

Vermont Nurse Connection



Quarterly Circulation 18,000 to all Registered Nurses, LPNs, LNAs, and Student Nurses in Vermont

Volume 17 • Number 4

Vermont State Nurses Association Official Publication

October, November, December 2014

Inside...



ANA Lobby Day & Membership Assembly
Page 6



Page 9

Index

VSNA Bids a Sad Farewell to Frank Allen	2
Nurses Building Healthy Team Relationships . . .	3
Continuing Education Opportunities	3
Student News	5
ANA Lobby Day & Membership Assembly	6
ANA/VSNA News	7
News from the VSNA Director of Membership and Special Events	8
Membership Application	8
Welcome VSNA New Members	9
Specialty Organizations	9-10
General News	11

President's Message

Update from the Membership Assembly

Carol Hodges, MSN, RN-BC



It may be evident from this picture that I do not know how to play the viola but it was evident that in only a few minutes we as a group were able to create music! It was an amazing start to the work that we needed to accomplish in a very short time. This icebreaker exercise also enforced how the restructuring of the ANA has been able to accomplish much through small group work.

During the two-day event, the theme of "Nurses Leading the Way," was clearly observed as nurses around the country participated in dialogue forums. Through open dialogue within the forums, strategies were developed on three key topics:

Nurses' full practice authority (Proposed by South Carolina Nurses Association)

Representatives voted to recommend that ANA support interprofessional education, practice and research to promote the full scope of RN practice; encourage nursing research to compare full practice authority states, transition to APRN practice states, and restricted APRN

states; educate the public, policy makers and other health professionals about emerging roles and overlapping responsibilities; and support eliminating practice agreements between APRNs and physicians.

Access to palliative care (Proposed by Ohio Nurses Association)

This forum started out by hearing some startling statistics from a national survey of Americans. Sixty-five percent of responders reported having loved ones who died in pain, half of older American's visited an ED in the last month of life, and 70 percent of the public worries about end-of-life issues.

Assembly representatives then voted on recommendations for the ANA to promote and support payment models to improve access to palliative and hospice care, including nursing care provided by both RNs and APRNs; advocate for comprehensive integration of palliative and hospice care education at all levels of nursing educational programs and professional development programs; and support developing and expanding models of nursing care that include advanced care planning for early identification and support of patients' preferences for palliative and hospice services.

High-performing interprofessional teams

This forum began with a presentation on the history of team-based care. Representatives offered ways in which ANA can support nurses to further engage and assume roles to advance high-performing interprofessional teams across care settings. Assembly representatives voted to recommend that the ANA consider educating nurses about the application and impact of evolving patient-centered, team-based care models on patient outcomes, and identify metrics that evaluate the impact of high-performing, interdisciplinary health care teams on patient outcomes.

It certainly was an energizing meeting and a great way to see and feel nurses leading the way!

SAVE THE DATE



2014 VSNA Fall Convention
Thursday October 16, 2014

The Essex-Vermont's Culinary Resort & Spa
70 Essex Way, Essex, Vermont 05452

Full Brochure and Registration
available on the VSNA website

current resident or

Presort Standard
US Postage
PAID
Permit #14
Princeton, MN
55371

If you wish to submit a "Letter to the Editor," please address it to:

Vermont State Nurses Association
 Attn: Vermont Nurse Connection
 100 Dorset Street, #13
 South Burlington, VT 05403

Please remember to include contact information, as letter authors may need to be contacted by the editors of the VNC for clarification. NOTE: Letters to the Editor reflect the opinions of the letter authors and should not be assumed to reflect the opinions of the Vermont State Nurses Association.

Jean Graham, Editor

Deadlines for the Vermont Nurse Connection

Are you interested in contributing an article to an upcoming issue of the *Vermont Nurse Connection*? If so, here is a list of submission deadlines for the next 2 issues:

Vol. 18 #1—October 20, 2014
Vol. 18 #2—January 18, 2015

Articles may be sent to the editors of the *Vermont Nurse Connection* at:

Vermont State Nurses Association
Attention: VNC
100 Dorset Street, Suite 13
South Burlington, VT 05403-6241

Articles may also be submitted electronically to vt nurse@vsna-inc.org.

Voices of Vermont Nurses

premiered at VSNA Convention 2000 and is available from the VSNA Office at:
 Vermont State Nurses Association
 100 Dorset Street, #13
 South Burlington, Vermont 05403

Price: \$20 each book
(plus \$3.95 for postage and handling)

Make check or money order payable to:
 VERMONT STATE NURSES FOUNDATION

Name: _____

Address: _____

City: _____

State: _____ Zip: _____

VSNA Bids a Sad Farewell to Frank Allen

Jan Oliver

I was saddened to read Frank Allen's obituary in our local paper. When I saw Pat at the VSNA Centennial Celebration, I noted that Frank wasn't there. She told me that his illness prevented him from attending. His presence was missed. He attended more VSNA functions than many members. I was glad to see that his obituary acknowledged his support of nursing. "He was well-known and respected by the Vermont nursing community for his support of his wife's professional activities and his own strong support for the role of women in society and business". He did this in word and deed. The Pat and Frank Allen Nurse Scholarship represents this. I was honored to know Frank. Thank You, Frank, for all you did for nursing and your support of Pat. Nurses in our state have much to thank you for.

The VSNA wants you to take advantage of some of the networking and informational resources available on the Internet.

Current information about activities of the VSNA can be found by visiting the **VSNA Website** at: <http://my.memberclicks.com/vsna> or <http://www.vsna-inc.org>

Requests for additions or changes to the VSNA website should be communicated before the 1st of each month to the site's webmaster at vt nurse@vsna-inc.org.

Also, as a VSNA member you are welcome to join the **VSNA listserv**. To become a listserv participant, send an e-mail message to the VSNA office at vt nurse@vsna-inc.org. In your message, please indicate that you wish to be part of the listserv and include your name, e-mail address, and your VSNA member number.

Hope to see you on the web!



www.vsna-inc.org

Published by:
Arthur L. Davis
Publishing Agency, Inc.



www.thegaryhome.com

Vermont Nurse Connection

Official publication of the Vermont State Nurses Association, a constituent member of the American Nurses Association. Published quarterly every January, April, July and October. Library subscription price is \$20 per year. ISSN# 1529-4609.

Editorial Offices

Vermont State Nurses Association, 100 Dorset Street, #13, South Burlington, VT 05403, PH: (802) 651-8886, E-mail: vt nurse@vsna-inc.org

Editor: Jean E. Graham

Advertising

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. VSNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Vermont State Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. VSNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of VSNA or those of the national or local associations.

Content

Vermont State Nurses Association welcomes unsolicited manuscripts and suggestions for articles. Manuscripts can be up to:

- 750 words for a press release
- 1500 words for a feature article

Manuscripts should be typed double-spaced and spell-checked with only one space after a period and can be submitted:

- 1) As paper hard copy
- 2) As a Word Perfect or MS Word document file saved to a 3 1/2" disk or to CD-Rom or zip disk
- 3) Or e-mailed as a Word Perfect or MS Word document file to vt nurse@vsna-inc.org.

No faxes will be accepted. Authors' names should be placed after title with credentials and affiliation. Please send a photograph of yourself if you are submitting a feature article.

All articles submitted to and/or published in *Vermont Nurse Connection* become the sole property of VSNA and may not be reprinted without permission.

All accepted manuscripts may undergo editorial revision to conform to the standards of the newsletter or to improve clarity.

The *Vermont Nurse Connection* is not a peer review publication. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of VSNA or those of the national or local association.

Copyright Policy Criteria for Articles

The policy of the VSNA Editorial Board is to retain copyright privileges and control of articles published in the *Vermont Nurse Connection* unless the articles have been previously published or the author retains copyright.

VSNA Officers and Board of Directors

President Carol Hodges
Vice President Mary Anne Douglas
Secretary Caroline Tassey
Treasurer Barbara Liberty
Director Irene Bonin
VSN Foundation President Julie Jones

Staff

Executive Director Christine Ryan
Director of Membership & Special Projects Cara Toolin
Lobbyist Christine Ryan
Bookkeeper Martha Stewart

Committee Chairpersons

Bylaws Vacant
Government Affairs Christine Ryan
Membership & Publicity Ann Laramee
Nominations & Elections Vacant
Nursing Practice Vacant
Program Lead Nurse Planner Elaine Owen
Continuing Education Approver Unit
Nurse Peer Review Leader Carol Hodges
Psychiatric Special Interest Group Maureen McGuire
Congressional Coordinator Christine Ryan
Senate Coordinator for Saunders Christine Ryan
Senate Coordinator for Leahy Christine Ryan
ANA Membership Assembly Representatives Carol Hodges
 Caroline Tassey
Alternate Representatives Lynne Dapice

VNC Editor

Jean Graham



Seeking RNs & LPNs
 Please apply by e-mail to:
kathryn.larose@reveraliving.com
 Call 802-748-8757
 or apply in person:
 1248 Hospital Dr.,
 Saint Johnsbury, VT 05819

Visit www.reverastjohnsbury.com



Westview Meadows
AT MONTPELIER

Are you looking for a great place to work?

If you would like to join our team and work in a fun environment, please call 802-223-1068 or fax your resume to 802-223-3233.



The Gary Home

www.westviewmeadows.com

www.thegaryhome.com

Nurses Building Healthy Team Relationships

Priscilla Smith-Trudeau

Relationships are all there is. Everything in the universe only exists because it is in relationship to everything else. Nothing exists in isolation. We have to stop pretending we are individuals that can go it alone.

~ Margaret J. Wheatley¹

We all live amidst the wonder and potential of teams and teamwork. Nearly every significant accomplishment by human systems today comes from the cooperation, positive energy and learning that result from a real team effort. Everywhere we turn, teamwork is a primary vehicle through which we advance our lives and careers.² Whether you have been a nurse for one



Priscilla Smith-Trudeau

year or forty years you probably know what makes a nursing team successful as well as a number of reasons that some nursing teams fail to achieve success. There are many pitfalls that teams face as they seek to “row together,” such as absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to results.³ Barbara Montgomery Dossey writes about how nurses do not consistently listen to the pain and suffering that nurses experience within the profession, nor do we consistently listen to the pain and suffering of the patient and family members or our colleagues. Self-care is a low priority; time is not given or valued within practice settings to address basic self-care such as short breaks for personal needs and meals, which is made worse by short staffing and overtime. Professional burnout is extremely high, and many nurses are very discouraged. Nurse retention is at a crisis level throughout the world. As nurses develop an integral process and worldview and daily integral life practices, they will more consistently be healthy and model health and understand the complexities within healing. This will then enhance nurses’ capacities for empowerment, leadership and being change agents in a healthy world.⁴

Why do nurses need healthy team relationships? As human beings we are naturally social creatures—we crave friendship and positive interactions, just as we do food and water. So it makes sense that the better our relationships are at work, the happier and more productive we’re going to be. Good working relationships give us several other benefits: our work is more enjoyable and people are more likely to go along with changes that need to be implemented; we are more innovative and creative; we are free to focus on opportunities instead of problems.⁵

The essence of teamwork is that it is not a sum of the parts, but how those parts perceive their contributions toward the goal, work together, and exhibit fidelity to one another. When clinical nurses and nurse managers dedicate themselves to collaborative relationships, the harmony that ensues is palpable. Nurses can then excel at their work, and they can deliver on the ultimate and most important goal of high value patient care.⁶

Six Steps to Building Healthy Team Relationships

Step 1: Hire the Right People

Hiring the right people is more important than ever. Whether it is a nurse leader or a team looking to hire they need to look for nurses with a deep, clearly understood sense of purpose or mission for their practice. Secondly, hire nurses who actually want to “work hard.” A person who is unaccustomed to hard work is not going to suddenly transform under supervision. Candidates should be ambitious and able to demonstrate why they want this particular job. Does this person have experience as part of a successful team? Are their skills and strengths attributes needed to make the team successful? Do they have a history of and can they describe how they have developed good team relationships? Do they know how to cooperate, keep lines of communication open, and share responsibilities and results?

Step 2: Co-create Vision, Mission and Core Values

Vision is the deepest expression of what a team wants as their desired future and an expression of optimism. Thus a team’s vision should embody the collective values and aspirations of its individuals. Vision inspires us to reach for possibilities and to make them realities. It brings out the best in ourselves and in our teams and helps us all rise above our fears and preoccupations with what can go wrong and focus on what can go right. The co-created mission is the “reason for being.” It captures the essence of who the team is, what it does and for whom. It guides each day’s activities and decisions. The co-created values are the principles and ideals that bind the team together and frame an ethical context. Therefore, the most important work a team can do is to engage one another in exploring why they have come together. How do the vision, mission and values connect with the organization? Does it connect to individual hopes and desires? Is the purpose big enough to welcome the contributions of everyone?

Step 3: Increase Awareness and Understanding of Differences.

Nurses often have much in common, from shared goals, tasks, and team experiences to the basic needs and life problems that all human beings encounter. Misunderstood differences can be a source of conflict and interpersonal bitterness that can erode team relationships. On the other hand, when cultural differences are understood, there is less chance for behavior to be misinterpreted. For example there are differences between nurses with regards to education, years of experience, the ways in which nurses find meaning in their work, differing life stories and the influence of these events and understandings all effect team functioning. These differences form “the filter” through which each individual team member sees and interacts with the group. These differences make for rich variety, but it is for each team to work with those differences to form the most effective, productive combination of elements for better relationships.

Step 4: Structure Opportunities for Sharing.

Relationships that bind nurses into a cohesive group and that tie each individual to the whole are built when people have shared vulnerabilities and have been accepted by one another. Because of the demands and hectic pace of most healthcare organizations, sharing and confiding does not necessarily happen naturally. Nurses need both a chunk of time carved out for that purpose and processes that stimulate self-disclosure. While

Healthy Relationships continued on page 4

RNs

All Inpatient Units

(All Shifts - 24, 32, & 40 hours available)

We’re the region’s leading psychiatric and addictions treatment hospital—conveniently located in nearby southern Vermont.

Where nurses make a difference—day, evening and night

Generous Shift Differentials
Excellent Salary & Benefits
Supportive Clinical Environment

Psychiatric experience preferred but will train nurses with other backgrounds.

“Help change lives in a place that could change yours.”



Brattleboro Retreat
MENTAL HEALTH AND ADDICTION CARE

EOE/M/F

To apply, go to: www.brattlebororetreat.org/careers

Continuing Education Opportunities

Upcoming Educational Opportunities (Non-VSNA)

UVM College of Medicine

The following educational events are sponsored by the University of Vermont. For more information contact:

Continuing Medical Education
 128 Lakeside Avenue, Suite 100
 Burlington, VT 05401
 (802) 656-2292
<http://cme.uvm.edu>

28th Annual Imaging Seminar

Date: September 19-21, 2014
Location: The Essex
 Essex, VT

17th Annual Breast Cancer Conference

Date: October 10, 2014
Location: Sheraton Hotel & Conference Center
 South Burlington, VT

Advanced Dermatology Conference

Date: October 16-19, 2014
Location: Hilton Hotel & Conference Center
 Burlington, VT

Critical Care Conference

Date: October 16-18, 2014
Location: Stoweflake Hotel & Spa
 Stowe, VT

Bridging the Divide: Pharmacy/Primary Care

Date: November 6, 2014
Location: The Essex
 Essex, VT

Be a Health IT Leader



As a nurse, you know that health IT improves patient care. Now we’ve made it easier to get the rest of your practice on board. VITL is offering onsite assistance for EHR implementation and meaningful use achievement. Learn more by visiting www.vitl.net or calling **802-223-4100**.



VERMONT INFORMATION TECHNOLOGY LEADERS



Seeking experienced and newly graduated RNs, LPNs, and LNAs to join our dedicated team of professionals to provide quality care.



Please send your resume to dbessettegmnh@hotmail.com or apply in person.

475 Ethan Allen Avenue
 Colchester, VT 05446
 802-655-1025

Student News



Marilyn Rinker Leadership Scholarship Application

Application – 2015 deadline: March 25, 2015

Name: _____
 Address: _____
 Telephone #: _____ Email Address: _____
 Vt RN Lic # _____ VONL member since _____
 School of Nursing: _____
 Currently in which year? 1 2 3 4 year of graduation (if applicable) _____
 Graduate school _____ 1st yr _____ 2nd year _____
 expected date of graduation _____
 If employed in nursing, current employer _____
 Currently receiving Financial Aid, Grants, Scholarships? Yes _____ No _____
 If yes please list the sources _____

Please attach to this form:

1. Résumé
2. Most recent transcript of grades demonstrating a cumulative average of 3.0 (B)
3. A brief essay (500 words or less) describing nursing leadership experience and aspirations, community service experience, commitment to serve in Vermont, and financial need
4. At least two (2) letters of recommendation (at least one academic and one work related)
5. Evidence of acceptance in an accredited program leading to an advanced degree in nursing if not yet matriculated.

I understand that if I receive an Advanced Degree Nurse Leaders Scholarship, I commit to practice nursing in Vermont for a minimum period of two years following graduation.

Student signature: _____ Date: _____

Return application (with attached materials) before March 25, 2015 to:

Martha Buck, VAHHS/VONL
 148 Main Street, Montpelier, VT 05602
 (802)223-3461/ext. 111 Martha@vahhs.org

Vermont Organization of Nurse Leaders

Marilyn Rinker Leadership Scholarship for Nurses in an Advanced Degree Program Announcement

Objective

To promote graduate level nursing education in Vermont in support of nursing leadership talent to meet the health care needs of our state.

Purpose

- To provide scholarship support in the amount of \$2500 per year for a qualified individual to participate in an approved course of study leading to an advanced degree.

Qualifications of applicants

- Possession of Vermont RN license in good standing
- A member of VONL
- Demonstrated commitment to nursing leadership (Vermont preferred) as evidenced by participation in professional seminars, organizations, work accomplishments, project, recommendations of peers
- Currently enrolled or accepted in an accredited program that will lead to an advanced degree in nursing
- Willingness to commit to completing the program as indicated by realistic timeframe
- Individuals agree to practice in Vermont for at least two (2) years
- GPA of 3 or B
- Two supportive professional recommendations

Special Considerations

- Individuals who have sought funding through employment or other resources, where available
- Individuals with demonstrated financial need
- Individuals currently working in the field of nursing education

Application Process

1. Applicants must first be accepted into an accredited program that will lead to an advanced degree in nursing
2. Eligibility criteria include: proof of academic excellence/promise, pledge to practice in Vermont following graduation, short essay, two (2) positive professional recommendations
3. Vermont Organization of Nurse Leaders will select a candidate based on the following criteria, in order of importance: academic excellence; commitment to Vermont; leadership/community service; financial need

The Award will be announced at the Nursing Summit, Spring 2015. Winner will be notified in advance.

For more information, visit our website: www.vonl.org

The Arthur L. Davis Publishing Agency, Inc. 2014 Scholarship Vermont State Nurses Foundation, Inc.

100 Dorset Street, Suite # 13
 South Burlington, VT 05403
 (802) 651-8886

Applications for the \$1,000 scholarship are open to Vermont State Nurses Association (VSNA) members who are currently enrolled in an undergraduate or graduate nursing program and who are active in a professional nursing organization.

Submit your application by August 1, 2015 by filling out the online form: <http://bit.ly/19VtINK>

Application for the 2014 Pat & Frank Allen Scholarship

Vermont State Nurses Foundation, Inc.
 100 Dorset Street, Suite # 13
 South Burlington, VT 05403
 (802) 651-8886

The Pat & Frank Allen Scholarship is a \$1500.00 award given to a registered nurse who is a matriculated student in an accredited nursing program.

Applications must be submitted by August 1, 2015. You do not have to be a member of VSNA but priority will be given to VSNA members, please go online to fill out the form: <http://bit.ly/19VtINK>

Application for the 2014 Judy Cohen Scholarship

Vermont State Nurses Foundation, Inc.
 100 Dorset Street, Suite # 13
 South Burlington, VT 05403
 (802) 651-8886

The Judy Cohen Scholarship is a \$2,000 award given to a registered nurse who is in a baccalaureate or higher degree accredited nursing program.

Applications must be submitted by August 1, 2015. You do not have to be a member of VSNA but priority will be given to VSNA members.

To apply for the scholarship, please fill out this form: <http://bit.ly/19VtINK>

ANA Lobby Day & Member Assembly

ANA Lobby Day

**Christine Ryan, VSNA Executive Director
June 24, 2014**

- Over 160 nurses in Washington, DC advocated on Capitol Hill for issues like Safe Staffing, Safe Patient Handling & Mobility, Home Health, Durable Medical Equipment among other legislative issues
- Nearly 255 Congressional meetings with lawmakers and their staff took place
- 400 nurses participated virtually
- 900 letters were sent to Congress and tons of Twitter and Facebook messages connected nurses across the country with legislators

As reported by the American Nurses Association, "More than 200 registered nurses met with congressional representatives June 12 to advocate for safer nurse staffing, expansion of safe patient handling and mobility programs, and removal of restrictions that prevent certain nurses from certifying patients for a home health benefit and ordering durable medical equipment.

Six RNs from ANA-New York briefed Senator Chuck Schumer (D-NY). As the co-sponsor of The Home Health

Care Planning Improvement Act (H.R. 2504/S.1332), Schumer said he would be "pushing the home health bill pretty hard" and looking for an opportunity to offer it as an amendment to another health care bill with a good chance to advance. That bill would allow nurse practitioners, clinical nurse specialists, certified nurse midwives and physician assistants to certify home health services for Medicare patients. Current law requires a physician to sign home care plans, which can cause delays in care and lead to hospital readmissions.

Seven members of the Oregon Nurses Association urged a staff aide to Senator Jeff Merkley (D-OR) to support the same issues, noting that in many rural areas of Oregon, there are no physicians and APRNs serve as primary care providers. They also commended Merkley for sponsoring the RN Safe Staffing Act of 2013 (H.R. 1821) and supporting the Nurse and Health Care Worker Protection Act of 2013 (H.R. 2480), which would require health care facilities to implement safe patient handling and mobility programs.

In association with Lobby Day, ANA also honored U.S. Senators Susan Collins (R-ME) and Barbara Mikulski (D-MD) for their advocacy and work on behalf of issues important to nurse and the health care system."

Basic Thoughts on Lobby Day

**Caroline Tasse MSN ARNP
Child, Adolescent and Adult Psychiatry
Developmental and Behavioral Mental Health**

Personally, I felt Lobby Day was the most important aspect of the Membership Assembly. As a small state, we representatives were able to meet with all our legislators' staffs. Everyone was responsive to hearing about our thoughts on the bills we were promoting. The ability to provide personal stories/scenarios was most effective. It was also useful, I felt, to have someone commenting from both the inpatient and the outpatient (independent practice) side. Another key to interacting with the legislators is knowing some of their interests. For example, Leahy's staff pointed out he is not really on committees dealing with health care bills. However, I was able to congratulate him on getting the first Native American woman appointed to the federal bench. This suggests we're aware of what's going on politically, not just issues that relate to us in nursing, and that we are paying attention back here in Vermont.



2014 ANA Lobby Day Breakfast



Lobby Day photo with staffer



Meeting with Leahy Staff



Capitol



Dorothea Dix



Opening ceremony for MA



VSNA members - Caroline Tasse, Christine Ryan, & Carol Hodges receiving a plaque acknowledging VSNA's 100 years from ANA leaders, Karen Daley & Pam Cipriano



Vermont table at MA 2014



Learning to play the viola

ANA/VSNA News

ANA's New President Takes the Helm, Lays out Priorities



VSNA welcomes new ANA President Pamela Cipriano, PhD, RN, NEA-BC, FAAN! Cipriano was elected at the ANA Membership Assembly on June 14 to a two-year term. Here is a little more about President Cipriano and her hopes for the future of ANA and the profession.

Getting to Know ANA's New President

Prior to becoming ANA president, Cipriano served as senior director for health care management consulting at Galloway Advisory by iVantage. She also has held faculty and health system leadership positions at the University of Virginia (UVA) since 2000.

Cipriano is known nationally as a strong advocate for health care quality, and serves on a number of boards and committees for high-profile organizations, including the National Quality Forum and the Joint Commission. She was the 2010-11 Distinguished Nurse Scholar-in-Residence at the Institute of Medicine.

A longtime ANA member, Cipriano has served two terms on the ANA Board of Directors and was the recipient of the association's 2008 Distinguished Membership Award. She acted as the inaugural editor-in-chief of *American Nurse Today*, ANA's official journal, from 2006-14, and is currently a member of the Virginia Nurses Association.

Vision for the Future of ANA

In a recent conversation with *The American Nurse*, Cipriano shared her vision for ANA by outlining three priorities for her presidency.

First, she will focus on ANA's "core strengths," which include: political advocacy, efforts around safe staffing and healthy work environments, and fighting for nurses' rights to control their profession and practice to the full extent of their education and licensure.

Second, Dr. Cipriano will lead membership growth and retention. "I strongly believe in the old saying, 'There's strength in numbers,'" she said.

The third priority for her first term includes positioning nurses to exert greater influence in the transformation of health care. "It's very important for ANA to make sure nurses are in prime positions and key decision-making groups so our voice is there at every turn," she said.

Finally, what does President Cipriano want members around the country to keep in mind? Optimism. "We are making a number of strides," she said. "We're going to need all of our members...if we want to truly achieve a new direction in health care."

To read more about President Cipriano, please visit: www.theamericannurse.org/index.php/2014/06/30/meet-anas-new-president/



Announcements from VSNA

The VSNA is pleased to announce that two of the association's members have recently joined the collaborative efforts of the ANA and the VSNA. June Benoit, APRN, FNP and Marcia Bosek, DNSc, RN will be sharing their expertise with our nation of nurses.

June Benoit, APRN, FNP will be joining the ANA Monthly Health, Safety, & Wellness Conference Calls/Webinars.

Marcia Bosek, DNSc, RN has been appointed as a member of the ANA Ethics and Human Rights Advisory Board for a 4 1/2 year term.

Congratulations to both and the VSNA applauds their commitment to the nursing profession. Our nursing association is truly enhanced by June and Marcia's and time and energy.

RN to BSN Online Program	MSN Online Program
<ul style="list-style-type: none"> No Campus Visits Liberal Transfer Credits 	<ul style="list-style-type: none"> Classes That Fit Your Schedule Competitive Tuition
BSN-LINC: 1-877-656-1483 or bsn-linc.wisconsin.edu MSN-LINC: 1-888-674-8942 or uwgb.edu/nursing/msn	

Greensboro Nursing Home
"A Living Center"

We are accepting applications on a continual basis for **RNs, LPNs and LNAs** various shifts for our 30-bed not-for-profit facility. Great salary, benefits and a caring, devoted staff.

Please send resume to Deb Coderre, RN, DON
47 Maggie's Pond Rd, Greensboro, VT 05841
802-533-7051
dcoderre@gnhvt.org, Fax: 802-533-7054

School Nurse Substitutes
No evenings! No weekends!

Are you a Registered Nurse looking for some extra income?
Are you looking for a job that allows you to only accept work assignments that fit into your busy schedule?

The Chittenden Central Supervisory Union, serving the Essex Junction School District, Essex Community Educational Center, and Westford School District, is looking for on-call substitute school nurses to work "as needed" during the school day. Positions pay \$231.52 per day.

Must hold a valid license as a Professional Registered Nurse (RN) in the state of Vermont and have a minimum of one full year of clinical experience as a Professional Registered Nurse (RN).

www.schoolspring.com • Job ID 33279

Home Health and Hospice Is Making A Difference

Home health's unique contribution to patient care and demonstrated ability to improve outcomes have created new opportunities for an exciting career in nursing.

Home health nurses experience:

- One-to-one patient care
- Advanced acute care needs in the home
- Point-of-care technology
- Flexible schedules
- Working in or near your community
- Support and collaboration with an interdisciplinary team

Visit www.vnavt.org for career information.

137 Elm Street | Montpelier, VT
802-229-0579 | www.vnavt.org

Ladies First

Visit our new Ladies First website:
www.ladiesfirstvt.org

Ladies First is a VT Department of Health program that provides free heart health, breast and cervical cancer screening for low income uninsured and underinsured women.

For the first time, we now offer free access to Weight Watchers and Curves services for qualifying members who have had a complete heart health, breast, and cervical cancer screen.

Please call our program director at 802-651-1612 to receive more information or schedule a training for your clinic.

Unit Nurse Manager

This position is responsible for managing all aspects of the delivery of nursing services on the Post Acute unit by appropriately using clinical and administrative knowledge, authority, responsibility and accountability. The candidate will assume 24-hour responsibility and accountability for resident care on the unit. The candidate will ensure complete and prompt reporting of incidents with follow-up as necessary to Administrator and Director of Nursing. He or she will also participate in the development and implementation of new policies and procedures based on identified needs.

Job Requirements:
Five or more years of nursing experience, two of which in long term care preferred. One year of supervisory experience required. Knowledge of and interest in geriatrics preferred. BS in Nursing or related field. VT licensure required. Skills and ability to promote person-directed care necessary. Energetic, outstanding customer service skills and communication skills required.

Porter Medical Center offers competitive pay, a comprehensive benefits package, and a generous 403(b) plan. We also offer paid vacation, tuition reimbursement, and the opportunity to work with dedicated professional in a dynamic organization.

Please send your resume to apply@portermedical.org.

Personal & Financial Health

How to Thrive, Not Just Survive & Treat Yourself Well in the Meantime

Evy Smith, LCMHC

Employee & Family Assistance Counselor at Fletcher Allen Health Care

It is a well-accepted fact that so much of our health is truly in our own hands. Principles and practice of self-responsibility are part of the modern day health strategies, whether you choose from alternative or conventional approaches. Health is a whole person endeavor.

It is our own responsibility to thrive in all that we do; this is part of our human ability.

It goes without saying that choosing healthy lifestyle patterns improves our overall energy. People all across the globe want greater health and happiness. In order to pursue these qualities of life, it is imperative that we apply the principle of BALANCE to these basic needs that are universal in all of us. As humans, we are designed with five essential needs which were first identified by Abraham Maslow in 1943 and which remain true today. These are:

- Self-Preservation (Food/Shelter),
- Safety ((Security & Freedom from Fear)
- Belonging (Family/Friends)
- Self-Esteem (Recognition/Respect/Belonging)
- Self-Actualization (Creative Talent/Meaning).

All people everywhere deserve to live their lives with respect to these essentials, yielding well-being for the whole person which can have a ‘contagious’ affect upon others, i.e. family, and workplace domains. One principle that we could benefit from dwelling upon is that “It takes energy to make energy!” Here are some tips as to how we can work with this idea quite simply.

- **BOOST** your MOOD with **FOOD**: High levels of Omega-3 regulate symptoms of depression. It seems logical that eating local, colorful and unprocessed foods provides life-giving enzymes for your whole body, brain, psyche and being.
- **ENHANCE** your ENERGY by **EXERCISING**: Research shows that 20 minutes of Exercise per day improves your energy and reduces stress & tension. It has been suggested that if you exercise today you will feel gorgeous tomorrow.
- **LIFT** your SOCIAL Interests: Involve yourself in random acts of kindness to your family, friends, colleagues and community.
- **MEET** your FINANCIAL needs: Manage your finances by practicing good stewardship of your time, energy & money.
- **ADVANCE** your CAREER: Choose to do the work you love; focus on what you bring to more than what you receive from your work...and then see what kinds of changes happen in your life!

News from the VSNA Director of Membership and Special Events

Cara Toolin

I come to the VSNA as the new Director of Membership and Special Events with a lifetime of respect and admiration for nursing. My mother has been a nurse at Fletcher Allen Health Care (FAHC) for over 25 years; two aunts are nurses in Massachusetts at Brigham and Women’s and Newton-Wellesley hospitals. My younger sister is heading into her third year of nursing school at St. Joseph’s College in Maine. The passionate, hard-working nurses in my life often speak to why they are in this profession: patient connections, advocating for those who cannot advocate for themselves, innovations in the health care system, and educating new RNs. They also speak to the challenges nurses face daily such as under-staffing, conflicts of interest between families, physicians, co-workers, practice ethics, balancing work and continued education. The profession of nursing, no-matter how crucial and long withstanding is often over-looked. Nurses have had to advocate for themselves, that is why the VSNA and ANA are crucial to the practice. Nurses are promoters for their profession, for their health and patient wellbeing on the legislative level. The more voices, the greater our strength as an association.

With that said, we want to hear from you- your successes, your healthcare-volunteer work, papers from your continued education. We hope to post contributions from you in the upcoming Vermont Nurse Connection Newsletters and also on our updated website, Facebook page and Twitter.

An annual payment of \$150 will provide you with a joint membership to the VSNA and ANA. Membership provides tools to further your education, be present at conventions, have a direct influence in health care legislation, and network with colleagues on the state and national level. For details on what benefits are offered and to join visit the ANA website <http://www.nursingworld.org> and VSNA website <http://www.vсна-inc.org>. I look forward to working with members and nonmembers alike to support the future of Vermont Nurses.

Vermont State Nurses’ Foundation –Honor a Nurse Campaign

Nursing continues to be the most trusted profession as indicated in annual surveys. This attests to the collective contributions nurses make as they care for patients, families and communities. Efforts of individual nurses however deserve special recognition by colleagues, employers, patients, families and friends. There are many reasons to Honor a Nurse such as: to thank a mentor, to acknowledge excellent care given by a nurse to patient, to celebrate a milestone such as a birthday or retirement, or to recognize a promotion. Just think for a moment, you will know a nurse to honor. Celebration: The honored nurses and the persons nominating them will be recognized at the Vermont State Nurses’ Association Convention in 2015. The honored nurses each will receive a certificate identifying the person recognizing her/him as well as the reason for the honor. Submit nominations by: September 1, 2015. All contributions are tax deductible to the full extent allowed by law. VSNF is a 501(c)3 organization. Nominations this year is online.

Please go here to nominate someone: <http://goo.gl/Z054f>.

IS YOUR NURSING ORGANIZATION PLANNING AN EDUCATION PROGRAM?

CONSIDER APPLYING FOR CONTACT HOUR APPROVAL

**FOR MORE INFORMATION
CALL THE VSNA OFFICE @
(802) 651-8886**

Vermont State Nurses Association, Inc. is accredited as an approver of continuing education in nursing by the American Nurses’ Credentialing Center’s Commission on Accreditation.

Membership Application

ANA/VSNA Membership Application



For assistance with your membership application, contact ANA’s Membership Billing Department at (800) 923-7709 or e-mail us at memberinfo@ana.org

Essential Information

First Name/MI/Last Name	Date of Birth	Gender: Male/Female
Mailing Address Line 1	Credentials	
Mailing Address Line 2	Phone Number	Circle preference: Home/Work
City/State/Zip	Email address	
County		

Professional Information

Employer	Current Employment Status: (ie: full-time nurse)	
Type of Work Setting: (ie: hospital)	Current Position Title: (ie: staff nurse)	
Practice Area: (ie: pediatrics)	RN License #	State

Ways to Pay

Monthly Payment - \$13

Checking Account *Attach check for first month’s payment.*

Credit Card

Annual Payment - \$150

Check *If paying by credit card, would you like us to auto bill you annually? Yes*

Credit Card

Membership Dues

Monthly = \$13 **OR** Annually = \$150

Dues: _____ \$

ANA-PAC Contribution (optional) _____ \$

American Nurses Foundation Contribution (optional) _____ \$

Total Dues and Contributions _____ \$

Authorization Signatures

Monthly Electronic Deduction | Payment Authorization Signature*

Automatic Annual Credit Card | Payment Authorization Signature*

Credit Card Information

Visa Mastercard

Credit Card Number _____ Expiration Date (MM/YY) _____

Authorization Signature _____

*By signing the Monthly Electronic Payment Deduction Authorization, or the Automatic Annual Credit Card Payment Authorization, you are authorizing ANA to charge the amount by giving the above signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts. ANA & State and ANA-Only members must have been a member for six consecutive months or pay the full annual dues to be eligible for the ANCC certification discounts.

Please Note — American Nurses Association (ANA) membership dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, the percentage of dues used for lobbying by the ANA is not deductible as a business expense and changes each year. Please check with ANA for the correct amount.

Fax

Completed application with credit card payment to (301) 628-5355

Web

Join instantly online. Visit us at www.joinana.org

Mail

ANA Customer & Member Billing
PO Box 504345
St. Louis, MO 63150-4345

Welcome VSNA New Members!

Melissa Adams
Heather Bella
Jessica Bird
Sharon Brahmstedt
Janet Carroll
Genevieve Cipolla
Jean Chick
Kathleen Craig
Jane Eaton
Sarah Farnsworth
John Green
Bonnie Hanley
Linda Havey
Jessica Hollyer
Christine Kierstead
Vanessa Lakz
Angela Miller
Beth Reilly
Amy Renner
Linda Rydman
Andrea Schmid
Christine Simmons
Sue Thibault
Susan Toolin
Toni Wellinghausen
Margaret Wilson

Specialty Organizations

Vermont Nursing License Renewal Notice

Licensed Nursing Assistant licenses expire November 30, 2014. Renewal notices will be e-mailed and mailed in mid-October 2014.

Registered Nurse and Advanced Practice Registered Nurse licenses expire March 31, 2015. Renewal notices will be e-mailed in mid-February 2015.

Licensed Practical Nurse licenses expire January 31, 2016. Renewal notices will be e-mailed in mid-December 2015.

Reminders:

- Update your address, telephone, and e-mail by visiting the Vermont Board of Nursing website at www.sec.state.vt.us/professional-regulation/professions/nursing.aspx. Licensees with no e-mail address will be notified of renewal periods by mail.
- Paper copies of licenses are no longer issued. Check the website for more details.

Vermont Board of Nursing Position Statement on Abandonment

The Vermont Board of Nursing has revised its position statement on Abandonment. All of the Board's position statements are available on the Board's website at <https://www.sec.state.vt.us/professional-regulation/professions/nursing/position-statements.aspx>.

Patient abandonment may be found to be unprofessional conduct, and the nurse or nursing assistant who abandons a patient may be subject to discipline. The Board now defines patient abandonment as:

- Disengagement from the nurse-patient or caregiver-patient relationship without properly notifying appropriate personnel (for example, supervisor or employer) and/or making reasonable arrangements for continuation of care, or
- Failure to provide adequate patient care until the responsibility for care of the patient is assumed by another nurse, nursing assistant, or other approved provider. Patient safety is the key factor in determining the nurse or nursing assistant's responsibility in a given situation.

This position statement lists examples of situations that may constitute abandonment:

- Leaving the patient care area without transferring responsibility for patient care to an authorized person
- Remaining unavailable for patient care for a period of time such that patient care may be compromised due to lack of available qualified staff
- Inattention or insufficient observation or contact with a patient
- Sleeping while on duty without the approval of a supervisor in accordance with written facility policy
- Failing to timely notify a supervisor or employer if the licensee will not initiate or complete an assignment where the licensee is the sole provider of care
- For the APRN, terminating the nurse-patient relationship without providing reasonable notification to the patient and resources for continuity of care.

The full position statement is available on the Board's website (see link above). For assistance in determining how the Board's position applies to a specific situation, call the Board office at 802-828-2396.



6th Annual Nursing Research & Evidence-Based Practice Symposium

Real & Ideal: Identifying the Mismatches

Keynote Speaker

Patricia A. Grady, PhD, RN, FAAN
Director, National Institute for Nursing Research



An internationally recognized leader and major figure in nursing research, Dr. Grady's scientific focus is primarily based in the neurological sciences. She will surely stimulate thought provoking mismatches in our nursing practice. Join us for this tremendous opportunity to be a part of the 6th Annual Nursing Research & Evidence-Based Practice Symposium!

[www.http://www.uvm.edu/~kappatau/](http://www.uvm.edu/~kappatau/)

Research • Evidence-Based • Quality Improvement

November 13 - 14, 2014

Doubletree Hotel ~ So. Burlington, Vermont



Porter Medical Center is a non-profit health care system located in Middlebury, Vermont. We offer comprehensive medical care and 24 hour emergency services, as well as primary care and an array of specialty services.

We are currently seeking **RNs** with ED and PACU experience. Current VT RN licensure in good standing required.

For information, please contact Human Resources phone: 802-388-4780, fax 802-388-8899
To apply, please send application materials to:
apply@portermedical.org
EOE



www.portermedical.org

Specialty Organizations

Substance Use Disorder in Nursing: What You Should Know

**Ellen Leff, RN, MS, Case Manager,
Vermont Board of Nursing**

Substance use disorders (SUD) include misuse, dependency, and addiction to alcohol or to legal or illegal drugs. SUD can affect anyone, and affects nurses as much as the general population. In fact, nurses and nursing assistants may be at increased risk due to stressful jobs, irregular work hours, and access to controlled substances.

The Vermont Board of Nursing, in its regulatory role of public protection, recognizes that SUD may develop into a chronic, relapsing disease that can result in long-lasting changes in the brain. Nurses or nursing assistants with SUD may be unable to practice safely and may not recognize the extent of their impairment. However, treatment and monitoring can be highly effective. And the sooner treatment is started, the sooner patients' safety

and lives are protected and the greater the likelihood that treatment will be successful.

As Case Manager for the Board of Nursing, I have worked with many nurses and nursing assistants whose substance use disorders have led to DUI or narcotic diversion convictions, to practice errors, or to the loss of their jobs. Their addiction may have started with youthful experimentation with alcohol or drugs, may have been fostered by peers or partners, or may have arisen from self-treatment for physical or emotional pain, using alcohol or prescribed drugs. Some of the nurses recognized their addiction and took action independently to seek treatment. Others were in deep denial until they lost their jobs and found themselves in crisis. Nurses and nursing assistants with SUD often report feelings of guilt and shame. Yet I frequently hear comments about how much these nurses and nursing assistants care about their nursing career and their patients, and how highly motivated they are to complete treatment and return to safe, monitored practice.

You have a vital role in helping to identify nurses or nursing assistants with SUD. Many nurses and nursing assistants with SUD are unidentified, unreported, and untreated. In spite of the SUD, some of these nurses and nursing assistants are high performers who do not fit a stereotype of "impaired." Be alert for the signs and symptoms such as:

Behavioral changes:

- Changes in job performance
- Absences from the unit for extended time
- Frequent use of bathroom
- Arriving late or leaving early
- Excessive mistakes or med errors

Physical signs:

- Change in appearance
- Increasing isolation from colleagues

- Inappropriate verbal or emotional responses
- Confusion, memory lapses, or decreased alertness

Indicators of drug diversion:

- Discrepancies in narcotic counts
- Large amounts of narcotic waste
- Numerous inaccuracies or corrections of documentation
- Frequent reports of inadequate pain relief from patients
- Offers to medicate co-workers' patients for pain
- Variations in controlled substance discrepancies among shifts or days of the week.

Nurses and nursing assistants may be reluctant to report a colleague's suspected SUD to a manager. Barriers to reporting include disbelief, loyalty, guilt, fear, and hesitance to come forward. However, you have a professional and ethical responsibility to report your observations of SUD indicators. The nurse or nursing assistant with SUD needs support and understanding, not negativity, fear, or hostility from co-workers. Helping to identify the problem and get treatment protects both patients and the affected nurse or nursing assistant.

Your support is crucial for the recovering nurse or nursing assistant. The Vermont Board of Nursing provides formal discipline and also a non-public, voluntary Alternative Program for qualified licensees who self-report and seek assistance with their SUD. Both formal discipline and the Alternative Program assure that the nurse or nursing assistant receives treatment and does not practice until safe to do so. After returning to work, the participant is closely monitored for an extended time. The aim of the Board of Nursing is to protect the public and safely preserve the career of the participating nurse or nursing assistant. As a co-worker, you can play a key role in helping the recovering person be successful in their work. You can do this by welcoming the returning nurse or nursing assistant to the workplace, offering encouragement, and fostering a supportive environment that promotes continued recovery.

Resources for Substance Use Disorder in Nursing:

Vermont Board of Nursing: call 802-828-1635 or go to <https://www.sec.state.vt.us/professional-regulation/professions/nursing.aspx>. The Board office can provide brochures for nurses and managers, education, and confidential consultation.

National Council of State Boards of Nursing: brochures, a video, courses, articles, and a manual are available at <https://www.ncsbn.org/2106.htm>.



Sign-On Bonus:
RNs \$5,000 • LPNs \$4,000

Bonus applies to the hiring of a full-time employee.

Call the center with questions 802-229-0308
Berlin Health & Rehab wants you to become a part of their team!

Now hiring RNs and LPNs for all shifts and can work with some flexible scheduling to accommodate today's working parent's busy schedules.

Now Hiring RN-Staff Development and Supervisors

We're looking for an RN with a minimum of 2 years experience with long-term care to head up the staff development department.

Send resumes to:
Nicole Keaty, RN, DNS, at
Nicole.Keaty@reveraliving.com
98 Hospitality Drive, Barre VT 05641

23RD ANNUAL Professional Development Conference
with Karen Gould & Dianna Christmas **EARN CE CREDITS!**
lunch included

Substance Use Treatment and Recovery in Families

FRIDAY, OCTOBER 24, 2014 8:45am – 3:30pm
at Kurn Hattin Homes for Children in Westminster, VT

REGISTER TODAY:
conference.kurnhattin.org



Are you talking to your patients about quitting?

Talking to your patients about quitting smoking doesn't have to be hard or uncomfortable. With the National Cancer Institute and Center for Disease Control and Prevention's **Brief Tobacco Cessation Intervention**, you'll have plenty to say. And your patients will want to listen.

As you know, there's no such thing as safe smoking. It's time to talk to your patients about how to quit and protect themselves against life-threatening smoking-related diseases. Go ahead! Have "The Talk." We've got the resources to help.

We have the resources to help you and your patients:

Visit 802Quits.org/resources
1-800-QUIT-NOW
(1-800-784-8669)


VERMONT
DEPARTMENT OF HEALTH



General News

Vermont's Campaign for Action Updates

Alex Switzer, Outreach Coordination, Future of Nursing

The University of Vermont's Office of Nursing Workforce with financial support from the Robert Wood Johnson Foundation/AARP and the Area Health Education Center (AHEC), has embarked on a statewide Future of Nursing Campaign for Action. The Action Campaign is using a three-pronged approach: Education, Leadership, and Diversity.

Education

In order to create a seamless progression for graduates of associate degree nursing programs to bachelor's degrees or higher in nursing, an academic/practice partnership has been established. This "Academic Progression" committee is currently identifying the barriers and challenges of nurses continuing their education. Surveys of nurses, employers, and educators are being analyzed to form the basis for a plan going forward to achieve 80% bachelor's degrees or higher in Vermont's nursing workforce by 2022.

Leadership

Currently, only 3 percent of hospital board members in Vermont are nurses. The Action Campaign's goal is to increase these numbers and have nurses more fully involved in healthcare policy decision making. The Vermont Nursing Leadership Fellows program is under the direction of Dr. Betty Rambur P.H.D., R.N. who is a member of the Green Mountain Care Board and a UVM Professor of Nursing. A cohort of 25 nurses from varied backgrounds are engaged in a year-long study of specific leadership skills assessment, targeted skill building, and content on board/committee membership, health care policy and finances.

Diversity

In order to inspire New American teenagers to consider careers in nursing, African-borne nurses Catherine Lawrence and Bol Gai from The University of Vermont and Felisters N'Goma from Castleton College, held an after-school club at Burlington High School last spring. The grant also supported the hire of an English as a Second Language (ESL) tutor at the Essex Technical Center for newly immigrated students studying for LNA positions throughout the state.

The Vermont Campaign for Action will continue to work on the recommendations of the Blue Ribbon Commission of Nursing and the Institute of Medicine in order to have nurses fully engaged in the transformation of the healthcare system. Many resources are already available online including: info about careers in nursing at: <http://www.vthealthcareers.org/careers/nursing> where you can explore all the opportunities in nursing in Vermont that are available; more information about the make-up of the Vermont nursing workforce at (<http://www.uvm.edu/medicine/ahec/?Page=nursingworkforce.html&SM=workforceresearchdevelopmentsubmenu.html>); and the Campaign For Action's website (<http://campaignforaction.org/state/vermont>) for information on what the Campaign is all about and recent updates of its progress. For further information contact Mary Val Palumbo DNP, APRN at mpalumbo@uvm.edu.

Fostering Leadership for Change

**Beth A. Reilly, BSN-RN, Clinical Research Nurse
Vermont Lung Center
Fletcher Allen Health Care**

*"Progress comes from the intelligent use of experience."
~ Elbert Hubbard*

I had a conversation recently regarding nursing and leadership that focused on the question: How do we inspire and foster leadership in order to impact effective and deliberate change? Truly, nurses impact significant change already. Three million strong, we are the most respected group of individuals in the nation. Our patients learn to depend on us and our presence at the bedside is crucial in the care of the patient. So how do our voices, as nurses, help fill the gap between the individual patient care experience and a seat at the table with policy makers, administrators, and educators? Undoubtedly, it takes leadership skills.

As a nurse at the beginning of her career, I must say, it is daunting to desire a leadership role, but I also know that complacency is not an alternative with which I can live. I love to problem solve, discuss, dial down, and sharpen my scope. Plus, leadership does not have to sit behind a large oak desk -instead, leading others can be rather a frame of mind that helps to guide our nursing practice. It can be silent. It can be written. But, no matter what, taking on leadership must evoke others to notice. Much like when I was studying literature during my undergraduate years, my professors always hammered into me that I needed to "show" rather than to "tell" when writing an essay. Leadership, as far as I can tell, is much the same.

Having a voice in nursing is imperative to the self-actualization of the profession. It is, essentially, how we lead. In our world the issues are many: hunger, poverty, racism, neglect, and lack of access to health care -to name just a few. Of course, one nurse cannot tackle all the world's problems, but our desire to deliver a helping hand in the process is nothing to take lightly. What if nursing had less of a light touch and more of a heavy hand when it came to policy and health care reform? What would that look like? Perhaps it is time to bring our legislators to the bedside and tell the story they so need to hear. No matter what we do, to develop our skills as leaders, we must draw on both our personal and professional experiences to inform us, we must listen to what our experiences are telling us, and, lastly, we must speak.



25 VT Nurse Leadership Fellows and Their Institutions

Kristin Baker	Fletcher Allen Health Care (FAHC)
Ann Bannister	Rutland City Public Schools
Johanna Beliveau	Dartmouth-Hitchcock Medical Center
Maureen Boardman	Little Rivers Health Care
Rhonda Derochers	Franklin County Home Health Agency
Jason Garborino	Fletcher Allen Health Care and The University of Vermont (FAHC, UVM)
John Green	Southwestern Vermont Health Care
Mary Hill	Vermont Tech (VTC)
Jennifer Holton-Clapp	Community Health Services of Lamoille Valley (CHSLV) / Vermont Blueprint for Health
Margaret Hugg	Mt. Ascutney Hospital and Health Center- MAHHC
Krystina Laychak	The Manor – Nursing Home (Morrisville, VT)
Evan Mahakian	Fletcher Allen Health Care (FAHC)
Sharon Mallett	North Country Hospital (NCH)
Bonni Martin	Fletcher Allen Health Care (FAHC)
Alicia McNeil	Vermont Department of Health
Angel Means	Visiting Nurse Association of Chittenden and Grand Isle (VNA Chittenden and Grand Isle)
Nicole Moran	Rutland Regional Medical Center (RRMC)
Lisa Murphy	Marathon Health (Winooski, VT)
Jenna Page	Fletcher Allen Health Care (FAHC)
Terry Powers-Phaneuf	Fletcher Allen Health Care and The University of Vermont (FAHC and UVM)
Tara Reil	Vermont Department of Health
Beth Reilly	Fletcher Allen Health Care (FAHC)
Eileen Rice	Southern Vermont College and Southwestern Vermont Health Care (SVC and SVMC)
Meredith Roberts	Vermont Tech (VTC)
Michelle Stearns	Vermont Tech (VTC), Williston Campus



**Central Vermont
Home Health & Hospice**
A Century of Caring and Quality

*For more than 100 years,
Central Vermont Home Health and Hospice
has been caring for people in their homes.*

Join our team to make it possible to meet our mission.

**Medical Reviewer
Private Duty Coordinator
Home Care Registered Nurse
Hospice Registered Nurse**

600 Granger Road • Barre, VT 05641
Learn more at www.cvhhh.org/careers. EOE



Recover Your Nursing Career

Alternative Program

An alternative to disciplinary action for eligible nurses and nursing assistants in recovery from substance use disorders



Office of the Vermont Secretary of State

Vermont State Board of Nursing
89 Main Street
3rd Floor
Montpelier, VT

Website:
www.vtprofessionals.org/opr1/nurses

Confidential Contact info:
802-828-1635



Let us offer you an alternative route to the future...



OFFERED BY THE AMERICAN NURSES ASSOCIATION

“ I CAN'T AFFORD A MALPRACTICE LAWSUIT. BUT I CAN AFFORD MALPRACTICE INSURANCE. ”

For about the cost of a year's worth of scrubs, you can get a year's worth of protection from malpractice lawsuits—with malpractice coverage offered by the American Nurses Association (ANA).



FIVE SETS OF SCRUBS

\$120 - \$200

ANNUAL PREMIUM FOR THE MALPRACTICE INSURANCE OFFERED BY THE ANA

As low as \$98*

*Please contact the program administrator for more information, or visit proliability.com for a free quote.

YOU MAY QUALIFY FOR ONE OF THESE FOUR WAYS TO SAVE!

- Attend four hours of approved loss prevention/loss control/risk management seminars
- Hold an approved certification
- Employment at a Magnet Hospital
- Employment in a unit that has received the Beacon Award for Excellence

You will receive a 10% premium credit if you complete or participate in one of the following!

NOT AN ANA MEMBER? Visit www.nursingworld.org for more info!

Get the protection you need—without paying more than you need. To take advantage of special rates for ANA members, visit proliability.com/65691 for an instant quote and to fill out an application. Or call 800-503-9230.



*Please contact the program administrator for more information, or visit proliability.com for a free quote.
65691 Copyright 2014 Mercer LLC. All rights reserved.
Underwritten by Liberty Insurance Underwriters Inc., a member company of Liberty Mutual Insurance, 55 Water Street, New York, NY 10041

Administered by: Mercer Consumer, a service of Mercer Health & Benefits Administration LLC
In CA d/b/a Mercer Health & Benefits Insurance Services LLC
AR Ins. Lic. #303439 | CA Ins. Lic. #0G39709

OUR VISION YOUR FUTURE



NURSING EXCELLENCE STARTS WITH EXCELLENT NURSES

You have many choices in your career. Why not choose an employer who makes you an important part of their vision for the future? Why not choose an employer that can offer stability, growth and vision. Do you have what it takes? Could Our Vision match up with Your Future?

Registered Nurses Licensed Practical Nurses Licensed Nursing Assistants

Full-time, Part-time and Per Diem

As nurses, we care about our patients, each other and the important work we do each day. Our hospital, clinics and associated practices are great places to work because of the focus and dedication of each and every one of our staff. Everything we do at Rutland Regional is truly a team effort. We currently have multiple nursing opportunities available:

- Director of Utilization Management
- Case Management
- Clinic LPN - West Ridge Center
- RN - Resource Staff Pool
- RN - Medical/Oncology
- RN - Progressive Care Unit (telemetry)
- RN - Emergency Department
- RN - Intensive Care Unit
- RN - Diagnostic Imaging (Nursing)
- RN - Progressive Care Unit (telemetry)
- RN - Operating Room
- RN - Medical/Oncology
- RN - Clinic Float Pool
- RN - West Ridge Center
- RN - Women's & Children's Unit
- RN - Psychiatric Services (Inpatient Unit)
- RN - Outpatient Oncology
- LNA's

Please apply online at: www.rrmc.org or for more information, contact:

Fran Kelly, Recruiter at fkelly@rrmc.org

Rutland Regional Medical Center
160 Allen Street, Rutland, VT 05701

Rutland Regional Medical Center is an equal opportunity/affirmative action employer.



Quality Care Close to Home

North Country Hospital is a 25 bed critical access private, nonprofit acute care community hospital with physician practices serving twenty communities in a two-county area in the rural Northeast Kingdom of Vermont.



We are currently seeking Registered Nurses

At North Country Hospital quality patient care is our greatest commitment, employees are our greatest asset, excellent patient experience is our greatest accomplishment, and the health of the community is our greatest responsibility.

For additional information contact: Tina Royer, Human Resources
(802) 334-3210, ext. 407 • E-Mail: troyer@nchsi.org
North Country Hospital
189 Prouty Drive, Newport, VT 05855

www.northcountryhospital.org

