Jessica Zoerb MSN, RN-BC

Kearney, NE – The Nebraska Nurses Association (NNA), the state’s only professional organization representing all Registered Nurses, recently awarded five outstanding nurses for their exceptional work in the following areas: Notable New Nurse, Distinguished Service, Extraordinary Achievement in Nursing, Nurse of the Year, and Outstanding Nurse Educator. The candidates were outstanding for all categories. Each Nebraska Nurse met the mission of advancing our profession to improve health for all. All applicants also demonstrated the CARE Core Values for the NNA (Collaboration, Advocacy, Respect, Education).

The Notable New Nurse award was granted to Matt Lentz RN, MSN from Ainsworth, Nebraska. Matt worked at Ainsworth at the Brown County Hospital, this hospital is a critical access hospital for north central Nebraska. Matt graduated with his Associates Degree in Nursing from Central Community College in 2012 and just this year he has completed his Master of Science in Nursing! Matt jumped right into work once graduating in 2012 by working all areas of the hospital; med surg, OR, outpatient treatment, nuclear medicine, and even the specialty clinics. In 2014 Matt took on the role of the Quality Coordinator/Patient Care Coordinator as well as the Trauma Coordinator. In May of 2015 he then took on the challenge of the Interim Director of Nursing role, where he recently was named the permanent DON. Matt embraces the small town life and enjoys the opportunity to advocate for the highest quality of nursing care in the rural areas of Nebraska. Matt also is a role model of wellness and finished 3rd in his age division in the 2014 Nebraska State Track and Field 5K Run.

The Extraordinary Achievement in Nursing was awarded to Linda Hughes of Papillion, Nebraska. Linda started with her ADN in 1972 where she has since furthered her education and graduated in 2002 from UNMC of Omaha with her PhD in Nursing. She began her professional career as a diploma nurse and is an expert clinical nurse where she has been certified as a CCRN for 20 years as well as maintaining her certifications in CPR, ACLS and First Aide. Linda contributes to the nursing profession as an educator, scholar, clinician, as a volunteer. As an educator Linda has demonstrated expertise and leadership in nursing for over 30 years. Twenty five of those years have been as an educator at the Nebraska Methodist College, teaching in the classroom, clinical settings, leading the BSN program through growth in student enrollment, and she has been the Dean of Nursing at Nebraska Methodist College since 2012. In being the Dean of Nursing she has been a firm advocate for students and faculty alike. As a scholar, Linda has disseminated her research through peer-reviewed nursing journals, posters, and oral presentations. She serves as a test item writer for nursing textbooks and an editorial board member for nursing journals. In serving as a clinician, Linda continues to routinely practice at Methodist Hospital up to 2014 where she was a certified Critical Care Registered Nurse (CCRN). She is a co-facilitator for the Methodist Hospital College Council and Director of the BSN Program. Her nursing practice has crossed many specialty areas in staff and leadership roles. Linda over her 30 years of nursing has made a difference at the local, state, and national levels.

Judi Dunn MS, CPP RN of Omaha, Nebraska was nominated and awarded the Nurse of the Year Award. Judi has always been professional and customer focused, and is an exceptional proponent of quality nursing education and it shows in her work. She is practical in how she evaluates standards and mentors someone to implement those standards. For nearly a decade she has been a driving and sustaining force behind the nursing continuing education approver unit within the NNA. Not only does Judi guide the team of volunteer reviewers, she has also worked to lead or co-lead the NNA Award Winners continued on page 2

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the extra mile. As Judi is the CE Approver she assists in ever-changing standards shows that she will always go nurse peer reviewer panel, to learn and implement the across our state, and also the five state MSD region. Her continuing education to literally thousands of nurses holds a fulltime position and Clarkson College and revenue sharing framework. Through this all, she still of its kind, creating not only a single model of education to form the first collaborative approver and provider unit Multistate Division (MSD) states took the innovative step team to meet the rigorous standards of the American evidence based nursing continuing education to literally thousands of nurses across our state, and also the five state MSD region. Her talent, skill, and dedication to lead and maintain a strong nurse peer reviewer panel, to learn and implement the ever-changing standards shows that she will always go the extra mile. As Judi is the CE Approver she assists in representing the strongest nurse does revenue source for the NNA at a time when every dollar matters.

The Outstanding Nurse Educator was awarded too Kristie Martin BSN, CEN of Omaha, Nebraska. Kristie has worked in the Bergan Mercy Emergency Department for many years as an educator She is an expert nurse and is able to freely share her knowledge and skills with new and experience nurses as well as physicians. She has been able to take and initiate a plan, research for evidence based care, implement the plan and provide the education. She is a role model of an expert nurse, preceptor, and mentor. Kristie is also an educator for the hospital wide stroke team. She has been instrumental in reviewing evidence-based practice, developed guideline sheets for the “Golden Hour Stroke Matrix”, reviewed charts for compliance, and then educated nurses, physicians, and other staff on the guidelines. She has assisted in the development of standardizing orientation checklists across the system. Kristie’s commitment to education has gone beyond the walls of her hospital. She has assisted in the development of the stroke outreach program at the Siena/Francis House Homeless Shelter. She developed education materials and monitoring charts for blood pressure monitoring and stroke education for over 100 guests each month for over a year and a half. She is also one of the organizers for the Tanzania fundraiser, raising monies for nursing students in Tanzania.

December 2015, January, February 2016

NNA’s Mission:
The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people. (Adopted 10/95, NNA House of Delegates)

NNA’s Vision:
Nebraska Nurses Association will be an effective voice for nurses; and an advocate for Nebraska consumers on issues relating to health. (Affirmed 12/04/2004, NNA Board of Directors)

Critical Success Factors for Vision:
• State and districts set mutual priorities
• Evaluate the success of the restructuring of NNA
• Enhance grass roots activities for membership involvement
• Advocate for statewide quality healthcare (Affirmed 12/04/2004, NNA Board of Directors)

NNA’s Core Issues:

1. Workplace Rights
2. Appropriate Staffing
3. Workplace Health & Safety
   a. Patients
   b. Community/Public Health
4. Continuing Competence
   (Affirmed 12/04/2004, NNA Board of Directors)

NNA’s Official Publication:
The Nebraska Nurse is the official publication of the Nebraska Nurses Association (NNA) (a constituent member of the American Nurses Association), published quarterly every March, June, September and December. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

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Web site: www.NebraskaNurses.org
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Kearney NE 68848–3107

Questions about your nursing license?
Contact the Nebraska Board of Nursing at:
(402) 471–4376. The NBON is part of the Health and Human Services System Regulation and Licensure.

Questions about stories in the Nebraska Nurse?
Contact: NNA

This newsletter is a service of the Nebraska Nurses Association and your receipt of it does not mean you are automatically a member. Your membership in support of this work is encouraged; please visit www.nebraskanurses.org

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Photo on front page: Scotts Bluff National Monument
By: M. Forsberg, Nebraska DED

“Scotts Bluff was one of the key geographic landmarks in support of this work is encouraged; please visit www.nebraskanurses.org.

Writer’s Guidelines:
Any topic related to nursing will be considered for publication in the Nebraska Nurse. Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members. Photos are welcome, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.
Submit material is due by the 12th of the month in January, April, July and October of each year.
You may submit your material in the following ways:
Prepare as a Word document and attach it to an e–mail sent to anna@nebraskanurses.org.

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626–4081, sales@aldpub.com.
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A New Way to Connect

Melissa Florell, MSN, RN
Director of State Affairs

During a historic annual convention in October, the Nebraska Nurses Association (NNA) established Mutual Interest Groups as a way for members to connect around shared interests, practice settings, or geography. Mutual Interest Groups are designed to be a flexible and efficient way of bringing NNA members together for dialogue, activities, and support. Mutual Interest Groups may be formed now for 2016 and will be re-approved annually.

Here is an example of what a Mutual Interest Group might look like. Do you work in a rural area and want to meet and network with other registered nurses? Are you a new graduate and want to meet other nurses working to establish their career? Gather 3 or more friends and complete the annual Mutual Interest Group Application.

NNA staff and volunteers can assist with creation of activities and events that are of interest to the members of your group. Activities could be webinars for dialogue and learning or simply gathering for a cup of coffee and light-hearted conversation. If creating a new space for nurses to gather - virtually or in person - sounds fun to you, then being a part of a Mutual Interest Group is a great fit.

To be recognized as a Mutual Interest Group three or more NNA members must submit an annual application for ongoing approval to the NNA Board of Directors. The application must include the purpose, goals, and proposed activities of the Mutual Interest Group. Ongoing approval applications should contain updated goals and activities to help members identify Mutual Interest Groups as a valuable part of their membership. The NNA President must receive the application no later than November 5, 2015 to be considered as a Mutual Interest Group. The application is available at www.nebraskanurses.org/MIG.

The NNA will provide resources and support to Mutual Interest Groups through regular dialogue with the Board of Directors. Mutual Interest Groups may hold events and communicate with NNA members and potential members with the assistance of the staff and Board of Directors. There will also be an opportunity for reporting on the purpose and activities of existing Mutual Interest Groups in the Nebraska Nurse and Annual Book of Reports. If you have additional questions about Mutual Interest Groups please contact director@nebraskanurses.org. Assistance is available to help you establish Mutual Interest Group, and the goal of this change is to provide a valuable opportunity to collaborate with other members.

SAVE THE DATE

Nurses Day at the Legislature 2016
February 11, 2016
8:00 - 11:30 am
Cornhusker Marriott Hotel Ballroom
333 South 13th Street, Lincoln, NE

Online registration opens 1/5/2016

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On October 3, 2015 the Nebraska Nurses Association made history by adopting four key changes to the organization governance and dues structures and processes. These changes are summarized here:

**Dues Categories** – beginning with 2016 membership renewals there will no longer be options for nurses to join only NNA or only ANA in our state. Joint membership in both organizations will provide members with enhanced benefits, simplify the process to join the association, and position organizations will provide members with enhanced benefits, and may be initiated by a minimum of three (3) interested NNA/ANA members. NNA Mutual Interest Groups shall be reviewed annually by the NNA Board. MIGs may be based on geography or shared interests of members and may be initiated by a minimum of three (3) interested NNA/ANA members. With the completion of the MIG Application outlining the annual purpose, goals, activities, and requested funds (if applicable) of the group, and approval by the NNA Board, a MIG can be formed. The leadership of a MIG is flexible, with only a Chair and Recorder required for officers. The MIG Chairs participate in the MIG Oversight Committee, along with the Vice President of the NNA, who is a non-voting member of this group, and serves as support and continuity for the group. The Chair of the MIG Oversight Committee (elected from the committee members) is a voting member of the NNA Board of Directors and provides the decision-making voice of the MIGs around Board business. Members from Districts 1, 3, 4, and 5 are already working to form MIGs in their areas and others are considering their options. District funds held in reserve during the pilot, will revert to the NNA treasury, with the members of those Districts assisting to make the decision on how those funds will be spent. Contact NNA President Teresa (Terry) Anderson if you and your colleagues are interested in forming a MIG – either geographic or interest-based – nnapresident@nebraskanurses.org.

**Elimination of Districts and Options for Geographic Mutual Interest Groups** – a pilot has been underway since 2013 to replace the NNA District Association model of governance with state level membership. To provide a means for nurses in different areas of the state to continue to meet and support activities, members who have previously belonged to districts are encouraged to band together and apply for status as a geographically based Mutual Interest Group. Mutual Interest Groups (MIGs) are defined as, “Groups of nurses who are members of the Nebraska Nurses Association that have been or hereafter may be organized based on shared nursing practice interests or geographical boundaries, NNA Mutual Interest Groups shall be reviewed annually by the NNA Board.” MIGs may be based on geography or shared interests of members and may be initiated by a minimum of three (3) interested NNA/ANA members. With the completion of the MIG Application outlining the annual purpose, goals, activities, and requested funds (if applicable) of the group, and approval by the NNA Board, a MIG can be formed. The leadership of a MIG is flexible, with only a Chair and Recorder required for officers. The MIG Chairs participate in the MIG Oversight Committee, along with the Vice President of the NNA, who is a non-voting member of this group, and serves as support and continuity for the group. The Chair of the MIG Oversight Committee (elected from the committee members) is a voting member of the NNA Board of Directors and provides the decision-making voice of the MIGs around Board business. Members from Districts 1, 3, 4, and 5 are already working to form MIGs in their areas and others are considering their options. District funds held in reserve during the pilot, will revert to the NNA treasury, with the members of those Districts assisting to make the decision on how those funds will be spent. Contact NNA President Teresa (Terry) Anderson if you and your colleagues are interested in forming a MIG – either geographic or interest-based – nnapresident@nebraskanurses.org.

**Electronic Election** – The NNA has used an electronic ballot for several years, but has also offered members the option of a paper ballot on request. Going forward, all members must vote via electronic ballot. A call to meeting will still go out as a USPS mailing until it can be verified that all members have a functional email. After that time, the association will move to email communication as the primary means of conducting business. The Director of State Affairs and the Regional Member Liaisons are available to assist members in setting up a free email and in casting their vote, if instruction is needed. By moving to email as our primary platform, we are more nimble and responsive to our members and in keeping with what other organizations are doing. Those members who currently have an email account should assure that the NNA has their most recent email contact information, including email, so they can participate fully in the governance of the association. Contact NNA Director of State Affairs, Melissa Florell, for more information if this change impacts you. She can also connect you to the MIG Oversight Committee (elected from the committee members) is a voting member of the NNA Board of Directors and provides the decision-making voice of the MIGs around Board business. Members from Districts 1, 3, 4, and 5 are already working to form MIGs in their areas and others are considering their options. District funds held in reserve during the pilot, will revert to the NNA treasury, with the members of those Districts assisting to make the decision on how those funds will be spent. Contact NNA President Teresa (Terry) Anderson if you and your colleagues are interested in forming a MIG – either geographic or interest-based – nnapresident@nebraskanurses.org.

**Changes Become Effective**

An example of the anticipated timeline would have the AMM scheduled around October 1st. Proposals, amendments, and candidates would be posted on the NNA webpage no later than August 1st. A minimum of two forum sessions (face-to-face or virtual) would be conducted between August 1st and October 1st. The forums are open to all members who would sign-in to participate. Any suggested amendments would be posted to the Annual Meeting Management (AMM) – the NNA has utilized a House of Delegates (HOD) as the decision-making body of the association for decades. In an effort to allow more active participation of all members – those who can attend an annual meeting and those who cannot – the NNA HOD will be replaced by an Annual Membership Meeting (AMM). The AMM is designed to function as a “reference process,” a format for discussion around issues and proposals, bylaw amendments, and identification of candidates to appear on the annual electronic ballot for the NNA. Proposals, amendments, and nominations will still be submitted by groups or individuals for consideration at the AMM, but there will also be additional meetings and virtual “chats” to allow more members to participate if they are not available on the dates scheduled for the AMM. The final decisions are made by the all members through electronic elections. This One Member – One Vote model expands the voice of all members and provides more perspectives to be considered.
Midwest Multi-State Division Update

Jill Kliethermes, MSN, RN, FNP-BC

Thank you for the opportunity to re-introduce myself as your Midwest Multi-State Division (MSD) Leader. I am Jill Kliethermes, MSN, RN, FNP-BC, current Chief Executive Officer of the Missouri Nurses Association. The American Nurses Association (ANA) gave us the opportunity to conduct a 2-year pilot project on Multistate Divisions, beginning in May 2013. ANA extended the pilot one additional year through April 2016. The following states are currently included in the Midwest MS Division: Iowa, Kansas, Missouri, Nebraska, and North Dakota.

So what is this MSD really all about you may ask? The Midwest MSD has operated as a unified entity yet retained the unique state identities. There has been opportunity to leverage the mass of several state operations with unifying tools and technologies, while providing the constituent their unique state-specific experiences and utilizing the ANA capabilities.

The Midwest MSD has worked to implement a stream-lined business operations model that leverages common capabilities of the State Nurses Associations (SNA) and ANA to enhance the multistate operations. Through this joint, collaborative effort the Midwest MSD has worked to create efficiency and increase profitability, allow for more effective advocacy and membership recruitment/retention efforts in the SNAs. The overarching goal continues to be that the SNAs grow and become more vital and visible in the future.

The criteria for success of the Midwest MSD function are transfer of SNA operational business functions and processes (as applicable) to the Midwest MSD; increase in membership; increase visibility and viability for each SNA member. The member should see increased responsiveness and relevance from their SNA.

This pilot has created multiple opportunities for SNAs to work together and work smarter. Understand the pilot has been a work in process and we have tried different ideas to see what works and what may not work. I have been spending 90% of my time over the past two years focused on the work at the Midwest MSD level.

At a recent meeting of the MW MSD Leadership Team, which includes the chief staff and elected president from each SNA, there was consensus of the group to begin to develop a sustainable model that will take us out of the pilot phase. We want to develop a model for work flow to include the function and percentage of time spent on MSD functions, train and transition staff for appropriate positions, roles, functions, and responsibilities, address any function design problems, and ensure quality output of MSD functions. We will work collaboratively and in partnership to drive the continued success of representing nurses in all of the states involved.

One of our priority goals is to have at least one staff person in each SNA who is actively working on membership recruitment/retention and advocacy. We believe it is vitally important to have a “face in the state” that brings SNA identity.

Now the plan is to develop a sustainable MSD model proposal to present to the SNA Boards and the ANA Board of Directors meeting. I am very excited to be working with the Midwest MSD and believe there are many opportunities for each of us as we take the next step in this new way of conducting business. I will end with a quote that I use often: “Believe and act as if it were impossible to fail and we are all in this together.”

Camp Laurel, a private, co-ed, residential camp in Maine seeks a Nurse Manager/Charge Nurses and Staff Nurses. Often claimed as one of New England’s premier summer camps, Laurel boasts excellent facilities and a well-staffed medical team. NPS, RNS, LPNs and Recent Grads are all welcomed to apply. Excellent Salary, Travel Allowance, Room and Board. For more information visit www.camplaurel.com, email staff@camplaurel.com or call 800-327-3209.

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The Midwest Multistate Division Needs You!
Midwest MSD Accredited Approver Unit
Seeking Nurse Peer Reviewers

Judi Dunn, MS, CPP, RN-BC
Nurse Peer Review Leader

Do you have a background in continuing education and/or education or experience in the field of education or adult learning education? Are you familiar with the American Nurses Credentialing Center’s (ANCC COAs) accreditation program criteria (or willing to learn)? Do you have a minimum of a baccalaureate degree in nursing and hold a current, valid license to practice as an RN? Are you a member in good standing of a constituent nurses association (C/SNA) of the ANA from a state participating in the Midwest MSD? If you answered yes to each of these questions the Midwest MSD needs you! The Midwest MSD is currently seeking nurse members meeting these requirements, with an interest in reviewing nursing continuing education courses offered in the state of Missouri, to participate as Nurse Peer Reviewers to serve on the Peer Reviewer Council for our Accredited Approver Unit. The importance of this council is to ensure that organizations submitting applications for approval of continuing nursing education are providing quality educational programs by adherence to the ANCC COA’s Accreditation Program criteria, standards for quality continuing nursing education. If you would be willing to serve on the Midwest MSD Peer Reviewer Council, review these types applications, and promote nursing professional development through quality educational programs, please contact Sara in the Midwest MSD Office at sara@midwestnurses.org or Judi Dunn. Midwest MSD Nurse Peer Review Leader at NPPR@midwestnurses.org to learn more about the qualifications, responsibilities and expectations of serving in this role.

University of South Dakota
Department of Nursing

USD Department of Nursing is seeking applicants for the Sioux Falls/Vermillion sites.

- Full-time 9 month Faculty
  MS required/PhD preferred with an emphasis in one or more of the following areas: mental health, complex adult medical/surgical, and community/public health nursing.
  - Part-time 9 month Clinical Instructors
    BS required/MS preferred with an emphasis in one or more of the following areas: mental health, adult medical/surgical, pediatric, maternal/child diversity and inclusiveness are values that are embraced and practiced at the University of South Dakota. Candidates who support these values are encouraged to apply.

For a full listing of the positions, qualifications, and to apply online visit: https://yourfuture.sdbor.edu

Questions may be directed to:
Carla Dieter, EdD, RN, FNP-BC
Professor and Chair, USD Nursing
Phone: 605-337-1353
Carla.Dieter@usd.edu

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AFN45526 Coverage may not be available in all states.

Nebraska Nurses Association Announces 2015 NNA Scholarship Winners
Katylin Messmer, BSN, RN

Nebraska Nurses Association (NNA) awarded scholarships to two nursing students at the Association’s annual awards dinner. This is the twelfth year that two $500 scholarships, sponsored by the Arthur L. Davis Publishing Agency, Inc., have been presented to deserving students.

Eli Rodriguez of Scottsbluff Nebraska is currently in his second year of school at the University of Nebraska Medical Center. He is working towards his Bachelor’s degree in nursing and currently holds a 4.0 GPA. The two years Eli spent with the Peace Corps, inspired him to become a registered nurse. After graduating, Eli plans to further his career by obtaining a Masters degree and becoming an Advanced Practice Registered Nurse.

Erika Hochstein of Norfolk Nebraska is currently in her second year of school at the University of Nebraska Medical Center working towards her Bachelor’s degree in nursing. She is currently a member of Sigma Theta Tau, the International Honor Society of Nursing. Erica plans to use her degree to make a difference in her community. After graduating, Erika plans to stay in the Norfolk area and work on a medical floor to hone her skills and then specialize in wound care.

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Please apply on-line at www.syracusecmh.org/employment or contact Human Resources at 402-269-7663 or email your application to nbracht@syracusecmh.org. EOE
Historically nurses have been learners. They have had to adapt to change to new practices and trends in health care. During these changes there is always the need for learning – new knowledge, skills and attitudes. We have seen the push for entry level nurses to be BSN prepared and the increased need for graduate prepared practitioners, educators and researchers.

Then were does the need for continuing nursing education (CNE) fall? To some nurses the requirement for contact hours is seen as just another hoop to jump through do renew their license. They argue that not every state board of nursing requires “continued competency” contact hours. Research however substantiates that health care professionals who participate in accredited continuing education not only increase their knowledge, skills and attitudes, but also positively affect patient outcomes.

Why then is participating in a CNE activity offered by an accredited provider now considered the gold standard? Organizations such as the Midwest Multistate CNE Division promote professional practice improvement through the stringent accreditation criteria set forth by the American Nurses Credentialing Center (ANCC). “Accreditation provides evidence of the quality of education that supports nursing professional development.” The use of accreditation criteria provides a strong framework for excellence. It guides the planning committee, presenters/faculty and provider unit staff so that adult learning theory and content integrity principles lead to a greater reliable impact on performance that manifests as positive patient outcomes.

It is therefore important for nurses when seeking continuing nursing education, for re-licensure, to meet the requirements for recertification of a specialty, or for personal professional development that you look for the required accreditation statement – to ensure that you will be participating in an educational event guided by ANCC criteria.

References
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American Nurses Credentialing Center’s Commission on Accreditation (2014). The Importance of Evaluating the Impact of Continuing Nursing Education on Outcomes: Professional Nursing Practice and Patient Care. Silver Spring, MD: American Nurses Credentialing Center.

Why Accredited CNE?

Judi Dunn MS, CPP, RN-BC
Midwest Multistate Division, Nurse Peer Review Leader

Attorneys with nursing experience and 20+ years in healthcare, and experience as a prosecutor of disciplinary actions, providing representation in disciplinary actions for MDs, CRNAs, NPs, RNs, LPNs, and all healthcare providers and facilities, peer review action representation, consultation for mandatory self-reporting, consultation regarding liability issues for providers and healthcare facilities.

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2015 Nebraska Nurses Association Conference

Cathy Clark Sybrant 2015 Distinguished Service

Matt Lenz 2015 Notable New Nurse and Teresa Anderson

Judi Dunn 2015 Nurse of the Year and Teresa Anderson

Kristi Martin and Teresa Anderson Scholarship Winner Eli Rodriguez

Award and Scholarship Winners

Cathy Clark Sybrant 2015 Distinguished Service

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Matt Lenz 2015 Notable New Nurse and Teresa Anderson

Scholarship Winner Eli Rodriguez
Nurses care for older adults across the continuum of care. Nurses are uniquely able to positively influence the health of older adults via their nursing practice in a variety of health care settings. In October, 2014, the Nebraska Nurse’s Association House of Delegates passed a reference proposal to collaborate with other interested stakeholders to describe the levels of care for older adults and the continuum of care in Nebraska. One outcome of this collaboration included a White Paper examining this issue. This White Paper addresses this directive.

Current and Future Trends

Older adults, those age 65 and above, are the fastest growing population nationwide and in Nebraska. In 2013, older adults accounted for 14.1% of the population of Nebraska (U.S. Census Bureau, 2015). Between 2005 and 2030, the number of older adults in the U.S. will double, reaching nearly 20% of the population (National Academy of Science, 2008). The most rapidly growing demographic of older adults is those age 85 and above (Ortman, Velkoff, & Hogan, 2014). Nationwide, those age 85 and above are projected to account for 2.5% of the U.S. population in 2013 and 4.5% of the population in 2050 (Ortman, et al.). The Nebraska Department of Economic Development outlines similar growth for older adults in Nebraska. Older adults are projected to account for 20% of Nebraskans in 2030, increasing to 21% in 2050. Specifically, those age 85 and above are expected to represent 2.4% of the population in 2030 and 4.6% in 2050. This growth of Nebraskans age 85 and older signifies a 70% increase from 2010 to 2030 and a 163% increase from 2010 to 2050 (Nebraska Department of Economic Development, 2014). Older adults in the U.S. utilize health care system resources at a higher rate than their younger counterparts (National Academy of Science, 2008). The National Council on Aging (2014) reports that older adults health care needs are complex with 92% of older adults having at least one chronic health condition and 77% having more than one chronic condition. A largely rural state such as Nebraska has other factors to bear in mind when considering the health of older adults. Rural older adults tend to be poorer, have more chronic conditions, and lower support of formal and informal care providers in comparison to their peers living in urban areas (Jaffe, 2015).

Long Term Services & Supports for Older Adults

Longer term services and supports (LTSS) assist older adults to perform self-care that they are unable to do on their own. These care services may be performed in a variety of settings and via formal or informal care givers (AARP, 2015). At least 70% of people over the age of 65 will need LTSS at some point in their life (CMS, 2015). Payment for these services is via personal funds, long term care insurance, Medicare, Medicaid, or other payment systems. Often more than one type of payment source is utilized.

Informal Care Services

Informal caregivers are those most often provided by family and/or friends in the home setting. The majority of Americans believe that they will rely on family members to meet their LTSS (Honing-Smith & Shippee, 2015; Redfoot, et al., 2013). Informal caregivers tend to be between the ages of 45-64. Nationwide, in the years between 1984-2004, there was a 37% decrease in the use of institutions among older adults, with increased use of informal care services to remain in the home setting (Redfoot, Fenigberg, & Houser, 2013). Through 2030, there will be increased demand for informal caregivers nationwide and in Nebraska. During this same time, Nebraska will see a 70% growth of persons age 85 and older, but only a 1% growth in those age 45-64. The changing population demographics will result in decreased availability in informal caregivers. In 2010, the number of caregivers to older adult in Nebraska was 6.1. This number is expected to decrease to 4.1 in 2030 and 2.8 in 2050 (Redfoot, et al.). As the caregiver to older adult ratio narrows, the availability of informal caregivers to arrange, coordinate, and provide services will be negatively impacted. This trend will increase financial, emotional and physical burden on families as Baby Boomers move into late old age (Redfoot et al.).

Informal caregivers provide assistance for bathing, dressing, eating, household tasks, and medical/nursing tasks of varying complexity (Reinhard, Levine, & Samis, 2012). Several factors have influenced a progressive shift for more medical/nursing tasks to be completed by informal caregivers. These factors include an increase in chronic conditions, economic pressures to remain out of the hospital, growth of technology, and formal home care services being short term and limited (Reinhard, et al.). Informal caregivers are not always prepared for these increased demands. A caregiver study funded by AARP, in 2012, found that informal caregivers feel unprepared to meet the needs of their loved ones. More than half feel pressured to become caregivers due to no other options being available. Informal caregivers voice feelings of stress and worry about making a mistake that could harm, and feeling isolated related to the type and/or lack of communication from health care professionals. These feelings of stress and isolation take an emotional toll on informal caregivers. This same study found that nearly one-half report feeling depressed in the last two weeks and more than one-third rated their health as fair or poor (Reinhard, et al., 2012).

Formal Care Services

Three major types of formal LTSS are available for older adults in Nebraska. These types of services include home based, assisted living, intermediate care, skilled care facilities, acute care, and hospice care. Skilled care facilities, acute care, and hospice care are not included in this discussion because these services are limited to provide skilled care. The four major types of formal LTSS are home care, adult day care, skilled nursing facility care, and hospice care. Home care provides services in people’s homes. This can include medical care, home health services, and personal care services. Adult day care provides services in a supervised setting during the day. Skilled nursing facility care provides services in a facility specifically designed for older adults. Hospice care is care provided to people who are terminally ill.

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in relation to appropriateness and length of stay for individuals. Skilled, acute, and hospice care have specific guidelines related to access for each level of care, as individual needs are assessed.

Home based services. Home based services are those provided to facilitate older adults remaining in their home. While the majority of home based services do occur in the home, the Adult Day serve of care included here as these individuals return to their home each evening. In home services fall into two major categories; home health, or for health aids.

Adult Day services provide medical care, social stimulation, and other support services for less than 24 hours a day for those who request such services due to age or functional impairment (DHHS, 2014, p.3). Hours of operation may vary but it is common for services to be available during normal business hours. The median daily cost of Adult Day services in Nebraska is $50 per day with an annual cost of $13,000 per year (Genworth, 2014). Home health care services include assistance with activities of daily living (ambulation, toileting, feeding, etc.) and basic therapeutic care. DHHS defines basic therapeutic care as “measuring vital signs, applying hot and cold applications and non-sterile dressings, and assisting with the exercise of nursing or administration, toilet or feeding, etc.”

The median wage for homemaker services in Nebraska was $21 per hour (Genworth, 2014). Home health aids include assistance with activities of daily living and personal care requiring the exercise of nursing or administration, internal and external medications which are normally self-administered. Basic therapeutic care does not include health care procedures such as skin care, infections, administration policies and training of medication aides (DHHS, 2014). The median monthly base rate for assisted living facilities in Nebraska is $3,300 per month with an annual cost of $39,570 per year (Genworth, 2014). Intermediate care. According to DHHS (2014), intermediate care services include “shelter, food, and nursing care to persons who are ill, injured, or disabled and do not require hospitalization or skilled nursing facility care” (p. 5). Individuals considered in need of intermediate care require complex interventions and their conditions may be unpredictable or non-stable. Because of this, intermediate care facilities should have licensed nurses (LPN or RN) present twenty-four hours a day with a minimum eight hours each day being staffed by an RN (DHHS). Nebraska doesn’t license intermediate care facilities. The differentiation between skilled nursing and intermediate care takes place within the skilled nursing licensure category. So while there are both skilled nursing care and intermediate care provided in Nebraska, it is all provided in the licensure category of skilled nursing facilities. Consumers are left to find intermediate care in a skilled nursing facility that is prepared to provide more care than they need - at a higher price - or in an assisted living facility, that may not be allowed to provide what they need - at a risk to their health and safety. Median annual costs for intermediate care in Nebraska would range from $39,570 in an assisted living facility, which at present would have additional cost for bringing in RN care from an outside agency, to $77,380 in a semi-private room in a skilled nursing facility (Genworth, 2014). The cost of this care, especially at the level of a skilled nursing facility, is more than double that of the median household income for these individuals (AARP, 2015).

Assisted living. Assisted living facilities provide shelter, food and care for those who require such services due to age, illness, or physical disability (DHHS, 2014, p.3). Care in assisted living facilities is specifically defined to mean non-complex interventions. Non-complex interventions are those that are “standardized and where the results and resident responses are predictable” (DHHS, 2014). Non-complex interventions are those that may be completed by nurse aids, medication aids or other unlicensed personnel. Non-complex interventions require nursing judgment, individualization of care, and multidimensional application of the nursing process (DHHS, p.23). While nursing assessment is not considered complex, by existing regulations, the remaining steps of the nursing process or multidimensional application of the nursing process, are considered complex. Administering medications, i.e. insulin) where the dose is based on an assessment parameter (i.e. a blood sugar level) is an example of a complex nursing intervention. Other complex nursing interventions may include making the decision to call a health care provider, providing wound care, applying dressings, or rendering first aid.

Assisted living facilities require residents or their designee to maintain self-direction and decision making. Only those whose health needs are considered stable and predictable should be considered for admission. If complex interventions are needed while a resident of an assisted living facility, the resident or their designee is required to arrange for these needs to be met through a private duty or home health/hospice agency (DHHS, 2014). Nebraska Assisted Living regulations require an RN to monitor medication administration policies and training of medication aides (DHHS, 2014). The median monthly base rate for assisted living facilities in Nebraska is $1,300 per month with an annual cost of $39,570 per year (Genworth, 2014).
the health care system is necessary. These models should address adequate training, restructuring of communication systems with health care providers, and informal caregiver advocacy in the workplace (Reinhard, et al., 2012).

The rising demands for care and shrinking families to provide support suggests the U.S. needs a comprehensive person and family-centered infrastructure that would better serve the needs of older persons, support family caregivers, and promote greater efficiency in spending (Redfoot et al., 2013). Expanding existing services to maximize the care possibilities is one means of doing so. For example, because of regulations that govern Assisted Living Facilities, nurses are unable to perform their legal scope of practice. Maximizing community services to allow nurses to function at their full scope of practice would support quality, cost-effective care. Nurses working within their full scope of practice can manage complex patients in the community, decrease emergency room visits, and lower health care costs (Jaffe, 2015). Nurses serve as care managers and the linkage to services, thus avoiding inequities based on geography (Jaffe, 2015).

A gray tsunami is looming across the country and in Nebraska. As nurses, we are committed to meet the current and ongoing needs of older Nebraskans. This will require nurses to exercise their full scope of practice to coordinate the delivery of care for this respected population.

References


Genworth 2014 cost of care survey


RNs     RN Case Manager     LPNs     CNAs

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Dec 2015, Jan-Feb 2016
SILVER SPRING, MD – The nursing profession “will no longer tolerate violence of any kind from any source,” the American Nurses Association (ANA) declared in a new position statement on violence in health care workplaces released today.

“Taking this clear and strong position is critical to ensure the safety of patients, nurses and other health care workers,” said ANA President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN. “Enduring physical or verbal abuse must no longer be accepted as part of a nurse’s job.”

ANA’s position statement, developed by a panel of registered nurses (RNs) representing clinicians, executives and educators, addresses a continuum of harmful workplace actions and inactions ranging from incivility to bullying to physical violence. The statement defines bullying as “repeated, unwanted harmful actions intended to humiliate, offend and cause distress,” such as hostile remarks, verbal attacks, threats, intimidation and withholding support.

The statement calls on RNs and employers to share responsibility to create a culture of respect and to implement evidence-based strategies. The statement cites research showing that some form of incivility, bullying or violence affects every nursing specialty, occurs in virtually all educational and organizational levels of the nursing profession.

RNs who belong to many of the more than 30 nursing specialty organizations affiliated with ANA provided input for the position statement.

A recent ANA survey of 3,765 RNs found nearly one-quarter of respondents had been physically assaulted while at work by a patient or a patient’s family member, and up to half had been bullied in some manner, either by a peer (50 percent) or a person in a higher level of authority (42 percent).

Among the position statement’s recommendations to prevent and mitigate violence, in addition to setting a “zero tolerance” policy, are:

- Establishing a shared and sustained commitment by nurses and their employers to a safe and trustworthy environment that promotes respect and dignity;
- Encouraging employees to report incidents of violence, and never blaming employees for violence perpetrated by non-employees;
- Encouraging RNs to participate in educational programs, learn organizational policies and procedures, and use “situational awareness” to anticipate the potential for violence; and
- Developing a comprehensive violence prevention program aligned with federal health and safety guidelines, with RNs’ input.

To prevent bullying, among ANA’s recommendations are that RNs commit to “promoting healthy interpersonal relationships” and become “cognizant of their own interactions, including actions taken and not taken.” Among recommendations for employers are to:

- Provide a mechanism for RNs to seek support when feeling threatened;
- Inform employees about available strategies for conflict resolution and respectful communication; and
- Offer education sessions on incivility and bullying, including prevention strategies.

ANA has several resources to help RNs and employers address and prevent bullying in the workplace, including the booklet, Bullying in the Workplace: Reversing a Culture, and a bullying “tip card.”

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Carbon monoxide (CO) is a colorless, odorless, toxic gas which interferes with the oxygen-carrying capacity of blood. CO is non-irritating and can overcome persons without warning. All people and animals are at risk for Carbon Monoxide (CO) poisoning, but unborn babies, infants, and people with chronic heart disease, anemia, or respiratory problems are most susceptible to its effects. Each year, more than 400 Americans die from unintentional CO poisoning, more than 20,000 visit the emergency room and more than 4,000 are hospitalized. Fatality rates are highest among Americans 65 and older.

Effects of CO Poisoning
- Severe carbon monoxide poisoning causes neurological damage, illness, coma and death.
- Some effects of CO poisoning can be irreversible.
- Death can occur in less than 6 hours after the exposure.
- Breathing difficulty, dizziness, headache, and nausea are early signs.
- Acute poisoning can cause heart failure, collapse, coma, and death.
- The longer the exposure, the greater the risk.
- Children, the elderly, and those with chronic heart disease, respiratory disease, or anemia are at higher risk.
- Intravenous therapy can be life-saving.
- Severe alcoholism increases the risk of CO poisoning.

Symptoms of CO Exposure
- Headaches, dizziness and drowsiness.
- Nausea, vomiting, tightness across the chest.
- Difficulty breathing.
- Confusion, shortness of breath.
-izziness, ringing in the ears.
- If exposed, get fresh air immediately.

Preventing CO Exposure
- Never use a generator indoors or in enclosed or partially enclosed spaces such as garages, crawl spaces, and basements. Opening windows and doors in an enclosed space may prevent CO buildup.
- Make sure the generator has 3-4 feet of clearance from the building and no more than 5 feet from windows and doors. The exhaust may become redirected into the building.
- Do not use a generator outdoors if placed near doors, windows or vents which could allow CO to enter and build up in occupied spaces.
- When using space heaters and stoves ensure that they are in good working order to reduce CO buildup, and never use in enclosed spaces or indoors.
- Consider using tools powered by electricity or compressed air if available.

At Work
- Some Sources of Exposure
  - Portable generators/generators in buildings.
  - Concrete cutting saws, compressors.
  - Power tools, floor buffers, space heaters.
  - Welding, gas-powered generators.

Preventing CO Exposure
- Never use a generator indoors or in enclosed or partially enclosed spaces such as garages, crawl spaces, and basements. Opening windows and doors in an enclosed space may prevent CO buildup.
- Make sure the generator has 3-4 feet of clearance from the building and no more than 5 feet from windows and doors. The exhaust may become redirected into the building.
- Do not use a generator outdoors if placed near doors, windows or vents which could allow CO to enter and build up in occupied spaces.
- When using space heaters and stoves ensure that they are in good working order to reduce CO buildup, and never use in enclosed spaces or indoors.
- Consider using tools powered by electricity or compressed air if available.

At Home
- Have heating system, water heater and any other gas, oil, or coal burning appliances serviced by a qualified technician every year.
- Do not use portable flameless chemical heaters (catalytic) indoors. Although these heaters don’t have a flame, they burn gas and can cause CO to build up inside your home, cabin, or camper.
- An odor from the cooling unit of a gas refrigerator can mean a defect in the cooling unit, have an expert service it. It could be giving off CO.
- When purchasing gas equipment, buy only equipment carrying the seal of a national testing agency, such as the CSA Group External Web Site Icon.
- Install a battery-operated or battery back-up CO detector and check or replace the battery each spring and fall.
- All gas appliances must be vented so that CO will not build up in a home, cabin, or camper.
- Never burn anything in a stove or fireplace that isn’t vented.
- Have the chimney cleaned and checked every year.
- Never patch a vent pipe with tape, gum, or something else.
- Horizontal vent pipes to fuel appliances should not be perfectly level. Indoor vent pipes should go up slightly as they go toward outdoors.

If you experience symptoms of CO poisoning get to fresh air right away.

from OSHA.gov, CDC.gov, NSC.org
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Member Application

Membership Application

NEBRASKA NURSES ASSOCIATION

MEMBERSHIP APPLICATION

STEP 1: PERSONAL INFORMATION

Name: __________________________
Address: __________________________
City/State/Zip: __________________________
Phone: __________________________
Email: __________________________

MEMBERSHIP DUES

Monthly: $189.00/Year
Includes: $279.00/Year
Yearly: $69.75/Year

MEMBERSHIP OPTIONS

Choose one annual or monthly membership option:
Monthly payments include a 5.00/month service fee to NNA for installment payments.

FULL MEMBERSHIP – NNA/ANA
Includes membership in NNA, your NNA District, and ANA.
$189.00/Year or $15.75/Monthly*Exemption

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Includes membership in NNA and your NNA District.
Member benefits limited to state only.
$189.00/Year or $15.75/Monthly*Exemption

REduced MEMBERSHIP – NNA/ANA
$139.50/Year or $11.625/Monthly*Exemption
Must meet one of the following criteria and provide proof:
Full-time student (must be a RN)
New graduate from basic nursing program with 6 months of graduation (first membership year only)
32 years of age or older and not earning more than $25,000 annually

SPECIAL MEMBERSHIP – NNA/ANA
$65.75/Year or $6.31/Monthly*Exemption
Must meet one of the following criteria and provide proof:
At least 62 years of age and not employed
Totally disabled

MEMBERSHIP BENEFITS

To receive all benefits of membership, please provide a completed Membership Application.

FINANCIAL DISCOUNTS

Total due, one year or first year of membership is due with completed application.

TOTAL AMOUNT ENCLODED: $________

STEP 2: MEMBERSHIP OPTIONS

Email Code

Code: __________________________

STEP 3: TOTAL DUE

Member will receive a membership package that includes: monthly dues (first membership year only) or and paid membership application.

STEP 4: PAYMENT OPTIONS

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January, 2016

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Cons: monochrome screen, not always accurate, may freeze, price range

Jawbone UP3

Pros: continuous heart rate monitoring, more accurate activity and calories burned, sleep cycles, caller ID from your smart phone, simple, less expensive
Cons: not waterproof, charging cable difficult to use, and may be uncomfortable to wear

Windows Band

Pros: continuous heart rate monitoring, UV monitoring, features swipe left to right, windows feel, clear color display, GPS, sleep tracker, guided workouts included, GPS for local golf courses, displays time and alerts include texts, calls, calendar, twitter and Facebook
Cons: uncomfortable, not waterproof, poor battery life

Do you need an activity tracker, maybe not? However, if you need a boost to remind you to workout, want to have some fun and enjoy technology, buying a wearable activity tracker may be right for you.

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teamwork
1. n. efforts contributed by a group of people with each doing a part to maximize the proficiency of the whole.

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