

NEW JERSEY NURSE

& The Institute for Nursing Newsletter

New Jersey State Nurses Association • 1479 Pennington Road • Trenton, New Jersey 08618 • www.njsna.org • (609) 883-5335

Volume 42 • Number 1

Circulation to 134,000 Registered Nurses and Licensed Practical Nurses in New Jersey

January 2012

Inside...



Cimiotti Appointed NJCCB Executive Director

Page 6



Professional Journey to Excellence Showcase

Page 14

Index

President's Remarks	2
CEO Message	3
Anne Bachik Patterson Memorial	4
Chen & Robinson Named Fellows of AAN	5
Felician to Offer RN to BSN Program	6
SPAPN Honors Two at Annual Awards Program	7
When Did COPP Start and Who is COPP?	8
Regulatory Update	9
Justice is Served	10
Region News	11
IFN President's Report	12
Honor a Nurse	12
Research Corner	13
Membership Application	15

current resident or

Non-Profit Org.
U.S. Postage Paid
Princeton, MN
Permit No. 14

Evans & Brandes Chu Win Election

Dr. Benjamin Evans, has been elected as Vice President and **June Brandes Chu**, has been elected as Secretary.

Evans is the Associate Vice President, Behavioral Health Services at Bergen Regional Medical Center and sits as President of the New Jersey Chapter of the American Psychiatric Nurses Association. As Vice President, Ben will chair the NJSNA Awards Committee and act as chairperson for any Task Force appointed by the President to advise the Board on new policies regarding membership and communications.

Ben states "Nursing continues to face many challenges in our current health care environment. The role of nursing is not clearly understood by many



Dr. Benjamin Evans



June Brandes Chu

including those who create our laws and faces challenges still from other health care groups. NJSNA is a strong and vital organization which has made significant impact in our state for nurses."

Brandes Chu is Supervisor of Nurses/Staff Nurse of the Ocean County Juvenile Services in Toms River. As Secretary, she will keep the minutes of all meetings of the Association, the Executive Committee and the Board of Directors.

June's nursing career spans 37 years and she has been an active member in ANA/NJSNA. She is the immediate past president of NJSNA's Region 6 and has served on several NJSNA committees including chair of the Bylaws and Resolutions committees.

Congratulations to you both!

AARP NJ and NJ State Nurses Association

Sponsor Forum on Nurse Leaders in Boardroom

AARP NJ and NJSNA offered an invitational forum, **Board Governance and Nurse Leaders**, on October 19, 2011, at the Robert Wood Johnson Foundation (RWJF) in Princeton, NJ. A NJ pilot program, the AARP's Center to Champion Nursing in America and the RWJF were sponsors. **Patricia Barnett**, RN, JD, NJSNA CEO and **Jim Dieterle**, AARP NJ, State Director welcomed NJ nurse and community leaders.

Susan C. Reinhard, PhD, RN, FAAN, AARP Public Policy Institute, Senior Vice President and Director, and Center to Champion Nursing in America, Chief Strategist, moderated the forum. Reinhard reported that NJ was the third state pilot program offered to enhance awareness of the important role that nurse leaders contribute as board members on a wide variety policy making boards. The Virginia Nurses Association in collaboration with AARP VA, and Rhode Island Nurses Association and AARP RI are other two pilot states.

A brief discussion of the recommendations of *The Future of Nursing: Leading Change, Advancing Health*, IOM Report (2010) was provided by **Susan Hassmiller**, PhD, RN, FAAN, RWJF, Senior Nursing Advisor, and Director of RWJF *Initiative on the Future of Nursing* at IOM. Hassmiller stressed two recommendations; first, to expand opportunities for nurses to lead and diffuse collaborative improvement efforts, and second, to prepare and enable nurses to lead change to

Nurse Leaders continued on page 5

NJSNA Election Results

VICE PRESIDENT
Benjamin M. Evans

SECRETARY
June Brandes Chu

DIRECTOR Member-at-Large
Tara Heagele
Brenda Marshall

DIRECTOR Staff Nurse
Eileen Davis

COMMITTEE ON NOMINATIONS
Nora Krick
Tyea Santiago
Aaron Schneider

CONGRESS ON POLICY & PRACTICE
Dorothy Borresen
Carolyn Keating

ANA DELEGATES
Pat Barnett
Minnie Campbell
Barbara Chamberlain
Eileen Davis
Mary Ann T. Donohue
Eileen Fay
Grace Reilly
Norma Rodgers
Rosemarie Rosales
Judy Schmidt
Jamie Smith
Muriel Shore

2011 Tax Deduction for NJSNA Dues

NJSNA dues are not deductible as a charitable contribution for federal income tax purposes but may be deductible as a business expense. NJSNA estimates that 80.40% of dues are deductible as a business deduction on your income tax return. Contact your tax professional for additional information.

PRESIDENT'S REMARKS

Nursing and Guest Relations

Mary Ann T. Donohue, PhD, RN, APN, NEA-BC

In November, I had the pleasure of accepting an invitation to speak with a colleague at the National Press Ganey Conference in Dallas, Texas. I must admit that I had never been to a patient satisfaction conference. While I support and even lead, patient satisfaction efforts and teams, "my" conferences are more along the line of those related to professional nursing clinical and leadership topics.



Dr. Mary Ann T. Donohue

The path that led to our abstract's acceptance was not the usual route and the content not limited to the typical description of a particular program change and how it impacted a particular outcome. Based upon an initially negative patient/family interaction that ultimately ended well, our lessons learned had to do more with the development of a relationship between the senior manager of guest relations, where I work at Jersey Shore University Medical Center and myself, the chief nurse executive. However, the deeper message had to do more with breaking down barriers and a better understanding of our individual and shared values than what either one of us may have initially predicted.

Not surprisingly, the world of customer satisfaction or guest relations has at times experienced a somewhat lukewarm reception from nursing and nurses. While we are both presumably focused upon similar goals and values, we come from different traditions. Many of us from a certain generation may recall that part of the entrance requirements for diploma nursing programs was the psychological exam and interview. What were they looking for? Creative rule breakers and independent thinkers? Not likely. According to Healy and Borg (1952), measures of intelligence and achievement predicted nursing school success, but had little merit when it came to predicting success in the nursing profession. The personality traits of scientific interest, *emotional stability* and the *ability to cooperate* were identified as "required" and "suitable." Historically, nursing students and nurses who questioned authority were not well tolerated, and thus, we were all gradually socialized to rely on policies, procedures and the all-knowing nursing supervisor, when in doubt, or indeed, suffer the consequences. We have consciously or not, supported rules and regulations that were the direct opposite of anything remotely resembling family or patient-friendly initiatives. Those in the guest relations domain may define such rules (and our use of them) as just one more example of an institutional barrier to overcome. Nevertheless, with the advent of evidenced based research, and the acculturation of successive generations of university educated practitioners, challenges to the status quo have become much more pronounced, and creativity certainly abounds. It is indeed a new era in the science and practice of nursing.

Yet, for all our significant advances, we have not truly practiced what we preached. For example, we say we are in alignment with patient and family-centered or driven care, yet our language reflects the belief that, if we don't make the rules, we certainly act at times as though we did. Just mention "twenty-four hour visiting

in the ICU" or "bedside shift report with patient and family involvement," or "let's try one type of attire so patients and families can tell who their nurse is," and see what type of responses are sometimes elicited. At the other end of the spectrum is the patient who, feeling quite empowered in a consumer-driven market, places requests for everything from manicures, daily choices for a different team member rendering care, and perhaps, even presenting constant (and dangerous interruptions) which could lead to error-prone processes, such as medication administration and monitor interpretation. The resulting climate is the nurse's feeling of loss of control over the environment that leaves many at the front lines reeling from "patient satisfaction overload." Worse yet, the pressure of performing well on patient satisfaction surveys—and failing to do so—may invite a cycle of negativity, antagonism and even, in some institutions, disciplinary approaches.

At the aforementioned Press Ganey conference opening session, actor Michael J. Fox spoke about our very human tendency of playing to the outcomes. Stricken with Parkinson's disease when he was only 29 years old, Fox eloquently described not only the story of his diagnosis and his response to it, but also the lessons learned along his journey. Visibly shaking from the disease and demonstrating to the audience the physical manifestations that permanently altered his career, his family and his entire life; he most definitely displayed a profound sense of courage, humor and a keen intelligence and wit, I did not know he possessed. I only "knew" Michael J. Fox from television in "Family Ties," and more famously, as Marty McFly in the "Back to the Future" films that catapulted him to stardom and of course, to becoming a household name. In the audience that day, however, I learned some critical lessons about direct care nursing leadership; and they didn't come from a research article or meeting in any board room.

In Fox's (2009) book, *Always Looking Up*, he describes his experience from one who is stricken (read: victim) to one who is an advocate for his own foundation, tireless political activist and campaigner for stem cell research, and supporter of legislative funding (read: very much in charge). What made the difference? He could have stayed where he was, in a reactive mode. He didn't, of course, and his journey certainly has relevance to health care and to nursing, in particular. His message was almost too simple: Don't play to the outcomes that seem inevitable. In other words, when common wisdom says that failure, or mediocrity, or in Fox's case as someone with Parkinson's disease, incapacity is going to happen, don't go that route. Do everything in your power so the inevitable outcome simply doesn't happen. In other words, resonating with Buckingham and Coffman's (1999) seminal management message, *First, Break All the Rules*, do something completely unexpected the next time an opportunity presents itself to change the course of history. Think local, because the history of your nursing unit or work group is as critical to your patients and your team as finding a cure for world hunger, and certainly a lot more attainable.

What does this mean for nursing and our lives on a daily basis? It would mean that all of us would imagine different outcomes entirely. To me, it would mean encouraging staff to offer families of dying or very ill patients the option of getting in bed with them to provide support and warmth. It would mean sharing one's vulnerability and weaknesses with others, so that the entire team may benefit from lessons learned

President's Remarks continued on page 4

New Jersey Nurse & Institute for Nursing Newsletter

Official Publication of the
New Jersey State Nurses Association
1479 Pennington Road
Trenton, New Jersey 08618
Phone: 609-883-5335 or 888-UR-NJSNA
Fax: 609-883-5343
Email: njsna@njsna.org
Webpage: www.njsna.org

Published quarterly every January, April, July and October for the New Jersey State Nurses Association, a constituent member of the American Nurses Association.

NJSNA Mission Statement

Advance the practice of professional nursing by fostering quality outcomes in education, practice and research



Institute for Nursing (IFN) Board of Trustees

Judith Schmidt, President; jschmidt159@comcast.net
Eileen Fay, Treasurer; efay@vnacj.org
Norma Rodgers, MAL; normarn1@aol.com
Patricia A. Barnett, MAL; pat@njsna.org
Deborah Walker-McCall, Community Member; dwalker@rutgers.edu
Charles Yahn, Community Member
Robert Hess, Community Member; rhess@gannethg.com
David Knowlton, Community Member; dknowlton@njhcqi.org



Executive Committee

Mary Ann T. Donohue, President; dr.donohuern@gmail.com
Judith Schmidt, President Elect; jschmidt159@comcast.net
Rev. Benjamin M. Evans, Vice President; FrBenFSP@aol.com
Eileen Fay, Treasurer; efay@vnacj.org
June Brandes Chu, Secretary; jmbc16@verizon.net

Board of Directors

Barbara Chamberlain, Immediate Past President; Chmbrlnchm@comcast.net
Sally Leeds, Director; nurspract@comcast.net
Tara Heagle, Director; theagle@rwjuh.edu
Rosemarie Rosales, Director; rnrrosales@aol.com
Mary A. Carroll, Director; mary@carroll.com
Brenda Marshall, Director; marshallb3@wpunj.edu
Mary B. Wächter, Director; mary.wachter@yahoo.com
Grace Reilly, Director Staff Nurse; grace-apn@comcast.net
Eileen Davis, Director Staff Nurse; pokyeidavis@verizon.net
Jo Anne M. Penn, Director Staff Nurse; joannepenn@aol.com
Susan Weaver, Chair Congress on Policy/Practice; sweaver@saintclares.org

Region Presidents

Jackie Galante, Region 1; Jax963@gmail.com
Linda Wolfson, Region 2; LinWolfs2@aol.com
Norma Rodgers, Region 3; normarn1@aol.com
Sandy Quinn, Region 4; squinn@chsnj.org
Kate Gillespie, Region 5; jcgksg@aol.com
Eileen Toughill, Region 6; etoughill@comcast.net

NJSNA/IFN Staff

Patricia A. Barnett, CEO; pat@njsna.org
Sandy Kerr, Executive Assistant; sandy@njsna.org
Debra Elko, CFO; Debra@njsna.org
Annemarie Edinger, Administrative Assistant; Annemarie@njsna.org
Jamie Smith, Dir. Education & Practice/Interim RAMP Director; jamie@njsna.org
Lydia Rojek, Acct. Clerk, Lydia@njsna.org
Debra Harwell, Associate Director; Deb@njsna.org
Tyea Santiago, Administrative Assistant; education@njsna.org
Jennifer Martin-Steen, Director IT/Marketing/Membership; Jennifer@njsna.org
Carolyn Torre, Director Regulatory Affairs; Carolyn@njsna.org
Victoria Elkins, Case Manager, RAMP@njsna.org
Nancy Haddock, Case Manager RAMP; Nancy@njsna.org
Arlene Davis, Case Manager RAMP; Arlene@njsna.org
Wendy Summers, Case Manager RAMP; wendy@njsna.org

New Jersey Nurse Staff

Patricia A. Barnett, Editor; Pat@njsna.org
Sandy Kerr, Managing Editor; Sandy@njsna.org
Barbara Wright, Executive Editor

New Jersey Nurse Copy Submission Guidelines:

All NJSNA members are encouraged to submit material for publication that is of interest to nurses. The *New Jersey Nurse* also welcomes unsolicited manuscripts. Article submission is preferred in MS Word format and can be up to 1000 words. When sending pictures, please remember to label pictures clearly since the editors have no way of knowing who persons in the photos might be.

Copy Submissions: Preferred submission is by email to the Managing Editor. Only use MS Word for test submission. Please do not embed photos in Word files, send photos as jpg files.

Submit Materials to: *New Jersey Nurse*, Attention to Sandy Kerr, Managing Editor at sandy@njsna.org

Advertising: for advertising rates and information please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, P.O. Box 216, Cedar Falls, Iowa 50613 (800-626-4081), sales@aldpub.com. NJSNA 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 New Jersey 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. NJSNA 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 NJSNA or those of the national or local associations.

SAVE THE DATE

New Jersey
STD Clinical Update
Princeton, NJ



Program and registration information will be available
January 2012; CME and CNE pending.
Please visit: www.nycptc.org for more information.

March 30, 2012



www.njsna.org



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

CEO MESSAGE

2011 – Year of Change and Some Progress

Patricia Barnett, RN, JD, CEO



Patricia Barnett

2011 has been a whirlwind of activity—most good some not.

On the legislative and regulatory front, NJSNA has supported a number of bills; a few examples are listed below:

- **S 2443 / A 3636 Establishes Medicaid Accountable Care Organization Demonstration Project in the Department of Human Services (DHS).** NJSNA supported these bills since nurses play a key role in the implementation.
- **S2197/A3475 POLST—Provides for the use of Physician Orders for Life-Sustaining Treatment Forms.** The bills includes APNs in addition to physicians as a provider who may use these forms with their patients. Signed by Gov. Christie Dec. 2011.
- **S2707/A3987 Allows APNs to declare the cause of death.** These bills will be pre-filed in the 2012 session, since no action was taken in this session.
- **S2984/A3920 Immunization bill.** NJSNA supports this legislation that requires facilities to offer employees free flu vaccines, as long as nurses who do not want to receive the vaccine can opt out. As I write this column, it is on the Governor's desk.
- **Hospital Regulations** have been implemented with the requirement that an anesthesiologist be present during the induction and emergence phase of anesthesia, including emergencies. This language was added after the regulations were posted for a period of public response. The addition of language without posting the regulations for a period of response violates the statute and regulations which govern the scope of APN practice, since presence as defined is the same as supervision. It also adds \$300 - \$400/case or about \$30,000,000 - \$40,000,000 to health care costs in New Jersey without adding any additional patient safety.^{i,ii,iii}

- **NJSNA is supporting the NJ Association of Nurse Anesthetists' (NJANA) challenge adding "presence" to the regulations**

Carolyn Torre, RN, MS, NJSNA Director of Regulatory Affairs, has lobbied in support dozens of regulatory changes addressing access to care for Medicaid clients; violence in the work place impacting nurses; safe patient handling; and numerous scope of practice regulations. She also has assisted nurses with questions regarding laws and regulations impacting their practice from mandatory overtime, scope of LPN practice versus RN and APN, electronic health records and many other issues.

The New Jersey Action Coalition (NJAC) continues to explore how to implement the IOM *Future of Nursing* report in New Jersey. I serve as co-chair of the scope of practice pillar with Betty Sheridan. There is a greater understanding of the importance of the role of nursing in the future, as the need for care grows, and as health reform is implemented with the wave of aging "baby-boomers" moving into Medicare. The road blocks are many:

- Too few doctorally prepared educators
- Laws and regulations that limit the scope of nursing practice
- A disjointed nursing education system that doesn't always help nurses move from one degree to another seamlessly
- Nurses aren't always included in policy discussions about healthcare of the future
- The value of nurses is not always captured in electronic health records

Some of the changes that have happened in 2011 because of the NJAC participants are significant:

- Nurses are talking together about seamless academic progression
- The NJ Work force committee is looking at ways to help increase the number of nurses. NJNI has increased the number of Nurse PhD. graduates from 3 in 2005 to over 30 between 2011 and 2013
- NJSNA met with Horizon's Innovations and Susan Drake, RN, PhD (SPAPN) is working with this group to embed psychiatric APNs into patient centered care homes to destigmatize psychiatric care and improve access. NJAC is building coalitions with other provider, payer and patient groups to ensure that nurses will have a say in the evolution of healthcare, not as second class citizens but as partners

- The NJAC met with the state guru on electronic health records (EHR) to discuss the importance of having nurses at the table when EHRs are created to ensure they are nurse friendly, and they capture the value of nursing care. Nurses' contribution should not be invisible. NJAC will continue to work with the state to modify the EHR to address nurses concerns to improve patient care

Nursing employment opportunities have been a challenge, especially for new graduates. NJSNA had a program for new grads at the March convention and we are looking to offer another in October 2012. In the next decade many nurses will not be employed in hospitals. Since 1990, in New Jersey, 28 hospitals have closed, 16 since 2007. Most nurses will be practicing in the community; in health centers including nurse managed clinics, primary care settings, nontraditional sites of care and they will be entrepreneurs providing nursing care and services to patients, employers and communities. These changes will be very challenging for some nurses and exciting for others. A reported shortage of 44,000 nurses is anticipated by 2020. The question is what skills will those nurses need to be successful?

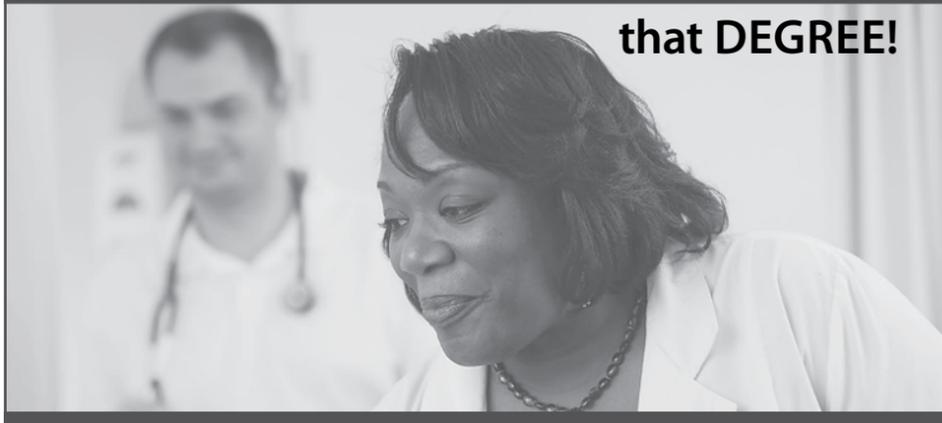
It will be nurses, ALL nurses who must guide nursing—not nurse administrators, not unions, not educators—all nurses. Each of us has a vision, but unless we have a vision of who we are and where we are going we won't get there. There are two quotes I like:

- "Get to the table and be a player, or someone who does not understand nursing will do that for you." Loretta Ford, EdD, RN, PNP, FAAN, FAANP, University of Rochester School of Nursing
- "You have to be at the table or you may be on the menu" Rebecca Patton, President ANA 2008-2010.

So celebrate the progress of 2011, take up the challenges of 2012 and never, ever not come to the table!

ⁱ Dulisse, B and Cromwell, J. "No Harm Found When Nurse Anesthetists Work Without Supervision By Physicians" *HEALTH AFFAIRS* 29, No. 8 (2010): 1469-1475.
ⁱⁱ Hogan, Paul F.; Seifert, Rita Furst; Moore, Carol S. and Simonson, Brian E. (2010) Cost Effectiveness Analysis of Anesthesia Providers. *Nursing Economic\$* 28(3) (159-169).
ⁱⁱⁱ AARP letter to Ruth Charbonneau, DOH, Nov. 8, 2010.

You're a nurse, you're busy, yet you need that DEGREE!



Modular R.N. to B.S. Program ONLINE

Fully accredited ... 15 months, no clinical, no tests.
Need a scholarship? Ask us!

STARTS EVERY MARCH, JULY, AND OCTOBER

585.594.6073 800.777.4792
www.roberts.edu/nursingonline

ROBERTS
WESLEYAN COLLEGE
Education for Character Since 1866



Other auto insurance companies see policies.



Plymouth Rock sees people.

NJSNA members receive a special 5% discount* on auto insurance through Plymouth Rock Assurance!

Call 1-800-344-8479 or visit www.PlymouthRockNJ.com today for your free quote!



* Discount only applies to new and renewal policies originally written on or after 06/04/07 in High Point Property and Casualty Insurance Company. If the discount is not currently applied, it may be added upon request. May not be combined with any other group discounts. Other restrictions may apply. Offer available to New Jersey residents only. Insurance offered by Plymouth Rock Management Company of New Jersey under the brand name of Plymouth Rock Assurance. Policies underwritten by High Point Property and Casualty Insurance Company. PR/19/KG/2011

President's Remarks continued from page 2

the hard way. It would mean a sea change, a definite shift from passivity to energy, from lamenting bad patient satisfaction scores to always welcoming opportunities to "wow" patients and their families. It would mean that we would do a much, much better job of communicating to the public – starting with our families and our communities what we do to make a difference in the lives of people whose trust we have clearly and repeatedly earned.

What does all of this mean to nurses in NJSNA? Recently, we have been hearing unwelcome news of threats to our professional associations across the country. We must do things differently in this regard as well. If you are not a member of NJSNA and assumed you were because you are reading this publication provided free of charge to all registered professional nurses in New Jersey—it is time for you to begin a new journey of doing the unexpected and join your professional association!

References

Buckingham, M. & C. Coffman. (1999). *First, break all the rules*. New York: Simon & Schuster.

Fox, Michael J. (2009). *Always looking up: The adventures of an incurable optimist*. New York: Hyperion Books.

Healy, I. & Borg, W.R. (1952). Personality and vocational interests of successful and unsuccessful nursing school freshman. *Educational and Psychological Measurement*. 12 (4), 767 – 775.

Thank You for Your Service!!

On behalf of the NJSNA Staff, Board, and Members, thank you for your service on the 2011 New Jersey State Nurses Board of Directors!

Eleanor Dietrich
Vice President

Tyra Fields-Gary
Director

Nancy English
Director

Kathleen Brack
Director – Staff Nurse

Nora Krick
President Region 3

ANNE BACHIK PATTERSON

NJSNA President 1967-1971

Anne Bachik Patterson, RN, former nursing administrator, educator and past President of the New Jersey State Nurses association, passed away November 8, 2011, in Indianapolis, Indiana.

Anne was born on April 10, 1922 in Slovakia (now Czechoslovakia) to Michael and Helen Bachik. She immigrated to the United States with her parents and siblings in 1928. As a young adult with little education, she initially worked as a factory seamstress at the United States Rubber Company in Passaic, New Jersey. After completing a GED to obtain a high school certificate, her studies took her toward nursing where she graduated from the Passaic General Hospital School of Nursing, in Passaic, New Jersey. Anne continued her education at Seton Hall University, obtaining two nursing degrees—her BSN and MSN degrees with honors.

Mrs. Patterson had a very colorful nursing career marked with achievements and recognition. She became a teacher at the same school of nursing where she initially graduated from and taught Medical Surgical Nursing to nursing students. She rose through the nursing ranks to be appointed Director of the School of Nursing. This was followed by a subsequent appointment as Assistant Administrator at Passaic General Hospital with responsibilities not only for nursing education and service, but also other allied health departments until her retirement in 1981.

During her career in New Jersey, Anne was very active in professional nursing societies and was honored to be elected as President of the New Jersey State Nurses Association in 1967 for a four-year term.



As president, she proudly represented New Jersey Nurses on many state and national committees. She worked closely with the American Medical Association and National League for Nursing serving on many committees.

Following her retirement in 1981, she and her family moved to Waco, Texas to be near her son, Donald, who was pursuing a medical degree. Restless in retirement, she resumed her professional career being a nursing director for several Long Term Care facilities in Waco, Texas.

As a professional nurse, she was a role model for many young people who were inspired by her love of her profession, her leadership and people skills and strong commitment to high standards of patient care and continuing education.

She was married to her husband, Donald L. Patterson, in 1945 and they celebrated 50 years of marriage together prior to his death in 1995. She was also predeceased by both her parents and her sister, Mary Van Dorn.

She leaves behind her loving children: Donald (Jean) and Tab (Corie) Patterson, Pat (Duke) Monson; Brothers: Michael (Elke) Bachik, Joseph (Faith) Bachik; Grandsons: Eric Boyle, Alex Patterson; Great Granddaughter: Kadence Boyle; and, Great Grandson Jackson Boyle.

For those who remember Anne Patterson, and wish to pay a tribute to her life and spirit, the family has requested monetary donations go to Seton Hall School of Nursing in her honor via www.shu.edu/giving or by mail at: Seton Hall Fund, Seton Hall University, 457 Centre Street South Orange, NJ 07079. Please specify the School of Nursing.

In Memory of...

NJSNA would like to honor deceased registered nurses who graduated from New Jersey nursing programs and/or worked in New Jersey during their nursing careers. The names will be submitted to the American Nurses Association for inclusion in the memoriam held at the House of Delegates.

If you know of the death of a nurse in your community, please send information to Sandy Kerr at sandy@njsna.org and include information such as school of nursing attended, where they worked, age, date of death, etc.

The editorial staff of the *New Jersey Nurse* reserves the right to edit information shared: please include your relationship to the person (colleague, family member, friend, etc.). We appreciate your sharing information with us.

Heagele Urges Congressman Pallone to Support Home Health Care Act

Tara Heagele, an educator at Robert Wood Johnson Hospital - Hamilton's Center for Training & Development, thanked Congressman Frank Pallone for his support of New Jersey's registered nurses. Heagele, a newly elected NJSNA Board of Directors' member and delegate to the American Nurses Association (ANA), represented the ANA at a Lobster Bake Fundraiser at the Congressman's home in Long Branch on September 9, 2011. She urged Congressman Pallone to advocate for APRNs and home health patients by supporting the Home Health Care Improvement Act, which would allow nurse practitioners, clinical nurse specialists, certified nurse midwives, and physician assistants to certify home health services for Medicare patients.

Nurses are encouraged to ask their US Senators and House of Representatives' members to support the Home Health Care Improvement Act by visiting the American Nurses Association, Government Affairs section and clicking on the Take Action link (<http://www.nursingworld.org/>).



Congressman Frank Pallone and Tara Heagele

Smell the roses...



Find the perfect nursing job where you can work smarter, not harder on

nursingALD.com

Registration is free, fast, confidential and easy!
You will receive an e-mail when a new job posting matches your job search.



Nurse Leaders continued from page 1

advance health. The report recommends that “public, private, and governmental health care decision makers at every level should include representation from nursing on boards, on executive management teams, and in other key leadership positions.”

David Knowlton, NJ Healthcare Quality Institute, President/CEO; LEAPFROG, Former Chairman; NJ Action Coalition – *Future of Nursing Report*, Co-Lead, led off the panel. Knowlton, a nationally recognized champion for nurses and nursing, pointed out the critical role that nurses play in saving lives, and thus have a role to play as policy board members. He shared that the national LEAPFROG Group, committed to reduce medical errors and improve quality health care, recently incorporated the criterion of Magnet Status in its rating of health care programs.

Mary Ann Christopher, RN, MSN, FAAN, Visiting Nurse Association of Central Jersey, President/CEO; NJ Nursing Initiative, National Advisory Board, Chairman; NJ Action Coalition – *Future of Nursing Report*, Co-Lead, described her journey to becoming a member on the many boards she has served, including the UMDNJ Board of Trustees, to which she was appointed by Governor Corzine in 2007. Christopher believes that nurses at the policy table can tell the health care story “through the eyes of the patient.” She explained the importance of aligning with other champions of nursing to achieve policy goals, and the opportunity to get involved at local and county levels where board skills can be developed.

Betsy Ryan, Esq., NJ Hospital Association, President/CEO, reiterated a Woody Allen quote, “90% of success is showing up,” and a good suit and haircut may add the other 10%. NJHA Board of Trustees includes at least one nurse who is also an Organization of Nurse Executives NJ member. Ryan described her CEO role in management that implements the policies set by the NJHA Board. She pointed out the sensitive role that the CEO plays in dealing with thorny issues and decisions that the Board has to address in an effort to reach industry consensus. NJHA has a strong commitment to training for new board members.

Lucille Joel, RN, EdD, FAAN, Rutgers University, College of Nursing, Professor; American Nurses Association and NJSNA, Past President, described the vital role that nursing presence plays when nurses serve on policy boards. Nurses on boards are able to bring to the discussion constituency issues that are concerns of patients and employees. Board members must develop their knowledge of the product lines of the organization which they serve, and invest effort in aligning with other members; avoid being “a niche player.” Successful board membership may require assistance in generating board resources (including financial), and being involved, not only in business events, but in pleasure as well.

Yvonne Wesley, RN, PhD, FAAN, YWesley Consulting, LLC; UMDNJ, University Hospital Board of Directors member, stressed the leadership characteristics that support the role of board members: self-worth and awareness; self regulation; passion; and social skills, for example. A board’s culture will value competent members who can advance the organization’s mission and goals.

Thomas Bracken, NJ Chamber of Commerce, President; Cancer Institute of NJ, and College of NJ, Board member, believes that nurse board members maximize a health care board’s potential to provide care to clients. Prospective board members must become familiar with the selection process, as each group may be different. Board member characteristics can include: “balance of membership; commitment to the organization, chemistry, and ability to work together.” Members will have a role in establishing strategic short and long term goals.

Mary Ann T. Donohue, PhD, RN, APN, NEA-BC, Vice President and Chief Nurse Executive, Jersey Shore University Medical Center; President of NJSNA, credited her early experiences as a Girl Scout and cheerleader that contributed to her leadership journey, in addition to her career long involvement in nursing through the professional association for which she is now president. Focusing on the organization’s mission, vision, and values to achieve strategic goals, while remaining close to one’s constituents, and demonstrating a healthy respect for staff, are instrumental, as Donohue fulfills her role as a transformational leader.

William Waldman, MSW, Rutgers University, School of Social Work, Executive in Residence; AARP NJ, Advisory Board; NJ Department of Human Services, Former Commissioner, suggested an appointment to a not for profit board for a beginning board member. He stressed the co-responsibility of the leadership team: Board governance and CEO/management team. The Board’s governance responsibility is to focus on the vision, policies, budget, CEO selection and accountability. The CEO provides the organization’s management for day to day responsibility. Shared responsibilities are vision, values and mission, which include ethical and legal matters; adequate resources; and strategic planning in a changing environment. Qualities of boards were described: Mission Driven; Culture of Inquiry; Ethos of Transparency; and Learning Culture (not punitive). Volunteer board members will have homework, and opportunities for networking.

RWJF, Vice President **John Lumpkin**, outlined the Foundation’s long standing commitment to programs

that have advanced the role of nursing in health care systems. Not only has the Foundation supported the NJ Nursing Initiative to focus on preparing nursing faculty in NJ with a \$23 million grant for the program located at the NJ Chamber of Commerce Foundation, but also a national nurse scholars program is underway. Originally, the Nurse Leaders in the Boardroom program was created at the Foundation at the direction of RWJF President, Risa Lavizza-Mourey, and Susan Hassmiller.

A networking luncheon for participants afforded them an opportunity to engage in discussions with the panelists seated at their table. The meeting highlighted the important role nurses have to play in healthcare and the community as well as the many opportunities available for nurses ready to take the next step. NJSNA and AARP NJ are exploring how to support nurses ready to serve on boards. We plan to reach out to the nurses who attended the meeting, in an effort to link them up with individuals who volunteered as “champions” to identify opportunities.

Chen and Robinson Named Fellows of the American Academy of Nursing

Huey-Shys Chen, PhD, RN, MCHES, FAAN, associate professor at the University of Medicine and Dentistry of New Jersey (UMDNJ), School of Nursing, in Newark, NJ, and Joanne Robinson, PhD, RN, GCNS-BC, FAAN, associate professor and Dean of the Rutgers University, School of Nursing in Camden, NJ, recently were inducted as Fellows of the American Academy of Nursing (AAN). Chen and Robinson were among the 142 new fellows to be awarded this most prestigious honor at the AAN’s Annual Conference held October 15 in Washington, DC. Academy fellows represent “the nation’s top nurse researchers, policymakers, scholars, executives, educators, and practitioners,” according to AAN President Catherine Gilliss.



Huey-Shys Chen



Joanne Robinson

Huey-Shys Chen has been committed to a vision for excellence that advances nursing research, while improving the health of children and adolescents. She has published on a variety of topics, and has made presentations nationally and internationally. Her research has contributed to international research instrument development, by establishing the validity and reliability of the Chinese version of the Smoking Self-Efficacy Survey (CSSES-20), Decisional Balance Scale (CDBS), and the Stage of Tobacco Acquisition Questionnaire (STAQ). The validated instruments have been recognized by researchers worldwide and the CSSES-20 and CDBS have been used by researchers in the US, Taiwan, Hong-Kong, Australia and Iran. In addition, she recently launched the International Nursing Visitor Program at UMDNJ-School of Nursing, which hosted 10 students and a faculty member from the Hung Kuang University, Department of Nursing of Taiwan, for a two-week US education and cultural experience. “We are extremely proud of Dr. Chen and her commitment to excellence in teaching, research and healthcare,” notes Marie O’Toole, EdD, RN, FAAN, associate dean for Academic Affairs at UMDNJ-School of Nursing; “she is a valued member of our faculty and an internationally recognized scholar.”

Active in professional organizations, Chen’s leadership activities include chairing the program planning committee for the American Public Health Association (APHA), Public Health Nursing section; and serving as the first female President of the Chinese American Scholars Association of Florida

(CASAF). Her honors and awards include the 2011 Excellence in Research Award from the Foundation of UMDNJ, 2011 Excellence in Scholarship Award from the Omicron Pi Chapter, Sigma Theta Tau International Honor Society of Nursing, 2009 Young Investigator Award from APHA’s Public Health Nursing Section, and 2010 Presidential Citation from the Society for Public Health Education. Chen received a BSN and MSN from the Kaohsiung Medical University in Taiwan and PhD from the University of Texas at Austin, School of Nursing.

A noted scholar on nursing care for the elderly, Joanne Robinson helped to shape an agenda for gerontological nursing research, reforms in nursing home care, and education of nurses in care of adults through her work with the Robert Wood Johnson Teaching Nursing Home Project. Collaborating with Evans and Strumpf, she seeded the evidence base for restraint-free care of nursing home residents. She is the co-author of the books, *Restraint-Free Care: Individualized Approaches for Frail Elders*, and *Reducing Restraints: Individualized Approaches to Behavior*, in addition to being the author of more than 20 articles that have appeared in professional research journals. Robinson served on the New Jersey Governor’s Advisory Council on Elder Care, and chaired the New Jersey State Commission on Aging.

Robinson received the 2008 Urologic Nursing Catherine-Ann Lawrence Literary Excellence Award, following the publication of an article, “Psychometric Properties of the Male Urogenital Distress Inventory (MUDI) and the Male Urinary Symptom Impact Questionnaire (MUSIQ) in Patients Following Radical Prostatectomy,” which she co-authored and was published in *Urologic Nursing* (December, 2007). Robinson’s research on urinary incontinence has been supported by NINR, been recognized with numerous awards, and merited her appointment to the Center for Clinical Investigation of the Wound Ostomy and Continence Nursing Society Board. Her current research addresses the management of urinary symptoms in men with prostate cancer and Parkinson’s disease.

Recently, Robinson launched a new school of nursing at Rutgers, Camden that will educate nurses to make a difference in the lives of older adults. She received a BS in nursing from William Paterson University, MSN from Rutgers University, MA in Social Gerontology and PhD from University of Pennsylvania.

The AAN Fellowship includes recognized leaders who have made significant contributions to nursing, healthcare policy and healthcare delivery. Upon induction, Fellows have the privilege of using the FAAN credential (Fellow of the American Academy of Nursing). Founded in 1973, the American Academy of Nursing works to advance national health policy and improve healthcare practices by leveraging the nursing knowledge of its Fellows.

Felician to Offer RN to BSN Program at Kimball Medical Center in Lakewood

Felician College and the Lakewood-based Kimball Medical Center have signed an agreement that will enable Kimball nurses to pursue a Bachelor of Science in nursing degree on-site at the Medical Center.

"I take great pride in partnering with Kimball Medical Center in offering our RN to BSN Fast Track Program to make lifelong learning accessible for their nurses," said Sister Theresa Mary Martin, Felician College's President. "In the end, it is the consumers of healthcare in New Jersey that will benefit most from our partnership."

Felician's RN to BSN Fast Track program offers courses taught by a distinguished interdisciplinary faculty from Nursing, Business, and Arts and Sciences. Students take very specialized course work in Global Health, Business Dimensions of Health Care, Computer Informatics and Security, Health Care Policy and Politics, Nursing Research and Leadership and Management.

"Our innovative 17-month RN to BSN Fast Track Program prepares nurses for leadership roles in patient-centered care and management," said Muriel Shore, Dean of Nursing at Felician. "The recent Institute of Medicine Report on the Future of Nursing calls for 80% of nurses to have a baccalaureate degree by 2020. Kimball Medical Center is to be congratulated for their foresight in preparing their workforce to meet this goal."

The RN to BSN Fast Track program was established to meet the needs of working registered nurses by



L-R: Michael Mimoso, acting Executive Director, Kimball Medical Center; Sister Theresa Mary Martin, President, Felician College; Art Goon, VP, Enrollment Management, Felician College; and Dr. Muriel Shore, Dean of Nursing, Felician College.

offering classes one day a week. Since 2003, Felician has enrolled 59 cohorts into its Fast Track Program. Kimball Medical Center will enjoy the distinction of being Felician's 60th cohort. In addition to offering classes at its Lodi campus, Felician has cohorts at Monmouth Medical Center, East Orange General Hospital, Mercer Country Community College, Middlesex County Community College and Sussex County Community College.

Cimiotti Appointed NJ Collaborating Center for Nursing Executive Director

Linda Parry Carney, MSN, RN, Chairman, NJ Collaborating Center for Nursing (NJCCN) Board, announced the appointment of Jeannie Cimiotti, DNSc, RN, as Executive Director. A New Jersey native, Cimiotti assumed the position on September 1, 2011 following the retirement of Geri Dickson, PhD, RN, who was founder of NJCCN and served for eight years as the first Executive Director.



Jeannie Cimiotti

Cimiotti comes to the NJCCN from the University of Pennsylvania, where she served as a Senior Fellow at the Leonard Davis Institute of Health Economics, and as a member of the renowned research team at the Center for Health Outcomes and Policy Research, which is headed by Linda Aiken, PhD, RN, FAAN. Cimiotti is known for her collaborative approach to research and successful management skills. Parry Carney emphasized that "The NJCCN Board strongly

believes that Dr. Cimiotti brings the right combination of leadership, skills and experience to the Center. She is a leader who will be successful in advancing the Center's mission; her research and scholarship related to the nursing workforce and patient outcomes have received international attention."

NJCCN's mission is to serve as a future-oriented research and development organization for nursing. The Center disseminates NJ education, supply and demand data based workforce reports. Created by legislation in 2003, it was supported by private/public partnership funding from the State of New Jersey and the Robert Wood Johnson Foundation. In 2009, legislation, sponsored by Senator Joseph Vitale and enacted into law, designated 5% of all initial and renewal RN and LPN NJ nursing licensing fees for Center operations. A Board of Trustees appointed by the Governor, Senate President, and General Assembly Speaker, comprised of 17 members representing nursing stakeholders guides the Center's work. NJCCN is one of 30 statewide workforce centers participating in a national Forum of Nursing Workforce Centers. It is located at Rutgers University, College of Nursing, Newark, NJ. For further information: www.njccn.org.

Nurse Authors in the News

Joanne Cole, RN, former Director, New Jersey Recovery and Monitoring Program (RAMP), is a co-author of an article about nurses recovering from substance abuse disorders. Monroe, Vandoren, Smith, Cole and Kenaga review policy initiatives and professional organization position statements that hospital and nursing administrators should be aware of in order to respond effectively to public and policy makers' concerns about substance abuse in health care settings. The authors point out that detecting and addressing substance use disorders proactively and systematically are essential to protect patient safety and to enable health care professionals to recognize problems and intervene promptly. Key points and gaps in existing policy statements are identified.

Monroe, T., Vandoren, M., Smith, L., Cole, J., & Kenaga, H. (2011). Nurses recovery from substance use disorders: A review of policies and position statement. *Journal of Nursing Administration* 41, 10, 415-421.

Yvonne Wesley, RN, PhD, FAAN, Independent Health Consultant, YWesley Consulting, LLC, has published the following article which describes New York University, College of Nursing's Leadership Institute for Black Nurses. The Institute was created to maximize the role that nurses of African descent may be uniquely qualified to play in influencing disparities in health care access and outcomes. A program including project development guided by mentors is described. Testimony of Institute scholars described the positive impact that the program had on the advancement of their career goals and practice.

Wesley, Y., Turner, S., & Qaahidh, L., (August, 2011). *Nursing Management*, 41-45.

What Do Nurse Entrepreneurs Need?

Do you dream of owning your own business? Are you currently in private practice? Do you have a great marketable idea? The current economic climate, along with vast changes in the delivery of healthcare have given rise to a growing number of nurse entrepreneurs. Nurse run clinics and Patient Centered Medical Homes are sprouting up across the country as a result of the Affordable Care Act. Nurses are seizing the opportunity to answer a need. After all, isn't that what nurses do?

But what are the laws and limitations that involve nurse owned businesses? To begin with, starting a business or independent practice, all employees and clinicians must be appropriately licensed and credentialed to practice. Each must function within their own licensing and regulatory rules and interact accordingly. The business itself falls into different and various sets of regulations that provide for it's legal functioning. Federal and state agencies set regulations for compliance in the healthcare industry. Public health code mandates, type of business or practice regulations, even local ordinances will govern the conduct of the business.

George Hebert, Executive Director of the NJ Board of Nursing has been receiving questions such as these in increasing numbers and has reached out to NJSNA in a collaborative effort to address the unique needs of nurse entrepreneurs.

NJSNA and the Board of Nursing will be co-hosting a series of webinars to discuss present and potential benefits and pitfalls that are crucial to every nurse who opens a business. Join in to explore issues that may impact your business related to the New Jersey Nurse Practice Act. Have a chance to discuss what needs you, the nurse entrepreneur have that may be addressed through changes in regulation or assistance from your state organization.

If you are interested in or already own your own business, join in and share your insights. Exchange ideas and have a chance to ask questions and voice your concerns.

For program information, contact: NJSNA (609) 883 5335 or email: psychapn@gmail.com.

Suzanne Drake, PhD, APN Director of Public Relations SPAPN/NJSNA has been in private practice for over three decades. She is owner/principal of The Wellness Group of New Jersey, LLC in Ramsey, NJ.



Camp Nurses Needed

SUMMER
CAMP NURSE
(RN)
Blairstown, NJ
1 hour from NYC
9-week resident
camp
June 16-August 18
(full or part season
available)

EVERY WEEKEND
OFF



800-633-7350
www.campuskids.com

Camp Half Moon in the Berkshires—Camp Nurse positions available. RN, LPN. Beautiful lakefront setting with heated pool. Salary, room, board and travel—families welcome. Partial summer available. Season dates: June 23rd-Aug. 17th. Must enjoy working with children in a camp setting. Day Camp & Sleepover Camp, coed, ages 3 to 16.

Write to P.O. Box 188
Gt. Barrington, MA 01230
888-528-0940
www.camphalfmoon.com
email: info@camphalfmoon.com



**KENMONT
KENWOOD**

JOIN A TEAM OF 8 RNS AND 1 MD FOR PREMIER PRIVATE BROTHER/SISTER CAMP, at the foothills of the Berkshire Mountains in Kent, CT. World class facilities/staff seeks experienced RN. Positions available June 15-July 21 or July 20-August 19. Free camp tuition option for children of staff. Excellent living accommodations. Competitive salary, travel allowance, room and board.

Phone: 305-673-3310, Fax: 305-673-4131
or e-mail tom@kencamp.com
website: www.kenmontkenwood.com

The Society of Psychiatric Advanced Practice Nurses Honors Two at Annual Awards Dinner

Advanced Practice Nursing is undergoing revolutionary changes brought about by the Affordable Care Act of 2010, the Consensus Model (L.A.C.E.) and the IOM report. Psychiatric Advanced Practice Nursing is no exception. Each year, the Society of Psychiatric Advanced Practice Nurses of the New Jersey State Nurses Association provides an opportunity to formally recognize outstanding contributions made by New Jersey Psychiatric Advanced Practice Nurses and those who support their evolving mission. This year, SPAPN held its annual fall awards dinner at the Shadowbrook CC in Shrewsbury. Following a business briefing, awards were presented to two individuals for their significant contributions in advancing mental health care in New Jersey.

Leadership

Ever mindful of trends in nursing, SPAPN President Candice Knight PhD, EdD, APN anticipated changes ahead for psychiatric advanced practice nursing. Without delay, she boldly catalyzed the creation of the first Family Psychiatric Nurse Practitioner Program and Post-master's Family Psychiatric Nurse practitioner Program in NJ. In keeping with Nursing's overall vision, Dr. Knight facilitated Psychiatric Clinical Nurse Specialists in obtaining the appropriate course curriculum within



a university program to enable them to sit for the Psychiatric Nurse Practitioner exam. Obtaining the nurse practitioner credential is now pivotal, as ANCC recently announced its move to eliminate the CNS credential.

On a national level, Dr. Knight had input into the L.A.C.E. Report regarding curriculum recommendations for the Advanced Psychiatric Nursing Programs and was instrumental in adding psychotherapy back into the CNS/NP curriculums. In true mover and shaker fashion, these accomplishments were achieved posthaste. For her exemplary vision and willingness to take necessary risks, The Society of Psychiatric APNs awarded her the 2011 Leadership Award. Referring to her own heterodox style, in her acceptance, Dr. Knight quoted Laurel Thatcher Ulrich: "Well behaved women seldom make history."

Outstanding Service

Above and beyond, Carolyn Pierce Buckelew, APN is the Society's Gem. She has been the SPAPN Treasurer for over a decade. While she has attempted to retire from the position several times, she has cheerfully stepped back in when her successors surrendered the office after brief tenure. A wise and talented money manager, she handles her position like a Fortune 500 CFO. Ms. Buckelew is often asked "do we have the money for



this?" Not only can she report the balance, she offers sage advice as to the prudence of the expenditure. Her investment strategies have defied a down market and have resulted in a financially robust and healthy organization.

A SPAPN member for 15 years, Ms. Buckelew has been steadfastly committed to SPAPN. She has given generously of her time and energy despite bearing chronic illness. She has consistently demonstrated responsibility, organization, flexibility, and openness to change without complaint during the terms of at least three SPAPN presidents. Her pleasant and encouraging style, and wonderful sense of humor add warm layers to her competence and dedication to inspire others to contribute more. In essence, Carolyn's leadership activities on the Board exemplify her generosity, integrity, and commitment. She was thus presented the 2011 Outstanding Service Award.

The Society of Psychiatric Advanced Practice Nurses is dedicated to advancing the standards of excellence in psychiatric advanced practice nursing and optimizing delivery and access to mental health care in New Jersey.

For further information go to <http://www.psychAPN.org>
The Society of Psychiatric Advanced Practice Nurses
Suzanne Drake, PhD, APN,
Public Relations Director
908-625-2128
email: drsuzannedrake@gmail.com



Department of Veterans Affairs
An Equal Opportunity Employer



I'm not just a nurse.
I'm inventing new models
of Veteran's health care. Chris, VA Nurse

The Best Care
Apply Today:
VAcareers.va.gov
Follow VA Careers  

Earn an M.S. in Nursing Education online!
— Apply now for fall 2012 —




gradcenter@sunyit.edu • www.sunyit.edu
State University of New York Institute of Technology at Utica/Rome

RNs – Full & Part-Time
Hudson, Passaic, Union and Middlesex

RNs will work closely with the medical and psychiatric staff in our group homes for adults living with mental illnesses and developmental disabilities. Responsibilities include nursing assessments, medication and monitoring client health. Psychiatric background is helpful but not necessary.

The candidate must have an up-to-date nursing license in the state of NJ and a valid driver's license. Work 40 flexible hours, 20 hours-PT. We have generous vacation, sick and personal day benefits plus 9 paid holidays/year. Life and health insurance, dental, 401(k). Send resumes to Tiffany Carter-Conway, SERV Behavioral Health System, Inc., 20 Scotch Rd, Ewing, NJ 08628. FAX to 609-406-1920 or email tcarterconway@servbhs.org




Horizon Health Center
Jersey City NJ
seeks
RNs
with Women's Health experience
Newly refurbished, modern facility
Applications should be sent to
hhc_employment@horizonhealth.org

Want to help patients get better ...
and stay better?

Apply Today

Up to \$10,000 Bonus for Cardiac Cath Lab/PCI Nurses*

Join the dedicated team of experts at **RWJ Rahway**, an acute care community hospital committed to helping patients get better ... and stay better.

RWJ Rahway is pleased to announce the grand opening of the **state-of-the-art** Cardiovascular Cath Lab.

RN POSITIONS
Cardiac Catheterization/PCI RN with 2-3 years experience.
(FT, PT, Per Diem and ON-CALL)

Training must be from an Interventional Laboratory in a Cardiac Surgery Center.
BLS, ACLS N.J. RN Licensure

Our employees provide the expert care that makes us great, so we take care of our employees. We're committed to offering **extremely** competitive salaries and benefits, and flexible hours.

*See HR representative for details.



Interested candidates, please apply online: rwjuhr.com or fax to 732.815.7610



The James J. Peters VA Medical Center

The James J. Peters VA Medical Center, Bronx VAMC affiliated with the Mt. Sinai School of Medicine (NYC), numerous Nursing Academic Affiliations and the Hospital for Special Surgery, is located in the NW Bronx on a self contained campus easily accessible by car (free parking for eligible employees) and public transportation. We can offer consideration for immediate or deferred employment for the following:

Opportunity Available for a REGISTERED NURSE in the OPERATING ROOM in the PERIOPERATIVE PATIENT CARE CENTER.

Qualifications: The ideal candidate must have a current/valid unrestricted RN License (any U.S. State). BSN is required. CNOR (Certification nurse operating room) is preferred. Candidate must have 2 or more years of perioperative experience.

Comparable salary and generous benefits package available. English Language Proficiency and U.S. Citizenship is required.

Please send CV/ resume to:
Dept. of Veterans Affairs, James J. Peters VA MEDICAL CENTER
130 W. Kingsbridge Road, Bronx, NY 10468
Human Resources Management Program 05
FAX: (718) 741-4598 or email to Mary.Ramirez@med.va.gov

The VA is an EOE M/F/V/H



WHEN Did COPP Start and WHO IS COPP?

by Susan H. Weaver MSN, RN, NEA-BC, CRNI,
Congress on Policy and Practice, Chairman

One of my first questions as a newly elected member of COPP (NJSNA's **Congress on Policy and Practice**) was WHEN did it start and what happened to the Cabinet on Practice? The answer was in the archives at NJSNA Headquarters; so I journeyed there for a look into the past.

If you remember our 100th Anniversary celebration in 2002, then you know that NJSNA was incorporated in 1902. Yet, the first mention I could find about something similar to COPP was in 1963; there was a Committee on Professional Nursing Practice. The October 1967 *New Jersey Nurse* stated the following about the work of this Committee:

"During the year the major concern of the Committee on Professional Practice has been the establishment of policies, procedures and definitions of role, authority and responsibility of the nurse in cardiac resuscitation. A joint statement by the New State Jersey Nurses Association, the New Jersey Hospital Association and the New Jersey Medical Society seems imperative. The joint statement was drafted and entitled: *External Cardiopulmonary Resuscitation (including Defibrillation) and the Registered Professional Nurse.*"

Basically it was a position statement on CPR! At the 1969 NJSNA Annual Meeting, a Bylaws amendment was adopted, forming the Council on Nursing Practice, and it is interesting to note that Dr. Lucille Joel was a District #2 member on the Council. At that time, five Divisions of Practice were also formed:

1. Community Health Nursing
2. Geriatric Nursing
3. Maternal and Child Nursing
4. Medical-Surgical Nursing
5. Psychiatric and Mental Health Nursing

The Council on Nursing Practice was renamed the Council on Practice in 1976 with the same five Divisions of Practice. In the archives, there is a wonderful document entitled *A Primer on Implementing Standards of Practice*, which was prepared by the NJSNA Council on Practice. It contains a resolution on primary nursing, along with tools for nursing history, patient care plan and teaching.

At the 1984 NJSNA Annual Meeting, it was proposed that the Council on Practice and their Divisions of Practices would transition to Four Cabinets:

1. Cabinet on Education
2. Cabinet on Practice
3. Cabinet on Continuing Education
4. Cabinet on Nursing Research

Also in 1984, a column was started in the *New Jersey Nurse* entitled, "Ask the Council." In 2011, more than 25 years later, we are attempting to achieve this goal with this **Council on Policy and Practice** column.

In 1988 the Goals for the Cabinet on Practice were:

- Monitor the Legislative Committee, Board of Nursing, *New Jersey Register*, and *Capital Update*.

- Maintain a current packet of position statements.
- Identify current nursing practice issues and implement plans to address them.
- Increase communication with Legislative Committee.
- Educate RNs about nursing practice issues through publication in *New Jersey Nurse* and continuing education programs.

At the 1992 NJSNA Annual Meeting, a Bylaws amendment was adopted to form the Congress on Policy and the Congress on Practice: "There shall be a Congress on Policy and a Congress on Practice to promote comprehensive, integrated analysis of issues affecting nursing for presentation to the Board of Directors and to guide the organization." (*New Jersey Nurse*, October, 1992). The Legislation Committee and the Ethical Practice Committee were now part of the Congress on Policy, whereas the Cabinet on Practice and Cabinet on Education were combined to form the Congress on Practice. Sue Hart was chair of the Cabinet on Practice at that time and led the transition to the Congress on Practice.

In 2000, joint meetings were held with the Congress on Policy and the Congress on Practice. Then, in 2001, a Bylaws amendment to combine the two Congresses was adopted. The minutes reflected that since the managed care model has become well established, it was time to combine the Congresses, which would strengthen our ability to meet the needs of the members and the organization.

So that brings us to 2011 and the work of the **Congress on Policy and Practice (COPP)**. Today, COPP focuses on practice issues in NJ, using the expertise of dynamic members of the COPP to develop Position Statements on issues, such as Medication Administration by Unlicensed Personnel, and Nurses Role in End of Life Decision Making. The **Congress on Policy and Practice** members are elected by NJSNA and those interested are encouraged to run for open positions. COPP will provide regular updates about its work in the *New Jersey Nurse*. Please send any practice issues/questions to the COPP addressed to: Jamie@njsna.org

COPP

Should NJSNA support legislation stating first responders may administer Narcan, Naloxone, in patients who have overdosed? Is it appropriate that shackles be used for prisoners who are in labor? What nurse residency programs are available to new graduate nurses in New Jersey? These are just some of the topics being investigated by the Congress on Policy and Practice, also known as COPP. For almost 45 years COPP has focused on professional nursing practice issues in New Jersey. For instance, in the October 1967 edition of *New Jersey Nurse* the following was written about the work of this Committee:

"During the year the major concern of the Committee on Professional Practice has been the establishment of policies, procedures and definitions of role, authority and responsibility of the nurse in cardiac resuscitation. A joint statement by the New Jersey Nurses Association, the New Jersey Hospital Association and the New Jersey Medical Society seems imperative."

The joint statement was drafted and entitled "External Cardiopulmonary Resuscitation (including Defibrillation) and the Registered Professional Nurse," which is basically a position statement on CPR!

Today COPP ensures that the NJSNA Position Statements are current and has recently revised the position statements on medication administration for unlicensed personnel and nurses role in end of life decision making. COPP members are also planning and developing a March 2012 educational program for NJSNA members on End of Life Care.

The Congress on Policy and Practice encourages NJSNA members to send any practice issues, concerns, or questions to the COPP by emailing Jamie@njsna.org

Lisa DeMary, BA, RN, CLNC, MSHCc
Region 5 Representative COPP

Susan H. Weaver, MSN, RN, NEA-BC, CRNI
Chair COPP

Save the Date!

State of Nursing in NJ & NJSNA Annual Meeting
April 12, 2012



This educational program will provide an opportunity for nurses in NJ to learn about issues affecting their practice with NJ Board of Nursing Executive Director George Hebert, MA, RN and the Commissioner of the Department of Health & Senior Services Mary O'Dowd (invited). Following the program, the NJSNA will hold its annual meeting. This meeting will provide members with an update on the events of the past year and the plans for the future. All are welcome. Breakfast & lunch included.

Visit www.NJSNA.org for more information.

American Nurses Association Announces CE Conference: Hospital-Based First Receivers: Teaching the Caring Professional to Take Care

This one day course provides 6.74 hours of continuing education for registered nurses.

Reserve your spot today at www.NJSNA.org — participation is limited to 30 attendees!

Date: February 23, 2012

Time: 8:30 am

Location: NJSNA HQ
1479 Pennington Road | Trenton | NJ | 08618

Cost: \$10

Funded by an educational grant from the National Institute of Environmental Health Sciences through the International Chemical Workers Union Council consortium

Perfect for any RN needing information on:

- Personal Protection Equipment and Respiratory Protection
- Incident Command System
- Hazard Vulnerability Assessments
- Decontaminating chemically contaminated patients
- OSHA's Best Practices for Hospital-Based First Receivers of Victims from Mass Casualty Incidents Involving the Release of Hazardous Substances document



Regulatory Update

**Carolyn Torre RN, MA, APN: Director
Regulatory Affairs**

Regulations Adopted (to Date) In 2011:

- N.J.A.C. 8:42C: Department of Health and Senior Services (DHSS): Hospice Licensing Standards included APNs as Primary Care Providers, on adoption.
- N.J.A.C. 8:51: DHSS: Childhood Lead Screening: Added APNs as an authorized primary care provider (PCPs) on adoption and recognized role of public health nurses in performing screening.
- N.J.A.C. 8:43G: DHSS Standards for Hospitals: changed title of CRNAs to APNs/anesthesia, consistent with APN statutes and BON regulations; removed language requiring supervision of APNs/anesthesia by an anesthesiologist and replaced it with requirement for Joint Protocol between APN/anesthesia and anesthesiologist which requires sections governing presence of anesthesiologist during induction, emergence and critical changes in statute; NJ Association of Nurse Anesthetists has appealed this language adoption and NJSNA is supporting with an amicus brief.
- N.J.A.C. 10:55: Department of Human Services (DHS): Prosthetic and Orthotic Devices: Recognizes APNs as PCPs who may provide diagnosis supporting need for custom-made prosthetic and orthotic appliances.
- N.J.A.C. 13:95: Juvenile Justice Commission: recognizes APNs as a provider under Medical Services and authorizes psych APNs to recommend placement in Behavior Accountability Unit (BAU) along with psychiatrists and psychologists.
- N.J.A.C. 17:4: Police and Firemen's Retirement System Rules: NJSNA requested addition of APNs to physician PCPs who can affirm a police or fireman's good health or diagnose disability. Division of Pensions and Benefits in the Department of Treasury denied NJSNA's request despite APN's statutory authority to affirm disability in Labor Law.

Regulations Pending (to Date) in 2011:

- N.J.A.C. 10:129: Child Protective Investigations: NJSNA requested addition of APNs among those who may be involved in making an assessment of physical harm or in the treatment of a reported injury or condition.
- N.J.A.C. 10:122C: Department of Children/Families (DCF): NJSNA wrote to protest elimination of Psych APNs from those who can make initial assessments of children in resource family homes (foster homes) for need for psychotropic medication in proposed rule. NJSNA met with DCF administrations in September regarding related DCF policy; they are holding to their determination that initial assessment on these children will only be able to be done by psychiatrists, developmental pediatricians or pediatric neurologists, despite the fact that the latter two providers are not experts in children's psychiatric conditions. The regulation itself has not yet been adopted.

- N.J.A.C. 13:45C: Division of Consumer Affairs, Administrative Rules: Requested addition of APNs to those physicians/medical directors authorized to report toy-related injuries or deaths.

NJ Law Revision Commission (NJLRC) Seeks Input Regarding Draft Bill:

NJLRC reached out to the health professions community for comments regarding a draft bill: the NJ Emergency Volunteer Health Practitioners Act. After consultation with the Congress on Policy and Practice, NJSNA responded with a letter generally supporting the bill's intention to enable volunteer health care professionals from out of state to be engaged to work in NJ in an emergency situation. We recommended that pharmacists and funeral directors be added to the potential list of volunteers. Additionally, we pointed out that the draft bill would allow volunteers from out of state, not registered in advance, to come into the state to practice in an emergency without having undergone the criminal history background check currently required of all health professionals licensed in New Jersey. We encouraged them to consider how this might potentially impact patient safety.

APN Denied Reimbursement for Urodynamic Testing:

An NJSNA APN member practicing in Toms, River, NJ, has been denied reimbursement for urodynamic testing by Highmark Medicare. Her appeals have also been twice denied and she is now required to appeal a third time to C2C Solutions in Jacksonville, Fla. This situation is puzzling because the APN has been doing urodynamic testing and being reimbursed for those services by Medicare since 1998! She received no notification from Highmark saying that coverage determinations or requirements had changed prior to the denials for reimbursement, nor has Highmark provided her with any written documentation saying that coverage determinations have changed in the appeal process. After the author sent a message to CMS Region II Medical Director, to ask for assistance or clarification, Steven Lisker, CMS, replied that: 1. Only providers themselves have the right to appeal; that CMS Region II cannot intervene 2. The author has no authority to intercede on the provider's behalf because not her "official representative and 3. The LCD (Local Coverage Determination) still up on the CMS website cited which specifically says that APNs have authorization to perform urodynamic testing, cited in NJSNA's message to CMS is no longer valid because the company which issued it no longer has the CMS contract.

Because Highmark Medicare has offered no documentation for this denial and cites their reason as "these services are not covered when performed, referred or ordered by this type of provider," we here at NJSNA are very concerned that this denial represents failure to recognize the legal scope of practice for NJ APNs and that it will limit patient access to care by favoring payment to one provider set (physicians) over another

(APNs). Medicare Region II says that "only the designated contractor organizations can make decisions as to the appropriateness of payment for Medicare services." This suggests that Medicare contractors can make arbitrary decisions regarding Medicare reimbursement not based upon any evidence related to cost or outcomes of care.

The author also reached out to Senator Menendez and Lautenberg and Michael Bernard in Senator Menendez' office called back; he fully understands the issue and its implications and himself reached out to CMS; as a consequence, the author was called by Peter Reisman in the Region II office; he thought that perhaps the APN was being denied on the basis of an LCD issued by Highmark in July, 2011 stating that reimbursement for non-intrusive urodynamic testing would be denied, going forward. The author explained that this is not relevant in the APN's case since she has never done that type of testing; furthermore, the LCD was not cited in Highmark's denial. Mr. Reisman plans to be in discussion with Highmark and will follow-up with NJSNA regarding his findings. In the meantime, the beleaguered APN has secured personal legal counsel. Please contact carolyn@njsna.org to report Medicare reimbursement denials for either urodynamic testing or other procedures being performed, ordered by or referred to other providers by APNs.

UNIVERSAL TRAINING INSTITUTE

Practical Nurse School located in Perth Amboy, NJ is looking for full and part-time nursing faculty.

- BSN Required
- Must have NJ license • Experience a plus

**Please forward resumes to
schooladministrator@universaluti.com**

UNIVERSITY OF WISCONSIN - GREEN BAY

BSN • LINC

RN to
BSN
Online Program

- Nationally accredited
- No campus visits
- Competitive Tuition
- Liberal Credit Transfers

Courses that fit your schedule. Enroll today!

Go to: <http://bsn-linc.wisconsin.edu>
Toll Free: 1-877-656-1483

A different school of thought.™

KAPLAN UNIVERSITY

You're invited to:

Kaplan University & NJSNA Partnership Launch Event

January 18, 2012
@ NJSNA HQ 4:30 PM

Learn About These Exciting Partnership Benefits & More...

- Over 200 degrees & programs
- Flexible Scheduling
- Associate's, Bachelor's & Master's programs
- Credit by exam, corporate training, & work experience = college credits

- 10% discount on all KU online programs for NJSNA members
- 5% discount on all Concord Law School courses
- Scholarships Available
- Benefits for military personnel, their spouses, & veterans

RSVP at www.NJSNA.org



Earn a Jefferson Degree, Achieve a Jefferson Reputation

Jefferson nurses have a reputation—the best kind. Our graduates are recognized by their leadership, excellent clinical skills and ease in working as part of a healthcare team. Jefferson School of Nursing offers programs for students at every step of their education.

Traditional Prelicensure BSN

Second-degree Options for Non-nurses

- FACT: 12-month accelerated BSN
- 2-year Accelerated Pathway to MSN

Programs for Nurses (Full- and Part-time Available)

RN-BSN and RN-BSN/MSN

- Earn the BSN with as few as 27.5 credits; receive credit for experience
- Hybrid classes – online or a combination of online and on campus

MSN

- 11 options, including CRNA, Women's Health and Neonatal
- Classes are offered online and on campus – you pick!

DNP

- Prepare for the most advanced level of nursing, whether clinical practice, administration or policy
- All classes are online

1-877-533-3247

www.Jefferson.edu/RNprograms

Justice Is Served: Texas Physician Pleads Guilty ANA Gratified by Convictions in 'Winkler County' Nurses Whistleblower Case

The American Nurses Association (ANA) is gratified that justice ultimately prevailed in the Winkler County case involving two west Texas nurses who filed a complaint against physician Rolando Arafiles citing unsafe practices. On Monday, Nov. 7, Arafiles plead guilty and was sentenced to 60 days in jail and five years probation. In addition, he must pay a \$5,000 fine and surrender his medical license. Earlier this year, the Winkler County sheriff, county attorney and hospital administrator received jail sentences for their roles in trying to silence two nurses who complained to the Texas Medical Board about Arafiles.

The criminal convictions of all those involved in prosecuting the nurses sends a powerful message: Those who retaliate against nurses who speak up in the interest of patients will be held accountable.

"In the end, the Winkler County case is really about patient care. Every single nurse who witnesses unsafe care has a duty to patients to report it. The final outcome of this case is not only a victory for nursing—it's a win for every patient in this country," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN. "ANA is the quintessential advocate for nurses across this country, and we will never back down from taking a strong stand in defense of nurses doing their jobs. ANA will continue to fight relentlessly to protect nurses who speak up for their patients."

The case in this small, rural county made national headlines in 2009 after Anne Mitchell, RN, and Vicki Galle, RN, two long-time registered nurses at Winkler County Memorial Hospital in Kermit, Texas, were charged with violating the law by sending an anonymous letter to the state medical board that expressed concern about Dr. Arafiles at the hospital. After receiving a complaint of harassment from the physician, the Winkler County Sheriff's Department initiated an investigation that resulted in criminal charges against both nurses that carried potential penalties of ten years imprisonment and a maximum fine of \$10,000. Mitchell and Galle, who had a combined 47 years of employment at the hospital, were also fired from their positions. Charges of misuse of official information against Galle were dropped. Mitchell endured a four-day jury trial, and was found not guilty. The nurses filed a federal civil suit against their accusers alleging violation of civil rights, among other violations, and won a \$750,000 settlement. The Texas attorney general's office ultimately indicted the hospital and government officials who originally accused the nurses of wrongdoing.

In July 2009, ANA joined with the Texas Nurses Association (TNA) to strongly criticize and raise alarm about the criminal charges leveled against the nurses, and the fact that the results from this case could have a potential chilling effect on future nurse whistle-blowers. Nurses play a critical, duty-bound role in acting as patient safety watch guards in our nation's health care system. "We didn't have any support – emotional or financial—until TNA and ANA stepped in," said Galle. "We could never have gotten through this without nursing's support." Texas lawmakers passed a bill earlier this year that strengthened laws to protect nurses against retaliation when they advocate for the safety of patients. The law significantly increases financial penalties for retaliation (up to \$25,000) and provides nurses with immunity from criminal prosecution.

Protect Yourself—Internet Safety Tips

- **Don't** use passwords or user IDs that include personal information like your birth date or Social Security number.
- **Don't** leave passwords in plain view – on your monitor, for example.
- **Don't** open attachments from unknown senders.
- **Don't** click on links when the body of the email message is empty or the sender is unknown.
- **Don't** open emails from unknown senders when the subject is blank – use your reading pane to view the email and when in doubt err on the side of caution and delete the message unread.
- **Do** create passwords that are at least 8 to 16 characters long, with a mix of capital letters, numbers, and symbols. They're harder to crack.
- **Do** hold your cursor over an unknown link before clicking on it and look at the bottom of your web browser. It will show where the link is actually taking you to.
- **Do** note the wording before the last period of a URL (just to the left of .com, .org, .edu, etc.). It's what counts. So paypal.com is legitimate, but paypal.1234.com is fake.
- **Do** look out for links with the @ symbol. Browsers ignore everything to the left of it, so paypal@1234.com is not a paypal site.
- **Do** watch for deliberate misspellings – like paypol.com – designed to trick you into clicking.
- **Do** keep your anti-virus program up to date.
- **Do** use the most current web browser when surfing the net – the built in security features are the most up to date.

Become a member of NJSNA

NJSNA
1479 Pennington Road
Trenton, NJ 08618
www.NJSNA.org

... and start enjoying the benefits of membership!

Direct Membership—NJSNA

- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Members-Only practice consultation with professional staff
- Nurse lobbyist in Trenton working for you
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

\$144



Call (609) 883-5335 ext. 13
or
Log on to www.NJSNA.org

Dual Membership—NJSNA & ANA

- Free NJSNA & ANA publications
- E News, Legislative Bulletins and Alerts
- Members-Only practice consultation with professional staff
- Nurse lobbyist in Trenton working for you
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings
- Recertification discounts
- And much more!

\$308

7% of your NJSNA annual dues is a voluntary contribution to the Interested Nurses Political Action Committee. You may choose to decline to contribute.

I decline, redirect this portion of my dues to the General Fund.

MEMBERSHIP APPLICATION

First Name _____ Last Name _____ Credentials _____

Home Address _____ County _____

Home City _____ Home State _____ Home Zip _____

Home Phone _____ Work Phone _____ Cell Phone _____

Email Address (REQUIRED) _____

License No. _____ I am a member of a Union I am NOT a member of a Union

Employer _____

DUES PAYMENT

Check Enclosed Money Order Enclosed Credit Card

Please select all that apply

\$25.00 Institute for Nursing Donation \$30.00 Join the Forum of Nurses in Advanced Practice (only NJSNA members eligible)
NJSNA Dues Payment State Only \$144 Dual \$308.00 (only RNs eligible for membership)

Card No. _____ Security Code _____ Exp. Date _____

Signature _____ Printed Name _____ Total Amount _____

JOIN US!

SATURDAY OPEN HOUSE

February 25, 2012

9 a.m. to 11:30 a.m.

Faculty Session: 9:30 a.m.

Kirby Hall

262 South Main Street
Lodi, NJ 07644



ADVANCE YOUR CAREER!

CALL FOR DETAILS ABOUT FELICIAN COLLEGE NURSING PROGRAMS OFFERED AT:

EAST ORANGE GENERAL HOSPITAL
KIMBALL MEDICAL CENTER
MERCER COUNTY COMMUNITY COLLEGE
MIDDLESEX COUNTY COLLEGE
MONMOUTH MEDICAL CENTER
SAINT BARNABAS MEDICAL CENTER
SUSSEX COUNTY COMMUNITY COLLEGE
WARREN COUNTY COMMUNITY COLLEGE

201.559.6077

adultandgraduate@felician.edu
felician.edu

Lodi & Rutherford, NJ



The Franciscan College of New Jersey

RN TO BSN – 17-MONTH FAST TRACK

- Meet one full day a week – same day for duration of program
- Earn six graduate-level credits at undergraduate tuition rate
- Offered oncampus and at area hospitals and community colleges listed at right

ACCELERATED BACHELOR'S TO BSN

- For those who already hold a non-nursing bachelor's degree

MSN WITH TRACKS IN:

- Adult & Family Nurse Practitioner (online)
- Nurse Education
- Nurse Executive – **NEW**

DOCTOR OF NURSING PRACTICE – **NEW**

MASTER OF ARTS IN EDUCATION IN:

- School Nursing and Health Education
- School Nursing
- Health Education

REGION NEWS

Region 1 News—Morris, Passaic, Sussex, Warren Jackie Galante, RN, President

I am pleased to report that I will be serving again as your Region 1 President. Thank you to all who voted for me! It is an honor to serve on the Region Board. I eagerly look forward to the opportunity to collaborate with NJSNA BOD and Region members on achieving all goals that continue to improve nursing practice for all nurses.

Congratulations to the following individuals who were also elected: **Vice President to the Institute: Eleni Pellazgu, RN, BSN; Congress on Policy/Practice: Valerie Edwards, RN, MSN and Sussex County Coordinator: Susan Weaver, RN, MSN.** Elected candidates for the following positions will be announced at a later date pending acceptance of their positions: **President-Elect, Nominating Committee, Vice-President of Membership & Morris County Coordinator.** The following positions are vacant: Secretary, Vice-President of Communication & IN-PAC representatives.

On December 7th and December 21st, our Director of Community Outreach, Roselle Dellos Santos, RN, BSN, coordinated the Nurses Give Back Community Outreach Project at the soup kitchen at the Trinity Lutheran Church in Dover. This outreach event was a great success last year, and we added another day. We served lunch to approximately 100 people, a largely Hispanic population, and incorporated health teaching about hand-washing. Supplies were also donated.

On January 10, 2012, Karl Cryster's group will be hosting a dinner (location to be announced) to discuss the importance of building a solid financial portfolio/retirement fund. Please check the NJSNA website for details on this event; RSVP required. On February 16, 2012, we plan host another Continuing Nursing Education event entitled, "Avoiding Pitfalls in Nursing Documentation," at Saint Clare's Hospital, Dover Campus, from 7:00-8:00 PM. Keynote speaker will be Timothy Gill, RN, BSN, CHSP, CHEP, Safety Officer, Risk Manager, Emergency Management Coordinator, from Saint Clare's Hospital.

For further information on any Region I events, please check the NJSNA website for updates and/or contact me directly at jax963@gmail.com.

Region 2—Bergen, Hudson Victoria Correale, RN VP Communications

Our annual dinner meeting was held October 18th at River Palm Terrace in Fairlawn with an education offering "Recent Changes in Anti-Coagulant Therapy" sponsored by Sanofi and presented by Dr. Drew Revel, PhD. Linda Wolfson was sworn in to her second term for presidency and she welcomed all the new members of the board. Congratulations to all our new board members and our past board members for their service and commitment.

Another educational offering was held on November 29th "Journey Through Breast Cancer" presented by Denise Menonna Quinn RN-BC, MSN, AOCNS. Region 2 continues to be a source of continuing education programs for our nurses, and our committee is always looking for speakers and topics. If you are interested, please do not hesitate to contact Patricia August via email at Pattyaug@yahoo.com.

For future events and meetings stay tuned to your email for e-blasts. You may also refer to the NJSNA website located under region 2 (www.njsna.org). Furthermore we are located on Facebook under region 2 where you can find events and blog with members.

Meeting dates for 2012 will be held at the VA Home in Paramus at 6:30pm: January 31; March 27; May (dinner) TBA; and, June 5.

If you have any news you would like to share, please send information to Victoria Correale VP communications at victoria07054@yahoo.com.

Region 3 News—Essex, Union Rosemarie Rosales, RN – VP Communication

Region 3 wishes to thank everyone who took the time to vote in the NJSNA Special elections and the Region 3 elections. On August 1, 2011 **Norma**

Rodgers, RN, BSN, CCRA took office as the new Region 3 President.

President **Rodgers** has been active in Region 3 since 1999. She earned her Bachelor's Degree in Nursing from Bloomfield College. Norma started her nursing career as LPN 25 years ago. The majority of her nursing career has been in Oncology. She currently works for ReSearch Pharmaceutical Services, Inc as a Senior Site Manager, monitoring Phase I and Phase II Oncology clinical trials for Merck. Norma is looking forward to serving as President of NJSNA Region 3 and representing the concerns of Essex & Union County nurses. Norma can be reached via email at: normarn1@aol.com.

Election results:

Congratulations to the **ANA Delegates elected: Eileen Fay, Norma Rodgers, Rosemarie Rosales and Muriel Shore.**

As we welcome in new board members, we would first like to give a special thanks to our outgoing board members for their time and commitment to NJSNA and Region 3: **VP of Institute Aaron Schneider; Nominating committee members: Annette Hubbard, and Rosemary Allen-Jenkins; Members-at-large: Dorothy Givens (Essex County) and Ella Shaykevich (Union County).** In addition, special thanks to our **Bylaws Committee Chair Marilyn Samuels.** We look forward to their continued support.

Region 3 would like to thank **Nora Krick, MSN, RN, APN-BC, NE-BC, Immediate Past President** for her leadership and commitment in moving Region 3 to a higher level of professionalism.

The 2011-2012 NJSNA Region 3 Board Members include: **President,** Norma Rodgers; **Immediate Past President,** Nora Krick; **Treasurer,** Marvin Sauerhoff; **Secretary,** Claire Castner; **VP Communications,** Rosemarie Rosales; **VP, Membership,** Carline Eliezer; **VP, Institute,** Kenneth Ashianor; **VP, Congress on Policy,** Yvonne Wesley; **Members-at-Large:** (Essex County) Grace Beaumont and Lois Greene; (Union County) Bettye Ingram and Lynda Arnold; **Chair, Nominating Committee,** Marlene McLeod-Douse; **Nominating Committee:** Marsha Smith and Franklin Hickey, (3 open positions); **Parliamentarian,** Arleen Simmons; **Bylaws Committee,** Barry Bontempo, Dorothy Givens and Jewel Gaither.

Congratulations to the Newly Elected Region 3 2011-2013 Officers: **Elieze, Ashianor, Wesley, Greene, Arnold, McLeod-Douse** who were sworn in at the Region 3 Transition Dinner on December 1, 2011. We look forward to a productive and exciting year.

Members on the move:

On September 17, 2011 Region 3 members attended the Concerned Black Nurses of Newark 29th Annual Scholarship Luncheon: Speakers for the luncheon included **Annette Hubbard** and **Lois Greene.** Several Region 3 members were honored: **Dorothy Givens,** Community Nurse of the Year; **Dr. Joan Harewood,** Outstanding Nurse Administrator of the Year; **Dr. Portia Johnson,** Outstanding Nurse of the Year and **Lynn Parker,** Outstanding Clinical Nurse of the Year. Region 3 congratulates all of the awardees and the current President Lynda Arnold.

On November 19, 2011 Region 3 members received the following awards during the 19th Annual Awards and Scholarship Brunch hosted by the Northern NJ Black Nurses Association: **Franklin Hickey, RN, MSN, CPHQ, NEA-BC, Chief Nursing Officer** of East Orange General Hospital, Leadership Award; **Kenneth Ashianor, RN** of East Orange General Hospital, Nurse of the Year and **Dr. Portia Johnson** of Seton Hall University, Nurse Educator Award. Congratulations to all of the awardees and the current President Sandra Baker.

Region 3 would like to draw your attention to the upcoming...Call for nomination 2012 Election. Region 3 is currently seeking candidates for the following positions: **President Elect, Vice President of Communications, Secretary, Treasurer, two Members at Large (1 Union**

County & 1 Essex County), and three members for the Nominating Committee. If you are interested in any of the open positions or have questions, please contact Marlene McLeod Douse, Nominating Committee Chair at mcleoddouse@aol.com.

Please refer to Region 3 section at <http://www.njsna.org> for all of our upcoming events/meetings. If you have news to share with the Region 3, please send the information to Rosemarie Rosales, VP Communication at rnrosales@aol.com.

Region 4 News—Hunterdon, Mercer, Middlesex, Somerset Erin Glospie, RN, Vice President of Communications

Dr. Gina DelGuidice presented a continuing nursing education program on Rheumatology at a dinner for Region 4 members, November 3, 2011 at Rats Restaurant in Hamilton, NJ. Twenty members from our region were in attendance.

Please join at us at our next meeting which will be held at RWJ Hamilton in the Outpatient Services Auditorium at 5:30 pm on February 20, 2012. We welcome everyone; come have the opportunity to network, and learn how you can be more active in our region.

For more information, contact Sandy Quinn President, Region 4 at squinn@chsnj.org.

Region 5—Burlington, Camden, Cumberland, Gloucester, Salem Kate Gillespie, RN – President Elect

Region 5's annual business meeting will be held on March 15, 2012 with a presentation and dinner. We will be sending the information to be posted on the NJSNA Region 5 website when details are finalized. It will be held at the Westin, Mt Laurel, NJ.

An educational session will be held on May 10, 2012 at Gloucester County College with a presentation and networking with nursing students. Information will also be sent to be posted when details are finalized.

A special re election will need to be set up for President. Our new president was unable to move from president elect to president to take Aleesa seat. This was discussed at our meeting on Dec. 1st and will look to your site and help to set up.

Meetings will be held at UMDNJ Stratford, NJ in Library on February 2, 2012; April 5, 2012; and June 7, 2012 this will be sent to NJSNA to post as well as our Facebook.

Goals this year are to set up 2012 as standard meeting schedule for consistency.

Region 6 – Atlantic, Cape May, Monmouth, Ocean Kathleen Mullen, RN VP Communications

Region 6 co-hosted an evening educational program with The Institute for Nursing on Thursday, October 6th. **The Institute of Medicine Recommendations Are Out—Now What?** was co-sponsored by the Theta Sigma chapter of Sigma Theta Tau International, the Honor Society of Nursing. The event was held at the Richard Stockton College of NJ. Following a buffet dinner, Keynote Speaker Mary Ann Christopher, MSN, RN, FAAN, President and CEO of the VNA Health Group in Red Bank engaged the audience in an informative program exploring the key pillars identified by the IOM report and the role of nursing professionals in the provision of quality care. Members and guests were urged to be change agents to maintain our profession as a peer and partner of the collaborative health care team.

The Board's holiday dinner was at the historic Smithville Inn in southern Ocean County. General membership meetings will be held in February in Monmouth County. In June, the Annual Meeting will be in Ocean County. Call for Nominations: contact Linda Hassler, (Lhassler1@verizon.net) to learn more about upcoming positions in Region 6.

IFN PRESIDENT'S REPORT



Judy Schmidt, RN, MSN, President IFN

The Institute for Nursing has been busy this past fall. We hosted the second and possibly annual "Journey for Excellence" Program on November 2nd. This program is for all healthcare facilities that are contemplating about beginning the journey to Magnet Certification through the American Nurses Credentialing Center (AACN). The keynote speaker, Linda Rusch, RN (Clinical Nurse Leader Resource Coach for AACN), and panelists, Joyce Johnson, RN (VP/CNO Robert Wood Johnson University Hospital), Maureen Schneider, RN (VP/CNO Somerset Medical Center), Trish O'Keefe, RN (VP/CNO Morristown Memorial Hospital), gave the participants a very informative and personal account of their individual journeys. This sharing was an invaluable part of the program. Dr. Teri Wurmser, RN (Director Ann May Center for Nursing at Meridian Health) made Research, a very integral part of the "journey," more interesting and shared several ideas to increase staff nurse participation in nursing research. In addition to the fantastic speakers, there was the wonderful ambiance of the Cranbury Inn and the delicious luncheon and invaluable evening networking session. All the participants surely came away with many ideas to help them on their journey.



Judy Schmidt

We have also been busy with one of our mission focuses, fundraising. On October 6th the Institute hosted "IFN Uncorked" Wine Tasting Event at Hopewell Valley Vineyards in Pennington, NJ. It was a relaxing Sunday afternoon tasting Jersey wines and enjoying the spectacular view of the Hopewell Valley Vineyards. This was again an excellent opportunity to network with other nurses in an informal setting. There were many gift items available at the silent auction and the jewelry made by our own Pat Barnett was a "great hit."

On December 8th the **APPLE Awards**, honoring our physician colleagues was held at the Princeton Hyatt Regency in Princeton NJ. This is always a wonderful event. It is such a great pleasure to meet our physician colleagues who have such tremendous respect for nurses and to be able in some way to show our appreciation.

If you were able to participate in the above events, we are grateful for your contributions. If you would like to assist us in our fundraising, you can join us in the following:

- **May 14, 2012—IFN Second Annual Golf Outing at Trump National Golf Course** in Pine Hill, NJ. The 2011 Golf Outing was a wonderful event. Beautiful sunshine, warm temperature, wind in your hair and an unbelievable view of the Philadelphia skyline from several "tee boxes" and the food ain't bad either!
- **Legacy Tiles Fundraiser**—"Help Pave the Way and Become Part of History." These porcelain tiles can be purchased and etched with a treasured photo, logo or quotation that is related to nursing or healthcare. The monies raised will "help us help you" by renovating headquarters to help improve access for our physically challenged colleagues and to provide current modalities of learning (i.e.: webinars and computer based learning programs).
- **"Honor a Nurse"**—and don't forget you can always honor that special nurse by placing a picture and/or brief paragraph in a future *New Jersey Nurse* issue and it will also be posted on the IFN/NJSNA website. The cost is only \$50. What a great way to honor a former instructor, a mentor or a colleague.

For further information on the above, please call IFN/NJSNA at 1-609-883-5335 ext. 16 or 19. Check the *New Jersey Nurse* or NJSNA.org for these and other events that we are in the process of planning.

—and don't forget participation in any IFN fundraiser is tax deductible.

Honor a Nurse



Happy 100th Birthday Gertrude Cornelia Bier Sullivan, RN

Gertrude Cornelia Bier Sullivan, RN was born on November 28, 1911 in Paterson, New Jersey. She was a graduate of The Training School for Nurses – Paterson General Hospital (Class of 1932) and has enjoyed a nursing career which spanned over 50 years retiring in 1983 at the age of 72.

Mrs. Sullivan and her husband, Lawrence, settled in Cedar Grove NJ with their two children, Nancy J. (Schneider) and Lawrence Sullivan and it was at this very home where she celebrated her 100th birthday this year surrounded by family and friends!

Happy Birthday Mrs. Sullivan, nurse; wife; mother; grandmother; great-grandmother; great-great grandmother and friend!

Honored by Nancy J. Schneider (daughter), Lawrence Sullivan (son), Nancy G. Schneider (cousin).

"When you're a nurse you know that every day you will touch a life or a life will touch yours!"

Author, Unknown

New Jersey State Nurses Association & the Institute for Nursing 2013 Convention

"Legislation + Education = Blueprint for Change"

Keynote Speaker: Dr. Tim Porter-O'Grady



NJSNA/IFN will be hosting their annual convention on October 11-13, 2013 at Bally's in Atlantic City, New Jersey.

If you are interested in speaking, sponsoring, or exhibiting, please contact Debra Harwell at 609.883.5335 x.19

Seeking Clinical Consultants for EHR implementations within diverse healthcare communities

Clinical Consultants are responsible for providing clinical direction to physician associations and hospitals within the EHR application. Position requires research and thorough understanding of the clinical and business requirements to develop successful EHR adoption; leading EHR/PM application experience, and ability to assist practice staff, medical directors, and C-level executives in the planning/implementation of these solutions.

- Must be an RN, NP or PA with 5 years minimum in a Nursing role, ideally within an ICU or ambulatory practice and 3 years of healthcare experience. EHR/EMR and PM experience desirable. Position requires 50% travel. Submit resume and cover letter to tim.tokarczyk@arcadiasolutions.com.

arcadia solutions | Advanced healthcare simplified | www.arcadiasolutions.com

Penn Nursing Science
UNIVERSITY OF PENNSYLVANIA SCHOOL OF NURSING

Nursing Continuing Education Opportunities Upcoming Programs

Pharmacology & Pharmacotherapeutics for APNs
March 30, April 13, April 20, April 27, 2012 (2 additional dates TBA) Approved by the Pennsylvania State Board of Nursing and State Board of Medicine for Prescriptive Privileges in Pennsylvania, expert faculty will discuss the principles of nursing in the acute and primary care of family members across the lifespan. Proper prescribing, patient education and monitoring procedures for a variety of drug regimens used to treat common acute and chronic diseases are reviewed.

End of Life Nursing Education Consortium – Geriatric Train-the-Trainer Course
March 5th & 6th, 2012 – The End-of-Life Nursing Education Consortium (ELNEC) Geriatric Train-the-Trainer Course is part of a national initiative to improve palliative care. The curriculum was developed through the work of nationally recognized palliative care experts with input from reviewers. This program is for nurses, social workers, nursing assistants and others who want to enhance their knowledge and teaching skills about providing expert, compassionate care to older adults at the end of life.

Interprofessional Symposium: Partners in Education and Practice: Stronger Teams. Better Health
April 17, 2012 This meeting aims to offer a fresh perspective on the interprofessional issue, focusing on how highly-functioning interprofessional teams are transforming the delivery of healthcare. Our goal is to examine these teams and build future education models around what is being successfully implemented in the clinical arena.

www.nursing.upenn.edu/CE

EASTERN SCHOOL OF ACUPUNCTURE AND TRADITIONAL MEDICINE
www.easternschool.com

Expand your health care practice!
The Eastern School of Acupuncture is accepting applications for the Fall 2012 semester.

Our student clinic offers affordable acupuncture treatments available to the public.

Established in 1997, the professional diploma in the Acupuncture program of the Eastern School of Acupuncture and Traditional Medicine is Accredited by the Accreditation Commission for Acupuncture and Oriental Medicine (ACAOM).

427 Bloomfield Ave. Montclair, NJ 07042 973-746-8717

RESEARCH CORNER

American Nurses Association (ANA) Research Toolkit

Susan B. Fowler, PhD, RN, CNRN
Research Column Editor

An online dictionary defines a resource as a source of supply or support and as a source of information or expertise (www.Merriam-Webster.com). The American Nurses Association (ANA) has developed and made available to all nurses a research resource that aims to help nurses provide evidence-based care that promotes quality health outcomes at the bedside and at local, state, and national levels. A definition of evidence-based practice (EBP) often referenced is

that of Sackett and colleagues (1996) which describe this concept as a conscientious, explicit, and judicious use of the most current and best evidence to guide decision-making about the care of patients.

Asking the right question is key to an EBP project or research investigation. The ANA toolkit focuses on posing an EBP question using the PICO (population, intervention, comparison, and outcome) format. There are many EBP models to guide EBP investigations but they all depict the same format for a clinical inquiry question which makes the ANA toolkit applicable to any model an institution may have adapted.

Finding the best evidence to answer the PICO question and guide practice is a challenge but made easier by the long list of databases summarized in the ANA research toolkit. ANA also includes tutorial links to assist nurses in learning how to search the literature.

Both an EBP project and research investigations require critical appraisal of evidence. ANA acknowledges that there is no ONE grading scale of evidence used in EBP projects or research investigations universally, so a variety of sources are provided, allowing the user to select a grading scale that makes the most sense and applicability to any given project or investigation.

The ANA research toolkit outlines 14 major questions to answer when critiquing evidence. These questions align themselves with the essential components of a research proposal and subsequent investigation. Following a critique, the quality of the evidence needs to be evaluated and most importantly, the applicability of findings to practice. The ANA research toolkit provides nurses with information about these important skills.

The ANA research toolkit provides a timely focus on comparative effectiveness research (CER) as well as patient centered outcomes research (PCOR). With many treatment options available for any one disease state, it is important to compare the effectiveness, benefits, and harms associated with these treatments. The Agency for Healthcare Research and Quality (AHRQ) provides both clinician and consumer guides to answer questions comparing treatments. ANA provides links to these documents.

Protection of human subjects is integral to research investigations and at times to EBP projects. Training links are available on the ANA research toolkit website.

The research toolkit goes beyond the basics and supplies information on funding opportunities and nursing research organizations. ANA shares their research agenda on the website. The agenda focuses on 5 priorities:

- Value of nursing's contribution to safety, reliability, quality, and efficiency.
- Factors that impact nursing on quality and efficiency.
- Use of the National Database of Nursing Quality Indicators (NDNQI) to facilitate safety, quality care, and efficiency.
- Nursing workforce issues.
- Population health issues.

The synergy between quality improvement and research is supported in the ANA research priorities but also with a focus on NDNQI efforts in the research toolkit. Nurses do not have to search for this information. The toolkit provides necessary links to pertinent websites, saving nurses precious time in their EBP projects and research investigations.

The focus of this toolkit is not how to put together an EBP project or research investigation, but rather, focuses on the evidence—how to find evidence, evaluate the evidence, and arrive at conclusions on its quality and applicability to practice.

This toolkit can serve as a foundation for educators to enhance the knowledge and competencies of nurses in evaluating evidence. This evaluation is important for EBP, research, and quality improvement. Nurses looking to embark on a research journey will find the toolkit helpful for professional dialogue by accessing or joining research organizations and possibly securing research funding.

I encourage you all to access the ANA website link listed in the references and share your experiences using this resource with NJSNA members. Feel free to email me at njfowlers761@msn.com. I look forward to reading your stories.

References

<http://www.nursingworld.org/MainMenuCategories/ThePracticeofProfessionalNursing/Research-Toolkit.aspx>
 Resource: <http://www.merriam-webster.com/dictionary/>
 Retrieve on October 29, 2011.
 Sackett, D. L., Rosenberg, W.M.C., Gray, M.J.A., Hayes, R.B., & Richardson W.S. (1996). Evidence based medicine: What it is and what it isn't. *British Medical Journal*, 312, 71-72.

			
NJSNA/IFN Happenings			
JANUARY 2012			
Jan 18	Kaplan University & NJSNA Partnership Launch Event 4:30 PM to 6:30 PM NJSNA/IFN HQ No Registration Fee	<i>Learn about KU scholarships and tuition reductions for NJSNA members & immediate family members and about Kaplan University's CCNE Accredited online BSN and MSN programs. Raffles & Giveaways - Complimentary Refreshments being served.</i>	
Jan 20	Recognition & Intervention for Impaired Nursing Practice - 4.0 Contact Hrs. 9:00 AM to 3:00 PM NJSNA/IFN HQ \$40 Members; \$60 Non-Members; \$25 Students	<i>This program is designed to acquaint nurse administrators, as well as nursing colleagues with the issue of nurses whose practice is impaired because of chemical dependency. It will assist participants to identify distinguishing features of addiction as well as provide guidelines for effective intervention.</i>	
FEBRUARY 2012			
Feb 17	CE Roadshow 10:00 AM to 1:00 PM NJSNA/IFN HQ Registration Fee: \$10	<i>This workshop outlines the criteria for submission of an application through NJSNA's Approver Unit for an education activity or provider status.</i>	
Feb 23	ANA Workshop: Hospital-Based First Receivers: Teaching the Caring Professional to Take Care - 6.74 Contact Hrs. 8:30 AM to 3:30 PM NJSNA/IFN HQ Registration Fee: \$10 - Limited to 30 Attendees	<i>Perfect for any RN needing information on: PPE & Respiratory Protection; Incident Command System; Hazard Vulnerability Assessments; Decontaminating chemically contaminated patients; OSHA's Best Practices for Hospital-Based First Receivers of Victims from Mass Casualty Incidents Involving the Release of Hazardous Substances document.</i>	
MARCH 2012			
Mar 8	End of Life: Policy, Practice & Pedagogy - 5.0 Contact Hrs. 8:30 AM to 3:00 PM RWJ Foundation Registration Fee: \$40 Members; \$60 Non-Members; \$25 Students	<i>This program is open to nurses providing direct patient care, nurses interested in health policy, nurses interested in end of life issues and palliative care, nurse educators, and nursing students. The program goal is to advance the quality of nursing care at the end of life.</i>	
APRIL 2012			
Apr 12	State of Nursing in New Jersey & Annual NJSNA Meeting - 2.0 Contact Hrs. 8:30 AM to 4:00 PM Historic Cranbury Inn Registration Fee: \$60 Members; \$90 Non-Members; \$30 Students	<i>This educational program will provide an opportunity for nurses in NJ to learn about issues affecting their practice with NJ Board of Nursing Executive Director George Hebert, MA, RN & the Commissioner of the Dept. of Health & Senior Services Mary O'Dowd (invited).</i> <i>In addition to the educational program, NJSNA will hold its annual meeting. This meeting will provide members with an update on the events of the past year and the plans for the future. There is no cost to attend the NJSNA business meeting. All are welcome.</i>	
MAY 2012			
May 14	2nd Annual IFN Golf Classic 11:30 AM to 7:30 PM Trump National Golf Club Registration Fee: Individual Player \$350; Foursome \$1,250	<i>Proceeds from this event benefit the Institute for Nursing, the foundation of the New Jersey State Nurses Association. Registration fee includes pre-tournament brunch, day of golf, and awards dinner. Dinner only tickets available. Sponsors & Advertisers Needed!</i>	
May 18	CE Roadshow 10:00 AM to 1:00 PM NJSNA/IFN HQ Registration Fee: \$10	<i>This workshop outlines the criteria for submission of an application through NJSNA's Approver Unit for an education activity or provider status.</i>	
For More Information & To Register Visit www.NJSNA.org			
<i>The Institute for Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.</i>			
Coming Soon			
Nursing in Disaster & Situational Crisis - 3.5 Contact Hrs. This program will identify strategies for intervening in disaster/situational crises across the lifespan. Speakers: Brenda Marshall, EdD, RN, APN; Benjamin Evans, DNP, RN, APN.			
The Institute for Nursing is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.			
New Jersey State Nurses Association Institute for Nursing 1479 Pennington Road Trenton NJ 08618 609.883.5335 Fax 609.883.5343 www.NJSNA.org			

Professional Journey to Excellence Showcase

Part II

Does your health care organization emulate the “Spider” or the “Starfish?” Mary Ann Donohue, PhD, APN, NEA-BC, NJ State Nurses Association president posed these examples at the *Professional Journey to Excellence Showcase, Part II*, on November 2, 2011. Donohue described the “Spider” as a metaphor for a highly centralized organization (one central head and eight legs); in contrast, the “Starfish,” was compared to a decentralized system (no head, no central command) (Brafman & Beckstrom, 2006). Knowing your organization is paramount to pursuing the magnet journey and maintaining excellence that magnet recognition rewards.

Transforming Culture for Magnet Readiness

Linda Rusch, RN, MS, APN-C, offered an inspiring keynote presentation on *Transforming Culture for Magnet Readiness*. Rusch described the magnet journey she led at Hunterdon Medical Center during her 17 year tenure as CNO/Vice President for Patient Care Services. “Culture is everything;” while the magnet application tells the story, “the staff brings the document to life, in an authentic, joyful, proud way,” she explained. What is your personal value for pursuing MAGNET? That is the question that one must answer.

Hunterdon’s journey began in 1989 when the NJ Department of Health through the NJ all-payer hospital payment system provided a Nursing Incentive Reimbursement Award for a proposal to implement Shared Governance. The formation of Practice and Management Councils followed, and the adoption of nursing’s first mission and vision statement, that is, “patients and their families are the focus of our care” and “Nursing Care at HMC is the Ultimate Choice.” Nursing bylaws were adopted; community outreach “Nurses Care for their Community” was initiated; professional practice levels and certification were financially rewarded; ICU staff nurses, and later dialysis nurses, became salaried; and PET therapy began. There were no mandatory call outs for nurses.

Over the decade of preparation for magnet recognition, major leadership changes were made: nurse manager titles became directors, requiring BS and MSN degrees, and ANCC certification. Nurses and physicians held collaborative breakfast/lunch meetings, and created the Physician of the Year award. Also, “weeding of the garden” was instrumental in enhancing the most effective staff possible; liberation meetings for the directors and the CNO were held to air concerns. HMC “Stories from the Heart” were published in in-house publications.

After a decade of change, in the final years of preparation for the magnet application, staff nurses participated in an 8-hour course on “How to Become a Healing Coach.” The mission and vision were rewritten, that is, the new mission stated that “we will embrace an authentic healing process that inspires therapeutic relationships in the care of the whole person; for all of our patients to experience a healing approach to life.” A holistic healing environment included: recreational music, a harpist, flutist, and guitarist; a tea cart; Reiki, massage and aromatherapy; butterfly notices, and imaging, for example. As a result, a Holistic Collaborative Council that is multidisciplinary evolved; nurses obtained certification in holistic nursing. Further, a safety culture was established involving all staff.

By 2006, magnet documents were completed; three exemplars identified were: public health nursing, MAP, and the Clinical Nurse Leader program. The American Nurses Credentialing Center awarded Magnet Recognition to Hunterdon Medical Center.

Rusch also shared how complexity science provided the theoretical framework for the worldview that guided transformational leadership, shared governance, and a growth, rather than a rigid, mindset for implementing nursing’s new mission and vision. In her leadership, she has found that complexity science helps to appreciate the power of relationships behind a structure, which exist non-linearly (small changes can have BIG effects; and BIG efforts can make no differences); that self-organizing systems prevail (unintended properties are very important and irreducible to the parts); co-evolution is simultaneous mutual shaping; surprise and serendipity occur; diversity is a strategic advantage; organizational design as a verb (ongoing, dynamic, unfolding);



Judy Schmidt, IFN President; Mary Ann T. Donohue, NJSNA President; Teri Wurmser and Linda Rusch

and success creates its own failure (may lead to rigidity). Transformational leadership (TL) “enhances motivation, morale, and performance of followers into leaders,” she stressed; “TL requires shared decision making between nurse leaders and direct care nurses, A MAGNET MUST.” As a commitment to TL and self growth, she recommends that you find a mentor, (or stretch current relationship); become a (healing) life coach, consider a mind expander (therapist); learn meditation and/or yoga; and live life.

Rusch closed with this message, “Sometimes you have to work hard for the things you love the most. When it is Magnet and the love of nursing you are in for the ride of your life. However, it is exhilarating and often the joy makes it feel not like work at all.”

Getting the Ball Rolling

On *Getting the Ball Rolling*, a panel of magnet experts shared their insightful magnet experiences: Joyce Johnson, RN, PhD, NEA-BC, FAAN, Robert Wood Johnson University Hospital, New Brunswick, NJ, Senior Vice President and Chief Nursing Officer; Trish O’Keefe, RN, MSN, NE-BC, Morristown Memorial Hospital, Morristown, NJ, Chief Nursing Officer; and Maureen A. Schneider, PhD(c), MSN, MBA, RN, Somerset Medical Center, Somerville, NJ, Senior Vice President Clinical Program Development and Chief Nursing Officer. Johnson found the use of an outside consultant early in the journey to be imperative, as well the value of conducting a GAP analysis. O’Keefe also reported that a Nursing Incentive Reimbursement Award which Morristown received starting in 1989 played a role in advancing Morristown’s preparation for the magnet journey. Schneider stressed the importance of the entire staff’s support, as magnet is a journey for the whole organization; knowing the costs of pursuing the magnet recognition process is a critical first step.

In the ongoing journey, Schneider shared how she engaged the community in the process, for example, the Visiting Nurses Association, and vendors. O’Keefe reinforced this process by including University Schools of Nursing to assist in conducting research, and identifying an experienced writer to assist with preparation of the documents.

Challenges to the nurse leaders were common. O’Keefe found the competing priorities of staff who were assuming full-time positions in addition to preparing for magnet difficult, as well as changes in personnel. Johnson shared that ANCC magnet appraisers varied in their perspectives, thus recommended that magnet program directors could serve as appraisers to interpret standards. Also, Johnson raised the proposal for 80% of staff to be prepared at the BSN level by 2013, as a future consideration for those whom this goal is newly established. Schneider stressed that achievement of 80% BSN staff levels will require encouragement and support. O’Keefe suggested that recognizing the positive impact that magnet practices have on patient care is valuable.

Research: Are You Ready for the New Research Standards?

Teri Wurmser, PhD, MPH, RN, CCNA, Ann May Center for Nursing at Meridian Health, Neptune, NJ, addressed: *Research: Are You Ready for the New Research Standards?* Wurmser questioned: what do you currently have in place to support research/EBP activities? In addressing Global Issues in Nursing and Health Care, she shared a model of Empirical Outcomes based on four factors: exemplary professional practice; new knowledge, innovations and improvements; transformational leadership, and structural improvement. Magnet staff readiness is based

on assumptions (a three legged stool); “distinctions between quality improvements, evidence based practice, and nursing research are understood and can be articulated by all levels of nurses.” Wurmser believes that “EBP within a context of caring results in the highest quality of patient care, the merging of science and art.”

Another magnet assumption that Wurmser described is that “nursing practice reflects the outcomes of quality improvements, evidence based practice and nursing research.” EBP steps are as follows; first, formulate the searchable clinical question; second, collect the best evidence to answer the question; third, if evidence is substantial, incorporate it into practice and monitor success; fourth, if evidence is weak, consider if conducting research will add to the body of knowledge; fifth, integrate evidence with own clinical practice and patient preferences; and last, evaluate practice decisions or changes.

Establishing the Center for Nursing and Allied Health was the beginning of the Research and EBP journey at Meridian Health System which was newly formed with 3 hospitals. Starting with one nurse scientist, there are now five, in addition to one DNP, and 6 Master’s prepared nurses. Nurse scientists maximized the potential of nursing staff to conduct research, guided the Nursing Research Council and the New Knowledge Council, and assisted in grant writing that was most successful. Journal Clubs, traveling posters, nurses sent to national conferences, Annual Research Day were examples of early activities.

More recently, an Institute for Evidence-Based Care (IBEC) was established and is led by Kathleen Russell-Babin, Senior Manager. IBEC provides mandatory basic education on EPB through Healthstream and a website; webinars on EBP topics; Knowledge in Motion, interdisciplinary conference annually; Eye on Evidence, newsletter; and collaborates with UMDNJ and Joann Briggs Institute, for example.

Also, a Specialty Scholars program as part of the clinical recognition program has been initiated. Scholar levels can be achieved in 5 areas: Geriatric, Quality, Research, Leader, and EBP. Nearly 150 nurses have participated as Specialty Scholars, receiving a three day core curriculum, and mentoring to complete a project.

Wurmser described EBP and Research magnet expectations and sources of evidence; for example, New Knowledge (NK) 1 – Nurses at all levels evaluate and use published research findings in their practice; NK 2 – Consistent membership and involvement by at least one nurse in the governing body responsible for the protection of human subjects in research and that a nurse votes on nursing related protocols; NK 3 – Direct care nurses support the human rights of participants in research protocols; NK 4 – The structure(s) and process(es) used by the organization to develop, expand and/or advance nursing research; NK 5 – How does the organization disseminate knowledge generated through research to internal and external audiences; NK 6 – Describe and demonstrate the structure(s) and process(es) used to evaluate existing nursing practice based on evidence; NK 7 – The

AMERICAN NURSES ASSOCIATION

- FACT SHEET -

Navigating the World of Social Media

The number of individuals using social networking sites such as Facebook, Twitter, LinkedIn, and YouTube is growing at an astounding rate. Facebook reports that over 10% of the world's population has a Facebook presence while Twitter manages more than 140 million Tweets daily. Nurses are making connections using social media. Recently, the College of Nurses of Ontario reported that 60% of Ontario's nurses engage in social networking (Anderson & Puckrin, 2011).

Social networks are defined as "web-based services that allow individuals to 1) construct a public or semi-public profile within a bounded system, 2) articulate a list of other users with whom they share a connection, and 3) view and traverse their lists of connections and those made by others within the system" (Boyd and Ellison, 2007).

These online networks offer opportunities for rapid knowledge exchange and dissemination among many people, although this exchange does not come without risk. Nurses and nursing students have an obligation to understand the nature, benefits, and consequences of participating in social networking of all types. Online content and behavior has the potential to either enhance or undermine not only the individual nurse's career, but also the nursing profession.

Benefits

- Networking and nurturing relationships
- Exchange of knowledge and forum for collegial interchange
- Dissemination and discussion of nursing and health related education, research, best practices
- Educating the public on nursing and health related matters

Risks

- Information can take on a life of its own where inaccuracies become "fact"
- Patient privacy can be breached
- The public's trust of nurses can be compromised
- Individual nursing careers can be undermined

ANA's Principles for Social Networking

1. Nurses must not transmit or place online individually identifiable patient information.
2. Nurses must observe ethically prescribed professional patient — nurse boundaries.
3. Nurses should understand that patients, colleagues, institutions, and employers may view postings.
4. Nurses should take advantage of privacy settings and seek to separate personal and professional information online.
5. Nurses should bring content that could harm a patient's privacy, rights, or welfare to the attention of appropriate authorities.
6. Nurses should participate in developing institutional policies governing online conduct.

References

Anderson, J., & Puckrin, K. (2011). Social network use: A test of self-regulation. *Journal of Nursing Regulation*, 2(1), 36-41.

Boyd, S., & Ellison, N.B. (2007). Social network sites: Definition, history, and scholarship. *Journal of Computer-Mediated Communications*, 13(1), 210-230.

September 2011



Professional Journey to Excellence continued from page 14

structure and processes used to translate new knowledge into nursing practice. To meet magnet expectations and sources of evidence a nursing research budget is imperative.

Final thoughts from Wurmser, and a message from Meridian Vice President, Richard Hader, RN, PhD, FAAN: Magnet is about nurse leadership and staff nurse engagement. Involve nursing staff early, bring content to the nurses and engage them at the point of care: "Eat one bite of the elephant at a time (Melnyk); make it relevant; keep it short, make it easy and fun; and bring snacks!"

Magnet Poster Presentations

Advancing New Nursing Knowledge: The Development of a Regional EBP and Research Collaborative, a poster was presented by Mary Jo Assi, MS, RN, APN-C, NEA-BC, Valley Hospital, Ridgewood, NJ, Director of Professional Practice and Research (Valley Hospital received Magnet Recognition in 2003 and 2008).

Transformational Leadership: Systematic Reviews as a Scientific approach to Evidence-Based Policymaking, a poster was presented by Rita Musanti PhD, APN-C, AOCNP, Morristown Medical Center.

Special thanks to Drs. Barbara and Mark Chamberlain for their generous support of this program.

New Jersey State Nurses Association & the Institute for Nursing Professional Summit

Superior Practice: Improving Outcomes



NJSNA/IFN is inviting you to join us at the Institute for Nursing's Diva and Don Gala & professional education summit October 24-26, 2012 at Bally's in Atlantic City, NJ. The educational program is open to all and contact hours will be offered.

October 24, 2012

IFN Diva and Don Gala

October 25, 2012

Quality Outcomes Educational Program

October 26, 2012

Specialty programs for APNs and LPNs

Exhibitor & Key Events Sponsorship Opportunities Available. For details, contact Debra Harwell at 609.883.5335 x.19

Become a member of LPN Forum

NJSNA
1479 Pennington Road
Trenton, NJ 08618
www.NJSNA.org

... and start enjoying
the benefits of
membership!

LPN Forum Member

- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

\$50



LPN Forum Student Member

- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

\$15

Call (609) 883-5335 ext. 13
or
Log on to www.NJSNA.org

MEMBERSHIP APPLICATION

LPN Forum of NJSNA

First Name _____ Last Name _____ Credentials _____

Home Address _____ County _____

Home City _____ Home State _____ Home Zip _____

Home Phone _____ Work Phone _____ Cell Phone _____

Email Address (REQUIRED) _____

License No. _____ I am a member of a Union I am NOT a member of a Union

Employer _____

DUES PAYMENT

Check Enclosed Money Order Enclosed Credit Card

\$25.00 Institute for Nursing Donation

LPN Forum Dues Payment LPN Member \$50 LPN Student Member \$15

Card No. _____ Security Code _____ Exp. Date _____

Signature _____ Printed Name _____ Total Amount _____

UMDNJ-SCHOOL OF NURSING

ADVANCED PRACTICE NURSES FACULTY & CLINICAL POSITIONS NEWARK, NJ

UMDNJ-School of Nursing has several positions available for Advanced Practice Nurses who will provide direct care to patients of the School's clinical practice initiatives and serve as instructors and/or preceptors for nursing students.

APN, Mobile Healthcare Project

Full time opportunity for a Family Nurse Practitioner (FNP), or Nurse Practitioner (NP) with dual certification in Adult and Pediatric Health (ANP/PNP). Will assist with the daily operations of the School of Nursing mobile healthcare program and provide advanced practice nursing care for clients at designated community site locations in Newark and surrounding areas. Driver's license and personal vehicle required.

Requirements: Must hold appropriate NJ state licensing and national certification in the Nurse Practitioner specialty/specialties noted above. Must hold MSN degree and have at least two years of advanced practice nursing experience. Bilingual (English/Spanish) preferred. Ambulatory care experience is a plus. Apply online at <http://umdnj.edu/hrweb> and submit **Job # 11NS964027**.

APN Faculty Clinicians

Opportunities for Family Nurse Practitioners (FNP), Nurse Practitioners (NP) with dual certification in Adult and Pediatric Health (ANP/PNP) or Adult Nurse Practitioners (ANP).

Will be responsible for providing advanced practice nursing care for clients of various School of Nursing programs including its mobile healthcare program, community health centers, family health clinics, etc. Will also teach nursing students in clinical and/or classroom settings. Course load will be limited, as emphasis is on clinical practice.

Requirements: Must hold appropriate NJ state licensing and national certification in the Nurse Practitioner specialty/specialties noted above. Must hold MSN degree and have at least two years of advanced practice nursing experience. Prior academic experience and experience in ambulatory care are welcome. To apply, please reference "APN Faculty Clinician" and send letter of interest and resume to: **Wendy A. Ritch, Assistant Dean for Administration, UMDNJ-School of Nursing, 65 Bergen St., Suite 1127, Newark, NJ 07101-1709; Fax: 973-972-3225; or E-mail: ritchwe@umdnj.edu**

UMDNJ offers competitive salaries and excellent benefits. Onsite child-care is available. UMDNJ is an Equal Opportunity/Affirmative Action Employer, M/F/D/V.

With BAYADA Home Health Care...

“It is my honor to walk this journey with these families.”

– Susie Ecker, RN



BAYADA Nurse Susie Ecker

Join our expert team of nurses who are committed to keeping people of all ages safe at home. **BAYADA health care professionals** enjoy:

- A variety of scheduling options
- Clinical support 24 hours, 7 days
- Meaningful one-on-one care
- Training and career pathways

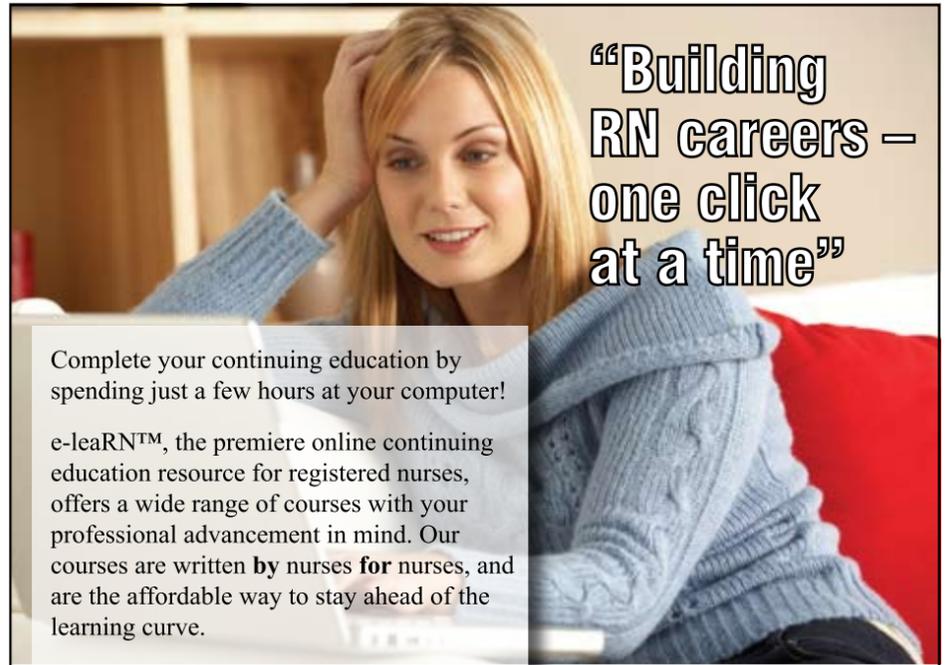


Bayada Nurses is now BAYADA Home Health Care. BAYADA specialty practices include Home Health Care, Pediatrics, and Hospice.

Call 888-4-BAYADA (422-9232) | www.bayada.com

Compassion. Excellence. Reliability.

EOE



“Building RN careers – one click at a time”

Complete your continuing education by spending just a few hours at your computer!

e-leaRN™, the premiere online continuing education resource for registered nurses, offers a wide range of courses with your professional advancement in mind. Our courses are written **by nurses for nurses**, and are the affordable way to stay ahead of the learning curve.

Course specials:

- EKGs Made Easy! Part I. Basic ECG Interpretations \$10 (regularly \$15)
- EKGs Made Easy! Part II. Interpreting Abnormal Atrial Rhythms \$10 (regularly \$15)
- EKGs Made Easy! Part III. Interpreting Ventricular Dysrhythmias \$10 (regularly \$15)
- Women and Heart Disease: An Equal Opportunity Killer \$10 (regularly \$17.50)

Visit us today to view learning objectives and to register. Come back often to see what’s new!



www.elearnonline.net

518-782-9400, ext. 377
(Monday – Friday, 8:30 am – 5 pm Eastern)

The New York State Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.



The 130-year Leader in Nursing Education
DESIGNED TO FIT YOUR BUSY LIFESTYLE

Everyday, nurses just like you are choosing Drexel University Online to further their education, specialize their skills, and advance their careers and salaries. Here’s what Drexel Online offers:

- A full selection of accredited RN to BSN, MSN, & Certificate and NP programs
- *U.S. News & World Report* ranks Drexel University among “America’s BEST Colleges 2011”
- 80% of Drexel’s full-time faculty members hold a PhD
- A highly-interactive online format with 24/7 online access and support

Choose Drexel Online for Your Success
Visit: Drexel-Nurses.com

info@drexel.com | 877.215.0009
Drexel Online. A Better U.®