

Artificial Intelligence and Nursing Practice

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Faith Community Nurse

ANA-NY Executive Director

Overview

Artificial Intelligence (AI) is a tool that has and will continue to create a revolutionary change in health care delivery. It has improved surveillance and predictive intervention in public health. It is helpful in managing polypharmacy by identifying potential and actual drug-drug interactions, contraindications, and prevention of adverse events. It enhances patient scheduling and triage. It provides support for clinical decision-making, disease management, patient engagement, and improvement in operational efficiencies.

AI is also a challenge based on the non-transparency of data sources that are being used to create algorithms. Patient privacy is a slippery slope as data is being mined to enhance the large language model sources. Biases and hallucinations (factually incorrect outputs) can skew the outputs and lead to amplified health disparities and dangerous outcomes (Mello & Guha, 2023).

Definitions

Predictive artificial intelligence is technology that simulates human intelligence. This type of technology has been used in health care for decades. It uses machine learning techniques and data to generate algorithms that classify or predict things (Dillard-Wright & Smith, 2025). An example would be cardiac monitors that track electrocardiogram (EKG) feed, identify rhythms, and alarm if potentially dangerous rhythms are detected.

We have now moved into an era of **generative** AI. Computers trained on large language models are now able to create content (Yakusheva et al., 2025). Complex mathematical formulas take information, perform calculations, and return results based on the data accessed as determined by prompts entered by humans.

Current Environment

Our current environment provides us with some areas that are worrisome. It is of concern that AI has received less testing than most other clinical innovations and errors may propagate if biases and assumptions of the model are not tested and corrected. As with all aspects of health care, the nurse is the last line of defense. If an AI platform suggests a

clinical course of action or makes a clinical decision, the nurse is the one at the patient's side making the final safety determination and explaining the care to the patient (Dillard-Wright & Smith, 2025; Shepherd et al., 2025). AI can assist in helping to identify patient risk by identifying patterns of symptoms and offering a course of action based on the pre-determined algorithms (Pinto & Jackson, 2025). However, just as one might question an order that does not seem appropriate in the present circumstances, one must also question an AI output that does not seem "quite right." Nurses are still responsible for their actions based on both clinical decision-making skills and intuition (Pinto & Jackson, 2025).

Nursing is both a science and an art. Overreliance on AI outputs could potentially erode both professional autonomy and human connections. Human-centered care guided by nursing values and standards must be maintained as these tools are integrated into health care delivery (Yanto et al., 2025). Nursing may be pulled from direct patient care into the management of AI technologies such as troubleshooting software issues, re-entering data, and identifying and mitigating software errors (Dillard-Wright & Smith, 2025).

Another concern is the security and accuracy of data and patient privacy. How and from whom is the patient data being collected and used (Dillard-Wright & Smith, 2025; O'Neil, 2016)? These large language models collect data from a vast number of sources with inherent risks of misuse or bias (Bodur et al., 2025). Concern also arises that nursing data, such as nursing notes and plans of care, are not being used to the same degree as other professions' data in designing and constructing the nursing care algorithms, in other words, other professions' data is being used to determine nursing care (Pinto & Jackson, 2025).

Argument for AI

AI can ease workloads and predict or identify problem areas. It can be used to optimize clinical workflows, enhance diagnostic accuracy, improve patient outcomes, and improve patient engagement. These predictors have the potential to eventually move the health care system from a reactive into a probabilities care model. Science can be enhanced through faster research and collaborative scholarly writing (Ahmed, 2024). AI has the potential of performing tedious, repetitive tasks such as errands and documentation, thus freeing up nurses' time to more fully assess, teach, and evaluate their patients and the care provided (Yakusheva et al., 2025). A risk that could come from this off-loading of tasks is the reduction of the currently over-stretched health care workforce. Employers might see the implementation of AI as an opportunity to decrease the number of nurses needed to provide quality care, further increasing the nurse-patient ratios. Nurses must be involved in the development and implementation of AI which can help support nursing workload, enhance patient care, and reduce burnout through improved efficiency (Beaudet & Turchioe, 2025; Bodur et al., 2025). These technologies need to be implemented in ways

that add value to nursing care (Shepherd et al., 2025). Population health management through the use of predictive analytics can improve patient outcomes and add efficiencies to nursing care. Nurses would have the capability of providing specific community-based programming and resource allocation (Wei et al., 2025).

Recommendations

Nursing education has current and expanding opportunities to integrate AI and teach the current and future nurses how to safely and ethically use AI. Simulation and virtual reality exercises have become more common in nursing programs. AI-powered standardized patients and telepresence robots are being integrated into education to expand clinical experiences without continued burden on the health care partners. AI is also being used in predictive models to identify students and provide focused tutoring to those who may need additional support to be successful in their nursing education. AI can also be used for program evaluation with appropriate training of the faculty (Chicca et al., 2025). As with patient care applications, overreliance on AI can be problematic and may perpetuate imbalance in decisions, interventions, and outcomes, based on the data used for the model – garbage in, garbage out. Nursing faculty must ensure that AI is an enhancement, not a distraction from the college experience (Doston et al., 2025).

As AI platforms are being evaluated for implementation in areas that influence health care, it is imperative that the hosting company be reviewed for the inclusion of nurses on their research and development teams. Nurses need to be involved in the development of these tools and have direct negotiation in the development, selection and integration of these models in nursing education and the workplaces (Walker, 2025; Yakusheva et al., 2025). Engagement of nurses can prevent the disconnect that comes when innovative technologies are designed to support the workload but instead impede the workload of the nurse. If nurses can approach further development of AI tools with an open mind and a willingness to be involved in advances, they can be advocates for where, when, and how AI is deployed into health care and nursing education (Khatib & Ndiaye, 2025; Yakusheva et al., 2025). Nurses can craft AI's role to ensure safety remains at the center of patient care and delineate how nursing's role can expand to the full scope of nursing practice.

Nurses need to be provided the training and be aware of the risks that can go with technology and be able to educate patients about their rights to consent or decline access to personal information for data mining. This is a tool, but not a replacement for critical thinking, clinical judgement, clinical decision-making, ethical care, and empathy. The nurse is ultimately responsible for their nursing practice. They are legally and ethically accountable for their decisions, actions, and behaviors (ANA, 2025; Yakusheva et al., 2025). It can easily be relied on without verification and provide a danger to patients

through data bias or faulty algorithms (Brydges, 2025; Jeffries, 2025). It is imperative that nurses have competency in digital literacy, ethical reasoning, and critical engagement with AI tools (ANA, 2025; Bodur et al., 2025).

Health systems should consider interdisciplinary oversight committees that include nurses to review the algorithms, create governance structures, and educate the public and staff about the strengths and weaknesses of the technology (Brydges, 2025; Jeffries, 2025). Nurses need to be involved in the review of the outputs of AI to screen for accuracy and help prevent further health inequities. Algorithms trained on data containing historical biases can perpetuate unfair or discriminatory outcomes and exacerbate health disparities (ANA, 2025; Dillard-Wright & Smith, 2025; Gianfrancesco et al., 2018). Not only can the patient data be biased, the perspective of nursing and the role of the nurse can be biased (Reed et al., 2025).

Feedback must be provided to the companies creating and marketing AI health care products that the title “nurse” is protected and cannot be used for non-human, unlicensed technologies.

Resources

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ANA-NY
Board of Directors Microsoft Teams Conference Meeting
December 16, 2025

PRESIDING: Dr. Connie Perkins

PRESENT:

OFFICERS: Elisa (Lee) Mancuso, Giselle Gerardi, and Kimberly Velez

DIRECTORS: Gwen Anderson, Seon Lewis-Holman, Lauren Lodico, Kerlene Richards, and Alison Simpson

STAFF: Jeanine Santelli, Executive Director and Deb Spass, Program Manager

GUESTS: Amy Kellogg, Lobbyist

Topic	Discussion	Resolution
Call to Order		President Perkins called meeting to order at 4:31 pm
Mission	The mission of ANA-NY is to foster high standards of nursing and promote the professional and educational advancement of nurses to improve health care for all.	Vice President Giselle Gerardi read the mission.
Attendance		Secretary Kimberly Velez took attendance. Quorum has been established.
Lobbyist's Report	<p>Currently gearing up for the next session, which begins on January 7th. We are wrapping up the current session.</p> <p>Medical Aid and Dying Bill have not made it to the Governor yet. A question was distributed via Voter Voice seeking opinions on the bill. A total of 51 responses were received, of which 9 were personalized statements. These personalized responses are expected to carry greater weight when presented to the Governor.</p> <p>As a recap, once a bill reaches the Governor's Desk, there are several things that could take place:</p> <ul style="list-style-type: none"> a) It could be signed outright. b) It could be vetoed outright. 	

ANA-NY
Board of Directors Microsoft Teams Conference Meeting
November 18, 2025

Topic	Discussion	Resolution
	<p>c) A Chapter Amendment could be requested, which states the bill is OK, if the amendments are made accordingly.</p> <p>The Governor has 10 days to sign a bill into law. However, if it is sent after 12/21, it gets extended to 1/31, and if not signed by 1/31, it is automatically vetoed. If a bill is signed within 10 days, it automatically becomes law.</p> <ul style="list-style-type: none"> • 1/13/26 – State of the State Address • 1/20/26 – Governor to release her proposed budget. • 4/28/26 – ANA-NY Lobby Day, which will consist of the Board, PAC & Legislative Committee. Voter voice will also be used so members can participate even without physically being there. 	
<p>Consent Agenda</p> <ul style="list-style-type: none"> a) Minutes of 11/18/25 b) President’s Report c) Staff reports <ul style="list-style-type: none"> i) ED ii) Membership iii) Program Associate iv) Marketing d) Committee reports <ul style="list-style-type: none"> i) Engagement ii) Finance 		<p>Motion was made by Lee Mancuso and seconded by Giselle Gerardi to approve the Consent Agenda. Kim Velez abstained from the motion, as she was absent from that meeting. The motion has passed.</p>

ANA-NY
Board of Directors Microsoft Teams Conference Meeting
November 18, 2025

Topic	Discussion	Resolution
<ul style="list-style-type: none"> iii) Nursing Education e) Policy Review Grid 		
Treasurer’s Report: Lee <ul style="list-style-type: none"> a) November P&L 	ANA PL collapsed Nov 2025.pdf Budget is intact, and link above is to access the P&L should you choose to do so.	
Unfinished Business <ul style="list-style-type: none"> a) Draft MOU with Foundation of NYS Nurses/ANA-NY Foundation 	A MOU was prepared, along with onboarding steps. This affiliation is contingent on the Foundation selling the building they currently possess.	A motion was made by Lee Mancuso and seconded by Alison Simpson to move forward with the MOU and next steps. Motion was carried out.
New Business 9) New Business: Connie <ul style="list-style-type: none"> a) April in-person Board meeting date <ul style="list-style-type: none"> i) Monday, 4/27/26 ii) Wednesday, 4/29/26 b) Revised Board Liaison Committee Report template 		The in-person meeting will be Monday, 4/27. The meeting will be hybrid, as a couple of Board members aren’t able to be here for the meeting and/or Lobby Day.
Adjournment		A motion was made by Giselle Gerardi to adjourn the meeting, and Lee Mancuso seconded it. The meeting was adjourned at 5:32.

ANA-NY
Board of Directors Microsoft Teams Conference Meeting
November 18, 2025

Topic	Discussion	Resolution
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Respectfully submitted by: Deb Spass, Program Manager

January 2026 ED Report – Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN

Advocacy

- Recertified ANA-NY and JS with COELIG
- Submitted biannual report to COELIG

Services

- 9,292 members

Professional Promotion

Educational Advancement

- Drafted AI white paper
- Signed contract for 2028 conference at Windrose on Hudson



Committee Report to the Board of Directors

Committee: **Engagement Committee**

Date of Meeting/Report: **1/6/2026**

Chair: **Renee Sanchez**

Members Present: **Renee Sanchez, Marilyn Dollinger, Denise Higgins, Nicole Kirchhoffer, Lavern Agard, Jenny Uguru**

Members Absent:

Guest Attendees: **Emily Tricarico**

1. Committee Objectives & Alignment with Strategic Goals

Committee Objectives: promote member engagement and increase membership through engaging activities, conference, and more.

Strategic Goal Alignment: Select which of the following [Strategic Goals](#) the committee's objectives align with, and briefly describe the connection:

1. Services Goal: Seek out and promote innovative services and benefits that support member needs.

The engagement committee is fulfilling this strategic goal by working to pass a mentorship program. We are still waiting for quorum in order to vote to either pass on it or bring it to the board fo directors for a vote.

2. Success Metrics & Timeline (if needed)

Key Metrics (KPIs):

- Metric 1: Moving the mentorship program to the board of directors for approval
- Metric 2: Staff rolling the mentorship program out to the membership
- Metric 3: Gauge how many mentors/mentees signed up and pair them
- Metric 4: Evaluate the program once it begins and gauge its success through engagement and feedback

Estimated Timeline:

- Short-term (within next 6 months): Vote and pass to bring the mentorship to the BOD, pass the vote on the BOD, and start the mentorship program by asking for mentors/mentees applications and start program



Committee Report to the Board of Directors

- Medium-term (6–18 months): Evaluate its effectiveness midway through program
- Long-term (by end of 2027): Possibly continue the mentorship program if successful

3. Recent Activities (topics discussed) & Accomplishments

[List key actions completed since the last report, e.g., reviewed curriculum, launched onboarding program, initiated partnership, etc.]

- Activity A: [Description]
- Activity B: [Description]
- Activity C: [Description]

Topics discussed include the mentorship program and consenting to bring that up to the board, the annual conference attendance, American Delivery, Advocacy Day, Presidents Town Hall (topics discussed such as how to get involved, every RN needs a professional home in addition to their health system), possibly incorporating how-to videos. Possibly put out a poll/do a incentivized focus group with engagement committee to see what members want to see

4. Resource Requests (if needed)

Financial Resources: [Specify budget request, funding needed, etc.]

Human Resources / Staff Support: [Specify personnel needs, volunteer coordination, etc.]

Other Resources: [Specify technology, training, marketing, space, etc.]

Staff needed to create doodle poll in order to find a better time for engagement committee to meet in order for them to get quorum next meeting.

5. Motions or Recommendations for Board Consideration (if needed, to guide committee chair)

Motion #1 (full statement of what is being brought forth to the board):

1. topic presentation (description of what the motion is about):
2. committee member #1 who brings motion forth:
3. committee member #2 who seconds motion:
4. group discussion notes:
5. voting details (names of who voted yes, who was opposed, who abstained)

(If no motions, state “None at this time.”)

No motions at this time due to lack of quorum but the engagement committee consents to bringing the mentorship program up to the BOD.

Respectfully submitted,



Committee Report to the Board of Directors

Lauren Lodico, BSN, RN

Board Liaison, Engagement Committee



Marketing Report — January 2026

Prepared by Maria Dobkowski, BS

General/Misc. Updates

- Continued development of the 2026 Conference Sponsorship & Exhibitor Plan, including sponsorship tiers, benefits, pricing structure, and outreach strategy. Began outreach to past exhibitors and sponsors, as well as new prospective partners, to support early pipeline development for 2026.

What's Next:

- Initiating the official migration of the ANA-NY website to WordPress in partnership with Topsy Social, including project planning and coordination.
- Continue execution of sponsorship plan initiatives, including deliverable development and cross-team coordination.
- Implement Nurses Week marketing strategy and develop supporting creative and promotional materials.

Social Media Updates

- Maintained consistent posting across all ANA-NY social media platforms to ensure timely distribution of organizational news, calls to action, and conference-related content.
- Produced, scheduled, and published social content for December and January, aligning messaging with ANA-NY strategic priorities, including conference promotion, member engagement, and organizational initiatives.

What's Next:

- Continue developing high-engagement, member-participation content (interactive posts, stories, and prompts).
- Plan, create, and schedule social media content for February and March.
- Create a February giveaway for engagement.

ANA-NY App

- Continued collaboration with MobileUp on the development of a lead capture tool to support the 2026 Annual Conference.
- Began planning a New Year marketing initiative to increase app downloads and active user engagement.

What's Next:

- Continue development and implementation of app initiatives.
- Launch in-app networking promotion to encourage member interaction.
- Create short how-to videos for use within the app, on social media, and potentially on the website to increase adoption and usage.

Email Marketing

- Maintained weekly Thursday Update Emails in collaboration with Kennedee to ensure consistent communication with members.

- Continued advertising partnership with ExpertVoice.
- Supported exhibitor and sponsor outreach efforts through email communications.

What's Next:

- Refine email content strategy to increase engagement, including clearer calls to action and segmented messaging where appropriate.
- Develop targeted email campaigns to support Nurses Week, conference promotion, and membership engagement.
- Explore opportunities to highlight app features and educational offerings through email marketing.

Paid Digital Marketing

- Continued statewide display, OTT, and YouTube advertising campaigns targeting nurses across New York State.
- Initiated development of a Spotify advertising campaign for Q1.
- Finalized Meta advertising creative and campaign setup for Q1.

What's Next:

- Continue developing and launching updated display ad creatives for Q2 and Q3.
- Maintain and refine both awareness-focused and conversion-focused paid campaigns, including:
 - Targeting current members through custom audience strategies
 - Monthly creative refreshes to improve relevance, performance, and engagement

Member Engagement Associate Report

January 13, 2026
Kennedee Blanchard

Organizational Affiliates – The next OA Legislative Priorities meeting is scheduled for February 11, 2026, at 5 pm. The group decided to meet 3 times per year instead of every month to coincide with the legislative calendar. Meetings will be held in February, May, and October each year.

Newsletter/Magazine – Submitted articles for the March 2026 issue and awaiting proof. The 2026 publication schedule is March, June, September, and December. I am also part of the State Nurse Association Publication (SNAP) Advisory Council with our publisher, HCM.

Special Interest Groups – The Young Professionals group's next meeting is scheduled for January 28th at 5 pm, the Policy & Advocacy group's next meeting is scheduled for January 20th at 2 pm, the Climate & Health group's next meeting is scheduled for February 12th at 1 pm and the Advances in Nursing Technology group's next meeting is scheduled for February 12th at 5:30 pm. Due to a lack of participation with the latter group, we have decided to schedule these meetings every other month.

Weekly Emails – Provide Maria with content for weekly emails, which go out every Thursday morning.

NextGen Nursing Advisory Group – The next meeting is scheduled for February 5th at 2:30 pm.



Education Committee Report to Board of Directors

Date of Meeting/Report: 1/13/26

Present: Joanne Lapidus-Graham, Cindy Paradiso, Katherine Lewin, Jessica Varghese, Tara Zacharzuk-Marciano, Nancy Maggio, Suzanne Soltysik, Tshaye Scarlett, Arlene Travis, Samantha McCarthy, Suzanne Elie

Absent: Veronica Valazza, Jasmine Gonzalez (NSANYS) Sarah Marshall. Megan Guay, Marcella Mulligan

Board Liaisons: Alison Simpson

Staff: Deb Spass

What are the defined goals/objectives for the committee and with which Strategic Goal do they align?

- Provide timely and accurate information and education to all stakeholders
- Encourage member participation
 - NEC members are encouraged to submit work to every newsletter, volunteers agreed to submit articles for March and June newsletter

What are the success metrics/estimated timeline for those metrics for the committee?

- Publications/disseminating information to stakeholders

What activity has the committee completed since the last report?

- Lively discussion about incivility and workplace violence
- A sub-committee was formed to write a position paper on incivility in nursing education

What resources (financial or human) are the committee requesting of the staff or BOD?

None

Is there a motion from the committee?

None

Respectfully submitted by:

Alison Simpson, PhD, RN, CNE

ANA-NY President Report

Connie J. Perkins, PhD, RN, CNE

Month, Year: December 2025 and January 2026

Newsletter:

- Submitted the president's column.

Board Responsibilities:

- Chaired December board meeting.
- Provided feedback on ANA-NY AI White Paper.
- Reviewed January board agenda with ED.

ANA-NY Representation:

- Recorded and submitted the Child Abuse addendum for NY licensees.
- Completed NY paperwork associated with the Child Abuse addendum.
- Drafted and submitted holiday message for Thursday email.
- Met with ANA-NY VP for project planning.
- Completed a letter of recommendation for an ANA-NY member to be part of the ANA Board.

Special Interest Groups:

- Attended the Policy and Advocacy SIG's December meeting to speak about the graduate student loan federal RISE ongoing rulemaking.
- Provided feedback on mentorship program for the Young Professionals SIG.

Board of Directors Report

Prepared by: Deb Spass, Program Manager

Date: January 2026

Services:

Exhibiting:

- Registering for exhibiting opportunities as they arise-
 - 2/21 - NSANYS
 - 4/22 - ENA
 - 4/22- NYSPHA
 - 10/1 - NPA

2026 Conference

- Code for Board members to register for the 2026 Conference is Board26
- Currently have 8 registrants (4 of them are Board members);
- Room Block is open – Deb will arrange room accommodations for the Board and provide their confirmation number closer to the Conference.

2028 Conference

- Secured the Venue: Windrose on Hudson (November 2 – November 4, 2028)

Educational Advancement:

- Beginning to submit necessary information to Dept. Of Ed for the Child Abuse Addendum – as of 01/12 - there have been 813 individuals that have completed this activity.

Board of Directors Report

Prepared by: Deb Spass, Program Manager

Date: January 2026

Services:

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- Registering for exhibiting opportunities as they arise-
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 - 4/22 - ENA
 - 4/22- NYSPHA
 - 10/1 - NPA

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2028 Conference

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