

The Oklahoma Nurse

Volume 57 • Number 2 • June, July, August 2012

Evidence-Based Practice: A Basis Challenge



I ONE
Institute for Oklahoma Nursing Education
Page 9

Professional Guides: Bridging the Gap

Page 11

Honoring Nurse Rebecca Anderson



Page 10



The Official Publication of the Oklahoma Nurses Association
Circulation 58,000 to All Registered Nurses, LPNs, and Student Nurses in Oklahoma



Nurses at the Capitol

The 2012 Nurses Day at the Capitol was a great success this year. The ONA would like to recognize the Governmental Activities Committee for their work and leadership in developing the program, and we would like to give special recognition to the Oklahoma Nurses Student Association which helped with registration and check-in at the Capitol.

The purpose of this annual advocacy day is to promote issues and concerns of the nursing profession to our state legislatures. Examples of some of the current issues impacting our profession include reduced funding for senior citizens which has an economic impact on local communities and a negative impact on individuals and their families; and revenue cuts to public education including higher education which will have an impact on our ability to educate future generations of nurses.

The program at the National Cowboy & Western Heritage Museum began with a keynote address from Dr. Mickey Hepner, Dean of the College of Business at the University of Central Oklahoma. His topic, the *Effect of Changes to the State Income Tax on the Delivery of Nursing Care*, generated a lot of good discussion. A proponent of NOT reducing the state income tax or eliminating it, Dr. Hepner shared these critical messages of how a change could affect health care.

Income tax is essential to health care funding. One-third of all state tax revenue is from the income tax and nearly \$500 million in income tax dollars support health care programs for low-income children, seniors, and persons with disabilities and mental illnesses. The state could not provide these essential services without the income tax unless other taxes were dramatically increased.

Oklahoma is faring poorly in health care outcomes. Oklahoma dropped to 48th this year in the United Health Foundation's overall health

Nurses at the Capitol continued on page 4



Students from East Central University visit the State Capitol during ONA's annual Nurses Day at the Capitol event.



President's Message

Advancing Nursing through Professionalism

Linda Fanning, BSN, RN, MS

First of all I want to say Happy Nurses week to all our Oklahoma Nurses and congratulations to all the new graduates. May brings with it many reasons to celebrate the profession of nursing.



Linda Fanning

A wise physician once told me, "No one knows their craft better than a nurse."

I like this because nursing is a craft – one that combines both art and science. It's a craft to be respected.

As nurses, we have the responsibility of not only providing the best care for our patients, but also advancing our profession in order to meet the public's health care needs, both today and tomorrow. One of the ways we do this is by adapting to the

changes that affect health care each and every day.

When I began as a nurse in 1980:

- Less than 3 percent of nurses were men. Today that number has more than doubled.

President's Message continued on page 3

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Inside this Issue

Executive Director's Report	3
Tulsa Area Immunization Coalition	6
Kidding Around Humor	7
If This Is Where We Are In Nursing, Is This Where We Want To Be?	8
Membership Spotlight	11
106 Cancer Care Facilities Receive National Achievement Award	12
Addressing Moral Distress	14
Oklahoma League for Nursing Workshop	15
The Future of Nursing Oklahoma Network	16
ONA's Annual Convention	17
Membership Application	18



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Subscriptions:
The subscription rate is \$20 per year.

THE OKLAHOMA NURSE (0030-1787), is published quarterly every March, June, September and December by the Oklahoma Nurses Association (a constituent member of the American Nurses Association) and Arthur L. Davis Publishing Agency, Inc. All rights reserved by copyright. **Views expressed herein are not necessarily those of Oklahoma Nurses Association.**

INDEXED BY

International Nursing Index and Cumulative Index to Nursing and Allied Health Literature.
Copies of articles from this publication are available from the UMI Article Clearinghouse. Mail requests to: University Microfilms International, 300 N. Zeeb Road, Ann Arbor, MI 48106.

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

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

ONA Mission Statement

The ONA is a professional organization representing a community of nurses across all specialties and practice settings.

Oklahoma Nurse Editorial Guidelines and Due Dates

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

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

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

- Include: Suggested title, authors, author affiliation, ONA membership status, and appropriate references pertaining to the content of the article.
- Format: APA Style, (6th ed, 2010), "Running Headers" are not required.
- Sub-headings are expected where indicated and tables/illustrations are encouraged to summarize key points as appropriate.
- Photographs should be of clear quality and in a digital format with appropriate resolution for printing.
 - Black & white photographs are preferred but not required.
 - Email images with the correct name(s), place/event, date, and descriptions.
 - Images are not guaranteed to be run even if submitted.

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

- Feature articles: 500 to 750 words preferred, exceptions may be granted to 1,000 word max.
- Research articles: 1,000 to 1,500 words; exceptions may be granted to 2,000 word max.
- Regular Reports: 500 words (Executive Director, President)
- All other submissions: 250 to 500 words, content dependent, please include a clarifying statement if you are submitting an article exceeding these guidelines, such as special report on Mortality or Board of Nursing Annual Report.

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

Thanks for making Nursing Positively Possible!



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President's Message continued from page 1

- 22 percent of nurses had bachelor's degrees. Today that number is 37 percent.
- The average life expectancy in the United States was less than 74 years. Now it's nearly 79.

Today, more than ever, there's a growing need for nurses. Our population is aging, yet the number of nurses in this country has remained relatively stable.

According to the Bureau of Labor Statistics, there are some 2.6 million registered nurses (RNs) in the United States, making this the largest health care occupation. When people need health care, odds are they'll encounter more RNs than any other type of health professional. This means that, as a nurse, you're representing the health care profession. And this is a huge responsibility.

Many look back on their careers at some point and ask themselves, *Have I made a difference? Has my work all these years made the world a better place?* Nurses don't have this problem. We make a difference each and every day and we see the results of our work in the lives we touch.

As nurses, we have an obligation to the public. We must be dedicated to serving others, and I believe this dedication is best expressed through our professionalism.

What makes a nurse a professional? Lots of things. One of the most important is our education, which gives us the knowledge and skills to care for others. And today more than ever, it's important that we pursue additional education and continue learning as our profession continues to evolve.

Selflessness is another hallmark of a nurse and I encourage you to seek opportunities to demonstrate this commitment to your profession and your patients. Remember that nursing is not just a job; it's a calling. It's a well-respected Profession and, in most cases, nurses are seen as Professionals.

Are you thorough? As nurses, it's important that we meet every person's needs, regardless of how large or small they are. Don't ever forget that the patient might find as much comfort and healing in a warm blanket, a soft pillow or a kind word as they would in a blood transfusion or some other life-saving procedure.

Being energetic is a huge asset for a nurse, as is commitment. What called you to become a nurse? This is something you want to ask yourself throughout your career, in good times and when times are tough. Whatever it is, remember it. Make it your personal mission statement and pursue it with pride and passion. Remember: you are a nurse; you are a Professional!

We all want to know that someone is looking after our needs and that nothing has been overlooked. Health care relies on people, and people can forget or make mistakes. To avoid these errors, we must ask questions like, "Should I try another approach?" or "Why didn't this happen the way we expected?" We must double-check our work and strive to track down the answers we seek.

Finally, it's important to remember that, as humans, we have our limitations. Are you tired or distracted? We have to minimize these distractions and ask for help when necessary.

Above all, strive for perfection and continuous improvement. It's what being a Professional is all about. ★

Executive Director's Report

Nurses Advocating, Leading, Caring

Jane Nelson, CAE
Executive Director

I am writing this as you are celebrating Nurses Week. I have been fortunate to attend a couple of activities and celebrations including the passing of the Nurses Week Resolution by the State Legislature. The House Current Resolution (HCR) was carried by Representative Will Fourkiller, RN and Senator Clark Jolley recognizing the difference that the nurses make in the lives of their patients 24/7.



Jane Nelson

Nurses Week is always fun and filled with activities, trinkets, candy and flowers to celebrate your work as well as to let you know you are appreciated. However, I really hope that your employers show you how important you are to the delivery of care every day. This can be done in a number of ways: ensuring that you are not overburdened by having too many patients to care for; have access to the correct equipment to perform procedures and move patients without injuring yourself or the patient; have time to enhance your skills and education as well as time for your families; to have time to talk to the patient and family. And lastly, to be taken seriously by for the important contribution nurses make to healthcare.

The Oklahoma Nurses Association also looks for ways to celebrate nurses throughout the year with our awards recognition program, convention, education programs, position statements along with the work we do at the State Capitol. We have an awesome group of nurses that serve on the ONA Board, as Regional Presidents and Officers, serve as Delegates to the ANA House of Delegates and on committees. We are very fortunate to have nurses that are interested in serving on the national level. Francene Weatherby serves on the ANA Bylaws Committee and Devyn Denton is running for the ANA Board of Directors.

When you wonder why the Oklahoma Nurses Association advocates for nurses at the Capitol, it is because nurses are the social conscious for healthcare consistently advocating for patients and are the guardians of quality. Our focus is on keeping the patient safe, ensuring access to health care, protecting scope of practice and on the delivery of quality care. These are not always the issues the State Legislature puts at the top of its list.

This year cutting the state income tax, reducing waste and downsizing government are on top of the list. This doesn't mean that our issues will be lost or forgotten in fact we see these issues as integral to our work. Cuts to the state income tax translate into less money for health care, education – K-12 and Higher Ed as well as roads and bridges. By the time you read this the Legislature, will have adjourned. Hopefully you responded to our Legislative Alerts and our state agencies, schools and hospitals won't have to think about cuts that will affect their abilities to deliver the services they provide.

I hope that you had a great Nurses Week and that this provides you with insight of how the Oklahoma Nurses Association works to celebrate the work you do year around. ★

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Nurses at the Capitol continued from page 1

rankings. Our high prevalence of untreated mental illness, obesity, tobacco usage, and diabetes all call for renewed public investments that will be hindered by further tax cuts.

Tax cuts jeopardize the Medicaid program. Medicaid is the shared state-federal program that provides health care coverage to nearly one in five Oklahomans, especially low-income seniors, persons with disabilities, and children. It is a vital funding source for hospitals, doctors, nursing homes, in-home care providers, medical suppliers, and other private sector businesses. If we cut taxes, we will face serious shortfalls in Medicaid funding, which could lead to major cuts in payments to providers and reduced access to care

A panel of nurses then presented on a variety of topics. The presenters included:

- Georgene Westendorf, RN – Putman City School District, representing School Nurses;
- Diana Schaffer, RN, Chief Nurse, Nursing Service, Oklahoma State Department of Health, representing Public Health Nurses;
- Kristy Baker, RN, ARNP, owner of Westview Health Clinic in Clinton, OK, representing Advanced Practice Nurses;
- Michelle Billings, RN, BSN, Administrator at Baptist Village in Oklahoma City, representing Long Term Care/Geriatric Care nurses;
- Lynn Sandoval, RN, BSN, MSN, Director of

Surgical Services at Mercy Health Center and ONA's Practice Director, representing Hospital Nurses; and

- Carole McKenzie, PhD, RN, professor at Northwestern Oklahoma State University and Chair of the Institute of Oklahoma Nursing Education, representing Nurse Educators.

Following the panel discussion, we heard from Vickie White-Rankin, our ONA lobbyist. She shared with the group that each of us can make a difference by speaking to our state Senator or Representative and asking them to support funding for health care and issues related to health prevention.

Our panel members, although representing different groups, all shared issues with a common theme: concern about funding cuts. Programs that support the health of our citizens from school-aged children to our senior citizens all have a viable place in our society, but are in danger. Additionally the stability of hospitals and the accessibility of care may be in jeopardy due to cuts in Medicaid, increasing costs of insurance, and decreasing number of those insured. By sharing these concerns with our Legislature, we do have an opportunity to impact our state.

One particular example of how individuals can affect policy recently made the news. A new proposed rule that would ultimately go to the Legislature for approval added more physician supervision to APRNs, in an effort to help limit

prescription drug abuse. Immediately the ONP, ONA and others delivered an opposing view citing the rule would result in clinic closings, limited access to health care, higher health care costs and a reduction of primary care providers. The waves made by these groups and other health care professionals essentially caused the rule to be pulled by the Board of Medical Licensure.

Our profession has power in numbers. Over 30,000 RNs are licensed and work in the state of Oklahoma, which means we have a powerful voice. As your professional organization, ONA is involved in the shaping of public policy about health care which is in line with the goals of nurses, nursing and public health. Our legislative priorities include:

- Preservation of the Board of Nursing and its oversight and regulation of nursing practice
- Uphold and protect all nurses' scope of practice
- Support legislative efforts to improve Oklahoma's health status
- Ensure access to health care
- Support nursing education and nursing faculty.

ONA is working everyday for your jobs, your patients, your students and you!

If you are interested in joining ONA, participating in one of our committees, or just want to learn how you can get involved, please visit our website at www.oklahomanurses.org. ★

Nurses Day at the Capitol 2012



Keynote Speaker, Sheryl Lovelady, Addresses Nurses on The Oklahoma Appointment Project

During **Nurses Day at the Capitol**, the group was treated to a presentation by Sheryl Lovelady of Lovelady Consultants. She spoke on Women's Leadership issues, the Oklahoma Appointment Project and the 2012 Project.

Sheryl Lovelady is the Director of Women's Leadership Initiative at the Carl Albert Congressional Research and Studies Center at the University of Oklahoma. She took this opportunity to share with the group the goals and initiatives of The Women's Leadership Initiative. In order to understand the purpose behind their programs, you first must ask the question: How many women in Oklahoma serve as an elected official at either the local or state level? The answer: Too few.

The fact is Oklahoma ranks 49th among state legislatures for the proportion of women in elected office.

The Women's Leadership Initiative seeks to address the historic under-representation of women in politics, public service, and other leadership roles. Their mission is to educate, inspire and empower women to become political leaders. They accomplish this through a series of educational initiatives designed specifically for women in Oklahoma. Following is a list of programs they offer:

The Appointments Project (TAP) identifies and encourages women to apply for appointments to statewide boards and commissions for the State of Oklahoma.

Through the Women's Leadership Initiative, TAP works with Oklahoma's new governor to ensure more women are appointed to high-level and powerful posts.

In its tenth year, the **N.E.W.** (National Education for Women's) Leadership program is an intensive, five-day institute that includes the top undergraduate women from colleges across Oklahoma.

Pipeline to Politics serves women who are beyond college and/or in the workforce and interested in stepping up their political and civic engagement...whether that means running for office, working on a campaign, or becoming more involved in community-based issues and organizations.

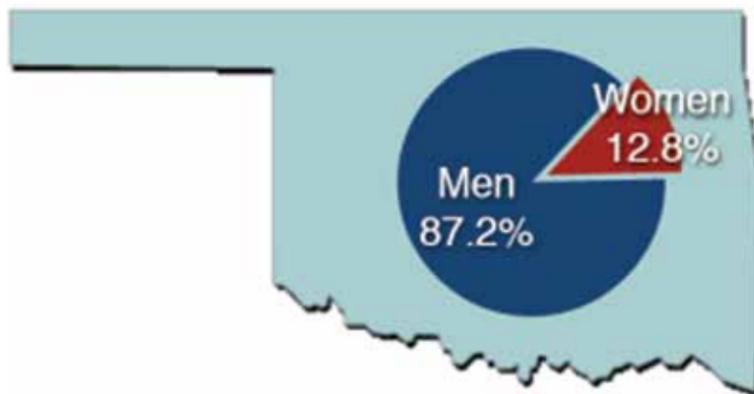
In partnership with the Girl Scouts Western Oklahoma Inc., the Women's Leadership Initiative hosts an annual leadership conference for "Tweens." The conference strives to encourage, educate, and empower girls to discover and use their voices to positively impact their lives, their schools, and their communities.

For more information on how you can get involved, please visit www.ou.edu/carlalbertcenter/leadership.

Oklahoma Ranks 49th Among State Legislatures for the Proportion of Women in Elective Office

Women in Elective Office Oklahoma 2011	
U.S. Senate	0 of 2
U.S. House	0 of 5
Governor	Mary Fallin (R)
Other Statewide Elected Executive	Janet Barresi (R) Dana Murphy (R)
State Senate	4 of 48
State House	15 of 101

Percentage of Women in the Oklahoma State Legislature





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Oklahoma Baptist University is a private, Christian liberal arts institution with more than 1750 students and 300 faculty and staff, on a 200-acre campus in Shawnee, Oklahoma. OBU seeks to transform lives by equipping students to: pursue academic excellence, integrate faith with all areas of knowledge, engage a diverse world, and live a life worthy of the high calling of God in Christ.

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Tulsa Area Immunization Coalition Working Across Oklahoma and with other States to Generate Awareness and Programs

Kathy Sebert, RN, BA/Coordinator

The Tulsa Area Immunization Coalition (TAIC) has been an active group of healthcare professionals involved in immunizations and immunization practice since 1997.

The coalition is made up of RNs, NPs, LPNs, MPHs, DOs & MDs, Immunization Field Consultants (IFCs), Health Department staff members and epidemiologists, hospitals, educational institutions (many that have nursing programs), childcare professionals and their agencies, community members and many other groups that appreciate the opportunity to inform others about immunization work.

The TAIC looks for ways to inform fellow healthcare professionals about the importance of immunizations, immunization best practices and the work of immunization coalitions. Oklahoma continues

to struggle in the bottom half of the country with immunization rates, so promoting awareness to public and private providers helps reinforce our efforts. Providing immunization education experiences for HCPs and HCWs with networking synergy will help improve Oklahoma's rates.

In 1999, the TAIC began an immunization education program aimed at parents of newborns at Tulsa's St. Francis Hospital. From that initial program, their "KICK Packet" program ("Keeping Immunizations Current for Kids") has been expanded to seven Tulsa area hospitals, Claremore Indian Hospital, and Emergency Infant Services of Tulsa—at no cost. Postpartum and newborn nursery staff members distribute KICK Packets to parents at hospital discharge to the tune of 12,500-13,000 packets per year. Oklahoma County's "KISS" Packet and Nevada Immunization Coalition's "PINK" Packets were modeled on the TAIC's program.

TAIC has created, updated and distributed



"Be Wise Immunize" at the Tulsa Air & Space Museum 2012 immunization event in April. (Left to right) Becky Grubb, RN, MPH; Kathy Sebert, RN, BA/Coordinator; Monte McNutt; and Margaret "Peggy" M. Howe-Bernard, RN.

"immunization tool kits" on CD as resources for staff education. TAIC Tool Kit topics include "TAIC Vaccine Tool Kit for Offices and Clinics" (updated in 2012), as well as past kits addressing "Adolescent Immunizations," "Td/Tdap Postpartum Immunizations," and "Healthcare Workers and Influenza." They have been distributed at healthcare conferences, hospitals and to public and private providers by TAIC members.

In recent years, the Coalition has not only been actively working to get information to member immunization professionals, but also to expand that network to the public and other groups to build immunization education infrastructure around the state. TAIC is one of seven Oklahoma county coalitions that are actively pursuing similar goals; coalitions are active in the following counties: Oklahoma, Garfield, McClain/Cleveland, Seminole, Pottawatomie, and Latimer/LeFlore counties in Oklahoma plus the Multi-State Immunization Coalition (MSIC) along the Kansas/Oklahoma border. Interest in the possible formation of coalitions in Lawton and Little Rock, Arkansas has been welcomed and encouraged! The Oklahoma Statewide Immunization Collaboration (OSIC) meets on a regular basis to pool ideas and resources. Health Departments in Erie, PA and St. Louis, MO have contacted the coalition to inquire about "KICK Packets" with the hope of developing their own learning tools for the public.

The TAIC welcomed the development of OU- College of Nursing's immunization education grant project, "NIP-IT." Oklahoma's coalitions assisted Loren Stein, MSN, RNC and the development team with input and review of the program's modules. Free and online through www.nip-it.org/, nurses and nursing students as well as HCWs can access, learn and improve their knowledge of immunizations through the program.

Building awareness is an important step to improve immunization rates for Oklahoma, as the task must be continually repeated in all communities. With new vaccines being developed and immunization practices continually changing, it is a challenge to keep the information updated, embraced and practiced. State Immunization Coalitions welcome nurses and healthcare workers looking for educational opportunities to join them at their informative meetings being held across the state. Consider attending and perhaps getting involved in strengthening this important link in public health. Help improve immunization rates for all Oklahomans!

To get more information on coalition awareness and educational opportunities, visit the TAIC website at www.tulsaimmunize.org for meeting dates and contact information. Immunization Coalitions WELCOME your interest; drop in on a coalition meeting soon to learn more about vaccine-preventable diseases, updates on vaccines, ACIP updates, immunization billing & coding, and "hot issues" in immunization practice! ★

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Kidding Around Humor

Diane Sears, RN, MS, ONC

It's summer time and you need to let loose your "inner-child" and plan some FUN in your life. If you're having trouble doing that, here's some kidding around to help you get in touch with the younger side of you.

PREGNANCY

Sign on OB Unit, "Life is sexually transmitted."

When my eight-year-old asked how I knew I was pregnant, I told her I had taken a pregnancy test. "Oh," she said. "What questions were on the test?" (Laurel Falvo)

Q: Should I have a baby after 35? A: No, 35 children is enough.

Q: I'm two months pregnant now. When will my baby move? A: With any luck, right after he finishes college.

Q: What is the most reliable method to determine a baby's sex? A: Childbirth.

Q: Is there anything I should avoid while recovering from childbirth? A: Yes, pregnancy.

If you treat a sick child like an adult and a sick adult like a child everything usually works out pretty well. (Ruth Carlisle)

Brittany (age 4) had an earache and wanted a painkiller. She tried in vain to take the lid off the bottle. Seeing her frustration, her Mom explained it was a childproof cap and she'd have to open it for her. Eyes wide with wonder, the little girl asked: "How does it know it's me?"

Susan (age 4) was drinking juice when she got the hiccups. "Please don't give me this juice again," she said, "It makes my teeth cough."

Drew (age 4) stepped onto the hospital scale and asked: "How much do I cost?"

A nurse on the pediatric ward, before listening to the little ones chests, would plug the stethoscope

into their ears and let them listen to their own hearts. Their eyes would always light up with awe, but she never got a response equal to four-year old David's comment. Gently she tucked the stethoscope into his ears and placed the disk over his heart. "Listen", she said."What do you suppose that is?" He drew his eyebrows together in a puzzled line and looked up as if lost in the mystery of the strange tap - tap -tapping deep in his chest. Then his face broke out in a wondrous grin and he said, "Is that Jesus knocking?"

When my grandson asked me how old I was, I teasingly replied, "I'm not sure." "Look in your underwear, Grandpa," he advised. "Mine says I'm four to six."

If you are surrounded by sea you are an Island. If you don't have sea all around you, you are incontinent. (Wayne age 7)

When my seven year old daughter was diagnosed with diabetes, a new diet regimen was called for. "Do you think you could eat green beans?" I asked. "No", she said. "I haven't liked green beans since the accident." "What accident?" "When I accidentally ate a green bean." (Mindy Kropf)

Daughter telling her mom about school trip: "The purpose of Chuckie, the forty foot colon was to teach people about diseases of the lower intestine. "I see." Diverticulitis...diverticulosis...colorectal cancer..." "Wow, that experience really made an impression on you didn't it?" "Oh, yeah, you don't come nose to nose with an eighteen-inch tall polyp and walk away unaffected." (Cartoon, Baby Blues)

A four year old child had an elderly gentleman next door neighbor, who had recently lost his wife. Upon seeing the man cry, the little boy went into the gentleman's yard, climbed onto his lap, and just sat there. When his Mother asked what he had said to the neighbor, the little boy said, "Nothing, I just helped him cry."

Two little boys are in a hospital, lying on stretchers next to each other outside the operating room. The first kid leans over and asks, "What are you in for?" The second kid says, "I'm here to get my tonsils out and I'm a little nervous." The first kid says, "You've got nothing to worry about. I had that done when I was four. They put you to sleep, and when you wake up, they give you lots of Jell-O and ice cream. It's a breeze." The second kid then asks, "What are you here for?" The first kid says, "A circumcision." The second kid says, "Had that done when I was born and couldn't walk for a year."

During a Code Black, patients had been removed from their rooms and were lining the halls with some trepidation. A little boy in one of the beds, shot his nurse with a water pistol. She dramatically died and fell on the floor, to the riotous laughing of all observers. Later in the week, she "got him back" with a water pistol of her own, created from a syringe and saline. (Leanna Wingfield, R.N., whose address sticker reads, "Hand over the chocolate and no one will get hurt")

Elderly dad reviewing his own and son, Jimmy's, life journals: "Wasted the whole day fishing with Jimmy. Didn't catch a thing." "Went fishing with my dad. Best day of my life." (Lance Wubbles) ★



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If This Is Where We Are In Nursing, Is This Where We Want To Be?

Betty R. Kupperschmidt, EdD, RN, NEA-BC
Associate Professor, Director Nursing Administration
Program, OUHSC College of Nursing

When I first read the article used in this column, I was at a loss for words to describe my original response: Moral outrage? Profound sadness? Overwhelming disappointment? I will try to share my concern with you in the following article. My hope is that Nursing Leadership Teams will read this article, the references, and discuss the situation with their team members.

Situation: Jeanette Erickson, the Nurse Leader of a “highly visible hospital” shared how she led this organization through a serious reportable event. A monitored patient died as a result of a non-detected

lethal arrhythmia. The nursing staff questioned why they had not heard the alarm. Reason: the alarm had been shut off!

Media: The Media seemed determined to “assign blame.” One reporter asked repeatedly, “Who did this?” Erickson tried to convince the media that the system was at fault, not the nurses. Finally, Erickson writes, “I gave her my name” (p.32). Erickson’s rationale: I approved the capital expenditure; I signed the requisition for monitors with alarms that could be shut off. Erickson asserted that when systems fail, leadership is responsible.

Outcome: In my opinion, and this opinion is mine not ONA nor OONE’s, when Erickson gave her name, she violated ANA Code of Ethics and the expectation of AONE for Nurse Leaders. The ANA Code of Ethics, Provision 4 reads “The nurse is responsible and accountable for individual practice (p. 16).” The AONE notes that Nurse Executives are accountable to hold self and others accountable for actions and outcomes and integrate core values into everyday work activities (*Nurse Leader*, 2005, p. 54). I do agree that the media did not need a name; however, this situation might have been a great opportunity to teach the tenets of a just culture.

Implications: In my opinion, in this institution, the die is cast. If RNs in that institution make a mistake, and if they can trace any aspect back to the Nurse Leader, they do not need to step forward and assume accountable. After all, the Leader signed the requisition!

OONE

Oklahoma Organization of Nurse Executives



Summary: I realize this incident was a decision made by one Nurse Leader. However, I see an inappropriate and, yes, unethical focus upon leadership. Two classic articles support my concern. Meindl and Ehrlich (1987) argue that romantization of leadership negatively impacts collective efforts to understand and improve organizations. Hall (2002) challenged that systems do not make mistakes, people do. She does not advocate blaming people; her point is that people make errors that kill patients but fixing the systems without ‘fixing’ people won’t work. Both systems and people make mistakes.

When I study current popular leadership theories and models, I see an ‘if – then’ format. For example, if and only if the Transformational Leader enacts specific behaviors, then RNs will act like adults, come to work, and do their job.

I love nursing. I truly am saddened to see the direction the profession is taking. We are refusing to give staff RNs the gift of being professionals. This is where we are, is this where we want to be? ★

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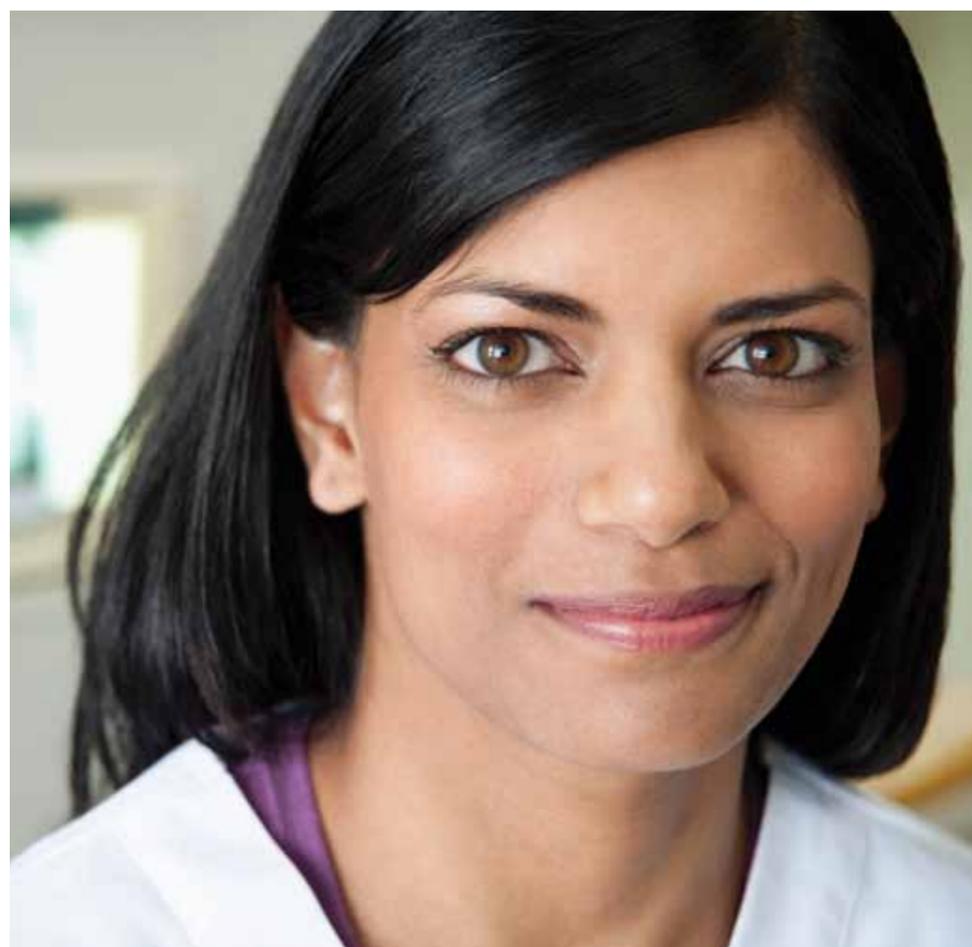


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Evidence-Based Practice: A Basis Challenge for Nurse Educators?

Curtis Baker, MSN, RN
 Central Tech Practical Nursing District Coordinator
 IONE Board Member at Large
 Practical Nursing Coordinators Council

The ideals of evidence-based practice (EBP), which suggest the use of research-based interventions for patient care, were introduced to health care during the 1980s as a product of medical research⁴. Once used only as a basis for medical care, EBP has become a common tool of the profession of nursing and is used to guide nursing practice and the application of best practices⁴. At its beginnings, EBP was oftentimes seen as a list of research-based interventions for application without thought. Fortunately, EBP has been modified to include 1) application of research-based interventions, 2) interventions are applied based upon the experience, expertise, and decision-making of the nurse, and 3) application considers the beliefs and values of the patient¹. Historically, the application of EBP addressed patient care needs, but the nurse educator may find the application of EBP helpful in designing and evaluating instructional strategies, curriculum development, as well course design².

The nurse educator must remember that teaching EBP for use as the basis of nursing practice differs from using EBP to guide his or her practice as a nurse educator². The nurse educator must be willing to examine, inventory, and honestly appraise their instructional strategies including classroom environment, allowance of student participation, lecture habits, tone of voice, attitude, and non-verbal characteristics. After completing the inventory, the nurse educator must complete a literature review concerning current information

related to classroom and student strategies and interactions². Finally, the nurse educator must evaluate their classroom performance against current literature, research, defined best practices, and make needed changes based upon research findings.

The responsibility of the nurse educator is to provide a positive educational environment in which learning can take place. The nurse educator must consider the learning needs and styles of the students, and acknowledge that the students learning needs may conflict with their instructional strategies³. EBP can provide the nurse educator with a guide and measure for the development, evaluation, and modification of their instructional strategies, but use of EBP for this purpose is not necessarily an easy task. It requires the nurse educator to continue to remain active as a lifelong learner, employ research skills potentially forgotten after nursing school, be willing to produce an honest self-evaluation, and maintain a willingness to make needed changes².

Change can be difficult, especially for the nurse educator who may find themselves locked into teaching the same classes, during the same semester, to the same level of nursing student. This scenario can create a situation in which the nurse educator may fall victim to the comforts of familiarity as lectures, resources, and exams can remain similar necessitating small tweaks as information changes. As the nurse educator examines instructional and classroom strategies through the lens of EBP, the

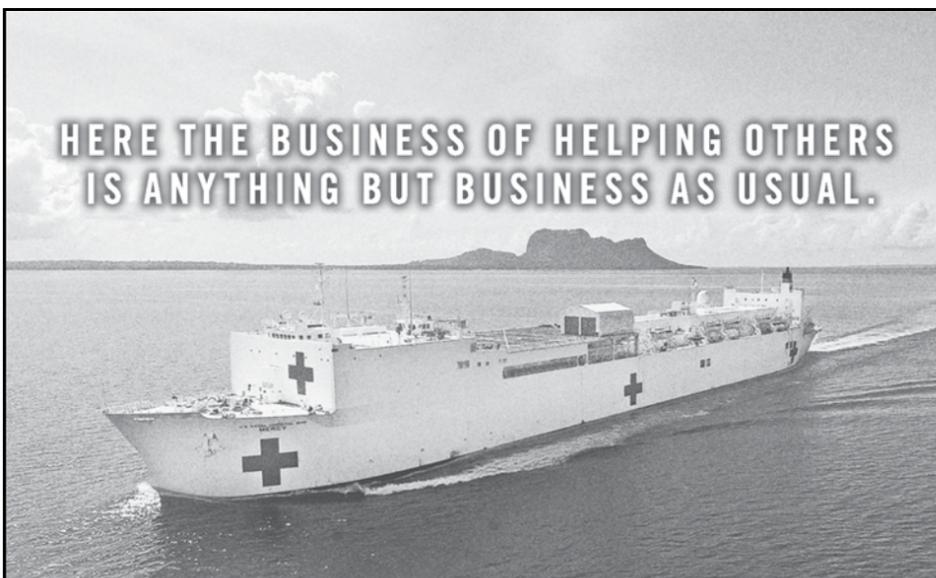


hope is that as they gain new insights they will make needed changes and improve instructional skills and, thus, student learning³.

As a nurse educator, I am ready for an evidence-based challenge, how about you? ★

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Celebrating Florence Nightingale's Birthday

The winner of this year's Florence Nightingale Essay Contest is **Jamie Allison, RN** of Coalgate, OK. Jamie was selected to serve as Nurse of the Day on May 10 in honor of Florence Nightingale's birthday. Following is her essay.

Florence Nightingale is one of my heroes and was a driving force for me in nursing school. I recently did a research paper over her life for my math class. That sounds strange but she used her experiences in the Crimean War to make a major change in techniques used. These changes saved many lives and were a huge positive step for nursing and changed the once very negative opinions of nurses to positive ones. She was a brilliant mathematician with her use of statistics in improving death rates and implementing aseptic technique. She was a true hero to the soldiers she cared for. Not only in the hospitals and clinics but right out on the battlefield with her lamp in hand. I would be very honored to serve as Nurse of the Day in celebrating the life of Florence Nightingale, *The Lady With The Lamp*.

Honoring Nurse Rebecca Anderson

Eileen Grubbs, RN-BC

Several years ago ONA implemented an essay contest in order to choose an individual who would best represent Nurse Rebecca Anderson, a nurse who was tragically killed on April 19, 1995 during the Murrah Bombing in Oklahoma City.



Eileen Grubbs

Nurse Rebecca Anderson was the only nurse killed that day and also happened to be the only organ donor from the tragedy; she made the decision to be an organ donor many years before. As an organ donor, she saved three lives that day.

The Oklahoma Nurses Association is proud to dedicate April 19th as the Rebecca Anderson, Nurse of the Day this and every year.

Congratulations to **Eileen Grubbs** for being selected to serve as *Nurse of the Day* at the Capitol on April 19. Her essay is reprinted below with Ms. Grubbs' consent.

I have been a registered nurse for thirty years and currently work at a large Oklahoma City hospital. My training includes being a certified medical surgical nurse for twenty-four years, a transplant coordinator for six years, and a designated requestor for four years. I have registered as an organ donor on the state registry for many years. Because of my

training and having been in Oklahoma City when the Murrah Building bombing occurred, Rebecca Anderson's story has always been important to me.

I have recently become a donor family member. This has given me a new perspective on organ donation. I was aware that organ and tissue donation meant that someone had to lose their life and be willing to help others. I just did not personally know how that felt. Having been a transplant coordinator, I was the one who called the recipient and offered an organ, so it was great news and a happy call. I have never been called upon to use my designated requestor training and I was never a part of the devastation that has to occur for a donation to occur. I now understand how difficult it is to be told that your loved one, who is pink and appears to be breathing, who you thought would teach his son to play baseball in the spring was in reality "brain dead."

Rebecca Anderson, just like my family member, had talked with her family about organ donation, so her family did not have to guess what she would have wanted. In a short period of time, I went from Aunt to nurse to requestor. I did ask my family member if they had talked about donation. At that moment, all I could think of was although this was a great shock, it was awe inspiring that so many people waiting to be healthy would be helped by yet another altruistic gift by this amazing young person. My hope is that with this new understanding of the circle of donation I can better represent Rebecca Anderson and the transplant process to the State Legislature on this special day of remembrance or any other day. ★



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Abstract

Orientation and socialization of new nurses is both a time intensive and costly endeavor. Positive mentorship experiences during instruction are crucial to optimum development and growth of expert nurses. Research has shown an increase in the attrition rate for new graduate nurses (Mills & Mullins, 2008, Ali & Panthaer, 2008). The attrition rate is attributed to the lack of adequate mentorship by professional nurses to new registered nurses as they transition from the student to professional role. The expenditure to hire, train, and orient a new registered nurse is equivalent to a registered nurse earned income of one year (Mills & Mullins, 2008). In order to combat some of these issues, attention must be directed at supporting the nursing student during nursing school and facilitating a smooth transition for the student entering the nursing profession. A program has been developed to ease the transition from student to professional which commences during the nursing student's junior year and progresses to graduation. This preliminary exposure to a structured mentorship program during nursing school provides the nursing student the opportunity to experience and utilize their mentor to smooth the transition from nursing student to registered nurse.

Development of the Professional Guide Program

The Professional Guide Program offers nursing students support, encouragement, and collaboration in hopes to strengthen the relationship between student and professional. Each nursing student who accepts a two year clinical commitment is assigned a Professional Guide. The Professional Guide Program is coordinated by a medical-surgical junior level instructor which randomly pair up the nursing students with a volunteer registered nurse employed at the assigned clinical area. The Professional Guides have the opportunity to promote self-efficacy to their assigned nursing student which enhances professional growth. The nursing students keep the same professional guide until graduation and have the option to stay in contact if they desire to do so following graduation.

At the end of each fall and spring semester, nursing student and professional guide dyads complete a program evaluation. Changes are made as needed to continually enhance and refine the program to fit the needs of the nursing student and professional guide.

Utilizing Social Networking as a Communication Strategy

Students going through nursing programs today have utilized social networking as a form of communication throughout their life span. The Professional Guide Program utilizes Facebook to facilitate communication, socialization, and engagement. This virtual environment is more cost-effective, perpetual, and is geared to the generation participating in nursing school. When mentors are able to discuss their availability, accessibility, and expectations, this decreases the anxiety of the student, as well as, enhances the learning environment (Ali & Panthaer, 2008).

Facebook is accessible anywhere and anytime rather than being limited to the confinement of home or work setting. Question: Doesn't Facebook require an Internet connection? If so then it really isn't accessible anywhere. Many nursing students post pictures, cite inspirational quotes, and use the Facebook page to network and interact with other students and nursing professionals. All the nursing

students who participate in the Professional Guide Program are informed in great detail regarding the type of information that can be shared and information regarding HIPAA and other privacy regulations that are not allowed on a social network site. For example, students are prohibited from posting pictures of patients in the clinical setting.

The Facebook page is also a closed page where the nursing student and professional guide are invited by the medical-surgical instructor. This allows only the designated participates to contribute any thoughts, comments or ideas without outside opinions.

Student Outcomes

The Professional Guide Program has been very successful in which it helps the nursing student identify areas of progress contributing to deciding their future course. Positive relationships have emerged from the program which enhances the learning environment. Evidence suggests that the quality and nature of the mentoring relationship is fundamental to the mentoring process and the quality of the learning experience (Andrews & Wallis, 1999). The Professional Guide Program provides the student nurse another component for acquiring increased job satisfaction, sustaining a motivating career, and the innovation to progress forward in nursing. A mentoring relationship fosters learning and promotes self-efficacy. The nursing students feel empowered and find the transition from student nurse to professional nurse not as challenging due to the support system that they received from utilizing the Professional Guide Program. Other accomplishments include: increased job satisfaction, reduced burnout, and expressed interest in becoming a future professional guide. ★

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Chris Thoman, MS, RN
Assistant Professor
Tulsa Community College

Which Region: Region 2

Position in Region:

Currently I am the Outreach Coordinator.



Chris Thoman

Why did you become a nurse?

The nurses that cared for my grandfather at St. John back in the early 1970's made an enormous impact on me as a child. Their caring and compassion inspired me to be a nurse.

Where did you receive your nursing degree:

Bachelor of Science in Nursing from The University of Tulsa

Master of Science (Nursing: Leadership in Health Care Systems with an emphasis in Education) from Regis University

How long have you been a nurse?

I have been a registered nurse for almost 28 years and in the nursing field for 31 years.

What is your specialty?

Currently my specialty is nursing education. I teach primarily in the nursing simulation laboratory. When I was in practice, my specialty was operating room nursing.

What do you enjoy about nursing now?

One of the things I enjoy most is when I see the "light bulb" come on when a student "gets it."

If you could improve one thing about nursing, what would it be?

To welcome and embrace change. Change can be uncomfortable but to provide safe, quality, patient-centered care it's a must. Also to close the education to practice gap.

Hobbies?

Cooking, reading and gardening. ★

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106 Cancer Care Facilities Receive National Achievement Award from Commission on Cancer of the American College of Surgeons

OKLAHOMA CITY—The Commission on Cancer of the American College of Surgeons has granted its Outstanding Achievement Award to the INTEGRIS Cancer Institute of Oklahoma, a campus of INTEGRIS Baptist Medical Center, Oklahoma City, as a result of surveys performed during 2011. The INTEGRIS Cancer Institute is one of a select group of 106 currently accredited and newly accredited cancer programs across the United States to receive the award. The full list of award recipients is available online at <http://www.facs.org/cancer/coc/outstandingachievement2011list.html>.

Established in 2004, the commission's Outstanding Achievement Award is designed to recognize cancer programs that strive for excellence in providing quality care to cancer patients. The award is granted to facilities that demonstrate a commendation level of compliance with seven standards that represent six areas of cancer program activity: cancer committee leadership, cancer data management, clinical management, research, community outreach and quality improvement.

The level of compliance with the seven standards is determined during an onsite evaluation by a physician surveyor. In addition, facilities must receive

a compliance rating for the remaining 29 cancer program standards. One hundred and six programs, including the INTEGRIS Cancer Institute of Oklahoma, represent approximately 22 percent of programs surveyed during 2011. A majority of recipients are community-based facilities; however, teaching hospitals, NCI-designated Comprehensive Cancer Centers, VA hospitals and network cancer programs also received the award.

The accreditation program, a component of the commission, sets quality-of-care standards for cancer programs and reviews the programs to ensure they conform to those standards. Accreditation by the commission is given only to those facilities that have voluntarily committed to providing the highest level of quality cancer care and that undergo a rigorous evaluation process and review of their performance. To maintain accreditation, facilities with commission-accredited cancer programs must undergo an onsite review every three years.

There are currently more than 1,500 commission-accredited cancer programs in the United States and Puerto Rico, representing 30 percent of all hospitals. Commission-accredited facilities diagnose and/or treat more than 70 percent of all newly diagnosed cancer

patients each year.

Established in 1922 by the American College of Surgeons, the Commission on Cancer is a consortium of professional organizations dedicated to improving patient outcomes and quality of life for cancer patients through standard-setting, prevention, research, education and the monitoring of comprehensive quality care. Its membership includes fellows of the American College of Surgeons and representatives of 49 national organizations that reflect the full spectrum of cancer care.

The commission provides the public with information on the resources, services and cancer treatment experience for each commission-accredited cancer program through the commission's hospital locator at <http://www.facs.org/cancerprogram/index.html> and through the American Cancer Society's National Cancer Information Center at 1-800-ACS-2345. For more information about the Commission on Cancer, visit www.facs.org/cancer/index.html.

The INTEGRIS Cancer Institute of Oklahoma offers one of the foremost collections of physicians and comprehensive patient care in the southwest. Offering the most advanced equipment, therapy and support to patients and their loved ones, physicians work closely with patients, their families and the medical team to enhance quality of life throughout their journey with cancer.

The INTEGRIS Cancer Institute is more than a cancer treatment facility. It's a cancer treatment philosophy: treating the whole person, not just the disease. With six campuses statewide, the Proton Campus, in conjunction with ProCure Proton Therapy Center, was the first community-based proton therapy cancer campus in the United States. It remains one of less than a dozen proton centers in North America. ★

INTEGRIS Health is Oklahoma's largest health system with hospitals, rehabilitation centers, physician clinics, mental health facilities, independent living centers and home health agencies located throughout much of the state. For more information, visit www.integrisOK.com.

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Nurse Practitioner (ARNP) – Performs routine medical examinations on inmates under guidelines established, as well as medical treatment and services that are required consistent with the provision of basic health care services in conjunction with physician. Requires MSN degree and valid, current Oklahoma Nurse Practitioner licensure.

Licensed Practical Nurse – Medical Compliance Coordinator – Coordinates the medical processes for the facility and ensures that the Health Administrator is aware of compliance and accreditation problems or concerns. Requires current Oklahoma LPN licensure and three (3) years of progressive experience as a Licensed Nurse in a correctional facility. Must be able to apply compliance and accreditation requirements to facility's operational processes.

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The Trials And Tribulation Of A New Nurse

Liz Every Cook, RN

A brand new nurse has good intentions. Her purpose in life is clear. She'll treat each patient with compassion and love and chase away their fear. She knows what to do...she learned it in school, but the rules don't always apply. Such as nobody told her how hard it would be to watch her patient die. Or try to explain to the loved ones, they'd done everything they could. "I'm so sorry for your loss" doesn't sound like enough, but what words really would? So she reaches for their hand, gives a hug, says a prayer... that God will grant them peace. Then she fills out the papers and goes back to work, so the body can be released.

The patient down the hall is calling her names and throwing things at the wall, As tears well up and she's ready to quit, she runs into the hall. But she pulls herself together and goes back to her work... She knows the patient hurts, and doesn't mean to be a jerk. It's hard to be patient, gentle, and kind when somebody is treating you badly, Just a few more hours to see to his needs... then she can go home, quite gladly! "Don't take it personally," the older nurses say. "If you do it will eat you alive." "Let it roll off and let it go, or as a nurse you'll never survive."

She calls a Doctor in the middle of the night, waking him from a deep sleep, His reaction's not kind ... he gives her a piece of his mind...Wow...what a creep!

Then she hears a patient call her name, so she hurries to see what's the matter And arrives just in time to witness the fall...as he hits the floor with a clatter. "Oh, my God," she says to herself. "Why is this happening to me?" "I didn't want to bother you," the patient said... "but I really needed to pee!" "I'm OK, don't you worry...I was just in a hurry and forgot I wasn't at home." Another call to the Doc, and an incident report... and now he won't answer his phone!

Mr. Bee from his room on 2C streaks down the hall... naked as the day he was born.

Stuffed his clothes in a sack, threw it over his back, the poor man looks so forlorn. His sleeper has made him so confused that he thinks the Martians are coming, So ready for war he heads for the door ...on bare feet he is running. "They've called off the war for tonight," she says...steering him back to his room. He nods and undresses, crawls into bed, "I'll just rest 'til the war resumes." By morning he should be clear as a bell, but a note will be put on his chart To hold the sleeper from now on to protect his poor mind, bless his heart.

What a night it's been. Everything's gone wrong and she just wants to crawl into bed. But sleep won't come; she's wound tight as a drum... pulling the covers over her head. As she drifts off to sleep her dreams are filled with the sounds of shrill alarms And old Mr. Bee, the man on 2C, is biting her on the arm. A feeding tube is on the floor, not at all where it's supposed to be. She'll have to replace it before her shift ends. Two hands aren't enough...she needs three. When she opens the door, she slips on the floor on something slimy and green. The odor's unreal and she stifles a gag as she gathers supplies to clean. The alarm by the bed says it's almost noon...why has it gone off so soon? Tired to the bone, she just wants to stay home ... and tonight there's a full moon! "I'll try one more night," she tells herself "before I quit this job." "Nursing's too hard, it's not what I thought," as her head begins to throb. I only wanted to help... to ease their pain, But people who do this must be insane! Then a patient looks up and smiles at her, thanking her for her great care And she knows in her heart she made the right choice ...there's reason she is here.

The work is hard, the hours are long, week-ends and holidays she'll work, But she gives of herself and seldom complains knowing nursing has its own perks. While nursing jobs aren't glamorous like on movies and TV shows, She's doing God's work to heal the sick. She's where she belongs...this she knows.

One Breast or Two Breasts...That Is The Question

Liz Every Cook, RN

The woman in the mirror has two breasts And I wonder if my decision is really the best. The cancer is small. I could opt for a lumpectomy But I've been told the decision is mine. It is really up to me.

My head tells me one thing, while my gut tells me another. And I consider both the options. Is one better than the other? But my gut screams "mastectomy"...so my decision has been made. "I want it gone. Please take it off, leave nothing for cancer to invade."

"Have you changed your mind?" the Doctor asked...prior to surgery. I answered "NO, I want it gone...this is what is right for me." Now the woman in the mirror has only one breast and a ten inch long incision. But the cancer is gone...along with the breast...and I made the right decision.

A routine mammogram found that mass that could have caused my end So take some time and check it out. Do yourself a favor, friend. The scar on my chest is a battle scar, from a fight that's over and done. The woman I was is still going strong, no regrets...Praise God! I have won!



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Addressing Moral Distress: Challenge and Strategies for Nursing Faculty

Tammy Yoes, MS, RN, CNE
Faculty, OUHSC College of Nursing

Moral distress in nursing knows no boundaries. It affects everyone who cares for the patient and is concerned about patients' wellbeing. According to Elpern and Balk (2008), "Moral distress involves the perception that core personal values or ethical obligations are violated." One may ask, "Why would a nurse act in a way that would violate her ethical obligations?" The answer is that nurses are expected to perform ethically in all circumstances; however, many situations create barriers that are unavoidable.

Nurses do not work alone in caring for a patient. Others, such as physicians, other nurses, dietitians, therapists, clergy, and ancillary personnel as well as families are involved in the delivery of patient care. Each person involved brings their unique experience, culture and expertise into the treatment plan. It is no surprise when these differences cause ethical dilemmas for one or more of the involved persons. The question is not who is right, but what is right for this patient at this time in their life?

Students' Experience of Moral Distress

Students and faculty are also affected by these same moral dilemmas. As guests, nursing faculty may perceive they have limited influence on how

patient care is delivered. However, this does not diminish faculty's responsibility for providing evidence-based, ethical educational principles for students.

My experience working with students during critical care rotation is that students experience a high level of moral distress based, in part, because they question why things are not being done as they were taught. This distress may be related to inexperience and lack of knowledge. Teaching students effective ways to process their concerns is essential to their future success as a professional nurse.

Strategies to Address Moral Distress

Morris & Dracup (2008) provide insightful examples faculty can use to assure they are consistent as they work with students and help students identify and address conflict in a professional, productive manner. Kupperschmidt (2006) discusses a way of dealing with conflict through "care fronting." In this article, there are specific examples of questions that are helpful in finding the solution while avoiding questions that add to moral distress. The AACN (2004) developed a helpful tool that provides guidance called "The 4A's to Rise above Moral Distress." This resource provides a step-by-step method to apply "care fronting" type questions.

Faculty can assist students by Asking, Affirming, Assessing, and Acting on student's ethical dilemmas. Faculty should facilitate discussion in post conference with questions that encourage students to talk about signs of suffering such as persistent physical ailments, feeling overwhelmed, anxious or frustrated. Faculty can guide students in identifying the source and severity of their distress. Once the source has been identified, faculty should assist students in determining the severity of the distress and readiness to act. Faculty can then assist in development of an appropriate risk versus benefit plan of action and support students in following through with their plan of action.

Importance of Self-care

Validation of distress is important prior to discussing the professional responsibility to care for self as well as others. Maintaining adequate hydration, nutrition and exercise is essential to self care. Sometimes students get so involved in patient care that they ignore their needs.

Challenge

When faculty try to work around, over, or under the issue by ignoring student's complaints, this avoidance adds to the conflict and intensifies the moral distress. It is important for experienced nurses to embrace effective communication styles, and even more important for future nurses to learn strategies for dealing with moral dilemmas. Faculty are challenged to assure they recognize, validate and help students' address their moral distress. ★

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Social Media for RNs: ANA Provides New Resources, Guidelines

There is no question that social media is changing the way we communicate. While social media has its benefits, registered nurses also face risks when using social media inappropriately. Last year, the National Council for State Boards of Nursing reported that 33 state boards received complaints about nurses who violated patient privacy while using social media.

To guide nurses and nursing students on maintaining professional standards in new media environments, ANA recently developed the Social Networking Principles Toolkit, a new series of resources that provide guidance for RNs on how to use social media responsibly:

- Principles for Social Networking and the Nurse: Guidance for the Registered Nurse—ANA's e-publication is available as a downloadable, searchable PDF, which is compatible with most e-readers. It is free to ANA members on the Members-Only Section of www.nursingworld.org. Non-members may order the publication at www.nursesbooks.org.*
- ANA has also developed *Six Tips for Nurses Using Social Media*, a downloadable tip card and a fact sheet, *Navigating the World of Social Media*. Both are available at www.nursingworld.org/socialnetworkingtoolkit. ★



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Oklahoma League for Nursing Spring Workshop Summary

Submitted by ONA Region 2 Members:

Marie H. Ahrens, MS, RN; OLN Special Projects Director
Emma Kientz, MS, RN, OLN Secretary

On March 30th, the Oklahoma League for Nursing held a spring workshop, the first for the OLN in almost two decades. With nurse educators, staff nurses, retired nurses and students in attendance, the topics of Professionalism and QSEN engaged everyone.

PROFESSIONALISM

The presenters for the first session on Professionalism were Jessica Benda, RN, BSN; Casey Cassidy, RN, MSN; Emily Eriksson, RN, BSN; and Reggie New, RN, BSN, all from Mercy Health System - Oklahoma City, OK. As many are aware, Mercy Health System was the first Magnet designated facility in Oklahoma, and most recently re-designated as a Magnet facility. After an introduction of the Mercy Health System and the five key attributes of the Mercy employee, the group then elaborated on what professionalism entailed. The characteristics addressed were:

1. Knowledge: Strive to use evidenced based rationale and share/communicate knowledge with others.
2. Accountability: Recognize personal capabilities, knowledge and areas for development.
3. Spirit of Inquiry: Ask questions and engage in life-long learning.
4. Autonomy: Being able to work independently, but having an awareness of barriers/constraints. Professional socialization is essential.
5. Advocacy: Understanding client's perspective and keep involved in practice initiatives and activities to enhance health care.

6. Innovation and Visionary: Showing initiative for new ideas; influencing the future of nursing.
7. Collegiality and Collaboration: Create partnerships and acknowledging interdependence among care providers.
8. Ethics and Values: We lead by example; know your resources during times of ethical concerns.
9. Healthy Work Environment: Self-care starts with educating students. Self-care = Self-respect.
10. Outside of work: "You never get a second chance to make a first impression." How people view you can be a reflection of the profession.

Overall, it was a wonderful presentation, and great information for the soon-to-be nurse as well as the more seasoned nurse.

"ARE YOU QSEN READY? WHAT DO THE QSEN COMPETENCIES MEAN TO YOU?"

The second presentation at the OLN workshop helped explain the history of QSEN (Quality and Safety Education for Nurses), as well as introduce resources available to support implementation in nursing curriculum. Ms. Christina George, MS, RN, CNE skillfully shared her extensive knowledge of QSEN with the audience while reinforcing the dynamic nature of the concept and process. Ms. George linked QSEN clearly to the IOM (Institute of Medicine) 2001 report, the QSEN "pre-licensure" competencies, and several other key components of the overall concept. The competencies identified—Patient Centered Care, Teamwork & Collaboration, EBP, Quality Improvement, Safety, and Informatics—all require individual focus, but no one competency can be separated from the rest in planning and implementing (and evaluating) the value of the

QSEN principles. Clearly the role of the nurse educator is key. There is increasing recognition that clinical practice settings will be impacted by QSEN. Direct patient care and work place culture and attitudes will have indirect effects on most areas of nursing practice. The guiding principles of QSEN include elements of Knowledge, Skills, and Attitudes for each of the competencies identified within QSEN; therefore, focusing the rationale and direction for implementation of this process to support and guide nursing care for clients in all areas of nursing practice. Ms. George provided several resources that support QSEN in various ways. Some of those resources include:

- QSEN website for access to teaching strategies and Professional and/or Faculty Development. <http://www.qsen.org/>
- The Agency for Healthcare Research and Quality. This site has a plethora of rich learning opportunities and the Patient Safety Network as well as TeamSTEPPS program can be found here. <http://www.ahrq.gov/>
- Institute for HealthCare Improvement. Educational opportunities exist on Safety, Quality, and QI that are specifically geared towards healthcare professionals and a focus toward multidisciplinary aspects of care and Interprofessional collaboration. <http://www.ipfcc.org/>

Overall, attendees at the workshop indicated very positive evaluation of the topics, the speakers, and the value of both presentations for nursing practice as well as for nurse educators. OLN plans to continue providing educational activities to provide more tangible benefits to members and nursing professionals as well as recruiting more members. Just know OLN is back. We hope you join us!

More information on OLN can be found at www.OLNursing.org or by e-mailing Linda Lyons-Coyle at llyons@coyleweb.com. ★



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The Future of Nursing Oklahoma Network Named as Action Coalition to Help Future of Nursing: Campaign for Action Ensure High-quality, Patient-centered Health Care

OKLAHOMA CITY—The Future of Nursing Oklahoma Network has been selected as an Action Coalition by the Future of Nursing: Campaign for Action, coordinated through the Center to Champion Nursing in America (CCNA), an initiative of AARP, the AARP Foundation and the Robert Wood Johnson Foundation (RWJF), to ensure that all Americans have access to high-quality, patient-centered health care, with nurses contributing to the full extent of their capabilities.

The Future of Nursing Oklahoma Network will work with the campaign to implement the recommendations of the landmark Institute of Medicine (IOM) report, *The Future of Nursing: Leading Change, Advancing Health*. The Future of Nursing Oklahoma Network includes the Oklahoma Nurses Association and the Oklahoma Health Care Workforce Center.

“We are thrilled to add the Future of Nursing Oklahoma Network to the Action Coalition network,” said Susan B. Hassmiller, PhD, RN, FAAN, senior adviser for nursing at RWJF and director of Future of Nursing: Campaign for Action. “The Campaign for Action is working at every level to build and sustain the changes necessary to improve health care for all Americans, and we know the contributions of the Future of Nursing Oklahoma Network will be invaluable as we move forward.”

Since its release in October 2010, the landmark report has made a considerable impact on the way stakeholders are viewing the nursing workforce:

- The report remains one of the most viewed online reports in the IOM’s history and has sparked widespread activity to address the recommendations.
- CCNA, in its role as campaign coordinator, is working with key stakeholders through its **Champion Nursing Coalition** of 47 national health care, consumer, business and other organizations and **Champion Nursing Council** of 23 national nursing organizations to implement strategies to advance the IOM recommendations.

Action Coalitions also were announced today in 11 other states:

Alabama, Arizona, Connecticut, Iowa, Maine, Nevada, New Hampshire, North Dakota, South Dakota, Tennessee and Vermont. The Future of Nursing Oklahoma Network joins 36 previously designated Action Coalitions.

“The expertise of our coalition members and our proven capacity were key factors in being selected,” said Jim Durbin, executive director of the Oklahoma Health Care Workforce Center. “As a participant in the movement to maximize the contributions of the nurses who deliver health care in our state and nation, the Future of Nursing Oklahoma Network is excited to bring its energy and ideas to this groundbreaking effort.”

Jane Nelson, executive director of the Oklahoma Nurses Association noted that the Future of Nursing Oklahoma Network plans to focus on areas such as creating a nurse residency program to improve the retention of newly licensed nurses and advancing the education levels of all nurses, especially increasing the number of nurses with a doctorate to add to the cadre of nursing faculty.

Action Coalitions comprised of nursing, other health care, business, consumer and other leaders are the driving force of the campaign at the local and state levels. Comprised of diverse groups of stakeholders, these coalitions capture best practices, determine research needs, track lessons learned and identify replicable models. Examples of accomplishments to date:

- Texas is collaborating with **nursing education** leaders to adopt a common menu of core required classes across 106 schools in the state.
- New Jersey is advancing **practice** by disseminating best practice models that demonstrate the benefits of staff nurses working to the full extent of their education and training.
- Indiana has worked with Indiana University to include **interprofessional education** into the newly designed curriculum of its schools of medicine and nursing.

- Virginia is advancing **nursing leadership** by recognizing and mentoring 40 Virginia registered nurses younger than 40 who positively represent and lead their profession.

“Adding this new wave of Action Coalitions represents a major step forward in the campaign’s evolution,” said Susan Reinhard, PhD, RN, FAAN, senior vice president of the AARP Public Policy Institute and CCNA chief strategist. The Future of Nursing Oklahoma Network has already made great strides in Oklahoma and their application reflected capable leadership, clear goals and strong action plans.”

The campaign seeks active participation from states, national organizations and individuals from health care, business, education, government and philanthropic sectors to ensure that the recommendations are translated into actions that result in improved patient-centered care. Specifically, the Campaign for Action is working to implement the recommendations of the IOM report with an emphasis on:

- Strengthening nurse education and training;
- Enabling nurses to practice to the full extent of their education and training;
- Advancing interprofessional collaboration among health care professionals to ensure coordinated and improved patient care;
- Expanding leadership ranks to ensure nurses have a voice on management teams, in boardrooms and during policy debates; and
- Improving health care workforce data collection to better assess and project workforce requirements.

For more information about the Campaign for Action go to www.thefutureofnursing.org. ★

The Future of Nursing: Campaign for Action envisions a health care system where all Americans have access to high-quality patient-centered care, with nurses contributing to the full extent of their capabilities. The campaign is coordinated through the Center to Champion Nursing in America, an initiative of AARP, the AARP Foundation, and the Robert Wood Johnson Foundation, and includes 48 state Action Coalitions and a wide range of health care providers, consumer advocates, policy-makers and the business, academic and philanthropic communities.

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Southern Arkansas University

Nursing, Assistant/Associate Professor. PhD, part-time on-line instructors needed for RN-BSN completion for Fall 2012.

Qualifications: PhD required. Preference will be given to applicants with prior online teaching experience.

To apply send letter of interest, curriculum vitae, copies of transcripts and contact information for three references to: Office of Human Resources, Southern Arkansas University, P.O. Box 9288, Magnolia, AR 71754-9288 or email to HR@saumag.edu. Applicants must be able to show proof of U.S. employment eligibility. Southern Arkansas University is an affirmative action, equal opportunity employer and encourages applications from women and underrepresented populations.

The Nursing Department is accredited through NLNAC. Additional information is available at www.saumag.edu.

Interested in Running for an ONA Elected Office?

Have you ever considered running for an ONA Office? The Nominating Committee is looking for good candidates for several ONA offices. In 2012 ONA will elect members to serve in the capacities listed below. All terms are a 2-year period beginning with 2012 except for the President-Elect position which is a 4-year term: 2-years as P-E and 2-years as President.

Elected Office Openings for 2012 - 2014

Nominating Committee (three openings)

ONA Board of Directors

- President-Elect (2-years as P-E followed by 2 years as President)
- Secretary/Treasurer
- Disaster Preparedness Director
- Education Director

If you are interested in more information consider contacting a member of the ONA Nominating Committee listed below. However, you can complete an online Consent to Serve form and one of them will contact you. To complete the online Consent to Serve form visit, www.oklahomanurses.org, and login. You can also download the form if you prefer to complete a hard copy.

Consent to Serve forms are due to the ONA Office no later than July 10.

ONA Nominating Committee for the 2012 Elections
Jackie Lamb—Chair
Rachel Cameron
Eileen Grubbs
Megan Hartsook (2013 Chair)
Chris Carpenter
Joyce VanNostrand

Visit www.oklahomanurses.org for more information on the positions and to complete the online Consent to Serve form. ★



ONA's Annual Convention Hyatt Regency, Tulsa, Oklahoma October 24 – 25, 2012

Call for Abstracts

Submissions must be made online and must be received by 5 pm, July 5, 2012. For more information visit the website, www.oklahomanurses.org, or call 405-840-3476.

Theme: Our Health. Our State. Our Nurses.

200-500 words, addressing one of five concurrent session tracks:

Administrators/Managers
Burnout/Life Balance
Clinical (Practice or Process)
Educators
Staff Nurses
Students

Submissions must be made online using the submission form and will include: Point of Contact, Title, Abstract, Author(s), Credentials, and Prior Experience. Note: Authors may submit multiple proposals.

Subject suggestions:

Technology & Nursing
Social Media & Nursing
Non-adversarial Communications
Mentoring
Emotional Intelligence
Cultural Competency and Appreciation
Nursing Abroad
Nursing Partnerships with Community
How to Research and Publish as a Nurse
Infection Control
Quality Improvement

Deadline: July 5: This will be a competitive selection process.

If your proposal is accepted:

You will be notified no later than **August 8**, and asked to present on Thursday, **October 25**, at the Hyatt Regency in Tulsa, Oklahoma. You will be required to complete and sign CNE credentialing forms, which are available online, before **August 31**. Failure to do so may cancel the offer to present, and the Committee may select another presenter.

Concurrent Session will be approximately 50 minutes in length, with 30-50 attendees. Electronic versions of all handouts need to be submitted to the ONA office by **October 1**. Posters will need to be in place before 9 am on **October 25**. You are required to staff your poster **ONLY** during the afternoon networking break. Suggested maximum size of posters: 36" by 48"

Compensation: Keynote Presenters will receive one complimentary registration. Concurrent Presenters receive up to a **40% discount** on two Convention registrations. Poster Presenters receive up to a **20% discount** on two Convention registrations.

Call for Exhibitors

Looking for Oklahoma Nurses? Exhibit at the Oklahoma Nurses Association Annual Convention. This year's convention will be held in Tulsa at the Hyatt Regency, October 24-25.

ONA invites the Oklahoma Nurse Workforce, including students and educators, members and non-members, bedside nurses, and nurse managers to meet annually and share ideas, promote education, develop professionally, gather information, confer with their peers, and overall, advance nursing in Oklahoma.

What you can expect at this year's convention:

Nationally Recognized Keynote Speakers
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House of Delegates

When you register, you will receive one complimentary registration for the Awards Luncheon (a \$30 value)!

Online registration will be available starting July 16 at www.oklahomanurses.org. ★

Arthur L. Davis Publishing: Excellence in Publication Award

The Arthur L. Davis Publishing Agency, Inc. proudly announces a \$1000 award to be awarded to the ONA Member who submits the 'most excellent' manuscript for publication in *The Oklahoma Nurse*. This Award is offered in celebration of the agency's 29 successful years in publishing and to affirm nursing. The award will be presented at the Awards Banquet and the manuscript printed in a future issue of *The Oklahoma Nurse*.

Manuscript Submission Guidelines:

1. The manuscript must be an original, scholarly work addressing topics of interest to readers of *The Oklahoma Nurse*. Examples of topics: Integrative literature reviews, clinical topics, evolving/emerging professional issues, and analysis of trends influencing nurses and nursing in Oklahoma.
2. Manuscripts must not exceed 15 double spaced pages and must conform to APA guidelines.
3. Manuscripts must be received in an email as an attached word processing file by **September 3, 2012** to be considered. A cover sheet listing author (s) name, credentials, membership status, address, and work and residence telephone numbers and email address must be included in the coversheet and in the text of the email. The author (s)

name must not appear anywhere else on the submission. Submit to: ona@oklahomanurses.org

4. The topic must be relevant to nurses/nursing in Oklahoma and provide new insights and/or a contrarian view to promote debate and discussion.
5. Ideas must be supported with sound rationale and adequate documentation.
6. If the manuscript describes a research project, quality initiative, or organizational change process, methods must be appropriate and participant confidentiality protected (as indicated).
7. The manuscript must be grammatically correct, organized, and submitted according to guidelines to be considered.

Manuscripts must be accompanied by a statement signed by each author indicating 1) the manuscript is NOT being considered for publication in any other journal; 2) the manuscript WILL NOT be submitted to another journal until notification of acceptance or rejection is received from the Oklahoma Nurses Association; and 3) willingness to sign a copyright release form upon publication of the manuscript in *The Oklahoma Nurse*.

Submit Manuscripts to the Oklahoma Nurses Association via email: ona@oklahomanurses.com. ★

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Academic Degree(s) _____ Certification(s) _____

Graduation from basic nursing program (Month/Year) ____/____/____ RN License # State _____ Date of Birth ____/____/____

Membership Categories (please choose one category)

- ANA/ONA Full Membership Dues**
Employed full or part-time **\$22.63 per month** or \$265.50 annually. Includes membership in and benefits of the American Nurses Association, Oklahoma Nurses Association and the ONA District Association.
- ANA/ONA Reduced Membership Dues**
Not employed RNs who are full-time students, newly-licensed graduates, or age 62+ and not earning more than Social Security allows **\$11.56 per month** or \$132.75 annually. Includes membership in and benefits of the American Nurses Association, Oklahoma Nurses Association and the ONA District Association.
- ANA/ONA Special Membership Dues**
62+ and not employed, or totally disabled **\$6.04 per month** or \$66.38 annually. Includes membership in and benefits of the American Nurses Association, Oklahoma Nurses Association and the ONA District Association.
- ONA Individual Membership Dues**
Any licensed registered nurse living and/or working in Oklahoma **\$11.21 per month** or \$128.50 annually. Includes membership in and benefits of the Oklahoma Nurses Association and the ONA District Association.

American Nurses Association Direct Membership is also available. For more information, visit www.nursingworld.org.

Communications Consent

I understand that by providing my mailing address, email address, telephone number and/or fax numbers, I consent to receive communications sent by or on behalf of the Oklahoma Nurses Association (and its subsidiaries and affiliates, including its Foundation, District and Political Action Committee) via regular mail, email, telephone, and/or fax.

Signature _____ Date _____

Dues Payment Options (please choose one)

SIGNATURE REQUIRED BELOW
 Automatic Monthly Payment Options
This is to authorize monthly electronic payments to American Nurses Association, Inc. (ANA). By signing on the line, I authorize ONA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.
*SEE AT RIGHT

Automatic Monthly Payment Authorization Signature _____

CHECKING ACCOUNT: Please enclose a check for the first month's payment, which will be drafted on or after the 15th day of each month using the account designated by the enclosed check.

CREDIT/DEBIT CARD: Please complete the credit card information at right and this credit card will be debited on or after the 1st of each month (VISA and MasterCard Only).

Annual Payment
Make check payable to ONA or fill out credit card information below.

SIGNATURE REQUIRED BELOW
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This is to authorize annual credit card payments to American Nurses Association, Inc. (ANA). By signing below I authorize ONA/ANA to charge the credit card listed below for the annual dues on the 1st day of the month when the annual renewal is due.
*SEE AT RIGHT

Automatic Annual Payment Authorization Signature _____



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* By signing the Automatic Monthly Payment Authorization or the Automatic Annual Credit Card Payment Authorization, you are authorizing ANA to change the amount by giving the undersigned thirty (30) days advance written notice. Undersigned may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5.00 fee for any returned drafts or chargebacks.

Ways ONA Members Can Get Involved—How NURSES Can Make a Difference!

- Be a Member of both ONA and your Specialty Nursing Organizations
- Attend Nurses Day at the Capitol
- Serve as Nurse of the Day
- Talk with your District's Representative and Senator
- Work on Election Campaigns
- Respond to Legislative Alerts
- Attend ONA Convention—Oct 25 and 26, 2012
- Share Research or Best Practices by presenting at the ONA Convention either a Concurrent and/or Poster Session
- Write an article for the *Oklahoma Nurse*
- Serve on an ONA Committee
- Serve as a Region Officers
- Work to Build a Community such as the *Emerging Nurses* or in another area
- Serve on the ONA Board of Directors
- Represent ONA on State or Community Board or Council

Awards from the Oklahoma Nurses Association Recognizing Excellence in Nursing

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

- EXCELLENCE IN NURSING
- NURSING RESEARCH AWARD
- NURSING IMPACT ON PUBLIC POLICY AWARD
- NIGHTINGALE AWARD OF EXCELLENCE
- FRIEND OF NURSING AWARD
- EXCELLENCE IN THE WORKPLACE ENVIRONMENT

ELIGIBILITY

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

DEADLINE FOR SUBMISSION

The deadline for submission of nominations is August 15. Mail completed forms and supporting materials to:

Awards Selection Committee
Oklahoma Nurses Association
6414 N. Santa Fe, Suite A
Oklahoma City, Oklahoma 73116

For more information and to download a nomination form, go to www.oklahomanurses.org. ★

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