The Oklahoma Nurse

The Oklahoma Nurses Association is pleased to present the 2014 Annual Nurses Convention at the Hyatt Regency in Tulsa, Oklahoma. The theme for this year is Reimagining Nursing: A Holistic Approach. This year’s Convention highlights the aspects of holistic and transformational leadership and what that means to all aspects of your life. Nurses are leaders at the bedside and in the boardroom and everywhere in-between. Being holistic includes taking care of our mind, body, and spirit. In this two-day Convention, we will explore a holistic approach to nursing, leadership and our lifestyles.

Wednesday’s line up includes a presentation on Health & Wellness by Suzi Harrington, RN Chief Wellness Officer at OSU. The Issues Forum will cover issues related to the association and nursing practice. Participants will have the opportunity to create and/or select individual issue forums on topics they want to discuss. After lunch, the House of Delegates will be held to conduct the business of the association. The evening includes the option to attend a reception for the Oklahoma League for Nursing, The Oklahoma Nurses Foundation Dinner (additional fee), Reception open to all to meet the ONA Board of Directors and a Mix & Mingle for newly licensed nurses!

Thursday’s presenter, Susan MacLeod Dyess, PhD, RN, AHN-BC, an Assistant Professor at Florida Atlantic University, will discuss a holistic view of leadership related to nursing. Dr. Susan Dyess’ practice experience is within critical care and faith community nursing practice settings. Her project and research experiences include academic-practice collaboration, participatory action research, and mixed methods with key phenomena such as faith and health, new nurse transition, transformative nursing practice, emerging nurse leadership development, and faith community nursing. These projects and associated research provided a foundation for understanding health and healing from the perspective of nurse, nurse leader, patient and community in the 21st century. Three rounds of breakout and snap learning sessions will follow the Awards Luncheon.

Convention offers a great opportunity for you to network with colleagues, gain continuing education credits and become more mindful in your nursing practice and in self-care. We hope you plan to join us for these engaging presentations!

For detailed information on Convention and to register, please visit the ONA website: www.oklahomanurses.org

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September, October, November 2014

Oklahoma Nurses Association
Editor: ona@oklahomanurses.org
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Web site: www.oklahomanurses.org
Mail 6414 N. Santa Fe, Ste. A, Oklahoma City, OK 73116
Questions about your nursing license?
Contact the Oklahoma Board of Nursing at 405.962.1800.

ONA Core Values
ONA believes that organizations are value driven and therefore has adopted the following core values:

Code of Ethics for Nurses
Cultural Diversity
Health Parity
Professional Competence
Embrace Career Mobility and Professional Development
Human Dignity and Ethical Care
Professional Integrity
Quality and Safe Patient Care
Committed to the Public Health of the Citizens of Oklahoma

ONA Mission Statement
The O NA is a professional organization representing a community of nurses across all specialities, board and practice settings.

Oklahoma Nurse Editorial Guidelines and Due Dates
Submittal Information for “The Oklahoma Nurse”

View online: http://www.oklahomanurses.org/displaycommon.cfm?an=1&subarticlenbr=137

Manuscripts are due on the second Monday of January, April, July, and October for consideration of publication in the following respective issue. Below, please read the revised submission guidelines.

Email a word processing document to ona@oklahomanurses.org; file extensions should be “.doc,” “.txt,” or “.rtf.”

Inclusive: Suggested title, authors, author affiliation, O NA membership status, and appropriate references pertaining to the content of the article.


Sub-headings are expected where indicated and tables/illustrations are encouraged to summarize key points as appropriate.

Photographs should be of clear quality and in a digital format with appropriate resolution for printing.

Black & white photographs are preferred but not required.

Email images with the correct name(s), place/event, date, and descriptions.

Images are not guaranteed to be run even if submitted.

Space limits: Due to space limitations, the following lengths are strongly recommended. While ONA will make every effort to publish articles in their entirety, ONA reserves all editing rights prior to publication.

Feature articles: 500 to 750 words preferred, exceptions may be granted to 1,000 word max.

Research articles: 1,000 to 1,500 words; exceptions may be granted to 2,000 word max.

Regular Reports: 500 words (Executive Director, President)

All other submissions: 250 to 500 words, content dependent, please include a clarifying statement if you are submitting an article exceeding these guidelines, such as special report on Mortality or Board of Nursing Annual Report.

The Oklahoma Nurses Association thanks you in advance for your contributions to our official quarterly publication. As always your support is appreciated. If you have any questions, please respond via email or phone to the office.

Thanks for making Nursing Positively Possible!

www.oklahomanurses.org

Published by:
Arthur L. Davis Publishing Agency, Inc.
Executive Director’s Report

Are you wearing your Badge of Pride?

Jane Nelson, CAE
ONA Executive Director

In my work with nurses, it is truly evident how passionate and proud you are to be a nurse. You let your Badge of Pride show to everyone you talk with about being a nurse. How many times have you been asked: “Why did you become a nurse?” And once you started nursing school is it safe to assume that you never looked at life the same way again? How often do you think, “The only people that really understand my job as a nurse are other nurses?” Wearing your Badge of Pride helps you connect with other nurses. Are they wearing the Badge of Pride? Are YOU wearing the Badge of Pride?

When you meet someone and find out he or she is a nurse, nurses exhibit an instant kindred…a connection. I see this all the time at the ONA Convention and other nursing related events. When a nurse moves to Oklahoma leaving their nursing network and professional support system behind he or she brings their Badge of Pride with them. They are welcomed into the Oklahoma Nurses Association and know that they will have a new professional support system when they transfer their Badge of Pride. New nursing graduates will have the same experience. Nurses undergoing changes in their workplace can have the same experience. Isn’t it nice to know that there is a consistent and familiar place that you can call your “professional home”? A place that not only understands what you are going through, but is three steps ahead of you?

So have you figured out what the Badge of Pride is yet? It is membership in the largest and most recognized nursing organization in Oklahoma and the country: The Oklahoma Nurses Association and the American Nurses Association. Joining ONA/ANA shows commitment to your profession and supports the state-based work that affects your job, your profession and your career. The Badge of Pride is something that looks a bit different on each nurse. After all, with over 35,000 RNs in Oklahoma, diversity is one of the keys to association engagement and success. Here are some of the reasons why so many of you are already members and if not a member already, why you will want to join.

1. **Is nursing your profession or your job?**
   What would happen if there was not a state nurses association? Who would advocate on behalf of nurses at the State Capitol? As far as I’m aware, there wouldn’t be one single entity that would advocate just for nurses – with the only concern of what was best for the nurses in Oklahoma.

2. **Unique opportunities to advance your career.**
   ONA membership allows you to utilize a state-wide networking base. ONA provides a number of services that assist you in advancing your career, but nothing as strong as the networking opportunities. As one member stated, “I attended the ONA Convention and sat next to a nurse leader from a hospital where I wanted to work. She helped me get an interview and I was hired!”

3. **Gain knowledge that will improve patient care.**
   The American Nurses Association publishes over 19 different Scope and Standards Practice books each delineating the professional practice performance expected and the RN competencies in that specialty. Some examples are: Cardiovascular Nursing, Public Health Nursing, Forensic Nursing, Gerontological Nursing and Nursing Informatics.

4. **Influence decisions that impact nurses at the state and national level.**
   It’s all about using your voice! Serving as Nurse of the Day can be one of the most powerful experiences that Oklahoma Nurses have year after year. This is an opportunity for you to be recognized on the floor of the State Senate and House of Representatives by your district legislators. It provides you with the opportunity to speak to Senators and Representatives about issues affecting nurses, nursing and healthcare. In 2015 I hope that you will consider serving as a Nurse of the Day and/or attend Nurses Day at the Capitol.

5. **Badge of Pride cost? PRICELESS!!**
   Even priceless has a price and this one is $23.88 a month. Did you know mostly member volunteers do the work of ONA? Your membership dollars supports the ONA Office and staff that keep the work of the volunteers running smoothly.

ONA needs YOUR expertise to keep our great work moving forward. Visit www.oklahomanurses.org and start wearing your Badge of Pride today!!!!
Official Call to the
ONA House of Delegates
To Attend a Meeting of the ONA House of Delegates in Tulsa, Oklahoma
Wednesday, October 22, 2014, 1:30 – 4pm.
From - Marie Ahrens, MS, RN, ONA Secretary/Treasurer

This notice constitutes the official call to meeting of the Meeting of the ONA House of Delegates. The House session will be held Wednesday, October 22, 2014. The House of Delegates will convene at 1:30 p.m. and adjourn at 4 p.m. Credentialing closing at 1:15 p.m. so that we may start promptly at 1:30 p.m.

Prior to the House we will have a session focused on Health & Wellness, presented by Suzy Harrington, RN Chief Wellness Officer at Oklahoma State University, followed by Issue Forum. During this time we will discuss issues related to the association and nursing practice. Participants will have the opportunity to create and/or select individual issue forums on topics they want to discuss. A registration fee will also be assessed for this day, as lunch will also be included. For more details regarding the agenda for the Annual Convention, please see the 2014 Convention schedule. The Agenda, Proposed Bylaws, 2013 Minutes are posted on the ONA website, www.oklahomanurses.org.

Members of the ONA House of Delegates are elected through a regional election process and have a crucial role in providing direction and support for the work of the state organization.

The House of Delegates also provides a courtesy seat to Past ONA Presidents and one registered nurse participant from each organizational affiliate. These delegates come to the House to work towards the growth and improvement of ONA and its constituencies. This requires a professional commitment to the preservation and creative growth of the professional society at all levels of the organization. Such a commitment will benefit the individual delegate, the Association and the nursing profession. The representation for each Regional Nurses Association established for the 2014 House is below:

Each delegate must study the issues thoroughly and is encouraged to participate in Region sponsored meetings prior to the ONA Annual Convention and the Issue Forum held prior to the House on October 22 so that they may engage in open-minded debate, practice active listening and use the extensive resources and collective knowledge made available throughout these meetings to assist them in making informed decisions.

If you are interested in having an issue considered by the ONA House please submit a reference to be heard using the reference guidelines posted on the ONA website. Please visit the ONA website to view the Policies and Procedures for guidance.

Call for Poster Abstracts for ONA Annual Nurses Convention

The Convention Committee invites you to submit a poster abstract related to the topics listed below. The strength of the ONA Convention has always been a superb array of educational activities, which directly relate to nursing by reaching across specialties and practice settings. Convention presentations should strive to enhance the skills for nurses in all phases of their nursing career. Posters will be displayed at Convention in Tulsa, OK on Thursday, October 23rd.

Educational Purpose of the ONA Convention:
To promote professional growth and to enhance professional practice through discussion of innovative programs, pertinent research, and nursing education strategies.

Poster Presentations
Due September 5, 2014

100-300 words, addressing one of the following topics:
- Leadership (Clinical & Academic)
- Health & Wellness
- Self-care
- Stress Management
- Conflict Resolution
- Mentoring
- Fundamentals of Holistic Nursing
- Using evidence based practice
- Share Research Findings
- Nursing Research
- Practice Innovation

Please Note: All submissions must be made online: www.oklahomanurses.org. You can find detailed information on our website. For assistance, please call 405-840-3476 or email ona@oklahomanurses.org
Awards from the Oklahoma Nurses Association
Recognizing Excellence in Nursing

The Oklahoma Nurses Association has many members whose outstanding contributions should be recognized. The following award categories have been established to recognize excellence in Oklahoma Nursing:

EXCELLENCE IN NURSING
NURSING RESEARCH AWARD
NIGHTINGALE AWARD OF EXCELLENCE
FRIEND OF NURSING AWARD
EXCELLENCE IN THE WORKPLACE
ENVIRONMENT

ELIGIBILITY
Nominees for ONA awards must meet specific criteria. These individuals must be ONA members, except for the Friend of Nursing Award, which is given to a non-nurse, or for the Excellence in the Workplace, which is presented to organizations. Members of the ONA Board of Directors and the Awards Selection Committee are not eligible for ONA awards.

PROCEDURE AND GENERAL INFORMATION
1. Nominations may be submitted by an individual, association, committee, regional nurses associations, nursing education programs, organized nursing services or the Oklahoma Board of Nursing.
2. Nominations practice area may be in any service setting: education, primary care, legal, consulting, nurse entrepreneur, public policy, or any area in which professional nurses practice.
3. All nominations must be submitted on the appropriate Nomination Form and all required information must be provided. Electronic submission preferred.
4. Materials required for nominations include the following:
   a. Completed nomination form
   b. Nominator’s narrative statement (described below)
   c. Brief curriculum vitae and any additional pertinent information (not required for the Friend of Nursing award nominations)
   d. Two letters supporting the nomination, such as a supervisor or colleague
5. The narrative statement should detail the accomplishments of the nominee and be presented concisely. The narrative statement is weighed most heavily in the selection process.
6. Nominations and attached materials will be treated in a confidential manner.
7. Incomplete nominations will be declined.
8. Awards will be presented at the ONA convention on October 23rd in Tulsa, OK. Recipients will be invited to attend the presentation of the award. If, because of extenuating circumstances, a recipient cannot be present, the presentation will be made in absentia.

DEADLINE FOR SUBMISSION
The deadline for submission of nominations is September 12th. Mail completed forms and supporting materials to:
Awards Selection Committee
Oklahoma Nurses Association
6414 N. Santa Fe, Suite A
Oklahoma City, Oklahoma 73116

EXCELLENCE IN NURSING
The Excellence in Nursing Award is conferred on a member, who has developed an innovative, unique and creative approach that utilizes nursing theory and knowledge/skills in any practice setting: Administration, Education, and/or Direct Patient Care. The recipient should be recognized by peers as a role model of consistently high quality nursing practice and as one who enhances the image of professional nursing by creating an environment promoting professional autonomy and control over nursing practice.

NURSING RESEARCH AWARD
The Nursing Research Award recipient is a nurse who has made a significant impact on nursing practice through the use of research as a basis for practice innovation. Significant impact on nursing practice means that the nurse has contributed to the creation of new nursing knowledge through research findings; and has improved or created a plan for improving clinical nursing practice and/or patient outcomes in response to the findings.

NIGHTINGALE AWARD OF EXCELLENCE
The Nightingale Award of Excellence is conferred on an ONA member who during their career has:
- Demonstrated innovative strategies so as to fulfill job responsibilities and/or role responsibilities in their professional role and within the community they work and live.
- Consistently surpass expectations of a professional nurse; thus enhancing the image of nursing as a profession.
- Demonstrates sustained and substantial contribution to the Oklahoma Nurses Association.
- Served as a role model of consistent excellence in their area of practice.
- Other professional behaviors, such as mentoring, advocacy, research conduct or utilization, publications and presentations should also be demonstrated throughout their career.

FRIEND OF NURSING
The Friend of Nursing Award is conferred on non-nurses who have rendered valuable assistance to the nursing profession. Their contributions and assistance are of statewide significance to nursing.

EXCELLENCE IN THE WORKPLACE
ENVIRONMENT
The Excellence in the Workplace Environment Award is presented to organizations that have developed positive work environments. These organizations must have developed an Innovative and effective program, approach or overall environment that promotes excellent nursing care, creating a positive environment for nurses to work and supports nurses in their practice. (Please note that this designation is for a five year period of time. After five years, facilities may re-apply)

Please include the following information with your nomination:
- Name of Facility
- Address of Facility
- Supervising Nurse
- Phone Number

Description of the positive organizational culture and how it promotes excellent nursing care, creates a positive environment for nurses to work and supports nurses.

Nominations can be made online: www.oklahomanurses.org or send your nomination to the ONA Office Mail: ONA, 6414 N. Santa Fe, Suite A, Oklahoma City, OK 73116
FAX: 405-840-3013
EMAIL: ona.ed@oklahomanurses.org

They Are VETERANS
- They are mothers and fathers, sons and daughters
- They are professionals, skilled craftsmen, and retirees
- They are the reason Americans are free
- They are brave, and they have been tested by fear
- They are determined, and they have overcome great odds
- They are enduring symbols of freedom
- They are United States veterans
- They are the reason we care
- They are enduring symbols of freedom
- They are veterans who served

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- Intensive Care Units - Night Shifts
- Medical/Surgical Units - All Shifts

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- Medical/Surgical Units - All Shifts

Give Charlotte a call at (405) 456-5607 or e-mail at Charlotte.Walker@va.gov

www.oklahoma.va.gov
This year ONA Members will elect a President Elect, Secretary/Treasurer, Education Director, Disaster Preparedness Director, two Membership Assembly Representatives and three Nominating Committee Members. All candidates are listed below as well as on the ONA website. Balloting will be conducted online by Election America and will be available August 15 – September 15. Election America will be emailing each ONA Member a username and password. If you prefer to have a paper ballot, they will provide you with one. Election results will be announced at the ONA House of Delegates, which will be held as part of the ONA Convention, October 22, 2014 in Tulsa, OK.

President Elect (listed alphabetically)

Kristy Baker, APRN
Current Position: Owner/Practitioner, Westview Health Clinic, Clinton, OK
Activities: Member ONA/ONA Member, Region 5, Member - Future of Nursing APRN Practice Group, Member - AANP/AONP Board Member - Oklahoma Physician Research Network Member - Preventive Cardiovascular Nurses Association Member -

ONU Candidates to be Elected

Joyce Van Nostrand, PhD, RN
Current Position: Recently Retired Professor of Nursing Emeritus.
Previously Chair: RN-BSN & MSN-Education Programs, Previously Chair: Department of Health Professions Northeastern State University.
Activities: ANA member (1985-present); ONA member (1986-present) Region Nurses Association 3 Representative and ONA Board of Directors member (2010-present); ONA Education Director (1995-97) & Member of Council on Education for a number of years ONA Region 3 member (1986-present) Sigma Theta Tau International, Zeta Delta Chapter-At-Large (Member 1995-Present, President 2003-05, NSU Faculty Counselor 1995-01 & 2005-06) Phi Kappa Phi (1984-Present) Tahlequah Community Council Coalition (member 2010-present) QPR Suicide Prevention: Gatekeeper Instructor Certification (2012-2015)

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September, October, November 2014

ONA Candidates continued from page 6

Education: Van Nostrand is a graduate of Texas Woman’s University, Denton, TX PhD 1992; University of Texas at El Paso, El Paso, TX; MSN 1986 Southern Oregon State College, Ashland, OR BSN 1984; Sacred Heart General Hospital School of Nursing, Eugene, OR Diploma 1968

Statement on views on nursing and issues facingONA: The ANA has led in addressing safe patient handling and mobility, professional bullying, social media, shiftwork sleep disorder (SWSD), and nurse health. Similarly, ONA has addressed many issues. I plan to continue being an active member and leader in addressing current and future issues/ challenges. My 40+ years in nursing and 27 years in Oklahoma provide a solid baseline from which to advocate for Oklahoma nurses and their practices. Collaboration, evidence-based practice, and sound decision-making are significant keys to our nursing and ONA futures. With your support, I believe we can move Oklahoma nursing and ONA forward to new levels!

Secretary/Treasurer

Kim Williams, MHA, RN

Current Position: Director of Nursing, Mercy Hospital Logan County

Activities: ONA and ANA Member. ONA Professional Practice Committee Member. Chair of Long Term Recovery Committee, Logan County.


Statement on views on nursing and issues facingONA: Nursing is an ever-changing field, however, it has many constants. It is up to us as a profession to ensure we are continually moving forward with change, but ensuring that we never lose sight of the true profession of nursing. We face significant challenges currently with more to come in the near future that will affect nursing and health care overall. ONA has been and will continue to be a significant player not only in maintaining the profession of nursing, but also in our collaborative efforts to get healthcare right.

Education Director

Karen Cotter, RN, BSN

Current Position: Assistant Professor of Nursing, Oklahoma Baptist University College of Nursing, Shawnee, OK

Activities: Member of ANA, ONA. Chair Person of ONA Education Task force: development of online continuing education for members; Member of IONE Education Committee, 2008-2012. Board member: Global Women 2012- present; Good Shepherd Ministries Inc. 2014-present.

Education: Oklahoma Baptist University, Shawnee, OK , BSN, 1994 University Of Oklahoma College of Nursing, Health Sciences Center, Oklahoma City , MS in Nursing Education, 2000. University of Northern Colorado, School of Nursing, Greeley, CO, PhD Student in Nursing Education, Expected completion May 2015

Statement on views on nursing and issues facingONA: As we consider the number of aging and retiring faculty in formal nursing education programs- this creates a significant shortage of qualified personnel. Filling vacancies with qualified individuals poses a significant challenge. The educational needs of nurses extends beyond the classroom - the very nature of the health care delivery system demands that we meet the knowledge needs of the practicing nurses with programs to support them in their daily practice of providing safe, protective environments for assigned clients. As current Education director- I have been working with a task force to meet the educational needs of Oklahoma nurses with an online platform. ONA must strive to meet the needs of both groups with programs to support opportunities for learning for members across our state.

Disaster Preparedness Director

Polly Shoemake, BSN, MBA, RN

Current Position: Manager-Clinical Informatics, St. John Health System Tulsa, Ok

Activities: Current member of ONA/ANA seeking information for Region 5 activities Served as Nurse of the Day on May 6, 2014.

Education: Shoemake has an Associate Degree-Business Administration from Eastern OK State College, Wilburton, OK-1988; Associate Degree RN-Eastern OK State College, Wilburton, OK-1990 Bachelors Degree in Organizational Management- John Brown University-Springdale, MO 2001 Bachelors Degree in Nursing-Bacone College, ONA Candidates continued on page 8

ONA Candidates continued from page 6

Your NURSING license is your livelihood and must be protected!

Know Your Rights When a Complaint is Filed Against Your Nursing License

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NOC, Northern Oklahoma College, an equal opportunity employer.

Applications are being accepted by Northern Oklahoma College for a full-time nursing instructor. Med-Surg experience is essential. A minimum of an MS degree with a major in nursing or an MSN degree is required with at least 2 years of full-time clinical experience. Instructors must have a current unencumbered RN license and be computer literate. Applicants will need to submit an application form available online at www.noc.edu, a letter of application, a resume, three letters of professional recommendation, and current official transcripts to Human Resources, Northern Oklahoma College, PO Box 310, Tonkawa, OK 74653. EOE
One significant issue facing ONA is many nurses are not members. Nurses do not realize the value of being a part of ONA. I recently served as Nurse of the Day at the Capital and was made aware of the many opportunities for nurses to be active in the ONA and those are missed opportunities to be vocal and visible to our leaders. Nurses have a voice and the ONA is that voice.

Membership Assembly Representative
(listed alphabetically) 2 positions open

Kristy Baker, APRN (please refer to the information listed on page 6)

Joseph Catalano, PhD, RN
Current Position: Program Consultant & Author Catalano Consulting Services Ada, OK
Activities: ONA/ANA Member, ONA President-Elect

Nancy Eckerd, MS, RN
Current Position: Asst. Professor Oklahoma Wesleyan University - Bartlesville, OK
Activities: ONA Member. Focus on Medical Missions: Prof. Led Student Academic trips OK, TX, China, Honduras Personal Medical/Humanitarian Trips: Local missions: OK, TX, MI. Global missions: Mexico, China, Honduras, Azerbaijan, Georgia (Mid-East). Congregational Care Minister: Asbury United Methodist Church, Tulsa OK
Education: BSN: Langston University 2007 MS: University of Oklahoma 2009

Amy Estes, RN
Current Position: Staff Nurse IV, Labor & Delivery/ Women's Health, Hillcrest Medical Center, Tulsa, OK
Activities: Member ONA, ANA and AWHONN. I have not currently participated in any activities in ONA, ANA and AWHONN. I was out of work on medical leave for 16 months with a broken calcaneus that kept me from participating in many activities. I would like to start becoming more active, which is one of the main reasons for wishing to serve. With my BSN program, I am currently participating in field experiences out in the community with community and public health nursing opportunities, including volunteering at homeless shelters, food banks, pregnancy resource centers, outpatient clinics, etc. I am a volunteer with Boy Scouts of America (BSA) as adult volunteer. I have been involved with the BSA for 9 years. I have multiple positions within the individual unit.

LeAnne McWhirt, BSN, RN
Current Position: Adult Nurse Practitioner MMA@ Providence Family Practice Muskogee, OK
Activities: Member of ONA, AANP and WOCN. Formerly Health and Wellness Committee for City of Muskogee for 2 years
Education: McWhirt graduated from The George Washington University Washington, DC - August 2013 MSN-ANP

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What Leadership Means to Me

Derrick Lair Jr., RN
President, Oklahoma Nursing Student Association
Saint Francis Hospital
918-409-3118
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John Quincy Adams once said, “if your actions inspire others to dream more, learn more, do more and become more, you are a leader.” My name is Derrick Lair and I am the current president of Oklahoma Nursing Student Association. As a member of this board, I have been asked many times “what is leadership?” My opinion of leadership stems from my personal experiences in life that have made me the leader that I am today while everyday determined to improve myself as well as the people who look to me as a leader. Leadership is the art of not getting people to follow you, but to influence them in such a way that they come along for the ride, while leaving a legacy in their path. Leaders enjoy the task of leading others, and have a fierce compassion to win while also enjoying the task of serving others.

Here on the ONSA Board, we are composed of leaders who strive to see the strengths within ourselves as well as the students we are surrounded by. We have made it our mission throughout our term to not only build our organization but to empower our members through the influence of education and knowledge. We hold each other accountable and desire to see everyone grow as healthcare individuals in all walks of life. As with any organization, there are those mountains we must climb, however we realize that those mountains are only opportunities for growth.

Earlier this year, we attended the National Student Nurses Association Convention where we learned more about the profession of nursing as well as becoming a better leader for our organization. The ONSA Board attended classes of our own interest and all walked away with a sense of what leadership was, however none exactly the same. Each person’s opinion of what is leadership is just a small piece of a jigsaw puzzle, however it helps to bring together the complete picture of what we all attempt to grasp. We will continue to use these experiences to host our 11th annual ONSA convention on October 24th, 2014, with the theme of “Putting the Pieces Together” as well a leadership event titled Council of Oklahoma Leaders in the month of September. These are times for us to come together to learn from one another and become better leaders for our local, state, and national positions. Furthermore, these experiences help to prepare us for our professional organizations after graduation. I hope to continue to be humble in all the success we encounter as an organization and to never forget that our success stems not from one person, but the efforts of the entire organization.

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The woman filed a lawsuit, claiming that the placement of the PICC line damaged her right median nerve. The damage caused paralysis of her right thumb and index finger, which had to be corrected with surgery. After the surgery, the patient continued to experience pain and numbness in her right arm and partial loss of use of her right arm.

A jury awarded the plaintiff $207,000 in damages.”

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by Diane Sears, RN, MS

I just got back from vacation with my husband, celebrating the marriage of our German exchange son. These humor gems and healthcare interests are what I found to share, along the way and back again.

Leaving Tulsa, our plane was delayed three times, necessitating the need to “run for it” through the Washington airport, to make our connection to Frankfort. We were the last at the gate and due to my maturity, more than my underarms got wet. Good thing I had on black jeans. Humbling note to self for next trip: “prophylactic panty liners”.

On the plane, I found a bright idea in Hemispheresmagazine.com, June 2014, about using an in development device, called a Q-POC scanner that is able to diagnose conditions from malaria to melanoma using DNA, within 15 minutes and it then gives the MD best treatment recommendations. They described what a boon it would be for “developing countries.” I hope the U.S.A. still qualifies.

Our Okie cars are 14 years old, so we’re not used to new safety accessories. We rented a Volvo. Our GPS stubbornly believed that we were in Munich, despite repeated reprogramming. The first time we stopped at a traffic light, the engine cut off. I thought, “Oh great, is this how the entire trip is going to go?” To our relief, the car started right back up as the light turned green and the brakes released. We discovered this is a common function for diesel gas efficiency, in a country where it costs $7.84/gallon.

Where did our German kids want to eat lunch at most often, while on the road? McDonalds! Give me more schnitze! I took a riotous pic with my honey, posing in a buxom, muscled, Bavarian photo stand-in booth at a McDonalds in the Alps. “Yah, dis is how we always look in Oklahoma too!” Oktoberfest here we come.

The 30 something Germans are grateful to the U.S. for their terrific electronics and the fact that after they get home from work, they get to watch our sitcoms, “instead of Bollywood’s.” Favorite gifts were western & Route 66 shirts with the best purchase being a stick pony that clops and whinnies, when you press the ears, for a five year old. Yee Haw!

We shared and laughed throughout each day, more so than usual. Many of the reasons we get the giggles or laugh has nothing to do with funniness at all. Humans may have developed laughter, before we developed language. Think about when babies laugh. “Laughing Matter: 3 facts about the Giggles. 1. People don’t laugh alone. You’re 30 times more likely to laugh when you’re with someone than when you’re on your own. That’s because laughter is contagious. Hearing another person laugh is enough to give you the giggles, too. 2. You probably laugh at your own jokes. In conversation, the person talking is 46% more likely to laugh than the people listening. 3. But overall women laugh much more than men. Psychologist Robert Provine has found that women laugh 126% more than men.” (Poster. Source: American Psychological Association and, Laughter a Scientific Investigation’ by Robert Provine)

One night, we were bothered by a pesky mosquito, definitely not funny. ieCrowd has developed Kite Patches, placed on T-shirts, impregnated with compounds that block mosquitoes’ carbon dioxide detectors effectively making humans invisible. They are being tested now in Uganda. I want to test them in Tulsa. (Hemishpheresmagazine.com, July 2014)

At the wedding reception, I met the exchange sister of the bride, a young nurse (krankenschwester in German), Helena, from Norway. We serendipitously delighted each other from the beginning, as we immediately discovered that we were RNs, Orthopedic specialists, sang in our church choirs, altos, extroverts and even had similar tooth patterns, before I received braces. As you know, krankenschwester routinely make great catches. She snagged the bride’s bouquet, naturally.

Some German words are so long that: foreigners are frequently admitted to ERs due to knots in their tongues, after attempting to pronounce them; it’s not unusual for signs on the buildings to word wrap around corners; your exit in the round-about is missed before the GPS notification finishes.

I saw a great therapeutic idea in the Charlotte airport waiting areas on the way home, rocking chairs. Why should the post partum units have all the fun?

Back to work. A new system wide computer structure was implemented, while I was gone. I returned, relying on one month old training memories. The first time I conducted a chart review, I got stuck in an inescapable loop, with the computer insisting that I perform an admission assessment. The Help Desk cautioned me that all of my data would be deleted. “That’s great”, I said, “because this is an expired patient.” After that my learning curve improved sharply… faster than a double espresso.

Note to self: “Play & experience humor everyday, giggle and laugh, as if you were on vacation.”
Laura entered into my office, looking exhausted and at her wit’s end. She flopped into the chair in front of my desk and, with a sigh, stated, “This ESI 5-Level Triage implementation is not going smoothly! I feel like I have to do everything myself.”

She truly looked like she had seen better days! After a thoughtful pause, I said to her, “Laura, have you assessed the individual strengths of your team?”

Laura looked dumbfounded. She digested what I had said for a moment and replied, “I always thought that the clinical knowledge of my team was enough to carry them through any project and any assignment! I never looked at it that way!”

Laura’s predicament highlights the role of the leader in understanding how strengths can be maximized for success. The leader plays a crucial role in positioning employees for success, leveraging knowledge of strengths based leadership to enhance productivity, accountability, team ownership, and morale.

Strengths-based evaluations are not limited to organizations, membership associations, or businesses! Professional nurses should engage in a self-inventory and appraisal of strengths matching knowledge, skill and abilities to the tasks or role at hand. Self-appraisal better positions the nurse for engagement in committees and tasks that make a difference and show real results! Identifying and understanding your personal strengths not only contribute to your own sense of value, worth, and self-actualization, but can contribute to a more functional and productive workplace, too.

What happens when we are unaware of our own strengths? What happens when our team leaders are not engaged with strength-based leadership? When your personal strengths are not maximized, you are less likely to be engaged in your work, resulting in:

- Fewer positive, creative, and innovative moments during your work day
- Less productivity
- More negative interactions with colleagues
- Poor patient satisfaction in you as the caregiver
- Gossip about the “terrible” organization you work for
- A dread at having to go to work
- Decreased organizational performance

Self-appraisal and assessment can improve your confidence, direction, hope, and kindness towards others.

How do we define strengths? Strengths consist of two distinct, proactive components: 1) A natural talent or predisposition in a given area, and 2) An investment by the nurse toward developing and nurturing that talent. Sometimes it’s not enough to simply define our strengths. We must also reflect on the natural ways we are inclined to use them.

There are four basic strengths themes, or domains, in which individual strengths can be grouped. They are:

- Relating Themes (Working with people)
- Impacting Themes (Influencing people)
- Striving Themes (Working harder)
- Thinking Themes (Working smarter)

These themes can be further broken down into traits that impact team function and leadership. Specific traits, such as that of achiever, arranger, include, or developer can be manifested into action, maximizing this strength toward a specific task for best outcomes. Each trait can be expressed differently in the role of leader, during team engagement, and in conflict.

Understanding the expression of strength-based traits in these scenarios facilitates productivity, creativity, and innovation. The team member or leader with a solid grasp of personal strengths

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has an edge when working in a group towards a common goal through a clear focus on how strengths can complement those of others within the group.

So what happened with Laura? A few short weeks later, she came back to my office energized, positive, and feeling more connected with her team than ever. She reported that she had held a staff meeting and, as a group activity, the staff assessed their strengths and traits. Once these were identified, Laura was then able to re-assign tasks associated with the ESI Implementation that better aligned with her staff’s expressed strengths and traits.

As a result, her staff expressed appreciation for her leadership awareness, engagement, and courage to address the productivity of the team. Her staff expressed improved productivity and positivity toward the implementation and the negative gossip dwindled.

“What this exercise reflected is that no one person can accomplish everything alone,” Laura told me. “We must work together, combining our talents, knowledge, wisdom… our strengths for a spectacular outcome!”

Curious about where your own strengths lie? Search online using the keywords “Gallup StrengthFinders.”

Self-Appraisal continued from page 12

Mental Health Center of Denver is a nonprofit community mental health center, and is the nation’s leader in progressive community-based mental health. Work as part of a multidisciplinary team to provide various mental health services to a diverse population. We offer counseling, housing, education, and vocational services for adults, children and families. We build upon each consumer’s strengths and resiliency to help them toward recovery.

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The workplace can be a stressful place for nurses. And, it isn’t all related to workloads. Nurses routinely experience stress from behaviors that are perceived as hostile. Bullying.

The word bullying can be described as unwelcome behaviors displayed by one colleague toward another. Sometimes the behavior is easily recognized, such as when one nurse criticizes another in front of a patient. However, bullying also may be less obvious, such as when a nurse is excluded from unit activities. The most important step in fighting horizontal violence, or bullying, is to recognize these behaviors and not accept them as part of the daily work environment:

Workplace bullying and violence can negatively affect the delivery of health care services, can have financial and organizational effects on the employer, may affect the efficiency, accuracy, safety and outcomes of care and may hinder recruitment and retention of nurses. With support from TNA, the Texas Department of State Health Services (DSHS) established a rule requiring hospitals to: adopt, implement and enforce a written policy for identifying and addressing instances of alleged verbal or physical abuse or harassment of hospital employees or contracted personnel by other hospital employees or contracted personnel or by a health care provider who has clinical privileges at the hospital. (Chapter 133, Section 133.45).

4 Resources to Prevent Bullying

The Workplace Bullying Institute: includes information regarding bullying, current research, and full-text articles. workplacebullying.org

Bully Busters: a good source of information on what is happening at a local level concerning workplace bullying, this site represents a grassroots movement to introduce anti-bullying bills into state legislatures. bullybusters.org

Occupational Safety and Health Administration (OSHA): OSHA is located within the US Department of Labor and serves to assure the safety and health of employees by enforcing standards. osha.gov

National Institute for Occupational Safety and Health (NIOSH): provides information on research, education, and training to ensure a safe and healthy workplace. dcd.gov/niosh

What Every Nurse Can Do About Bullying

Bullying is a daily experience. What can I do?
No nurse should tolerate bullying in the workplace. Recognize the bullying behaviors for what they are, and confront the offender, making it known that the behavior will not be tolerated and will be dealt with each time it occurs. If confronting the individual does not work, then report the behaviors to the manager or director, ensuring that clear examples are provided. Also, be aware of the policies in your facility to address workplace abuse and take those steps necessary within the policy. Working with your nursing supervisor usually will address the issue if the bully is another nurse.

But what if the bully is a physician? Here are a few tips to address the physician bully:

1. Schedule a meeting with the physician and your director, in accordance with any hospital policy you have, to address the behavior and issue a no-tolerance statement about unprofessional conduct.
2. Follow the conflict resolution or grievance claim of command, policy and procedure.
3. Follow any steps for reporting contained in the bylaws.
4. If the behavior is not corrected after the two steps above, report to Human Resources jointly with your director.
5. Outline the hostile work environment that has been created by the staff or physician’s behavior.
6. Outline the steps that have been taken thus far to address it.
7. After reporting to HR, administrative staff will need to deal with the perpetration.
8. Ensure that your institution has a policy and procedure for workplace violence in compliance with the DSHS rule.
9. If not, work collaboratively with your director and HR to draft one.

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St. Gregory’s University is an affirmative action, equal opportunity institution.

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**Explore Health Career Options at MNTC**

- **Dental Assisting**
  - Learn to take impressions for study models, perform sterilization duties, and instruct patients on postoperative care. Learn about preparing instrument trays and anesthesia, exposing, processing, and mounting dental radiographs.
- **Medical Assisting**
  - Prepare to enter the medical field as a Medical Assistant, and gain hands-on experience in administrative and clinical skills. Perform an internship in a medical office setting.
- **Sonography**
  - Prepare for the American Registry Diagnostic Medical Sonography Exam and enter the workforce as a Diagnostic Medical Sonographer.
- **Surgical Technology**
  - Learn to work closely with the surgeon, anesthesiologist, and registered nurse delivering direct patient care. Become an integral member of the surgical team, responsible for preparation of sterile supplies.

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**FOR MORE INFORMATION**

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