President’s Letter

VSNA to ANA Vermont

Why after 101 years do we want to change our organization’s name?

Carol Hodges, MSN, RN-BC

By the time you read this message, the bylaw vote on changing our name to ANA Vermont will have been announced. What you might not be aware of is why this occurred. I must admit that I was originally very opposed to the idea of changing our name, after all, I am a 6th generation Vermonter, born and raised in the Northeast Kingdom, and a middle child, need I say more!

I first was involved in discussion on the subject of changing our name at a VSNA board meeting. I listened intently to different board members but it was actually our student board representative that swayed my thinking. But I still was not totally sold on the logo change idea. That is until I saw our original logo published with the other members of the Northeast Multi-State Division (NEMSD) and then it became clear to me, that we looked like a member who had come kicking and screaming to the table and not at all like a collaborative, forward thinking member. But I was still not sold on the need to change our name.

Over the past several months, I have reflected on reasons that a name change would benefit our organization:

1. For starters, if you have ever volunteered in the VSNA Office you most likely would recognize how many times nurses looking for the State Board of Nursing Office call us. Hence the reason that our office has a very long voicemail message that refers the caller to the correct number for contacting the Vermont State BON not the VSNA.

2. During a VSNA hiring process, a candidate was surprised to find out that we were a Constituent Member of the ANA, they had mistaken our organization to be representative of nurses who work for the State of Vermont. While we do represent those nurses, it does not clearly speak to the VSNA’s mission or vision.

3. While I was trying to recruit someone for the VSNA Committee on Education, I discovered that she was not actually a member. She thought her membership was current because she received the Vermont Nurse Connection.

While these statements alone might be enough to make us vote for the bylaw name change, the real reasons to change our name should be that we are recognized as a Constituent State Member of the ANA and actively involved in ANA initiatives:

1. The ANA represents the interests of the nation’s 3.4 million nurses, which includes 18,000 nurses currently licensed in Vermont, of which a third are APRNs.

2. The ANA is dedicated to ensuring there is an adequate supply of highly skilled and well-educated nurses, by fostering high standards of nursing practice and promoting the economic and general welfare of nurses.

3. ANA is at the forefront of improving the quality of healthcare for all. This includes the expanded role of RNs in the delivery of health care as well as obtaining federal funding for nurse education and improvements in the healthcare work environment.

4. Through its political and legislative advocacy, ANA Vermont continues to have a lobbyist in Montpelier as well as nurses who annually participate in ANA Lobby Day at the Nation’s Capitol.

So, the bottom line is that our name, ANA Vermont, strengthens our role and our resources through a connectedness to the ANA that has not always been easy for all Vermont nurses to recognize.
Vermont Commission on Women Awarded $173,794 Federal Grant to Help Develop State Paid Family Leave Program
Grant Will Fund State Feasibility Study for Paid Family and Medical Leave

(MONTPELIER, Vt., September 29, 2015) – The Vermont Commission on Women will receive a $173,794 grant from the U.S. Department of Labor's Women's Bureau to study the feasibility of creating a statewide paid family and medical leave program. Such a program would ensure all Vermont workers have access to paid time off to care for themselves, a new child, or a seriously ill family member, the Department of Labor announced today.

These funds are to be used for planning purposes, including research and analysis, examining program design and funding guidelines. In addition to Vermont, the grants—totaling $1.55 million—were awarded to five other states: California, New Hampshire, Tennessee, Rhode Island and Wisconsin; and to two municipalities: New York City and Montgomery County in Maryland. Read the US DOI, Women's Bureau press release for more information.

Vermont Senator Patrick Leahy, D-VT, said: “I congratulate the Vermont Commission on Women on receiving this well-deserved grant. As more states move forward on paid family and medical leave, it is clear that there is no one-size-fits-all approach. This grant will help ensure that Vermont, led by the Commission’s efforts, will formulate a strategy that meets the needs of our working families and businesses alike.”

Governor Peter Shumlin stated, “Most Vermonters agree that if you’re sick you shouldn’t be faced with the decision of whether to go to work and risk spreading an illness to others or miss work, sacrifice your paycheck, and potentially lose your job. That’s why this study is vital in allowing us to better recognize the needs of families, as well as costs and burdens to businesses so that we may move forward in a balanced and thoughtful way to bring this important benefit to working Vermonters. I am so proud of the good work being done by the Vermont Commission on Women and congratulate them on their successful application for a Paid Leave Analysis grant by the Department of Labor. “

Rep. Chris Pearson, D-Orleans County, wrote the following letter today. Cary Brown, Executive Director of the Vermont Commission on Women, said, “This money comes at an opportune time, as public conversation, political will and other factors make Vermont an advantageous state for such an initiative. It will allow us to conduct the research, development and planning that will be necessary in order to move this important legislation forward.”

We know that access to paid family and medical leave can improve economic security for women. On October 8th, the Commission and the Vermont Women's Legislative Caucus will be hosting a Women's Economic Security Summit at the State House and are thrilled to host Latina Lyles, the Director of the Women's Bureau at the U.S. Department of Labor, as our guest speaker.”

The Vermont Commission on Women’s grant work will consist of analysis of potential administrative structures, including both public and private insurance models. Grant work will also examine costs of a program: both employee-funded and combination employer/employee funded models; implementation costs; usage, cost and coverage for both male and female workers; and a cost-benefit analysis. The study also will collect and analyze data regarding current practices of employers and employees; public opinion; the practical impact on employers; the need for access by both men and women; and the impact on children and families.

The Vermont Commission on Women (VCW) is a non-partisan state government commission established in 1964 working to advance rights and opportunities for women and girls. Sixteen volunteer commissioners and representatives from organizations concerned with women's issues guide VCW's public education, coalition building, and advocacy efforts. VCW hosts many services to the public, including a toll-free information and referral service at 800-851-5561 and many publications, including the handbook The Legal Rights of Women in Vermont. VCW has recently launched the VT Equal Pay Compact, a voluntary pledge that employers sign to indicate their commitment to closing the gender wage gap in Vermont, and a new statewide events calendar.

Deadlines for the Vermont Nurse Connection

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

Vol. 19 #2 – January 18, 2016
Vol. 19 #3 – April 18, 2016

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

Vermont State Nurses Association
Attn: Vermont Nurse Connection
100 Dorset Street, Suite 13
South Burlington, VT 05403-6241

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

Official publication of the Vermont State Nurses Association. Copyright © 2016. Printed quarterly every March, June, September, December. Library subscription price is $20 per year. ISSN 1529-4609.

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

Editor: Jean E. Graham

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Cheever, (2010). They are predicted to become the most recession began in 2008. As a generation they are close real time on television and the Internet. The oldest were such as Hurricane Katrina and the earthquake in Haiti in international terrorism and war. They watched disasters have also never known a world without the specter of online social network. In addition to never knowing a this unique generation working or studying while

This environment can encourage staff nurses to understand and respect co-workers of all generational groups, recognizing not only areas of generational difference, but also a commitment to common goals, including the delivery of safe, high-quality patient care in a supportive and collegial environment (Keeners, Brewer, Kovner, Shin). While learning can occur between nurses of all age groups, particular attention should be paid to engaging the perspective of younger nurses. In the interaction of people from different generations in the workplace, members of the younger generation are always at a distinct disadvantage. Not only is the existing organizational structure based upon successful strategies used in the past rather than designed for the future, but also older nurses are positioned to establish both the formal and informal rules. Because of their longevity in the organization, the older generations often dominate in managerial and leadership positions of power. As a result, older nurses typically are more influential when changes are made to modify the existing structure and processes. Naturally, these nurses update their processes and rewards in a way that makes sense from their generational perspective, not recognizing that they are basing their decisions on historical assumptions that may not be held by younger nurses. Incorporating the perspective of younger generations forces an examination of generational assumptions and demands conscious identification of practices that make sense for all nurses (Watson, 2006).

If your organization has just hired Generation Z new graduates and you haven’t re-designed and tailored your orientation program to meet their needs of wanting to be engaged, enthused and motivated, you might want to rethink your strategy. Why? Because they are multitaskers using a variety of methods of communication. They thrive on change and are seeking organizations on the cutting-edge of healthcare. Creativity is an important aspect of their education and they plan to use it. More importantly, organizations need to provide educators and managers with the tools and processes which allow them to reward and recognize, train, develop, and empower Generation Z more effectively.

Manager and leveraging generational diversity in the nursing workforce is the sole responsibility of managers or human resources. Putting diversity to work in the workplace understanding each generational cohort and accommodating generational differences so as to capitalize on these differences in attitudes, values and behaviors must be a common goal of all nurses. According to Generations at Work, successful organizations build nontraditional workplaces, exhibit flexibility, emphasize respectful relationships and focus on retaining talented workers. They recommend five ways to avoid any conflict and confusion:

1. Accommodate employee differences. Treat your employees as you do your customers. Learn all you can about them, work to meet their specific needs and serve them according to their unique preferences. Make an effort to accommodate personal scheduling needs, work/life balance issues and nontraditional lifestyles.
2. Create workplace choices. Allow the workplace to shape itself around the work being done, the customers being served and the people who work there. Shorten the chain of command and decrease bureaucracy.
3. Operate for a sophisticated management style. Give those who report to you the big picture, specific goals and measures. Then turn them loose. Give them feedback, rewards, and recognition as appropriate.

We are currently seeking dedicated nursing professionals to become part of our healthcare team. Established in 1884, the Vermont Veterans’ Home is a 130-bed licensed nursing home that continues to raise the bar on the definition of high-quality person-centered care that is provided to our Veterans and Members. Join us today and be part of innovative programs such as Namaste and an Alarm and Restraint free campus.

For more information or questions regarding available positions, please contact Joyce Santacross, Human Resources Administrator, at (802) 447-6535 or email Joyce.Santacross@Vermont.gov.

VHH Website: http://vhr Vermon gov.

Job Openings:

Restraining free campus.

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Looking to expand your nursing career?

Glens Falls Hospital

New competitive salary & 10% sign on bonus!

nursing jobs

PACU Nurse Manager: $10k bonus available Nurse Manager will share responsibility between PACU and GI Clinic. Direct reports include 1ANM from GI, 2 ANH from PACU.

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Job Openings:

Generation Z continued from page 3

4. Respect competence and initiative. Treat everyone, from the newest recruit to the most seasoned employee, as if they have great things to offer and are motivated to do their best. Hire carefully to assure a good match between people and work.

5. Nourish retention. Keeping valuable employees is every bit as important in today’s economy as finding and retaining customers. Offer lots of training—from one-on-one coaching sessions, to interactive computer-based classes, to an extensive and varied classroom curriculum. Encourage lots of lateral movement.

Welcoming Generation Z are the other four generations of nurses. I like to think of them as the culture carriers passing on what it is like to be a nurse, bridging the generation gap and guiding Generation Z into the nursing culture. The importance of each generation’s contributions to the evolution of the nursing culture cannot be underestimated. Each generation of nurses tends to see nursing practice through a unique lens that forms as a result of the events that were taking place in healthcare as they grew and developed from new graduates to seasoned professionals. While it is important not to generalize, take a look at what Generation Z can learn from generations that have preceded them:

<table>
<thead>
<tr>
<th>Generation</th>
<th>Birth Year</th>
<th>% of Nursing Workforce</th>
<th>Characteristics</th>
</tr>
</thead>
<tbody>
<tr>
<td>Traditionalists</td>
<td>1925-1942</td>
<td>2%</td>
<td>Dedicated, hard-working, loyal, independent, Advanced interpersonal communication skills</td>
</tr>
<tr>
<td>Baby Boomers</td>
<td>1946-1964</td>
<td>40%</td>
<td>Optimistic, productive, excellent teamwork skills, well-educated, clinical and organizational experience</td>
</tr>
<tr>
<td>Generation X</td>
<td>1965-1980</td>
<td>40%</td>
<td>Independent, informal, family-focused, socially responsible, innovative ideas, creative</td>
</tr>
<tr>
<td>Generation Y</td>
<td>1981-1995</td>
<td>18%</td>
<td>Confident, highly socialized, techno-savvy, socially responsible, requires work-life balance</td>
</tr>
</tbody>
</table>

(Endnotes)

10. Twibell, R., St. Pierre, J., Johnson, D., Barton, D., Davis, C., Kidd, M., Rook, G., (2013). Five generations in the nursing workforce: A research study of the outcomes of the events that were taking place in healthcare as they grew and developed from new graduates to seasoned professionals. While it is important not to generalize, take a look at what Generation Z can learn from generations that have preceded them:

Adjusting the workplace to bring the best out of a new and different generation is no easy undertaking. Spending time with Generation Z to understand how they live, what they value, and which ways they communicate can help set up your future workforce for success. Socializing the Generation Z nurse to the culture of the organization and individual units, including the vision, mission, values, behaviors, formal and informal practices can best be accomplished by tapping into the experience and wisdom of the culture carriers: Traditionalists, Baby Boomers, Generation X and Generation Y. New nurses start to feel at home and committed to stay in an organization when they are empowered in practice, have a sense of belonging in a work group, and perceive that resources balance job stress. Before long, newly graduated nurses who commit to stay become the peer group for the next wave of new nurses, smoothing out wrinkles in the welcome mat and opening wide the door to a successful professional transition (Twibell, St.Pierre, Johnson, Barton, Davis, Kidd, Rook, 2012). It’s critical that we recognize Generation Z’s differences and meet them where they are, rather than where we want them to be. Priscilla Smith-Tradeu, MSM, RN, BSN, CRRN, CCM, HNBI-BC is an author, speaker and healthcare leadership management consultant specializing in workforce diversity. Priscilla's research and consulting has been focused on understanding nursing work group culture.
The VSNA had been contacted by Paul Truax, Chairman of the MFSNAA, inquiring whether the VSNA would be interested in the acquisition of some of Mary Fletcher Hospital School of Nursing Alumni Association’s artifacts. The VSNA was invested in ensuring that these important items remain part of our Vermont nursing history. Carole Richards, Vice President of the MFSNAA, delivered many of the small items with a documented history to the VSNA, shortly before August 1st.

At the luncheon, I socialized with members of the MFSNAA, enjoyed a delicious meal, and acquired a tea set and Platka cup on behalf of the VSNA. The VSNA is truly honored to be the recipient of such rich historical items of our nursing profession. Most importantly, listening to members of the MFSNAA and witnessing their commitment to each other and their shared experience at Mary Fletcher School of Nursing was the true gem.

The VSNA has created a historical display of the items and plans to share them at future events. The nursing profession in Vermont is rich in history. We, as past, present, and future nurses, have the ability to come together to create another generation of Vermont nurses and strengthen our profession with our shared experiences. Celebrating and sharing our history is one step in that direction.

A Historical Perspective

Christine Ryan, MSA, RN
VSNA Executive Director/Lobbyist

The Vermont State Nurses Association (VSNA) and the American Nurses Association (ANA) have ensured that in 2015 our state and national association have celebrated and recognized the Code of Ethics for Nurses. As the nursing profession reflects on the significance of this important document to our practice and profession, one cannot help but think of our past and the history of the nursing profession.

As the nursing profession evolves with the changing world around us, it is important to recognize, educate, and celebrate our past. Understanding our nursing history is foundational to achieving the outcomes nurses are committed to accomplishing in all aspects of health care. How can the nursing profession create and advocate for change unless we familiarize ourselves with the realities and individuals that have come before us?

On August 1, 2015, I had just that opportunity. I joined the Mary Fletcher Hospital School of Nursing Alumni Association (MFSNAA) for lunch. The MFSNAA was holding their annual business meeting and luncheon at Fletcher Allen Hospital.
School Nurse Reflections

Mandy Mayer, RN, BSN

Last June, at the end of the-year school picnic, I was approached by a school mom. “Thank you for saving my son’s life this year,” she said, managing to get the words out between tears and sobs, while a sea of nurses came forward to begin to attend to my son’s care. We put a cold, damp towel on his forehead and dipped down her face. How does a nurse respond to that kind of gratitude? “Of course,” I smiled back at her, “your kids are like my kids when they are here. Anywhere would have done the same thing.” How quick I was to dismiss my own expertise, my own advocacy for school nurses, in order to remain modest and humble. I believe it is true – that anyone seeing a child in distress would do anything in their power to help. But without nursing expertise, would her child’s life have been saved that day? The reality is, I was prepared for the unexpected and knew what to do. The woman’s son, a fifth grader, had experienced an anaphylactic reaction to an unknown substance one early morning at school and quickly developed acute urticaria. His teacher, whom I train annually along with all of our school staff on how to recognize and respond to life-threatening allergies, noticed this symptom and sent him to the health office. Another concerned staff member made sure he got there safely. Knowing he was coming, I stopped his mom who was on her way out the door and asked her to stay. Upon arriving at the health office, the boy developed face, lip and tongue swelling, dyspnea and wheezing. Additionally, he had a look of fear in his eyes - the sense of “impending doom” that often characterizes an allergic reaction. His mother asked if I had any Benadryl. I looked at her and said, “He is going to get something stronger right now, this leads to anaphylaxis.” At the beginning of the school year I had procured stock epinephrine to be given in the event of an unknown the beginning of the school year I had procured stock epinephrine to be given in the event of an unknown allergy at school. As our school secretary dialed 911, I sat calmly with the boy and administered 0.3 mg of epinephrine IM into his thigh, then gave him Benadryl and reassured him that he would be okay.

In this situation, the boy survived. He required another dose of epinephrine in the ambulance, and was treated, observed and released that afternoon from the hospital. Later that evening, I took the Benadryl and epinephrine outer capsule that he had taken before coming to school in the morning of his reaction. We now have plans in place at school to prevent this from happening again to the child, as well as an emergency action plan for him in case it happens again.

School nursing is a unique specialty that requires foresight and planning, independent critical thinking, leadership, interpersonal communication skills, triage ability, and care plan and crisis management. These skills often happen simultaneously and in sync as the nurse weaves them all together with love, patience and understanding.

I have been a school nurse for fourteen years and have seen the profession become a crucial part of the life of the whole child. School nurses have always recognized our role in connecting health and learning. We have always known that children have an innate ability and creativity. All of these skills often happen together. And we know that the school community is sometimes the safest, most certain and loving part of a child’s life. We also know that parents, too, want to be listened to.

School nurses build and maintain bridges between families and medical homes and between health and learning. Developing the CDC and ASCIESE WSCC Whole School, Whole Community, Whole Child (WSCC) model is a collaborative child-centered approach to reducing educational gaps. Schools use this school model to play key roles in utilizing this model to help develop communicative partnerships with the broader community in an effort to improve the physical, mental, social and academic well-being of all children, regardless of income or status. It is based on making connections between a child and family’s overall health and its relationship to the ability to absorb knowledge and live a productive, happy life. School nursing is simply not just about putting on band aids. In the back of our minds, we think: can we truly change the course of an individual child’s life now while they are young? Children are coming to school with a variety of complex health issues. Many school nurses in Vermont have had the privilege of caring for children with conditions like juvenile arthritis, seizures, muscular dystrophy, leukemia, intricate heart and neurological conditions, among others. We have also had the privilege of working with school staff to be prepared to work with all children, even those who are medically fragile. We are doing tube feedings and intermittent catheters, as well as complex dressing changes. Children with diabetes rely on school nurses to recognize and treat high and low blood sugars, while managing the complexities of insulin pumps and continuous glucose monitors. School nurses are members of IEP and 504 teams, ensuring that every child has the right to an appropriate education, which may require many accommodations. Managing chronic and acute health problems is a paramount role of the school nurse, yet we are also conducting periodic screenings on all children, providing early detection of hearing and vision issues, sometimes are the first to recognize other health concerns.

School nurses are involved in ensuring that new state laws and regulations are met, and that every child has the appropriate health care. School nurses are involved in ensuring that new state laws and regulations are met, and that every child has the appropriate health care. School nurses are as unique as the children we care for. Some of us let our leadership and communication skills, by members of the VSSNA board, others promote physical activity by coaching, some are phenomenal health teachers in the classroom. Many school nurses provide school health data to the National Association of School Nurses, are involved in state government to advocate for children’s health issues, and conduct research. Some of us teach CPR and First Aid. We are role models for wellness and healthy living, and one of the most sought out resources in the school. We maintain our professional license, and require current evidence-based practice. It is penniless, but when we receive a praise for well done, we should remember the complexities of our job and the challenges that we bring to our schools and communities.

School nurses are involved in ensuring that every school has an excellent benefit package. We help carry out Wellness Policies to ensure schools are meeting guidelines for nutrition and physical activity. Without us, many of us are helping keep our school communities healthy and providing health education requirements by providing health classes for students.

School nurses are as unique as the children we care for. Some of us let our leadership and communication skills shine. As members of the VSSNA board, others promote physical activity by coaching, some are phenomenal health teachers in the classroom. Many school nurses provide school health data to the National Association of School Nurses, are involved in state government to advocate for children’s health issues, and conduct research. Some of us teach CPR and First Aid. We are role models for wellness and healthy living, and one of the most sought out resources in the school. We maintain our professional license, and require current evidence-based practice. It is penniless, but when we receive a praise for well done, we should remember the complexities of our job and the challenges that we bring to our schools and communities.
Vermont Organization of Nurse Leaders

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

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

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

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

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

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

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

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

Vermont Tech Receives Official Accreditation from the ACEN

— Vermont Tech has received full initial accreditation for their BSN program, and continued accreditation for their ADN and PN programs —

Randolph, Vermont — Vermont Tech is proud to announce that each of their three nursing programs have received official accreditation from the Accreditation Commission for Education in Nursing (ACEN). Initial full national accreditation was granted to the new RN to BSN (Bachelors of Science in Nursing) program and continuing accreditation was granted to the Associate Degree in Nursing program (RN) and the Practical Nursing program (LPN). The ACEN is responsible for the specialized accreditation of nursing education programs. The programs are also approved by the state’s Vermont Board of Nursing. Vermont Tech graduated their first RN to BSN class this past spring during their 149th commencement.

“We’re thrilled with the news of our accreditation,” said Cindy Martindill, Associate Dean of Nursing. “We are particularly pleased to have received commendations from the accreditation team that visited our sites. We were recognized for the strength of the collaborative partnerships we have with our community agencies. The team also noted the commitment of our students to lifelong learning as they progressed through their programs from LPN to RN to BSN-prepared nurses.” Vermont Tech’s career ladder approach to the nursing workforce provides programs that support students from LPN to BSN progression from an LPN credential with the Practical Nursing certificate to an Associate Degree in Nursing leading to RN licensure and culminating in an online RN to BSN program. With Vermont Tech’s unique career ladder, nurses can make immediate progress in a nursing career goal of a BSN/RN through continuous enrollment or step out to work along their career path and easily return to complete the next step in their education when they are ready. Vermont Tech is uniquely positioned to prepare nurses to enter the workforce immediately after their first year of college while remaining accessible to continue their education and reach the credential required for their field while gainfully employed. With seventy-five percent of Vermont Tech’s current nursing student population providing their family’s primary financial support, the ability to work while continuing their studies is crucial. Vermont Tech offers the lowest tuition cost for its nursing RN to BSN program of all public institutions in the state to increase accessibility. The Vermont Tech nursing program is also proud of the success of our students. Students who enter the nursing program have program completion rates of 85-99%. Additionally, our graduates have some of the highest NCLEX pass rates in the nation. The 2014 graduates’ pass rate was 97.5% for the PN exam, compared to the 83.27% national average and 88.23% for the RN exam, compared to the 82.86% national average.

For more information about Vermont Tech, please visit: www.vtc.edu

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About Vermont Tech — Vermont Tech is a leading public college with a mission of applied education. One of the five Vermont State Colleges, Vermont Tech serves students from throughout Vermont, New England, and beyond at its two residential campuses in Williston and Randolph Center, regional campuses in Brattleboro and Bennington, and at six nursing campuses located throughout the state. Vermont Tech takes an optimistic, rooted and personal approach to education to support students in gaining the confidence and practical skills necessary to not only see their potential, but to experience it. Our academic programs encompass a wide range of engineering technology, agricultural, health, and business fields that are vital to producing the knowledgeable workers needed most by employers in the state and in the region. www.vtc.edu
The Vermont State Nurses Association celebrated the Annual Fall Convention by bringing together the art and science of Nursing. The Shelburne Museum was the destination for the event and provided participants the opportunity to experience the Museum's permanent collections, as well as the new exhibits.

The VSNA chose to celebrate the theme of Ethics because making decisions based on a sound foundation of ethics is an essential part of nursing practice in all specialties and settings.

In recognition of the impact ethical practice has on patient safety and the quality of care, the American Nurses Association has designated 2015 as the “Year of Ethics” highlighted by the release of a revised code of ethics for the profession.

ANA President Pamela Cipriano states, “the public places faith in nurses to practice ethically. A patient’s health, autonomy, and even life or death, can be affected by nurse’s decisions or actions” The ANA and the VSNA believe it is important that all nurses practice at the highest ethical level and support nurses in achieving that goal in a stressful and ever changing health care environment.

Participants experienced the following four dynamic speakers and content:

- Marcia Bosek, DNSC, RN, Associate Professor of Nursing, UVM, Appointed to the ANA Ethics and Human Rights Advisory Committee in 2014 “Top 5 List: What are the Most Frequently Reported Ethical Issues By Nurses?”
- Christina Melvin, MS, PHCNS, BC, CHPN, Associate Professor at UVM “Historical Review of Burnout, Professional Compassion Fatigue and Secondary Traumatic Stress Disorder from a Hospice and Palliative Care Nursing Perspective”
- Joe Bottazzi, Executive Vice President Business Development, Edelman Financial Services, LLC. “An Informative Seminar on Retirement Planning Designed for Nurses”
- Cindy Bruzzese, MPA, Executive Director, Vermont Ethics Network “Health care Ethics: Clinical and Policy Applications

The VSNA also conducted a mock 2016 US Presidential Ballot. 15 votes were received:
- Bernie Sanders=7
- Donald Trump=3
- Hilary Clinton=2
- Ben Carson=2
- Marco Rubio=1

The VSNA and the VSNF extended special recognition to Past VSNA/VSNF Presidents, Vice Presidents, and Board Members and presented those in attendance with a bouquet of flowers. The VSNF Scholarship Recipients were acknowledged and applauded.

October 28, 2015 was a day spent recognizing the complexity and innovative profession of nursing in Vermont. The VSNA looks forward to another season of working together and ensuring that the nursing profession remains strong because of our collective efforts of; ADVOCACY, EXPERTISE, and LEADERSHIP. The VSNA would like to thank all those that attended and supported the Ethics Symposium.
Years in the Nursing Profession: I have been a nurse for 36 years.

Education: Started as an LNA in 1979, obtained my LPN in 1979, my ADN in 2005 and my BSN in 2012. I am currently in the process of completing my master’s degree in nursing education.

Employer: I am currently employed at Mansfield Place Assisted Living and Memory Care

Position/Title: My position is that of Health Services Director and in this role I am responsible for the education, training and management of all healthcare staff and provide oversight for all resident care administered.

What is your background? Areas of specialty?

My nursing background is varied and I have held several nursing positions over the past 36 years. Prior to receiving my LPN license I was an LNA at the Burlington Convalescent Center in Burlington and doing this work I developed a true passion for caring for the geriatric population. I started my official nursing career as a staff nurse at the State Hospital as a psychiatric nurse and when the program closed, I went to work for Howard Community Services (HCS). At HCS I provided nursing care and support to developmentally delayed adults living in group homes in the Burlington area. Several years later I moved out of the mental health arena and worked as a physician practice office nurse. I worked in the solo practice of Dr. Gerhild Bjornson and at Evergreen Family Practice, a multi-physician practice. After a few years I moved to school nursing and worked at the John J. Flynn School as the Health Aide providing health services and education to all elementary school children. In the late 90’s I moved into nursing management as a Quality Improvement Nurse at Blue Cross and Blue Shield of Vermont. Upon receipt of my RN degree from Vermont Technical College in 2005, I went to Fletcher Allen Health Care where I worked for a year as a staff nurse in Endoscopy and for 6 years in Community Health Improvement as the lead RN for the Employer Health Management Program and Employee Wellness. Currently I am the Health Services Director for a 100 apartment assisted living and memory care facility in Essex Junction. I am responsible for the management of the healthcare staff and all healthcare services provided to the residents as they age in place.

Where did you attend school and what inspired you to join the nursing profession?

I am the second eldest in a family of six children with one older brother and 4 younger sisters. We lived in Jericho, VT throughout our childhood and attended the Jericho town elementary schools and Mount Mansfield Union High School.

I have always been the one in the role of caregiver and support person for my siblings and this role seemed to be natural for me. I think my main source of inspiration to become a nurse comes from an innate desire to help people and care for them in times of need. Growing up I was very close to my paternal Grandmother Julia. My grandmother was one of the most loving, caring and generous people I have ever known. She was not a trained nurse but was a compassionate, empathetic and caring individual who cared for frail individuals in her home during their final journey on earth. I remember being so excited to go visit Grammie as she always let me help care for the patients. I helped them to eat, walk, listen to their words or perhaps tuck them in for the evening. In retrospect, I believe it was during this time that I fell in love with working with the elderly population.

Why is being a VSNA member important to you?

Being a member of the VSNA is important to me because it allows me opportunities to network with colleagues, expand my education, grow with my peers and colleagues and be a part of an organization that believes in and supports every member. The VSNA provides support and direction with regards to new and existing legislation and interpretation in a way that supports the professional growth and knowledgebase of the nurse. The VSNA does hugely important work on behalf of the professional nurse in this state and nationwide and I am proud to be a member.

Describe what is important to you about the nursing profession?

Nursing as a profession embodies many values such as honesty, responsibility, pursuit of new knowledge, belief in human dignity, equality of all patients and the desire to prevent and alleviate suffering. Nurses are the essence of healthcare and I am proud to be one of 3 million nurses in the profession.

Is there any advice that you have received that has influenced you in your nursing career?

I have always been supported and encouraged to grow my knowledge base and improve my skills and abilities by my nurse colleagues and friends. Consequently I am working on my Master’s Degree in Nursing Education and I will have the credentials to teach nursing at an accredited nursing school; a lifelong dream.

The best advice I ever received as a nurse was from my grandmother. Whenever we talked about difficult patients and how to care for them she would encourage me to make a difference in the life of the patient because I can…because I am a nurse…and you know what? She was right!

IS YOUR NURSING ORGANIZATION PLANNING AN EDUCATION PROGRAM?

CONSIDER APPLYING FOR CONTACT HOUR APPROVAL

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

The Northeast Multi-State Division, (NE-MSD) is accredited as an approver of continuing education in nursing by the American Nurses’ Credentialing Center’s Commission on Accreditation.
Welcome New VSNA Members!

Laura J. Anderson
Kimberly S. Ambrose
Barbara C. Byrne
Kristina Criss
Jonathan Dupuis
Ellen Gnaedinger
Sara Kussel
Laura Bridget LaFreniere
Claire Moine
Bonnie Solley
Dawn Marie Stone
Carrie Thibault
Mary B. Trono
Lucie Uttero
Clayton Southgate Wetzel

Specialty Organizations

Scope of Practice of APRNs, RNs, and LPNs

The practice of nursing is evolving, and nurses throughout their professional careers expand their individual scope of practice to include new responsibilities and activities. The Vermont Board of Nursing often receives inquiries about scope of practice from nurses, employers, insurance companies, and others. To assist everyone in deciding whether a nursing activity is within the scope of the profession or an individual nurse, the Board has developed position statements and decision trees for all license levels.

In September 2015 the Board revised the APRN/RN/LPN Scope of Practice Position Statement and Decision Tree. The revised statement references the Vermont Nurse Practice Act, which was revised by the Legislature in 2015. The Practice Act defines each level of licensure (LNA, LPN, RN, and APRN) and provides the legal basis for the scope of practice of each profession. A nurse may not perform activities which exceed the scope of the nurse’s license, even if directed to do so.

Within the scope of the profession, each nurse also has an individual scope of practice, which is based on the nurse’s education, training, experience, and certification. The Board of Nursing has provided a decision tree (included with the position statement) that a nurse may use to consider whether a particular activity is within the nurse’s scope.

The Board of Nursing has also provided a new comparison chart to assist in differentiating the scope and roles of RNs and LPNs in a number of practice areas, including assessment, nursing care planning, delegation, the management and supervision of nursing practice, and independent practice. This chart is based on the Nurse Practice Act definitions and indicates that LPNs may not independently assess the health status of an individual or group and may not independently develop or modify the plan of care. LPNs may contribute to the assessment and care plan development or revision remain the responsibility of the supervising RN, APRN, licensed physician, or licensed dentist.

The entire position statement is available on the Board of Nursing website at https://www.sec.state.vt.us/media/710148/PS-APRN-RN-LPN-Scope-of-Practice-final-9-14-2015.pdf. For quick reference, the scope of practice position statements and decision trees are now listed at the top of the position statement webpage at https://www.sec.state.vt.us/professional-regulation/list-of-professions/nursing/position-statements.aspx. If you have questions or would like more information, contact the Board of Nursing Office at 802-828-2396.

Vermont State Nurses’ Foundation — Honor a Nurse Campaign

Nursing continues to be the most trusted profession as indicated in annual surveys. This attests to the collective contributions nurses make as they care for patients, families and communities. Efforts of individual nurses however deserve special recognition by colleagues, employers, patients, families and friends. There are many reasons to Honor a Nurse such as: to thank a mentor, to acknowledge excellent care given by a nurse to a patient, to celebrate a milestone such as a birthday or retirement, or to recognize a promotion. Just think for a moment, you will know a nurse to honor. Celebration: The honored nurses and the persons nominating them will be recognized at the Vermont State Nurses’ Association Convention in 2015. The honored nurses each will receive a certificate identifying the person recognizing her/him as well as the reason for the honor. Submit nominations by: September 1, 2016. All contributions are tax deductible to the full extent allowed by law. VSNF is a 501(c)3 organization. Nominations this year is online.

Please go here to nominate someone: http://goo.gl/Z084F

Porter Medical Center is located in the cozy college town of Middlebury, Vermont. We are in between Vermont's Green Mountains and Lake Champlain, within an easy drive (or walk) to skiing, hiking, golf, kayaking, the Adirondacks, New York, Boston, and Montreal. With newly renovated facilities, affordable housing, nationally recognized schools and a support staff, you’ll feel right at home in no time.

Why not join us?

Now Hiring Full-Time & Part-Time LPNs

$1500 Sign On Bonus

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

www.portermedical.org
RN & LPN NURSES

We currently have nursing positions available on all shifts, including per diem positions. Our nurses provide professional nursing services to residents who would generally receive services in a hospital environment. Services include providing direct nursing care as needed, overseeing provision of care in line with treatment plans, administering medications as prescribed and providing appropriate documentation. Candidates should have an R.N. or L.P.N. with current Vermont license and a minimum of 2 years experience as a Registered Nurse or Licensed Practical Nurse with current psychiatric and medical experience.

All positions offer competitive wages and a flexible benefits and time off package. Additional shift differential available for night shift positions. Valid driver’s license, excellent driving record and safe, insured vehicle are required.

APPLICATIONS MAY BE MADE TO:
Daniel Isaacsohn • Second Spring
118 Clark Road • Williamstown, VT 05679
Or via email to: Daniel@cscorp.org

EOE

Operating Room Position Available Immediately!

A progressive and well established medical team is looking for an RN Circulator to join our team! The Operating Room has an immediate opening for a Full Time, day shift with call. In our state of the art Surgical Suite the RN is responsible for the coordination of care for the patient undergoing surgery. Four operating rooms, services include general, gynecological, ophthalmology, ENT, orthopedic, urology, podiatry and endoscopy.

Located in beautiful Newport Vermont, North Country Hospital and its surrounding towns have plenty of outdoor activities such as hiking, biking, skiing, boating and snowmobiling. Come to North Country Hospital to be part of a progressive health care team. North Country Hospital supports professional growth through certifications and continuing education.

Job Requirements:
Current Vermont RN license, BLS. Prefer OR experience however will consider the right candidate without experience and provide on-site AORN-Periop 101 course. Call response time 30 minutes from North Country Hospital.

Expected: ACLS within 1 year of hire. PALS within 2 years of hire. CNOR - national OR certification from North Country Hospital.

We are seeking full time Director of Nurses at Chittenden Regional Correctional Facility and Northern State Correctional Facility.

We offer competitive compensation and a comprehensive benefits package for FULL TIME including:
• Health, dental, vision, life and disability insurance
• Health savings account with matching employer contributions
• 20 paid days off plus 8 paid holidays
• 401k retirement plan with employer match
• Career development benefit
• Flexible spending accounts for health and dependent care
• Wellness activity subsidy
• Access to corporate discount programs

Requirements for Director of Nursing are current license in VT, completion of an accredited registered nursing program, BSN preferred. Experience in acute care, ambulatory care or correctional environment preferred. Must be able to pass background investigation and obtain agency security clearance.

Requirements for Registered Nurses and Licensed Practical Nurses are current license in VT, experience in med/surg or correctional environment preferred, but willing to train. The Licensed Nursing Assistant must be a graduate of a Licensed Nursing Assistant program and have an active VT Nursing Assistant License. Must be able to pass background investigation and obtain agency security clearance.

Interested candidates, please email resumes to kelli@mhmcareers.com, call 866-616-8389 or fax 888-317-1741; www.mhm-services.com EOE