50 years of Excellence serving the Filipino American Community. The event evoked happiness and satisfaction for PNAM



Waiting to be called for gala induction



Ellen Dioso, 2001-2002; 2006-08

Connie Sumalde, 2022-2024

Addressing Tuberculosis Disparities among Filipinos through Awareness and Health Education

By: Kino Anuddin, MSN, RN, CNN, HNB-BC
Meriam Caboral Stevens, PhD, RN, NP-C



Tuberculosis (TB) disease has persisted and has been part of the human experience for a long time. Written records of the disease can be traced back as far as 3,300 years ago and throughout the course of history it has killed countless thousands of people. In 2020, data from the Centers of Disease Control and Prevention (CDC) indicates there were 7,174 reported cases of TB disease in the United States and an incidence rate of 2.2 cases per 100,000 persons. In that same year, the state of Michigan reported 101 TB cases and an incidence rate of 1.0 per 100,000 people. Although



the incidence of TB has steadily decreased over the years, it is important to acknowledge that the disease continues to affect many people. It is also important to consider that the COVID-19 pandemic has probably affected reported TB incidence in the U.S. in several ways, including a combination of TB under diagnosis and a true reduction in incidence.

TB infection and disease can affect anyone. However, some population groups have higher rates of the disease in their communities, thus increasing the risk of exposure and infection. A range of social, economic, and demographic factors also affect the risk of TB disease. Around 89% of the TB cases reported in the U.S. in 2020 occurred among racial and ethnic minority groups. The percentage of cases occurring in non-U.S.-born persons was 71.5%. Among those non-U.S.-born persons, 48% identified as Asian. The most frequently reported countries of birth among non-U.S. born persons diagnosed with TB were Mexico, the Philippines, India, Vietnam, and China.

In August 2021, the Philippine Nurses Association of Michigan (PNAM) received a \$10,500 sub-grant from the Association of Asian Pacific Community Health Organization (AAPCHO) to design and implement a one-year program that will help increase awareness and build provider capacity for testing and treatment of latent tuberculosis infection and tuberculosis (LTBI/TB) in Asian/Asian American (A/AA) and Native Hawaiian/Pacific Islander (NH/PI) communities. PNAM board members Kino Xandro Anuddin and Dr. Meriam Caboral-Stevens served as the project director and implementation coordinator, respectively, along with the guidance of PNAM President Reglita Laput and support of the entire executive board members. The project goals include creating a culturally and linguistic LTBI/TB education, training, and community engagement resources and activities that resonate with Filipino high-priority Asian-Americans living in Michigan (MI). To achieve this goal, the aims are: 1) train clinical and non-clinical staff on testing and treating LTBI/TB and shorter courses of LTBI treatments in MI, and 2) raise awareness of LTBI/TB among local Asian American communities.



The PNAM and EMU CHDIS presents

Update on Tuberculosis and Latent TB Infection

GUEST SPEAKERS

Dana Kissner, MD, MS
Professor Emerita, Wayne State University
Pulmonologist/Detroit Health Dept.

Jenni Hoffman, DNP, FNP-C, FAANP
Associate Professor
Eastern Michigan University

Planning Committee

Zoom Webinar
October 23, 2021 (Saturday)
10:00-11:45 am

Pre-registration to Zoom required
<https://emich.zoom.us/j/87403359895>

The Philippine Nurses Association of America Provider Unit is accredited as a provider of nursing continuing professional development by the American Nurses Credentialing Center's Commission on Accreditation. P0613 1.75 Contact Hours

The first clinical and non-clinical staff education on “Update on Tuberculosis and Latent TB Infection” was provided as a 2-hour online Zoom webinar last October 23, 2021. This became a collaboration between PNAM and the Eastern Michigan University Center for Health Disparities Innovation and Studies (CHDIS) to bring together expert presenters on the topic and recruit participants. The guest speakers were Dr. Dana Kissner, a pulmonologist working with the Detroit Health Department and Professor Emerita at Wayne State University, and Dr. Jenni Hoffman, a Family Nurse Practitioner and Associate Professor at Eastern Michigan University. Dr. Kissner's presentation focused on LTBI/

TB epidemiology, testing and treatment, while Dr. Hoffman discussed health promotion relevant to the disease. Another LTBI/TB presentation was provided by Dr. Kissner during the PNAM Annual Spring Education Conference on April 9, 2022.

The PNAM also implemented several strategies to enhance awareness of LTBI/TB among the local Asian-American communities. The Think TB! Desk was put up during the organization’s community gathering last August and the Christmas gathering last December 2021. LTBI/TB booklets and brochures in English and Tagalog were distributed along with other promotional items to attract public interest such as a lung stress ball, pens, and candies. In October 2021, PNAM was a sponsor to a Health Coach Training event at the PACCM where several people were trained on health promotion behaviors, including how to mitigate the risk of disease in the community. A significant portion of the project’s communication and health promotion efforts were regular monthly messaging published through the organization’s website and social media platforms (i.e. Facebook and Instagram) which offer a potentially wider reach of audience.

The PNAM hopes that these efforts produce a notable impact in the incidence of LTBI/TB among the local Filipino and other Asian communities, bridge the lack of awareness and stigma associated with the disease, as well as address the disparities that occur in these populations. The project itself also provides opportunity for the involved members to gain experiences and accomplishments that the whole organization can be proud of!



Reference: Deutsch-Feldman M, Pratt RH, Price SF, Tsang CA, Self JL. Tuberculosis — United States, 2020. MMWR Morb Mortal Wkly Rep 2021;70:409–414. DOI: <http://dx.doi.org/10.15585/mmwr.mm7012a1>.

Added information from the Editor: Tubercle Bacillus was discovered in 1882 by Robert Koch, German physician and Microbiologist. Was termed Mycobacterium Tuberculosis in 1886, one of many acid fast bacilli (AFB). It refers to the bright red appearance of mycobacteria when stained by a special technique observed in a microscope.

Sources: science direct.com, and National Institute of Health (NIH).

Better Options Now for Foreign Educated Nurses (FEN) to Work in Michigan

By Meriam Caboral- Stevens, PhD, RN, NP-C, Chair CGFNS Task Force

The Department of Licensing and Regulatory Affairs (LARA) of the State of Michigan recently published the newly promulgated General Nursing Rules effective May 24, 2022. The new nursing rules include amendment to the requirement for foreign-educated nurses who are seeking work and licensure as a registered nurse (RN) in Michigan. Foreign educated nurses have two more options to choose from beside the Commission on Graduates of Foreign Nursing Schools (CGFNS) Certification Programs which includes the predictor CGFNS Qualifying Examination. This new amended nursing rules is helpful especially to those who have already passed the National Council Licensure Examination (NCLEX-RN). With the new Nursing Rules, FENs must submit documents to prove that they graduated from a nursing program with a substantially equivalent educational credentials as in nursing programs in the US. The options of FENs include 1) a Credentials Evaluation Service (CES) professional report from the CGFNS or its successor agency; 2) a certification from CGFNS Certification Program (CP) or its successor agency or 3) an Evaluation of Foreign Educational Credentials for Boards of Nursing from Josef Silny & Associates, Inc. International Education Consultants (JS&A).

In November 2021, the PNAM was made aware by the Philippine Nurses Association of America (PNA) that Filipino nurses who are still in the Philippines are not choosing Michigan as a place to find work because of the CGFNS requirement. This came as a surprise since the CGFNS Qualifying Examination requirement was removed and signed into law by Governor Grandholm in 2007. This was a disconcerting news as there is a dire need for nurses in Michigan due in part to the COVID 19 pandemic.

PNAM then established the CGFNS Task Force chaired by Dr. Meriam Caboral- Stevens to look into this matter for solutions. The Task Force facilitated by Wilmar Suan, met with Senators Stephanie Chang, Paul Wojno, Michael Mac Donald and Policy Analyst Bryanna McGarry, to find out from LARA and the MI Board of Nursing (BON) what happened to the law and requested reinstating the removal of CGFNS Qualifying Examination.

A petition letter signed by eight (8) legislators was submitted to the BON and LARA. Ms. Jeanette Klemczak from Coalition of Michigan Organizations of Nursing (COMON where PNAM is a longtime member) also wrote a similar letter to LARA and BON. In December 2021, a proposed amendment to the General Rules came out for public comments and Public Hearing was held in January 2022. At the end of May 2022, LARA published the newly promulgated nursing rules which will definitely help alleviate the nursing shortage experienced in the State of Michigan.

The Chair of the PNAM CGFNS Task Force would like to thank all Task Force members, Legislators, COMON, PNA as well as everyone who supported this cause:

Concepcion Sumalde-**Vice Chair**; Sofy Bole-**Secretary**; Wilmar Suan- **Legislative Liaison**; Trinie Alair – **Nursing Organizations Committee Lead**; Reglita Laput-**Healthcare Systems Lead**; Dr. Tsu-Yin Wu- **Community Liaison**;

Advisory Boards: Dr. Annie Vista, Martha Cabarios, Ellen Dioso

Committee Members: Dr. Phil Mangahas, Amy Risvold, Ellen Laboga, Corazon Gabarda, Corazon Galinato, Jose Vicente Faderon, Fe San Agustin, Nina McCaulley, Kino Anuddin.

PNA Advisors: Lolita Compas, Dr. Leo Felix Jurado, Dr. Mary Joy Garcia-Dia, Dr. Gloria Beriones, and **Filipino Recruiter** – Virginia Alinsao.



Congratulations for your Commitment, Keep Shining!



Reglita Laput:

1. Elected as Auditor of PNAA for 2022-2024 term, oath of Office in July 2022
2. PNAA Nursing Excellence Award in Community and Population Health in 2021, virtual PNA New England, host.
3. Project Director of CDCF Grant I and II to PNAM for 10 and 12 months respectively
4. Speaker at North Central Regional (NCR) Conference Education Day, May 2022, Chicago
5. PNAA ANCC Reviewer for NCR 2020-2022 (for application of contact hours).

Ellen Laboga, Corazon Gabarda along with Julie Rosario of FILAMCCO are the First Filipino CMS Navigators.



Ellen Laboga, Vice President
COMON Representative



Corazon Gabarda, PNAM Auditor



Dr. Meriam Caboral Stevens,
PNAM Secretary - recipient of the
PNAA Nursing Excellence Award
as Nurse Researcher
July 2022 National Convention, NY



Amy Risvold, Advisory
Council Member
Co-investigator with Meriam C.
Stevens- co-investigator and data
management officer.



Carmelita Meitzler, awarded by
PNAA for highest PNAM Membership
at the NCR, PNAA Virtual Convention
2021 hosted by PNA New England.



Condolence to the following: Rest in Peace for the Departed

Pogado Family on the death of Antonio Pogado- 8-24-22, brother of Reglita

Sumalde Family, death of Francesca, 02-2022 Connie's sister-in-law

Sumalde/Fontonalgo Family, death of Pedro Fontonalgo, 2022, brother-in-law of Connie

Bole Family on death of Robert Bole, brother-in-law of Sofy Bole, Summer 2021

Espada Family, on death of Nema Espada, sister-in-law of Sofy Bole, Summer 2022

Family of Josie Arcay, on her death, 10-2022, former founder of PNA Mid-Michigan, subchapter of PNAM.

Family of Phil Mangahas, on his demise, August 22, 2022, PNAM Member

Family of Rosalie Pablo, on her demise, April 19, 2022

Family of Celia Piansay, on her demise in 2022

Balasote Family, on the death of Dr. Honorio Balasote in 2021, brother of Fe San Agustin, PNAM Board Member.



Rosalie Pablo,
Board Member,
2020-2022

Get Well Prayers: May the Almighty's Healing Power Shine Upon them.

Adora Aperocho-PNAM Board Member; Lulu Rodriguez-PNAM Board Member; Valentin Paluay-brother of Josie, PNAM Business Manager.

More 50th Anniversary Pictures



Carmen Perez, 2008-10



Lily Diego, 1988-1990



Reggie Laput, 2020-2022



Norma Bada, 1982-1984



Teresa Cabanilla, 1993-94



Remy Lazaga, 2010-2011



Angie Bedia, 2003-2004



A. Sodawalla, 1976-77



Amy Risvold, 1996-1997



Sofia Bole, 1997-98; 2002-2003



Trinie Alair, 2018-2020



Dan Moen, Hula Dance



Martha Cabarios, 1994-96, 2005-06



Are you prepaid?



Remy Solarte, 1978-1982



Dr. Annie Vista, 1985-1986



Singing National Anthems led by C. Aya Ko

2022 National & Regional Conventions Represented

North Central Region Conference, May 4-6, 2022 hosted by PNA Northwest Indiana held in Chicago, Illinois. PNAM representations included: Reglita Laput, Connie Sumalde, Nina McCaulley, Ellen Laboga, S. Bole and Carmelita Meitzler. PNAM won the Talent Show among all NCR chapter participants with: *Hula in the Jungle*. Sofy Bole received the NCR Eagle Leadership Award. Reggie Laput one of the Speakers at Educational Day.



NCR Leadership Award 2022



PNAM, winner in Talent Show, had audience participation from PNAA male leaders. Manny Ramos, Dr. Ea, Bob Gahol, Ernie Rosas, Warly Remigio, and Marlon Saria.

PNA America National Convention in New York at the Marriott Marquis, July 6-9, 2022. Located right in the heart of Broadway, the hotel conveniently gave opportunities for delegates to avail Broadway shows. PNAM attendees included Dr. Meriam C. Stevens, President Connie Sumalde, Reggie Laput – PNAA Auditor, Victoria Bryan, Carmelita Meitzler, S. Bole and Nina Mc Caulley.



Gala Night: Red Knotts, Lolita Compas, Sofy Bole, Reggie Laput- PNAA Auditor to be inducted.



General Assembly: Connie Sumalde-PNAM President, PNAM; Bong Dayon-NCR VP from NWIN, Reggie Laput - PNAA Auditor, Erlinda Gonzalez- PNAO President



General Assembly delegates, Connie not in picture



Talent Night: standing – Connie Sumalde, Victoria Bryan, Sofy Bole, Mattie Upano from PNAIN, Seated: Meriam C. Stevens, and Carmelita Meitzler

Recognizing Member's Achievement, Congratulations!

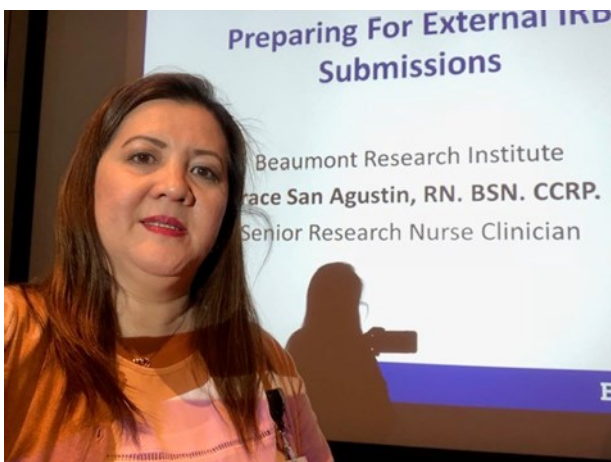
Grace Jaranilla SanAgustin BSN, RN, CCRP

Grace graduated from Central Philippine University College of Nursing in Iloilo City, Philippines with clinical training at Iloilo Mission Hospital, the First Nursing School in the Philippines. "I am the first generation Registered Nurse in my family. I paved the way for my four (4) nieces who are now RN's working in the US and Canada. In 1995, I migrated to the US and started my career as a Nurse in a Nursing Home, later in 1998 I moved to William Beaumont University Hospital in Royal Oak, Michigan."



Currently, she works as Asst. Clinical Research Manager of Surgical-Orthopedic-Anesthesia Clinical Trial Office in Corewell Health William Beaumont University Hospital. As a research manager, Grace is responsible in managing Clinical Trials Office (CTO) operations, managing study start up processes; collaborating with departments and services system-wide, for protocol implementation; and responsible for the oversight of department budget and resource allocation.

Married to husband Rene John for 28 years, Grace has a 14-year-old daughter, Sierra who kept her busy juggling school activities and competitive figure ice skating. "I am a Working Mom balancing priorities at work and at home, sometimes it's a struggle but with my strong faith in God I am able (or at least trying) to bring my best self into each day."



"My desire for a better life and migration in the US may have prompted me to become a Nurse but my compassionate, kind, and caring character are being channeled into the quality of care I provide to my patients. My principle in life is to put my best effort in everything that I do. I truly believed on what Ted Key (writer/cartoonist) wrote in a poster, "Every job is a self-portrait of the person who did it. Autograph your work with excellence." Being a recipient of Daisy Award way back in early 2000s as a bedside nurse was a recognition of the quality of care I provided to my patients. Work injury took me away from bedside nursing. But I love what I do now. Research is another career option in nursing that I take pride on being a part of."

"During Pandemic, my unique set of skills kept me from being deployed to work on the floor caring for COVID patients. Instead, I assisted investigators develop their COVID clinical trial Protocol, ensured it gets submitted to the Institutional Review Board (IRB) expeditiously, and assures compliance with Regulatory guidelines (FDA, NIH, and HIPAA) and institutional policies. Our hospital has the most COVID cases in the State of Michigan and a couple of our COVID trials had National Media recognition at that time. I am proud to say that I am part of the research team who helped develop some innovative tests and treatment for COVID which to date are being used."

As an immigrant Filipino Nurse, I take pride in excelling in the field of Nursing here in the US as well as belonging to the Philippine Nurses Association of Michigan (PNAM) and set my foot on the ground through fellowship with Filipino Nurses and connect me with the Filipino community in Michigan. I hope that someday I will be able to mentor newly migrated Filipino nurses in the US (Michigan) so it will be easy for them to adjust and fit in their newly adopted community, workplace, and learn the culture.

*CCRP: *Certified Clinical Research Professional*

PNAM Comment: Several new nurses are now here coming from different parts of the world. We met and assisted Filipino nurses who came from Germany, Qatar and the Philippines. We are expecting more to come secondary to the bulk of recruited nurses by HFH, in anticipation for the predicted shortage. Congratulations Grace for a job well done! You SPARK (Stories of People, Achievement, Resilience and Kindness)!

My COVID-19 Personal Journey

By Aniceta Abobo Vista, PhD., RN, MS



“For flowers that bloom about our feet, for tender grass, so fresh so sweet, for song of bird, and hum of bee, for all things fair, we hear or see, Father in Heaven, we thank Thee!” (Ralph Waldo Emerson)

The experience of the past two years has been like no other. Never in my wildest dream did I think we would face a pandemic in my lifetime. And to be a patient myself was unfathomable and far from my thought.

On April 3, 2021, I woke up with a vibrant and hopeful spirit knowing it was a PNAM Covid-19 vaccination day at PACCM. I signed up to volunteer along with the PNAM Executive Board. I also received my first dose of Pfizer vaccine. The next day was Easter Sunday, so we went to church for our spiritual yearning and fulfillment. Then we headed to the restaurant for our dinner feast. Few days later, I developed a fever, and took two tests of COVID. Meanwhile, I was hoping for the best since I also needed it for my passport renewal in Chicago. Unfortunately, the tests came back positive.



With fever and weakness, my daughter Diane urged me to go to Beaumont for admission. At first I resisted, but Mike, Diane’s husband came to take me to the hospital. So now my journey began.

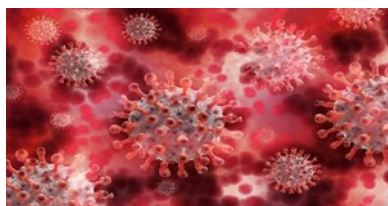
Shock and sadness overcame me. The wait for an admission to a room seemed like eternity. Once in my room, treatment began with infusion of Bamlanivimab (mAb) intravenous infusion of a monoclonal antibody, one dose and Remdesivir antiviral drug infusion for the next five days. A steroid shot of Dexamethasone was also given along with Lovenox, a blood thinner, a low molecular weight Heparin given subcutaneously on my abdomen daily for several days. Highly concentrated oxygen mask was maintained to stabilize my breathing. Multiple times, my pulse ox readings went below normal and adjustments had to be made.

Many wonderful doctors, nurses and allied health professionals came in and out in their full protective gown and mask. I was awed by the nurses’ gentle, quiet, yet energized full of caring qualities. There were four Filipino Charge nurses on the floor who took the time to introduce themselves and talked to me.

The hospital stay was nerve –racking literally and figuratively. Laboratory works and many tests were done repeatedly. After one month, I was finally ready to be transferred to a Rehabilitation Facility. After one week in a rehab facility, I asked the discharge planner to continue my therapies at home.

My daily prayers were answered and it was time to finally go home under home care. Looking back from that fateful April 2021, with numerous friends and relatives who died of COVID-19, and friends who succumbed to the disease, I thank God fervently for sparing me, even if I still have lingering symptom. He knows I still have missions on earth. For the gift of strength, faith, hope and survival, I owe it all to Him.

“Whatever you asked for in prayer, believe you have received it, and it will be yours.” Mark 11:24



The Department of Health and Human Services, officially declared May 11, 2023 as the end of COVID -19 pandemic as a Public Health Emergency.

PNAM Completed P4VE Promising Practices Project

By Meriam Caboral-Stevens, PhD, RN, NP-C

The Philippine Nurses Association of Michigan (PNAM) received a \$25,000 subaward from the Urban Institute for the Partnering for Vaccine Equity (P4VE) Promising Practices Project. The P4VE project was to award funding to several community-based organizations to conduct an evaluation of the programs implemented during the COVID-19 pandemic. The purpose of PNAM's project was to train community ambassadors from Asian and Arab American communities to ethically and confidentially conduct community surveys on vaccine literacy and the cultural appropriateness of COVID-19 vaccine messaging among Asian Americans in various counties in southeast Michigan. Vaccine literacy is defined as “not simply knowledge about vaccines, but also developing a system with decreased complexity to communicate and offer vaccines as sine qua non of functioning health system” (Ratzan, 2011). Biasio (2021) identified two subcategories of vaccine literacy – functional and interactive-critical literacy. Functional literacy refers to questions mainly about language, involving semantic systems; whereas interactive-critical literacy is related to questions that focused more on cognitive efforts, such as problem-solving and decision-making (Biasio, 2021).



Eastern Michigan University Institutional Review Board granted an exempt approval for the study. Community ambassadors (CA) received human subject training from an EMU Research staff prior to recruiting participants. Consent form and survey were translated into Simplified Chinese, Arabic, Thai, and Korean languages. Twenty-one (21) CAs, which consisted of 6 Filipinos, 1 Chinese, 2 Thai/Laos, 1 Indian, 1 Korean, 1 Hmong, 2 Vietnamese, 2 Burmese, 3 Bangladeshi, and 2 Arabs were trained. Trained CAs recruited and collected survey data from their participants and returned the surveys to the project director.

A total of 523 surveys were collected from November 2022 to February 2023. Cohort consisted of 86% Asians, 13% Arab Americans, and 1% mixed Asian and Arab races. There were 59% females with a mean age of 54.7 (SD= 20.1) years of age, over 57% were married and 44% completed college degree and higher. About 46% of the participants were diagnosed with COVID-19. The top three Asian demographics were Chinese (19.5%), Filipinos (15.5%), Indians (10.9); whereas Iraqi (4.8%) and Syrian (2.7%) makes the top two Arab Americans. The result of our survey showed that Asian and Arab Americans have limited functional literacy based on an overall mean score of 2.36; whereas they have a medium interactive-critical literacy score based on a mean score of 3.07. The vaccine literacy score used was based on the mean value of the answers from a range of 1-4, with higher value indicating higher VL. A score of ≤ 2.5 has been designated by Biasio (2021) as having limited literacy score. This was correlated with having more than 50% of the participants scoring ≤ 2.5 in FL score and more than 80% of the participants having a score of over 2.5 in IC literacy score.

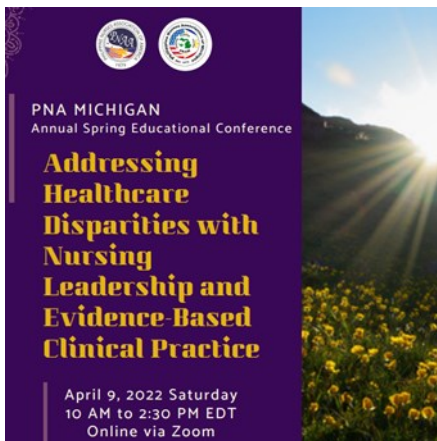
Ms. Maria Amy Risvold was the co-investigator (co-PI), Dr. Meriam Caboral-Stevens, was the co-PI and data management officer, and Ms. Corazon Gabarda was the budget officer of the project. The project team acknowledges PNAM and the all the Asian and Arab communities who supported this project. The team plans to disseminate the full results of the project through presentation and publication in peer reviewed journal.

References:

- Biasio, L.R. (2021). Assessing COVID-19 vaccine literacy: a preliminary online survey. *Human Vaccines & Immunotherapeutics*, 17(5), 1304-1312. <https://doi.org/10.1080/21645515.2020.1829315>
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2022 Annual Spring Education Conference

Kino Anuddin, MSN, RN, CNN, HNB-BC



The PNAM is committed in its mission of providing programs in nursing leadership, practice, education and research relevant to professional growth of its members and healthcare needs of the community. One of the ways the organization delivers this is through its annual Spring Educational Conference. Last April 9, 2022, we successfully conducted this conference virtually via Zoom with the theme, "Addressing Healthcare Disparities with Effective Leadership and Evidence-Based Clinical Practice."

The keynote speaker was Dr. Leo-Felix Jurado, Professor and the Chairperson of the Department of Nursing at William Paterson University in Wayne, New Jersey. Dr. Jurado is also a prominent and active leader in the Philippine Nurses Association of America. His presentation, titled "Nursing Leadership on Healthcare Disparity," focused on the roles and responsibilities of nursing leaders in addressing healthcare disparities that affect delivery of care and patient outcomes.

The conference also had three other presentations with expert speakers that focused on different evidence-based topics that are considered important and relevant in the current nursing practice. The "Update on Tuberculosis/Latent Tuberculosis Infection" presented by Dr. Dana Kissner, Professor Emerita of Wayne State University and Detroit Health Department Pulmonologist, is the second education activity that PNAM developed as part of a sub-grant from the Association of Asian Pacific Community Health Organization (AAPCHO) to increase awareness and build provider capacity for testing and treatment of latent tuberculosis infection and tuberculosis in Asian/Asian American and Native Hawaiian/Pacific Islander communities.

The next presentation was an "Update on Pain Management" presented by Dr. Franklin Schaller Jr., Assistant Professor of Eastern Michigan University School of Nursing. This was the second time that PNAM requested Dr. Schaller to provide a talk on pain management because of his expertise on the subject and remarkable skills in providing an interesting and engaging presentation. This education also helps nursing participants meet the continuing education requirements for nursing licensure renewal in Michigan.

The final presentation in the conference was a panel discussion among youth speakers on "Lived Experiences on the COVID Pandemic and Viewpoints." We invited youth participants namely, Ronia Cabansag, Jillian Estrope, Raymond Francisco, Sharon Thomas, and Mallika Wadhawan, to share how the COVID pandemic impacted their daily life, the personal challenges they encountered, how they faced those challenges, and the

PNAM Annual Spring Educational Conference
Addressing Healthcare Disparities with Nursing Leadership and Evidence-Based Clinical Practice

Nursing Leadership on Healthcare Disparity
Leo-Felix M. Jurado, PhD, RN, APN, NE-BC, CNE, FAAN

Tuberculosis/Latent Tuberculosis Infection
Dana G. Kissner, MD, MS

Pain Management
Franklin Schaller Jr., DNP, APRN, FNP-C

Youth Panel: Lived Experiences on the COVID Pandemic and Viewpoints
Youth Panel Speakers: Jillian Estrope, Raymond Francisco, Sharon Thomas, Mallika Wadhawan, Ronia Cabansag

lessons they can share to help the adult audience understand how to support the young community more effectively throughout the ongoing health crisis. This panel discussion was moderated by Dr. Meriam Caboral-Stevens.

A total of 27 participants attended the online education conference. Evaluation among the participants rated “strongly agreed” that they met the following learning outcomes: Describe the nurse leaders' roles and responsibilities in addressing healthcare disparities (96%); Integrate the best practice pain management guidelines in nursing (100%); Identify groups who are at increased risk for developing TB/LTBI and review current screening strategies and treatment options (96%); Discuss the youth’s lived experience of the pandemic (96%). These provide strong indicators that the conference effectively addressed the professional practice gap. All of the speakers were also highly rated as “Excellent” and received positive remarks. The PNAM hopes that its members found this education activity valuable and relevant in their professional practice and will continue to support many of its upcoming education offerings.

Haleyville, where 911 Began, a Lifesaver

By Sofia E. Bole, BSN, RN, CCRN

“Hello, this is 911, what is your emergency?”

Undoubtedly, these three digits are the most important numbers in America when it comes to immediacy of action in health care as well as other emergencies, be it fire, reporting a crime, disasters, or requesting an ambulance. It all began 55 years ago in a small town of Haleyville, Alabama with a little over four thousand populations.



In the 1960’s several countries were already using a three- digit emergency phone, but America had none. So it took the initiative and urgency of the president of rural phone company to pull off the big American win. The Federal Communications Commission (FCC) during the administration of President Lyndon Johnson, met with the American Telephone and Telegraph Company to discuss setting up a universal emergency number, that was year 1968. Congress immediately passed the law to approve 911 as the single calling service for emergencies.

According to National Emergency Number Association (NENA), more than 240 million calls are placed each year. The town of Haleyville spearheaded by the area Chamber of Commerce celebrates an annual two-day festival to commemorate the town’s role and pride in placing the first 911 call and to honor law enforcement and emergency personnel.

This is a prime example where innovations can come from anywhere be it small or big town/cities, where geniuses can reside and innovations gain popular support from residents and legislators. Countless lives were saved and greatly improved emergency care with reduced time from scene to ER care. Personally, I have called 911 when a car driver talking on his cell rear ended my car and when our garage burned. Have you ever called 911? Amazingly, the response is very quick.

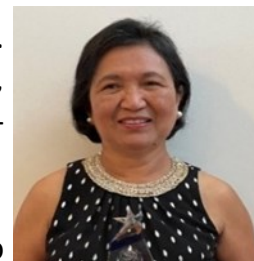
Reference: American Essence 2023, pages 55-57.

PNAM Received Grants for 2021-2022

A Significant History

By Reglita Pogado Laput, MPH, BSN, RN

A grant is a funding provided to an organization by either a public or private source. It is an award or money that allows an organization to do very specific activities, usually according to very specific guidelines that are spelled out in painstaking details which are reflected in the proposal.



In the past years, PNAM was involved in the implementation of grants awarded to the academe, such as nutrition program, diabetic prevention and breast cancer awareness, including Healthcare Disparities among Asian Americans in 2010. All these experiences provided PNAM familiarity in the implementation of grants.

However, PNAM has never been a direct recipient of a Grant. To be a direct recipient of a grant is very competitive as it needs skills in Grantsmanship, such as previous experience in managing grants. Another important factor is proof of strong organizational leadership with non-profit stance, strong presence in the social media and ability to move the needle toward their mission. The right connectivity to the funding environment may also be a plus factor, but you have to satisfy and convince the funding source of your capability to run the project.

PNAM Grants for 2021-2022, marks history for PNAM as first time direct recipient of two Grants with different funding sources: 1) Center for Disease Control Foundation (CDCF) on the Project: Partnering for Vaccine Equity: Increasing COVID 19 and Flu Vaccination Coverage among Filipinos and Southeast Indian Youth Groups in Macomb, Oakland and Wayne Counties of Michigan, 2) Association of Asian Pacific Community Health Organizations (AAPCHO) on the Project: TB Elimination Campaign.

How PNAM Got the Grant: PNAM President was selected as one of the 21 Advisory Committee members for the National Nurse-Led Care Consortium (NNCC) among the 145 applicants throughout the country. During the Acceptance Meeting, I was informed that their selection was based on years of experience in Community Health and higher degree related to Public Health, my observation study tour for Community Health in Japan, Thailand and Indonesia. NNCC has CDC funded projects. This paved the way for PNAM's introduction to CDC and consequently offered to participate in Grant: Partnering for Vaccine Equity Project, Increasing COVID 19 and Flu Vaccination Coverage. The PNAM Executive Board unanimously approved to accept the offer to participate in the CDCF Grant Project.

The TB Elimination Campaign Project was offered through Dr. Tsu Yin Yu of Eastern Michigan University. In year 2021, PNAM attended the series of trainings provided by AAPCHO and established a clear concept of how the project will be managed effectively and how to apply for the Grant. Special thanks to Dr. Meriam Caboral Stevens, member of Executive Board, who offered as Consultant because of her experience in grant writing and application. CDC and AAPCHO provided a template for the completion was done by Dr. Stevens, with inputs from President as Project Director, who also had experience in handling grants with international funding agencies such as WHO, UNICEF, and USAID.

The Rigid Roundtable Peer Review of Proposals: The CDCF manager mentioned during the initial meeting that the Award team had a very rigid review and conducted several evaluation proceedings before coming up with a decision to award the Grant to PNAM. They visited PNAM Website which showed proof of strong leadership. Other factors include good track record in previous experience of involvement in grant projects which was a proof of strong organizational leadership. Project Director's experience in managing internationally funded grants is a proof of leadership and management skills to manage and run the project. PNAM will celebrate its 50th Founding Anniversary in October 2022, which is also a proof of organizational stability. All of the above-mentioned factors contributed to How PNAM got the Grant from CDCF, a federal funding agency.



August 2021, first PNAM CDCF Grant COVID lecture at PACCM

The TB Elimination Campaign Grant Project was finally approved.

The series of training webinars we attended also paved the way for its approval as the funding source was convinced of PNAM stability, strong leadership and management skills to run the project. This project was undertaken by Kino Annudin and Meriam C. Stevens.

Great thanks to Kino Anuddin for a job well-done in organizing and managing PNAM website. It truly reflects stability of the organization and strong leadership (see article on TB).

Project Title: Increasing Covid-19 and Flu Vaccination Coverage Among Filipino and Southeast Indian Youth Groups Living in Macomb, Oakland and Wayne Counties of Michigan.

Objective and Goals: To increase COVID - 19 and Flu Vaccination coverage

Implementation period: July 2021- April 2022

Project Activities

- *Identify and conduct training of influential messengers.
- *Develop age and culturally specific education materials and distribute vaccination messages through different types and social media platforms.
- *Conduct vaccination activities in different clinic sites in partnership with different vaccine providers and state/local health departments
 - * Emergency Use Authorization status of the COVID - 19 vaccine at the start. Hesitancy to the vaccine due to personal and religious reasons. Conflicting schedule of the youth between school and project/ training activities. Easy accessibility and availability of vaccine in various pharmacies- later part

Successes

- *Increased networking and collaboration with other Asian American organizations
- *Established more relationship and mutual benefits among the youth group
- *More people were educated on the importance of COVID 19 and flu vaccination
- *Enhanced community participation for a common cause-slow down the effects of Pandemic
- *For PNAM, the Grant Project increased PNAM's Visibility, Vitality and Viability in the Community.
- *Consequently, PNAM can donate more to charitable organizations and other community projects from the Indirect Cost that the Grant has allocated for project operations.

Challenges* Emergency Use Authorization status of the COVID vaccine. Hesitancy to the vaccine for personal and religious reasons. Conflicting schedule of the youth between school and project/training activities. Easy accessibility and availability of vaccine in various pharmacies (in later part of project).

Next Steps* Organize a Forum of Filipino and Southeast Indian Youth leaders through a panel discussion on their lived experiences of the Pandemic and their recommendations to counteract vaccine hesitancy and increase vaccination coverage.



Group Home Vaccinations, Nov. 2021

*Come up with more effective communication materials for Filipinos and Asian Indian youth groups.

*Continue with Year two (2) Grant Project and expand target population to adults 18 and above for Asian Americans living in Macomb, Oakland and Wayne counties in Michigan. We have to **“Get to Give.”**



The Team, Grant I in the office.

Acknowledgment and Word of Thanks for Successful Implementation

Sincere thanks to PNAM Executive Board/Advisory Council for its support on the different project activities, such as volunteering in trainings, recruitment of patients for vaccination activities. It increased our camaraderie and unity, which inspires other nurses to join our professional organization and making members proud to belong to this organization because there is meaning in what PNAM is doing to minimize the untoward effects of the Pandemic.

CDCF Grant I: June 2021-April 2022

***Reglita Laput** – Project Director

***Kino Anuddin** – Communication Lead

***Sofy Bole** – Implementation Coordinator

***Marissa Radowick** – Finance Officer

Dr. Meriam Caboral Stevens - Consultant

Thank you everyone and to all who directly or indirectly have contributed to the success of this first PNAM CDCF Grant Project. I would like to thank my team who worked hard on different activities to achieve our project goals. One experience that I will never forget is the door to door vaccination. Sofy was our driver to different group homes until evening, seven (7) hours on the road with no break, an unforgettable experience. To Andy for coming with us and provided vaccines in partnership with CVS pharmacy. We were already tired and hungry, but we went on to finish the task. Such service experience was rare and a life-fulfilling one.



Some Volunteers at the November 2021, Booster dose vaccination at PACCM



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NB. Articles submitted will be edited as deemed appropriate and become property of PNAM. Articles written solely reflects author's opinion.

*

Please join PNAM, the authentic professional nursing organization of Filipino Nurses in Michigan.

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Phone: 248-931-9710 Email: cdmeitzler@yahoo.com

Mission Statement

As a professional organization, the PNAM will uphold the positive image of its constituent members, promote professional excellence, and contribute significant outcomes to healthcare and society.

PNAM is a 501 (c) 3 nonprofit organization.

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