Taking Time to Remember

Carol Hodges, MSN, RN-BC

It is not only relationships with patients/clients that define nursing practice but it is also our professional/personal relationships with each other as colleagues that enrich our lives and our nursing practice. In our busy lives we don’t always make or find the time to do some of the simple things in life, such as say thank-you or spend time to reflect on how important those interpersonal relationships are or have been in helping to guide our own career path. I would dare say that all of us have had someone mentor us along the way. In this issue of the Vermont Nurse Connection we are paying tribute to a nurse who was many things to many people. I first met Judy Cohen at the VSNA Legislative Session, she was the VSNA President and I must say I was in awe of her accomplishments and her ability to ask questions that many of us did not think of, or were afraid to ask. When I became the Peer Review Leader for the Committee on Education and wanted to get nursing faculty on the committee, I asked her for help and she joined our committee. In grad school, Judy was my professor in Nursing Theory. I must admit that when I saw her walk into my Thesis Defense, I was a little worried, because I knew that she would ask questions that I most probably had never even contemplated…and she did; my defense was that much richer because of the questions she asked. That is just the tip of the iceberg of the kind of advocate for nursing that Judith Cohen was, and we all benefited from her scholarship, enthusiasm, wit, and her ability to enjoy life.

I know that many of you reading this message might not have known Judith Cohen but I am sure that there has been a nurse like Judy for each of you, someone that you would like to pay respect to and to honor their role in the profession of nursing. In 2005 The Kansas State Nurses Association had created the Nightingale Tribute and brought it to the House of Delegates where it was adopted. Part of that resolution includes an agreement that the ANA would promote the availability of the Nightingale Tribute nationwide. The ANA works with the national Funeral Home Director’s Association to make this tribute available for all nurses. Generally the nurse colleague who is paying tribute will give a brief synopsis of that deceased nurse’s career which is followed by The Nightingale Tribute. Please take time to thank and honor a nurse that was dear to you.

Nightingale Tribute
Nursing is a calling, a lifestyle, a way of living. Nurses here today honor ____________________________ and his/her life as a nurse. ____________________________ is not remembered by his/her ___________________ years as a nurse, but by the difference he/she made during those years by stepping into people’s lives...by special moments:

She Was There
When a calming, quiet presence was all that was needed, She was there. In the excitement and miracle of birth or in the mystery and loss of life, She was there. When a silent glance could uplift a patient, family member or friend, She was there. At those times when the unexplainable needed to be explained, She was there. When the situation demanded a swift foot and sharp mind, She was there. When a gentle touch, a firm push, or an encouraging word was needed, She was there.

President’s Letter continued on page 2
Letters to the Editor

If you wish to submit a “Letters to the Editor,” please address it to:
ANA-Vermont
Attn: Vermont Nurse Connection
100 Dorset Street, #13
South Burlington, VT 05403

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

Deadlines for the Vermont Nurse Connection

Are you interested in contributing an article to an upcoming issue of the Vermont Nurse Connection? If so, here is a list of submission deadlines for the next 2 issues:
Vol. 19 #4 – July 18, 2016

Articles may be sent to the editors of the Vermont Nurse Connection at:
ANA-Vermont
Attention: VNC
100 Dorset Street, Suite 13
South Burlington, VT 05403-6241

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

Voices of Vermont Nurses

premiered at VSNA Conference 2000 and is available from the ANA-Vermont Office at:
ANA-Vermont
100 Dorset Street, #13
South Burlington, VT 05403

Price: $20 each book (plus $3.85 for postage and handling)

Make check or money order payable to:
Vermont State Nurses Foundation

Name:
Address:
City:
State: Zip:

Nightingale Tribute: Honoring Departed Vermont Nurses in 2015

Isabel Guerrero
Euth Emerson
Bonnie Dee Stites
Clara Riggs Moran
Janice Atkins Fancett
Sister Rita Vallee
Norene Blair Poulain
Patricia E. Smith
Constance Marie Baishaw
Tink Glenrose Sheridan
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Maxine Grace Flint Griffith
Lorraine Mary Contos
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Eva L. Thompson
Alma Mueller
Judith Cohen

www.vsna-inc.org

President’s Letter continued from page 1

In choosing the best one from a family’s “Thank You” box of chocolates, She was there.
To witness humanity—its beauty, in good times and bad, without judgment, She was there. To embrace the woes of the world, willingly, and offer hope. She was there.
And now, that it is time to be at the Greater One’s side, She is there.

, we honor you this day and give you a white rose to symbolize our honor and appreciation for being our colleague.

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Editorial Offices
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PH: (802) 651-8066. E-mail: vtmurse@vsna-inc.org
Editor: Jean E. Graham

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ANA-Vermont welcomes well-crafted manuscripts and suggestions for articles. Manuscripts can be up to:
• 750 words for a press release
• 1500 words for a feature article
Manuscripts should be typed double-spaced and spell-checked with only one space after a period and can be submitted:
1) As a paper hard copy
2) As a Word Perfect or MS Word document file saved to a 3 1/2" disk or to CD-Rom or zip disk
3) Or e-mailed as a Word Perfect or MS Word document file to vtmurse@vsna-inc.org

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

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

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Jean Graham
VNC Editor
The current focus on person-centeredness in a practice illustrates society's drive to respond to the current imbalance in care, moving away from the ethos that is medically dominated, disease oriented, and often fragmented toward one that is relationship focused, collaborative and holistic. Moving forward adopting truly person-centered care is a key objective for the nursing profession. To achieve this, nurses need the right level of knowledge, skills and experience. Studies have shown that the successful implementation of culture change models requires good leadership and stable management; strong teamwork, efficient communication systems; and an investment in staff training and education about culture change. Peggy Burkhardt and Mary Gay Nagai-Jacobson in their article, *Tips for Spiritual Care* suggest that nurses listen for and elicit the person's story; the particular story embodied in the person who shares this time with you. Learn something about who the person is, for example: What is important to the person? What gives meaning to their life? What gives them strength and hope? What are their fears and concerns? It is recognized that telling stories about one's experiences and problems can be highly therapeutic. It is common to feel a sense of relief in sharing personal experiences and thoughts with another. This a very significant nursing role. Nurses should encourage clients to discuss two sides of a story, if needed, to better conceptualize problems. Nurses can help clients acknowledge their strengths, as well as weaknesses, through the power of story. Use of story may enhance relationship building by helping the client empathize or understand the life stories of others. If the nurse repeats the story back to the client, there is a potential for the client to see relationships in a new light.13

A 46-year-old Dominican man comes to visit me for the first time. He has been suffering from shortness of breath and chest pain, and he fears for his heart. I say to him, “Please tell me what you think I should know about your situation.” And then I do my best not to say a word, not to write in his chart, but to absorb all that he emits about his life and his health. I listen not only for the content of his narrative, but...
Named one of the 100 Great Community Hospitals 2015 by Becker's Hospital is an integrated health system with a clear focus and coordinated approach to providing high quality health care services responsive to the needs of patients, families, businesses and the communities we serve. Annexed one of the 100 Great Community Hospitals 2015 by Becker's Hospital Review for a high-quality care, stabilizer of demographics, and a focus on doing what is right for the patients in its community.

From earliest times listening to a person’s story has been the essence of a therapeutic relationship between patient and nurse. Self-awareness and reflective practice should be at the heart of any measures to develop a person-centered compassionate practice. If we are asking patients to self-reflect and be self-aware in telling their story we need to be familiar with the process. Reflective practice is a way of studying our own experiences to improve the way we work. Engaging in reflective practice helps to improve the quality of care we give and closes the gap between theory and practice. Practicing person-centered care not only provides benefit to the patient but helps the nurse find new meaning, depth and direction in their practice.

Suggested viewing Ted Talk: Dr Rita Charon, Honoring the Stories of Illness: https://www.youtube.com/watch?v=24k1X12HNUs

Priscilla Smith-Trudell, MM, RN, BSN, CNRN, CCM, HNB-BC, is an author, speaker and healthcare management consultant. She is a Board Certified Rehabilitation Nurse and a Board Certified Holistic Nurse in addition to a focus on person-centered care. For more information please visit www.wealthindiversity.com.

(Endnotes)
Vermont Action Coalition Prepares to Launch RN-BSN Campaign

Burlington – In Spring 2016, the Vermont Action Coalition will launch a statewide campaign to increase the number of registered nurses (RNs) returning to school in pursuit of Bachelor of Science in Nursing (BSN) degrees. Increasing the proportion of nurses with BSN degrees to 80% by 2020 was a key recommendation made by the Institute of Medicine (IOM) in its 2010 report, *The Future of Nursing: Leading Change, Advancing Health.* Currently, 44% of RNs working in Vermont have a BSN or higher, and Vermont has committed to reaching the IOM goal of 80% BSN-prepared nurses by 2022. Reaching 80% will require both an increase in newly licensed RNs with baccalaureate degrees, and an increase in previously licensed nurses returning to school for their BSN.

The IOM based its recommendation on a number of changes occurring in health care, including the increasing complexity of patient care needs in hospital settings, and the expanding roles and responsibilities of RNs. In hospital settings, RNs are caring for sicker patients and using more sophisticated technology than ever before. In other health care settings, nurses are responsible for coordinating patient care among a wide range of health disciplines, taking leadership roles in the management of chronic diseases, and using a variety of technologies to support patient care. It is also critically important for nurses to be represented and actively involved in the direction of health care reform and designing new health care systems. BSN programs introduce students to evidence based practices, research skills, health care policy and finance, and leadership, better preparing them for these expanded and evolving roles. (IOM, 2010, p. 170). Completing an RN to BSN program also prepares RNs to pursue advanced degree programs, accessing a wider range of career opportunities as researchers, educators, primary care providers, and policy makers.

The American Association of Colleges of Nursing (AACN) also supports degree completion programs for nurses, observing that “education enhances both clinical competency and patient care.” Research makes a strong case for nurses with BSN degrees, providing better patient outcomes. According to a report issued by the Robert Wood Johnson Foundation (RWJF), “The Case for Academic Progression: Why Nurses Should Advance Their Education and the Strategies that Make this Feasible,” recent studies “supported an association between BSN staffing and outcomes such as lower incidence of pressure ulcers, postoperative deep vein thrombosis, hospital-acquired infections, and post-surgical mortality.” (2013, p. 3). This is a shift from earlier findings that the college level experience was more influential than education in impacting patient outcomes. The more recent studies are based on larger samples and considered mortality. “(2013, p. 3). This is a shift from earlier findings that the college level experience was more influential than education in impacting patient outcomes. The more recent studies are based on larger samples and considered mortality. “(2013, p. 3). This is a shift from earlier findings that the college level experience was more influential than education in impacting patient outcomes. The more recent studies are based on larger samples and considered mortality. “(2013, p. 3). This is a shift from earlier findings that the college level experience was more influential than education in impacting patient outcomes.

Vermont’s Future of Nursing campaign will include the launch of a new website, [http://www.vermontnursing.org](http://www.vermontnursing.org), highlighting the value and process of RN to BSN education programs. The website will link to Vermont’s four RN-BSN programs at Castleton State University, Southern Vermont College, University of Vermont, and Vermont Technical College. In addition to the dedicated website, the campaign will reach out to RNs currently licensed through the state of Vermont via social media, direct mailings, and a “warm” line where people may access information by phone.

Vermont’s Future of Nursing campaign is made possible by a $150,000 grant through the Future of Nursing State Implementation Program (SIP) sponsored by the Robert Wood Johnson Foundation (RWJF). Vermont is one of only seven states to receive a second two-year grant through the program, and is honored to receive the maximum award amount. The mission of the national Future of Nursing: Campaign for Action is to build a Culture of Health through nursing. A joint initiative of AARP and RWJF, the Campaign is working to implement the Institute of Medicine’s (IOM) evidence-based recommendations on the future of nursing. It provides a vehicle for nurses and nurse champions to lead change that will support healthy communities through collaboration with health care, business, consumer, and other stakeholders. Additional essential funding for the program was generously donated by KeyBank Foundation and the following Vermont hospitals, schools of nursing, and nursing organizations: Brattleboro Memorial Hospital Brattleboro Retreat Castleton State University Copley Hospital Grace Cottage Hospital Mt. Ascutney Hospital & Health Center North Country Hospital Rutland Regional Medical Center Sigma Theta Tau Kappa Tau Chapter Southwestern Vermont Health Care University of Vermont Medical Center Vermont Technical College Vermont Organization of Nurse Leaders
Marilyn Rinker Leadership Scholarship Application

Application – 2016 deadline: March 25, 2016

Name: ________________________________
Address: ________________________________
Telephone #: __________________________ Email Address: ________________________
Vt RN Lic #: ____________________________ VONL member since _______________________
School of Nursing: ____________________________
Currently in which year? 1 2 3 4 year of graduation (if applicable) ________________
Graduate school _________ 1st yr 2nd year _________
Expected date of graduation _______________________
Graduate school: ____________________________
First name: ____________________________
Current employer ____________________________________________
If employed in nursing, current employer __________________________________
Currently receiving Financial Aid, Grants, Scholarships? Yes _______No _______
If yes please list the sources ______________________________________________
If yes please list the sources ______________________________________________
Please attach to this form:
1. Résumé
2. Most recent transcript of grades demonstrating a cumulative average of 3.0 (B)
3. A brief essay (500 words or less) describing nursing leadership experience and aspirations, community service experience, commitment to serve in Vermont, and financial need
4. At least two (2) letters of recommendation (at least one academic and one work related)
5. Evidence of acceptance in an accredited program leading to an advanced degree in nursing if not yet matriculated.

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

Student signature: ____________________________ Date: _________________

Return application (with attached materials) before March 25, 2016 to:

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

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

Vermont Organization of Nurse Leaders Scholarship

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 3.0 or B
• Two supportive professional recommendations

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

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.

Application – 2016 deadline: March 25, 2016

The Arthur L. Davis Publishing Agency, Inc. 2016 Scholarship

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

Applications for the $1,000 scholarship are open to ANA-Vermont members who are currently enrolled in an undergraduate or graduate nursing program and who are active in a professional nursing organization.

Submit your application by August 1, 2016 by filling out the online form:
https://docs.google.com/forms/d/1HOXkJAdishV2loeRV3fESer16_rDVh-2eC3ht5T_hU/viewForm?c=0&w=1

The Judy Cohen Scholarship

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

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

Applications must be submitted by August 1, 2016. You do not have to be a member of ANA-Vermont but priority will be given to ANA-Vermont members.

To apply for the scholarship, please fill out this form:
https://docs.google.com/forms/d/1HOXkJAdishV2loeRV3fESer16_rDVh-2eC3ht5T_hU/viewForm?c=0&w=1

The Pat & Frank Allen Scholarship

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

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

Applications must be submitted by August 1, 2016. You do not have to be a member of ANA-Vermont but priority will be given to ANA-Vermont members, please go online to fill out the form:
https://docs.google.com/forms/d/1HOXkJAdishV2loeRV3fESer16_rDVh-2eC3ht5T_hU/viewForm?c=0&w=1

Application for the 2016 Pat & Frank Allen Scholarship

Application for the 2016 Judy Cohen Scholarship

Application for the 2016 Marilyn Rinker Leadership Scholarship
**ANA-Vermont Legislative Bills of Interest 2016**

Christine Ryan, RN, MSA
ANA-Vermont Government Affairs

**ANA Legislative Priorities:**
- The Home Health Care Planning Improvement Act
  H.R. 13426, S. 578
- Title VIII Nursing Workforce Reauthorization Act
  H.R. 2713
- The Registered Nurse Safe Staffing Act
  H.R. 2083/5/1132
- The Improving Veterans Access to Care Act
  H.R. 1247
- Recovery Enhancement for Addiction Treatment Act
  “TREAT Act” H.R. 2536/ S. 1455

**How Best to Contact Our National Leadership?**

President Barack Obama
The White House
1600 Pennsylvania Avenue NW
Washington, DC 20500
202-456-1414 cooments@whitehouse.gov

Senator Patrick Leahy
433 Russell Senate Office Building, US Senate
Washington, DC 20510
202-224-4242 senator_leahy.senate.gov
199 Main Street, 4th Floor
Burlington, Vermont 05401

Senator Bernard Sanders
332 Dirksen Building, US Senate
Washington, DC 20510
202-224-5414 www.sanders.senate.gov
1 Church Street, 2nd Floor
Burlington, Vermont 05401
1-800-339-9834

Representative Peter Welch
2303 Rayburn House Office Building, US House
Washington, DC 20515
128 Lakeside Avenue, Suite 235
Burlington, Vermont 05401
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**The Legislative Session Presents an Opportunity for All Vermont Nurses to Engage in the Political Process.**

Your MEMBERSHIP with ANA-Vermont is what creates our collective voice and ensures that the nursing profession in Vermont is a leader in the health care landscape, academic communities, and political arena.

The legislative session presents an opportunity for all Vermont nurses to engage in the political process. Your MEMBERSHIP with ANA-Vermont is what creates our collective voice and ensures that the nursing profession in Vermont is a leader in the health care landscape, academic communities, and political arena.

- H.59-AN ACT RELATING TO BANNING THE SALE OF FLAVORED LIQUID NICOTINE
  Statement of Purpose: This bill proposes to ban the sale of liquid nicotine in a flavor other than menthol in Vermont.
- H.171-AN ACT RELATING TO RESTRICTIONS ON THE USE OF ELECTRONIC CIGARETTES
  Statement of Purpose: This bill proposes to prohibit the use of electronic cigarettes in the same places in which the use of lighted tobacco products is banned. It would also prohibit cigarette and electronic cigarette displays on store counters.
- H.300-WS.235-AN ACT RELATING TO THE PRESCRIPTION, MAINTENANCE, AND USE OF EPINEPHRINE AUTO-INJECTORS
  Statement of Purpose: This bill proposes to enable an authorized entity to maintain a stock supply of epinephrine auto-injectors on its premises.
- S.197-AN ACT RELATING TO RADON IN SCHOOLS
  Statement of Purpose: This bill proposes to direct the Department of Health to adopt rules pertaining to mandatory radon testing in schools.
- S.201-AN ACT RELATING TO LIMITATIONS ON PRESCRIPTIONS FOR OPIOIDS
  Statement of Purpose: This bill proposes to place limitations on prescriptions for opioids. It would prohibit refills and future fill dates for opioid prescriptions, limit prescriptions for opioids to treat acute pain to a 72 hour supply under most circumstances, and limit prescriptions for opioids to treat chronic pain to a 30 day supply. It would direct practitioners to query the PMS prior to issuing a subsequent 30 day prescription for an opioid to treat a patient with chronic pain and would require practitioners to screen those patients for signs of a substance use disorder.
- S.243-AN ACT RELATING TO COMBATING OPIOID ABUSE
- S.254-AN ACT RELATING TO PAID FAMILY LEAVE

The legislative session presents an opportunity for all Vermont nurses to engage in the political process. Your MEMBERSHIP with ANA-Vermont is what creates our collective voice and ensures that the nursing profession in Vermont is a leader in the health care landscape, academic communities, and political arena.

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www.ladiesfirstvt.org

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www.portermedical.org
Remembering Judy Cohen, RN, PhD

Christine Ryan, ANA-Vermont Executive Director

On December 30, 2015, the nursing community lost an amazing colleague, educator, mentor, and friend. The ANA-Vermont wanted to recognize Judy’s vast and treasured influence within the nursing profession and her extensive network of friends and professional activities.

Judy was the VSNA President twice, served on the VSNA Education Committee for decades, acted as the Treasurer for the Vermont State Nurses Foundation for 12 years, and was a frequent delegate to the American Nurses Association House of Delegates.

I first met Judy as a nursing student. Her inquisitive mind was an inspiration and challenged me to work hard academically. Judy was committed to asking the tough questions and expected a respectable and workable response.

My relationship with Judy continued after my graduation from nursing school. Our commitment to the ANA-Vermont and the important work of advocacy and education offered the opportunity to cross paths. Judy was a tremendous resource for me as I contemplated further education and defining what I wanted to specialize within the nursing profession.

Judy was honest, full of strength, approachable, kind, witty, and had high standards. I believe those high standards were Judy’s expectation of each of us to treasure what we love, to appreciate our strengths, to work hard for what we believe in, to seek more knowledge, and to support each other.

As we embrace the New Year, let us keep Judy Cohen’s rich life in our world and seek to honor her in our work as nurses. One of the ways one can do just this is by contributing to the VSNF Judith Cohen Scholarship. Please visit the ANA-Vermont website, www.vrna-inc.org, to contribute.

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The University of Vermont

For more information visit: http://tinyurl.com/UVMRNtoBS

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I’m writing to you right now among the tears that fall as I reflect the moments of Judy in my life. My initial introduction to Judy occurred when I was a novice clinical instructor at Vermont College in the associate degree program. She was teaching in the associate degree program at UVM. She seemed so much more knowledgeable than I but treated me as a peer. Her warm engaging smile and her willingness to share her expertise and lessons learned engaged me from the start. Over the decades that followed as the both of us pursued advanced degrees and continued to be involved in nursing education in Vermont, we saw each other distantly over time. When I joined continuing education at UVM, she and Lori welcomed me to UVM by finding time to have dinner and to both be available to me as I took on this new role. They made this transition so much easier!

I found that she was always so welcoming, a great listener, and capable of teaching me something new each time we would sporadically meet over time. I missed her at the research day in November and found myself reluctant to ask why she wasn’t there because I feared that perhaps she was not well. In November 2014 I saw her at the same event and couldn’t get over how marvelous she looked and others who she loved or whose lives she touched. I especially loved learning about Judaism from Judy and will miss her interpretation of Jewish customs and holidays. We taught together as junior faculty in the Associate Degree program, went back for our doctoral degrees, and watched our programs grow to the doctoral level. This made Judy very happy. We are all lucky that Judy was part of our nursing family in Vermont and her scholarship will celebrate her legacy for many years to come.

From Mary Val Palumbo DNP, APRN, GNP-BC
Associate Professor – Department of Nursing Director – AHEC Nursing Workforce Research, Planning and Development
Co-Chair Vermont Action Coalition
University of Vermont
College of Nursing and Health Sciences

I-Vermont

Vermont wants to recognize Judy’s vast and treasured influence within the nursing profession and her extensive network of friends and professional activities.

On December 30, 2015, the nursing community lost an amazing colleague, educator, mentor, and friend. The ANA-Vermont wanted to recognize Judy’s vast and treasured influence within the nursing profession and her extensive network of friends and professional activities.

Judy was the VSNA President twice, served on the VSNA Education Committee for decades, acted as the Treasurer for the Vermont State Nurses Foundation for 12 years, and was a frequent delegate to the American Nurses Association House of Delegates.

I first met Judy as a nursing student. Her inquisitive mind was an inspiration and challenged me to work hard academically. Judy was committed to asking the tough questions and expected a respectable and workable response.

My relationship with Judy continued after my graduation from nursing school. Our commitment to the ANA-Vermont and the important work of advocacy and education offered the opportunity to cross paths. Judy was a tremendous resource for me as I contemplated further education and defining what I wanted to specialize within the nursing profession.

Judy was honest, full of strength, approachable, kind, witty, and had high standards. I believe those high standards were Judy’s expectation of each of us to treasure what we love, to appreciate our strengths, to work hard for what we believe in, to seek more knowledge, and to support each other.

As we embrace the New Year, let us keep Judy Cohen’s rich life in our world and seek to honor her in our work as nurses. One of the ways one can do just this is by contributing to the VSNF Judith Cohen Scholarship. Please visit the ANA-Vermont website, www.vrna-inc.org, to contribute.

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I’m writing to you right now among the tears that fall as I reflect the moments of Judy in my life. My initial introduction to Judy occurred when I was a novice clinical instructor at Vermont College in the associate degree program. She was teaching in the associate degree program at UVM. She seemed so much more knowledgeable than I but treated me as a peer. Her warm engaging smile and her willingness to share her expertise and lessons learned engaged me from the start. Over the decades that followed as the both of us pursued advanced degrees and continued to be involved in nursing education in Vermont, we saw each other distantly over time. When I joined continuing education at UVM, she and Lori welcomed me to UVM by finding time to have dinner and to both be available to me as I took on this new role. They made this transition so much easier!

I found that she was always so welcoming, a great listener, and capable of teaching me something new each time we would sporadically meet over time. I missed her at the research day in November and found myself reluctant to ask why she wasn’t there because I feared that perhaps she was not well. In November 2014 I saw her at the same event and couldn’t get over how marvelous she looked and others who she loved or whose lives she touched. I especially loved learning about Judaism from Judy and will miss her interpretation of Jewish customs and holidays. We taught together as junior faculty in the Associate Degree program, went back for our doctoral degrees, and watched our programs grow to the doctoral level. This made Judy very happy. We are all lucky that Judy was part of our nursing family in Vermont and her scholarship will celebrate her legacy for many years to come.

From Mary Val Palumbo DNP, APRN, GNP-BC
Associate Professor – Department of Nursing Director – AHEC Nursing Workforce Research, Planning and Development
Co-Chair Vermont Action Coalition
University of Vermont
College of Nursing and Health Sciences
Eulogy from Memorial Service

Remembering Judy Cohen, RN, PhD

Lorri: Good morning, I am Lorri Welch and this is Holly Reed. We have had the good fortune to be Judy's friends for more than thirty years. Although their lives were different, as were their families, friends, and colleagues. Here she was department chair, Rosemary Dale, faculty Jeanine, Mary Val, Carol, Lee, Stuart, Jason, her research group Betty, Jill and Carol, as well as faculty and administrators across the UVM campus supported her as she had to slow her academic career. But during this time she continued to make significant contributions to teaching, service and research. This wide circle of people also included her treatment team that involved a number of providers with a wide range of skills that included her oncologist Marie Wood and her team, radiologist, cardiologist, pharmacologist, neurologist, physical therapist, surgeon, interventionist, nutritionist, nathropath and a cadre of skilled nurses who administered chemotherapy, watched over her reactions to treatments, answered her questions, listened to her concerns and enjoyed Judy's fashion statements. As Judy's energy began to wane, a smaller care circle increased. Let me tell you about Judy. We have had the good fortune to know Ruth and Barney Cohen. I know that Judy was reared by parents whose values and beliefs about their children shaped and supported them throughout their lives. These values included a sense of patriotism, kindness, and honesty, which in turn characterized Judy's relationships with family, friends, and colleagues. Students respected Judy for her professionalism, and warmth of friendship could be a nurse and as an educator. Judy's friendship and loyalty to her friends was unwavering. She was there whenever and however you needed her – to encourage you, to embrace you, to laugh with you, to offer you her advice – and she did have advice to offer which was based on what her friends would affectionately refer to as Judy, And when you received a Judy hug – well you knew you had been properly hugged. You just knew she would listen to your sorrows, rejoice in your joys and let you blow off steam when you needed to. She was the consummate friend.

Oh but she could be feisty and impatient. If something was not working, she wanted it fixed – yesterday! She was impatient when systems did not work as she believed they should and she would work tirelessly and relentlessly to implement change that she thought would improve a situation. And she would work equally tirelessly and relentlessly to prevent a change that she believed would not be beneficial to a system or place she loved. I would say, "Judy, when do you want to pick and choose your battles?" And she would act like she was thinking about this, but then I would see her hand raise up to gesture as she was talking as she would do when making a point, and she would let me know why this battle, however small or large, was important. And so she fought for everything from having coat hooks for the convenience of patients at the oncology outpatient unit, to the prevention of the basing of the F-35s, to systems and convenience of patients at the oncology outpatient unit, to the prevention of the basing of the F-35s, to systems and convenience of patients at the oncology outpatient unit. As my daughter said yesterday, Judy just inspired people to be... fabulous and for what they wanted in life. Whether it is fashion, buying and wearing jewelry, traveling, your career, your life aspirations, your hopes for the future, or your efforts to make a difference in your piece of the world, she would encourage you to be all you can be. So to honor Judy and make her smile, we encourage all of you to leave today and be a little more fabulous in whatever you do...

And don’t forget to go shopping.

Holly: She did love to have fun, fool around, play a practical joke and be mischievous. As Alan, her brother-in-law, said yesterday, she would get this Cheshire cat smile and you just knew it was coming. But she would always laugh with you and never at your expense. So we feel very blessed to have had Judy as our friend. As my daughter said yesterday, Judy just inspired people to be fabulous and go for what they wanted in life. Whether it is fashion, buying and wearing jewelry, traveling, your career, your life aspirations, your hopes for the future, or your efforts to make a difference in your piece of the world, she would encourage you to be all you can be. So to honor Judy and make her smile, we encourage all of you to leave today and be a little more fabulous in whatever you do...

Judy; I learned from Judy that life is takes a network of caring, skilled people to make this kind of life’s journey. I can speak about Judy here today because her pluck and determination set an example to all of us. Judy and I studied its potential and its limitations. Judy and I studied the UVM campus. Her teaching evaluations by students were really excellent. In our early years of teaching together, Judy would come to my office, would sit across from me, would look me in the eye, and would say, “Judy, might you want to pick and choose your battles?” And she would act like she was thinking about this, but then I would see her hand raise up to gesture as she was talking as she would do when making a point, and she would let me know why this battle, however small or large, was important. And so she fought for everything from having coat hooks for the convenience of patients at the oncology outpatient unit, to the prevention of the basing of the F-35s, to systems changes at the University, to revisions within the Navy procedures, etc. etc. etc.

For all you who were the beneficiaries of this, please know what I came to understand – it always came from a place of her wanting to help others. Judy was a nurse and as an educator. Judy's service and teaching were not just for her students, for more than thirty years. But for all you who were the beneficiaries of this feistiness and impatience, please know what I came to understand – it always came from a place of her wanting to help others.
IS YOUR NURSING ORGANIZATION PLANNING AN EDUCATION PROGRAM?

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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 to ANA-Vermont New Members

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Stephania Fregeau
Mary Teresa Graham
Lisa Hartman
Julie A. Houshpellier
Vivian A. Jones
Stephanie Kokes
Laura Lafreniere
Tanya Kurtz Lehman
Eva Linden
Sarah Mack
Donna Molleur
Amy Nutt
Lila D. Ortuno
Kristen Pare
Amy M. Pennington
Rhonda J. Roberts
Brandy Shodunke
Teresa Stearns
Betsy Stewart
Bridge Thabault
Jennifer G. Thaermer
Susan E.C. Willard
Alma Matugas Winther

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OnCall for Vermont offers two types of opportunities for health focused volunteering, training, and response—Medical Reserve Corps and Emergency Medical Services. OnCall for Vermont needs your help. Today.

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Vermont Nurse Connection

Making Decisions about Discipline

As part of its mission to protect the public, the Vermont Board of Nursing is authorized to discipline licensees. Discipline proceedings must conform to laws and rules that ensure due process. Unprofessional conduct decisions are made only after a thorough investigation. The licensee has the opportunity for legal representation and a hearing before the full Board. At the hearing, the State’s prosecuting attorney has the burden of proof that unprofessional conduct occurred. The standard of proof is the “preponderance of the evidence.” This means that the Board must find that it is more likely than not that the licensee committed unprofessional conduct. If the Board finds that unprofessional conduct occurred, the Board may issue a warning or reprimand or the Board may condition, suspend, revoke, deny, or prevent renewal of an individual’s license.

The Board’s disciplinary decision is based on thoughtful deliberation regarding the facts of the case and nursing standards of practice. When the case involves a practice error, the Board often uses a just culture (ANA, 2010) framework to determine whether unprofessional conduct occurred and what remedy is necessary to protect the public from future harm. The just culture framework guides the Board to consider the context and particular circumstances of the incident, the impact of system factors, and the nurse’s choices and actions. Here are examples of this process:

1. Human Error: The licensee made a one-time, unintentional error and immediately corrected it. There may have been mitigating factors such as inadequate staffing, interruptions/distractions, ineffectiveness, insufficient training, etc. System safeguards that might have prevented the error were not in place or not effective. A reasonably prudent nurse may have made the same error in similar circumstances.

2. At Risk Behavior: On one or more occasions, the nurse took a risk that was not justified by the circumstances. For example, a nurse made repeated medication and documentation errors that demonstrated a pattern of unsafe practice. The nurse may have been distracted or rushed due to high work volume; however, a reasonably prudent nurse would not have made the errors.

3. Reckless Behavior: The nurse disregarded or consciously took a substantial risk. The seriousness of the risk outweighed any mitigating or system factors that may have contributed to the nurse’s error. The nurse may have tried to conceal the error or falsify records. The nurse may have previously received remediation or counseling for a similar error. The nurse may not admit or take responsibility for the wrongdoing.

4. Bad Intent: In rare situations, the nurse’s action may be motivated by deliberate intent to harm a patient. The nurse may have concealed the error or falsified records.

The Board’s goal in the discipline process is public protection, not punishment of a licensee. Each case is viewed individually. When public disciplinary action is deemed necessary, the Board often uses remediation and supervised practice to correct the cause of the practice issue. Disciplined licensees are often required to complete online education courses on topics related to the unprofessional conduct, such as safe medication administration, patient privacy, delegation, and critical thinking. When supervised practice is required, the disciplined licensee may be required to work for a period of time in a supervised setting with regular employer reports sent to the Board. As an alternative to public discipline, the licensee may be offered the opportunity to participate in the Board’s Practice Remediation Program. The remediation plan could include online courses and, in some cases, a period of supervised practice and employer reports.

For more information about the Board’s discipline process, or to report possible unprofessional conduct, contact the Board of Nursing at 802-828-2396 or visit the website at https://www.sec.state.vt.us/professional-regulation/profession/nursing.aspx.

Resource:

Vermont Nurse Connection Welcomes New Executive Officer

Phyllis Mitchell, RN, MSN is the new Executive Officer of the Vermont Board of Nursing. Her responsibilities in this position include management of the operational functions of the Board of Nursing in carrying out its public protection duties. These functions include licensing of RNs, LPNs, RNs, and APRNs; regulation of nursing education programs at all levels of licensure; enforcement of the Practice Act and Administrative Rules; and promotion of safe nursing practice through the development of position statements and responding to practice questions from licensees and others.

Ms. Mitchell’s educational achievements include a B.S. in Business Management (Central Connecticut State University), an A.S. in Nursing (Capital Community Technical College in Connecticut), a B.S. in Nursing (Chamberlain College of Nursing in Missouri), and an M.S. in Nursing Education (University of Hartford in Connecticut).

Prior to moving to Vermont, Ms. Mitchell resided in Connecticut. Her professional experience in Connecticut includes employment as a pediatric medical- surgical and psychiatric nurse at the Newington Children’s Hospital/Connecticut Children’s Medical Center, as a legal nurse at a defense law firm, as a risk manager at the Saint Mary’s Hospital, as a Health Promotion and Preventive Services Coordinator for ConnectiCare, as well as teaching in the state’s practical nurse education program. Since moving to Vermont in 2012, Ms. Mitchell has been employed as an Assistant Professor at Vermont Technical College, as a Clinical Nurse Educator at Copley Hospital, and as the Nursing Program Manager for the Vermont Board of Nursing.

Ms. Mitchell is excited to meet with nurses, faculty, staff, throughout the State to engage in discussion about nurse licensure, Board duties, practice issues, etc. Please join the Board in welcoming our new Executive Officer. Ms. Mitchell may be reached by calling the Board office at 802-828-2396, or at phyllis.mitchell@sec.state.vt.us.

Phyllis Mitchell
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.
- ACLS within 1 year of hire. PALS within 2 years of hire. CNOR - national OR certification highly encouraged after 3 years of hire.

On-Call Housing Available
Interested candidates may apply online at www.northcountryhospital.org

Nursing Management:
- Med Surg RN Supervisor

For Information, contact Human Resources
Ph: 802-388-4780 • Fax: 802-388-8899
To apply, please send application materials to: apply@portermedical.org