

Rachael Salguero, PhD, RN-BC, CNEcl

School of Nursing
MGH Institute of Health Professions
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Education

Doctor of Philosophy, Nursing, Endicott College, Beverly, MA	2023
Master of Science, Nursing, Endicott College, Beverly, MA	2015
Bachelor of Science, Nursing, MGH Institute of Health Professions, Boston, MA	2009
Bachelor of Arts, Sociology, Roanoke College, Salem, VA	2003

Certificates and Licensure

Massachusetts Registered Nurse	2009-current
Certified Medical-Surgical Nurse	2012-current
Certified Academic Clinical Nurse Educator	2019-current

Academic Appointments

Assistant Professor, MGH Institute of Health Professions, Boston, MA	2024-present
Instructor, MGH Institute of Health Professions, Boston, MA	2021-2024
Term Lecturer, MGH Institute of Health Professions, Boston, MA	2015-2021
Clinical Faculty, MGH Institute of Health Professions, Boston, MA	2020-2021
Clinical Faculty, Endicott College, Beverly, MA	2016-2021
Clinical Faculty, MCPHS, School of Nursing, Boston, MA	2018-2019
Clinical Faculty, Northeastern University, Boston, MA	2013-2014

Clinical Appointments

Registered Nurse, Massachusetts General Hospital, Boston, MA (per diem as of 9/2018)	2009-present
Advantage Home Health Nursing Care	2014-2017

Administrative Appointments

Track Coordinator, Nursing Education Department of Labor Grant	2024-present
Director of Clinical Education, Endicott College, Beverly, MA	2019-2021
Associate Director of Clinical Education, Endicott College, Beverly, MA	2018-2019

Honors and Awards

MGH Institute of Health Professions ABSN Marshal	2024
Endicott College School of Nursing Dissertation Award	2024
American Nurses Association Massachusetts Excellence in Nursing Education Award	2024
National League for Nursing Education Scholarship	2023
Poster Award, Massachusetts Rhode Island League for Nursing Spring Conference, Worcester, MA	2023
School of Nursing Excellence in Teaching Award, MGH Institute of Health Professions, Boston, MA	2022
Pillars of Excellence Award (Prelicensure Team), Teamwork and Optimizing Collaboration, MGH Institute of Health Professions, Boston, MA	2022
Malden Hospital Scholarship Award, Endicott College, Beverly, MA	2019
Clinical Recognition Program, Advanced Clinician, Massachusetts General Hospital, Boston, MA	2012
Sandbox Innovation Idea Recipient, Massachusetts General Hospital, Boston, MA	2010

Grants

Current

2023 *Nursing Expansion Education (Track 1) in the Greater Boston Region*. External funding: Department of Labor \$5,885,354 (June 1, 2023-May 31, 2028). Principal Investigator: Patricia A. Reidy, DNP, FNP-BC, FNAP, FAAN

Role: 10% effort

Publications

Peer-reviewed articles

1. Hamner, A., **Salguero, R.**, Nasser, B., Williams, C. Embracing the growth mindset: Shifting from 'pass or fail' to 'pass or practice' in practice assessments. *Nurse Educator*. [In Press].
2. **Salguero, R.** & Morse, B. (2024). Fostering belonging beyond the health office through inclusive language. *NASN School Nurse*, 39(2), 89–95. doi: 10.1177/1942602X231206345
3. **Salguero, R.** & Hunt, K. (2023). Modeling equity-minded moral courage: The power of calling in. *Nurse Educator*, 49(1), 35. doi: 10.1097/NNE.0000000000001468
4. **Salguero, R.** & Wocial, J. (2023). The power of words: Inclusive language tip of the day. *Nurse Educator*, 48(3), 130. doi: 10.1097/NNE.0000000000001315

Other articles

1. **Salguero, R.**, Nasser, B. (2024). Remembering The Why: A Reflection on the Nursing Journey. *Massachusetts Rhode Island League for Nursing Newsletter*, 10.

2. Rothchild, L., **Salguero, R.**, Kieran, K. (2024). Childhood Aspirations: Fostering Empathy and Challenging Stigma. *Massachusetts Rhode Island League for Nursing Newsletter*, 6.
3. Mombrun, C., Hunt, K., **Salguero, R.**, Roy, K. (2024). Race is not a risk factor: It's time to incorporate context. *Massachusetts Rhode Island League for Nursing Newsletter*, 10.
4. Wocial, J., **Salguero, R.** (2024). Explore the potential of ChatGPT as your creative partner in education. *Massachusetts Rhode Island League for Nursing Newsletter*, 10.
5. **Salguero, R.** (2023). Fostering belonging in nursing through words. *Massachusetts Report on Nursing*, 22(4), 10. Retrieved from <https://cdn.ymaws.com/www.anamass.org/resource/resmgr/newsletter/Massachusetts-Report-on-Nurs.pdf>.

Podcasts

1. **Salguero, R.** & Hunt, K. (2024). Modeling equity-minded moral courage: Calling in. Nurse Educator. Retrieved from <https://nurseeducatorpodcast.libsyn.com/modeling-equity-minded-moral-courage-calling-in-teaching-strategy>
2. **Salguero, R.** & Wocial, J. (2023). The power of words: Inclusive language tip of the day. *Nurse Educator*. Retrieved from <https://nurseeducatorpodcast.libsyn.com/the-power-of-words-inclusive-language-tip-of-the-day>

Media appearances

1. **Salguero, R.** (2024). Empowering healthcare professionals: The significance of inclusive language in patient care. Medscape. Retrieved from <https://www.medscape.org/viewarticle/1000703>
2. **Salguero, R.** & Hunt, K. (2023). Modeling equity-minded moral courage: The power of calling in. Nurse Educator. Retrieved from <https://journals-lww-com.treadwell.idm.oclc.org/nurseeducatoronline/pages/video.aspx?v=339>
3. **Salguero, R.** & Wocial, J. (2023). The power of words: Inclusive language tip of the day. Nurse Educator. Retrieved from <https://journals-lww-com.treadwell.idm.oclc.org/nurseeducatoronline/pages/video.aspx?v=310>
4. **Salguero, R.** & Wocial, J. (2023). A Virtual Improvement in Learning. Retrieved from <https://www.mghihp.edu/news-and-more/news/virtual-improvement-learning>

Peer-Reviewed Poster Presentations (*denotes student)

Mombrun, C., Salguero, R. , Hunt, K., Ciesielski, S. A resource kit to foster inclusive environments for students with intersecting identities. National League for Nursing Annual Education Summit. [Accepted].	San Antonio, TX	2024
Salguero, R. Enhancing clinical instruction with the Tanner clinical judgment model: A framework for nursing education. MGH Nursing Research Day.	Boston, MA	2024
Wocial, J., Salguero, R. Thinking like a nurse: Enhancing prioritization skills through role-play and simulation. MGH Nursing Research Day.	Boston, MA	2024

Pusey-Reid, E., Mombrun, C., Bernhardt, J., Watkins Liu, C., Salguero, R. , Hunt, K., Samost, M., Tagliareni, E. Examining inclusivity and exclusivity in fundamental nursing textbooks: A direct qualitative content analysis. MGH Nursing Research Day.	Boston, MA	2024
Salguero, R. Enhancing clinical instruction with the Tanner clinical judgment model: A framework for nursing education. MGH Institute of Health Professions Research and Scholarship Day.	Boston, MA	2024
Wocial, J., Salguero, R. Thinking like a nurse: Enhancing prioritization skills through role-play and simulation. MGH Institute of Health Professions Research and Scholarship Day.	Boston, MA	2024
Wachsmuth, A., Wocial, J., Salguero, R. Enhancing nursing education with AI: Using ChatGPT for next generation NCLEX question development. Nurse Educator Conference.	Falmouth, MA	2024
Wocial, J., Leone-Sheehan, D., Salguero, R. Empowering nurse educators with an active learning toolkit to foster AACN competency development. Nurse Educator Conference.	Falmouth, MA	2024
Salguero, R. , Conley, K,* Kahn, D, Hamner, A. Promoting Inclusive Learning Environments: Strategies for Supporting transgender learners in nursing Education. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2024
Wachsmuth, A., Wocial, J., Salguero, R. Work smarter, not harder: Leveraging ChatGPT for case study development. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2024
Wocial, J., Salguero, R. Thinking like a nurse: Enhancing prioritization skills through role-play and simulation in the classroom. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2024
Oettgen-Suazo, C*, Kieran, K., Salguero, R. , Hunt, K., Wolf, A. Humanizing disability in nursing education through lived experience videos. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2023
Salguero, R. , Hunt, K., Mombrun, C. Nurturing inclusive integrity: Embracing equity-minded moral courage through the art of calling in. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2023
Pusey-Reid, E., Mombrun, C., Salguero, R. , Hunt, K. Exploring inclusivity and exclusion in foundational nursing textbooks: A qualitative content analysis. Massachusetts Rhode Island League for Nursing.	Worcester, MA	2023
Salguero, R. & Wocial, J. The value of a structured framework: Faculty-led virtual role-play to enhance clinical judgment. Nurse Educator Conference.	Falmouth, MA	2023

Salguero, R. & Wocial, J. Transforming nursing practice through words: From classroom to practice. Massachusetts Rhode Island League for Nursing. Worcester, MA 2023

Salguero, R. & Wocial, J. Office hours outside of the box: Reinforcement of content through faculty-led simulation to enhance clinical judgment. Massachusetts Rhode Island League for Nursing. Worcester, MA 2022

Invited Presentations

National

Salguero, R. Monagle, J., Huber, S. Empowering clinical educators: A structured framework to strengthen clinical judgment in student nurses. Podium presentation at the National League for Nursing Annual Education Summit. [Accepted] San Antonio, TX 2024

Salguero, R., Wocial, J., Wolf, A. The use of inclusive language to promote belonging in undergraduate nursing education. Podium presentation at the National League for Nursing Annual Education Summit. Washington, DC 2023

Regional

Salguero, R. Term lecturer academy. Building inclusive healthcare and learning environments. MGH Institute of Health Professions. Virtual 2024

Salguero, R. Doctoral hooding ceremony speaker. Endicott College. Beverly, MA 2024

Salguero, R. Using a structured framework in the clinical setting. Nurse Educator Conference. Falmouth, MA 2024

Gonzalez, L., Monagle, J., **Salguero, R.** Hardwiring diversity, equity, and inclusion into clinical teaching. Massachusetts Rhode Island League for Nursing Spring Conference. Worcester, MA 2024

Salguero, R. Creating welcoming healthcare and learning spaces: Fostering belonging through inclusive language. Lawrence Memorial Regis College. Medford, MA 2024

Salguero, R. The use of inclusive language in healthcare. Greater Plymouth Community Health Network Areas. Virtual 2024

Salguero, R., Tagliareni, M. Term lecturer academy. Principles and practices for providing effective feedback to nursing students. MGH Institute of Health Professions. Virtual 2024

Salguero, R. The use of inclusive language in healthcare. Southcoast Health Network. Virtual 2024

Salguero, R. The use of inclusive language in healthcare to promote belonging. Greater New Bedford Allies for Health and Wellness. Virtual 2024

Salguero, R. Keynote speaker. Pinning ceremony. MGH Institute of Health Professions.	Boston, MA	2023
Salguero, R. Term lecturer orientation. The utilization of a structured framework in the clinical setting. MGH Institute of Health Professions.	Boston, MA	2023
Buckley, C., Leone-Sheehan, D., & Salguero, R. Caring science in action: Developing caring relationships in academic settings. Massachusetts Regional Caring Science Consortium Conference.	Virtual	2023
Salguero, R. & Wocial, J. Power of inclusive language in undergraduate nursing education. Social Justice Research Conference. MGH Institute of Health Professions.	Virtual	2023
Salguero, R. JEDI teaching tip: Discomfort equals growth. MGH Institute of Health Professions	Boston, MA	2023
Roy, K. & Salguero, R. JEDI teaching tip: Incorporating JEDI concepts into case studies and exam questions. MGH Institute of Health Professions.	Boston, MA	2022
Salguero, R. & Wocial, J. Office hours outside of the box: Faculty-led virtual simulation. MGH Institute of Health Professions Research Day. MGH Institute of Health Professions.	Boston, MA	2022
Wagner, L., Buckley, C., & Salguero, R. Healing the caregiver: Sustaining well-being practices in stressful times. Massachusetts Regional Caring Science Consortium Conference.	Virtual	2022
Salguero, R. Keynote speaker. Pinning ceremony. MGH Institute of Health Professions.	Boston, MA	2022
Deluca, T., Salguero, R. , & Sanchez, A. Adding teaching to your clinical career. MGH Institute of Health Professions Alumni office.	Virtual	2022
Salguero, R. Term Lecturer Academy. Integrating clinical judgment into the clinical setting. MGH Institute of Health Professions.	Virtual	2021
Roy, K., Hunt, K., Cox, R., & Salguero, R. Faculty development workshop: New approaches to office hours students won't want to miss. MGH Institute of Health Professions.	Boston, MA	2021
Salguero, R. Moral distress in undergraduate nursing. Endicott College.	Beverly, MA	2016

Educational Activities

Courses taught (MGH Institute of Health Professions)

NS 530: Adult and Population Health III (ABSN and DEN)	2024-present
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NS 520: Adult and Population Health II (ABSN and DEN)	2024-present
NS 520: Common Problems of Adult Health and Clinical Judgment (ABSN)	2021-2023
NS 661: Common Problems of Adult Health and Clinical Judgment (DEN)	2021-2023
NS 512: Evolution of Professional Nursing	2022-2023
NS 540: Transition to Nursing Practice	2015-2020
Clinical supervision (MGH Institute of Health Professions)	
NS 530: Adult and Population Health III (ABSN and DEN)	2024-present
NS 520: Adult and Population Health II (ABSN and DEN)	2024-present
NS 520: Common Problems of Adult Health and Clinical Judgment (ABSN)	2021-2023
NS 661: Common Problems of Adult Health and Clinical Judgment (DEN)	2021-2023
Clinical supervision (Endicott College)	
NU 210: Fundamentals	2018-2021
NU 211: Care of Adults	2018-2021
NU 316: Psychosocial Nursing	2018-2021
NU 313: Care of Childbearing Family	2018-2021
NU 314: Care of the Children	2018-2021
NU 411: Community & Population Health	2018-2021
NU 410: Acute Care	2018-2021
NU 400: Nursing Internship	2018-2021
Curriculum development (MGH Institute of Health Professions)	
Co-developer of simulation: Effective strategies for providing feedback. Salguero, R. , Wocial, J.	2024
Co-developer of lateral violence Biobehavioral simulation. Kieran, K., Salguero, R.	2024
Integrated Tanner Model. Cue Card for clinical faculty and students.	2023
Co-developer of virtual simulation for NS 520/661, Common Problems of Adult Health and Clinical Judgment. Wocial, J., & Salguero, R.	2022-2023
Virtual Clinical #2 Clinical Makeup for NS 520/661, Common Problems of Adult Health	2022
Virtual Clinical #1 Clinical Makeup for NS 520/661, Common Problems of Adult Health and Clinical Judgment	2022
Course coordinator for NS 520 and NS 661, Common Problems of Adult Health and Clinical Judgment	2021-present
White Privilege Justice, Equity, Diversity, & Inclusion Workshop. Module development with workshop committee	2021
Curriculum development (Endicott College)	

Co-developer of 2 credit course, NU 377: Special Topics in Nursing and Clinical Judgment. Developers: Monagle, J., Salguero, R. , & Crosby, K.	2019
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Mentoring Students

LeVangie, A.	2024
Southern New Hampshire University, Master of Science in Nursing Education	
Staid, J.	2023
Massachusetts General Hospital, Educational Heathwood Fellowship	
Tran, S.	2023
MGH Institute of Health Professions, Scholarly Project Reader	
Dexter, S	2023
Massachusetts Rhode Island League for Nursing (MARLIN) Board Mentor	
Aghjian, N.	2022
Framingham State University, Master of Science in Nursing Education	
DeCrescente, C	2020
Emmanuel College, Master of Science in Nursing Education	

Professional Development

Nurse Educators Conference (Saint Anselm College), Falmouth, MA	May 2024
Massachusetts Rhode Island League for Nursing, Worcester, MA	April 2024
Nurse Educators Conference (Saint Anselm College), Falmouth, MA	May 2023
Massachusetts Rhode Island League for Nursing, Worcester, MA	April 2023
Massachusetts Regional Caring Science Consortium, Virtual	April 2023
National League for Nursing, Washington, D.C.	September 2023
Massachusetts Rhode Island League for Nursing, Worcester, MA	October 2023
Massachusetts Regional Caring Science Consortium, Virtual	October 2023
Ohio State Evidence-Based Practice, Boston, MA	October 2023

Professional Memberships and Activities

President-Elect	Massachusetts Rhode Island League for Nursing	2023-2025
Member	Organization of Nurse Leaders	2023-present
Executive Leadership Board Member	Massachusetts Regional Caring Consortium	2019-present
Board Member	Massachusetts Rhode Island League for Nursing	2020-2022
Member	Massachusetts Rhode Island League for Nursing	2016-present

Service

Faculty Affairs Committee	MGH IHP	2024-2027
Peer Reviewer	<i>Nurse Educator Journal</i>	2024
Mass General Brigham Magnet Pathways Committee	MGB	2024
Clinical Advisory Council	MGH	2024
American Nurses Credentialing Center (ANCC) National Magnet Conference Abstract Reviewer	ANCC	2024
National League for Nursing (NLN) Education Summit Abstract Reviewer	NLN	2024
MGH IHP Faculty Senate Justice, Equity, Diversity, and Inclusion (JEDI) task force	MGH IHP	2023-2024
National League for Nursing (NLN) Education Summit Conference Moderator	Washington, D.C.	2023
CNEcl prep course. Salguero, R. , Tagliareni, E.,	MGH IHP	2023
Judicial Board and Appeals Committee Faculty Development Presentation. Hall, K., Marre, M., Salguero, R.	MGH IHP	2023
School of Nursing Faculty Nominating Committee	MGH IHP	2023-2025
School of Nursing Judicial Board Co-Chair	MGH IHP	2023-2024
Facilitator of Power, Privilege, & Positionality, Health at the Intersection of Race, Gender, and Sexuality	MGH IHP	2023
Co-Facilitator of Critical Race Theory JEDI workshop. Wandell, J., Salguero, R. , & Watkins Liu, C.	MGH IHP	2023
Co-Facilitator of Implicit Bias JEDI workshop. Hunt, K. & Salguero, R.	MGH IHP	2023
Co-Facilitator of White Privilege JEDI workshop. Quinn, L., Ndiwane, A., Salguero, R. , Hilaire, D.	MGH IHP	2023
Co-Facilitator of Microaggressions JEDI workshop. Cox, R., Kierian, K., Salguero, R. , Wocial, J., & Wolf, A.	MGH IHP	2023
MGH Nursing Scholarship Review Committee	MGH IHP	2023
Chair-Elect, Judicial Board	MGH IHP	2022-2023
Member, Judicial Board	MGH IHP	2022-2024
Co-Facilitator of Implicit Bias JEDI workshop. Hunt, K. & Salguero, R.	MGH IHP	2022
Co-Facilitator of Critical Race Theory JEDI workshop. Wandell, J., Salguero, R. , Watkins Liu, C.	MGH IHP	2022

Co-Facilitator of Microaggressions JEDI workshop. Cox, R., Foley, C. Kierian, K., Salguero, R. , Wocial, J., & Wolf, A.	MGH IHP	2022
Co-Facilitator of White Privilege JEDI workshop. Quinn, L., Ndiwane, A., Salguero, R. , Bicomong, M. & Rodriguez, S.	MGH IHP	2022
Facilitator of Power, Privilege, & Positionality, Health at the Intersection of Race and Immigration	MGH IHP	2022
Co-Facilitator of Microaggressions JEDI workshop. Cox, R., Foley, C. Kierian, K., Salguero, R. , Wocial, J., & Wolf, A.	MGH IHP	2021
Member, Nursing Policy Committee	MGH IHP	2021-2023