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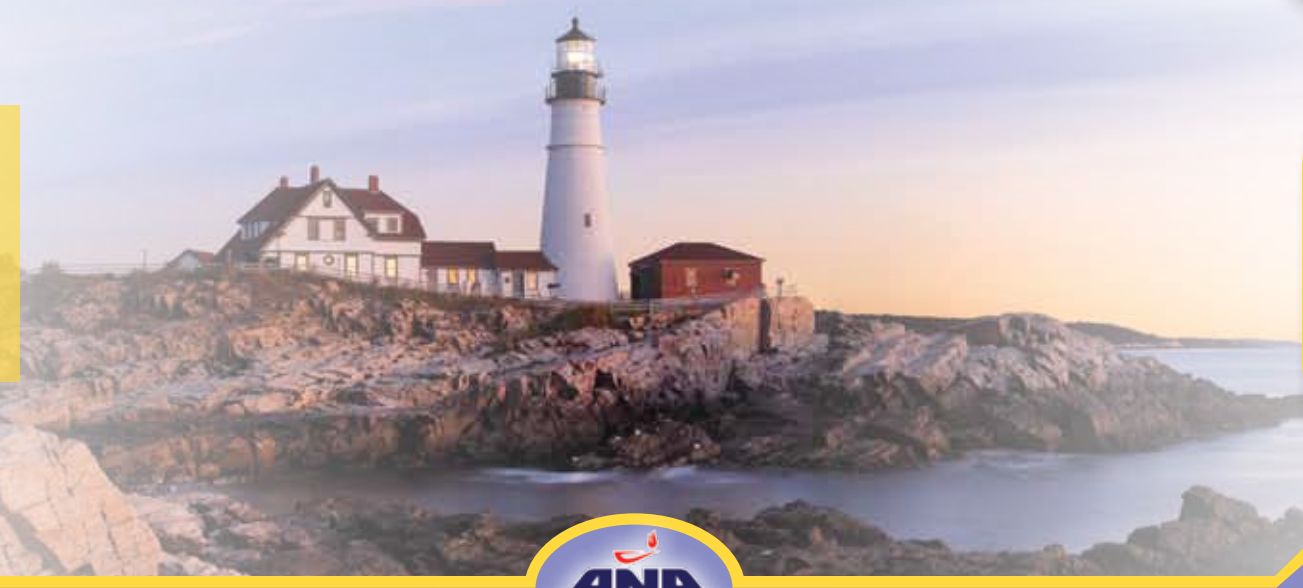

Do you know this nurse?

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Vol. 14 No. 2

ANA MASSACHUSETTS
AMERICAN NURSES ASSOCIATION

June 2016

Receiving this newsletter does not mean that you are an ANA Massachusetts member. Please join ANA Massachusetts today and help to promote the Nursing Profession. Go to: www.ANAMass.org
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2016 Annual Spring Conference Highlights

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Health Policy Legislative Forum

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SAVE THE DATE

ANA MASSACHUSETTS FALL WELLNESS EVENT

FRIDAY, SEPTEMBER 30, 2016
10:00 A.M. - 3:00 P.M.

DANVERSPORT YACHT CLUB
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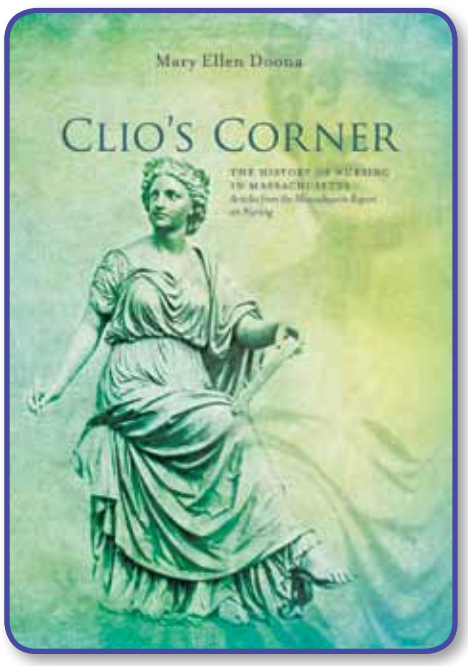
ANA Massachusetts Publishes *Clio's Corner: The History of Nursing in Massachusetts*



Myra Cacace and Susan LaRocco present newly published Clio's Corner book to author Mary Ellen Doona

For more than ten years Dr. Mary Ellen Doona has written *Clio's Corner*, a popular feature in the *Massachusetts Report on Nursing*. Dr. Doona brings famous nurses and historical events to life with her attention to detailed and well researched articles. We are indebted to Dr. Doona for helping us to appreciate our roots and to honor the nurses who have led the way to nursing as we know it today.

Featured on the cover is Clio, the Muse of History, one of four statues (Peace, Soldier and Sailor are the others) on the Soldier and Sailor's Monument erected in 1877 on Boston Common's Flagstaff Hill to commemorate America's Civil War (1861-1865). Clio wears the laurel wreath of victory and holds a book in one hand with a pen poised in the other to write in the Book of History.

The book contains 48 *Clio's Corner* columns. It is available from ANA Massachusetts for $30. Contact Lisa Presutti at lpresutti@ANAMass.org to obtain your copy.

American Nurses Association Massachusetts Approver Unit Selected to Receive the 2016 American Nurses Credentialing Center (ANCC) Accreditation Program's Premier Award

The Premier Program Award recognizes accredited organizations that excel in approving organizations and/or individuals to develop high quality continuing nursing education activities. Organizations receiving the Premier Program Award demonstrate excellence in leadership ability and promoting the use of innovative and creative education strategies to meet the needs of learners. The effectiveness of continuing nursing education activities approved by Premier Program Award recipients is continually evaluated to achieve optimal professional nursing and patient care outcomes.

The award will be presented at the ANCC annual Continuing Nursing Education symposium in Pittsburgh, PA on July 19, 2016.

Congratulations to the Accredited Approver Unit on achieving this prestigious designation!

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President's Message

Cathleen Colleran-Santos, DNP, RN

When I began my nursing career 26 years ago, it was expected that you became a member of your professional nursing organization. To me, being a member of ANA was something you just did. It was an opportunity to get involved, to meet other nurses with similar interests and to stay current on issues in nursing. I recall being appointed to a district Board of Directors as a young nurse in the early 1990s, working full-time, raising a child, attending graduate school and yes, spending one night every month at a board meeting. As a professional member, I had no mandate to be part of my professional organization. I just wanted to get involved. I received the Image of the Professional Nurse Award in 1995. It was an honor bestowed upon me for my work in community health nursing. I remember fondly those in leadership at the time; I revered them and hoped to be like them one day. I am both honored and humbled to be following in their footsteps as this year's ANA MA President.

As I begin my year as ANA Massachusetts President, I am reminded of our mission as an organization… that we are committed to the advancement of the profession of nursing and of quality patient care throughout the Commonwealth. Our profession has advanced significantly over the last 100 years; we have more nurses prepared at the doctoral level, more nurses on boards, nurse executives leading change in health care and we are educating more baccalaureate prepared nurses than ever before. What an exciting time to be a nurse. The opportunities are endless. I'd like to share with you my vision for the organization for the next year.

As the "voice of reason on Beacon Hill" we will continue to advocate for our profession and our patients along with our lobbyists Fierro & Lynch. Their efforts have been priceless in affording us opportunities to develop relationships with legislators and key stakeholders. We will seek to further our first ever health care bill "**An Act relative to the governance of the Health Policy Commission H2771/S.572.**" Now that many of the legislators know who we are, we need to stay ever present in their minds and work to assure that other key legislators continue to identify ANA MA as the voice of professional nursing in Massachusetts.

We will continue to engage new members through advocacy and educating by improving our relationships with new graduates and schools of nursing in the Commonwealth. Along with our Career Connections committee and MaSNA we will provide outreach directly to colleges of nursing. As an educator, I will reach out personally to the deans and directors through Massachusetts Association of Colleges of Nursing (MACN). We will provide educational and networking opportunities for all nursing students in the Commonwealth.

We will continue to work with our new partners in health care and plan to expand relationships with others in hopes to improve communication on issues affecting nursing and patient care.

We will continue to work to advance our use of technology and social media to "get the word out" through Twitter, Instagram, and Facebook. It is imperative that we engage those nurses who are tied to social media as a vehicle for communication.

The theme for this years' National Nurses Week is Culture of Safety. Many of our efforts this year, including our conference offerings, will be focused on safety for both our patients and our colleagues.

Past president Tara Tehan coined the term "Are You In?" We spent last year canvassing the Commonwealth and Beacon Hill to see who were IN. Legislators and members alike heard from ANA MA president, BOD members and members at large about issues affecting nursing. This year we will ask members if they are ready. This is the perfect time for nursing to shine, to be heard when discussing legislative issues and as the voice for all patients. Never before has the need been greater for nursing to be such strong advocates for their profession, as we face unprecedented challenges in health care. Hospitals, clinics, home care agencies are all facing challenges with economic and staffing issues. As the largest segment of health care professionals, we have POWER - expert power! It is time to use our expertise to influence patient care.

My time is now…I am ready. Your time is NOW…are you ready?

American College of Healthcare Executives of Massachusetts Spring Conference: *Making Healthcare Work*

Friday, June 24, 2016 • 7:00 AM – 12:05 PM

Keynote Speakers:

Stuart Altman, Ph.D, Chair of MA Health Policy Commission
Andrew Dreyfus, President & CEO, BCBS of MA
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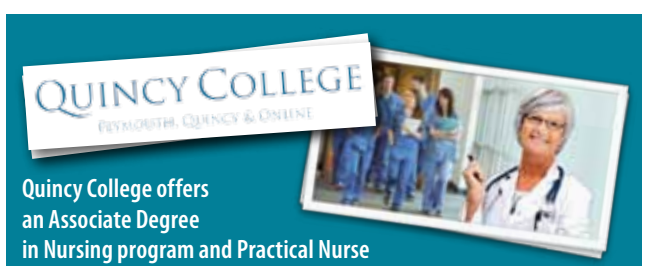

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EDITORIAL

Lifelong Learning: Commencement is Just the Beginning

Susan A. LaRocco, PhD, MBA, RN, FNAP

At this time of year, commencement ceremonies proliferate. Students in graduation gowns pose with proud families. We attend and congratulate those who are being honored, remarking on their accomplishments. This should also be a time to reflect on the other meaning of the word commencement - the time when something begins. Commencement needs to be the beginning of lifelong learning. While for some it will be the end of their formal studies, no one should think of it as the end to their learning.

For nurses, lifelong learning is so much more than obtaining the mandatory number of continuing education hours to meet the requirements for re-licensure. Just as our license assures the public of a minimum level of competence, meeting mandatory requirements is a minimum level of knowledge. As professional nurses, minimums are not enough. We need to strive for excellence.

In the landmark publication from the Institute of Medicine entitled *The Future of Nursing* (2011), one of the eight recommendations is "Ensure that nurses engage in lifelong learning" (p.13). The report further suggests that health care organizations and schools of nursing have a responsibility "to foster a culture of lifelong learning and provide resources for interprofessional continuing competency programs" (p.14). While organizations and schools can be held responsible for creating a culture and providing resources, engaging in lifelong learning is an individual commitment.

Our lifelong learning is not just related to our professional development. As nurses we need to understand the broader world so we can engage in the discourse on health policy and other topics that affect us and our patients. Developing an understanding of the topics that are important to our society - topics such as medical marijuana, recreational marijuana, the opioid epidemic, gun legislation, and patterns of immigration - is essential.

How and where do we continue to learn? It can be a solitary pursuit, such as reading a journal article or attending a webinar. It can also be a group activity, such as a lecture or discussion group. It can occur at work as we care for patients or teach students or it can be daily when we follow an on-line discussion board on a topic of interest. Most importantly, it needs to be consistent and constant. At the end of each day, ask yourself "what did I learn today?" If you don't have an answer, consider how you will change that tomorrow.

Reference:

Institute of Medicine. (2011). *The Future of Nursing*. Washington, D.C. National Academies Press.

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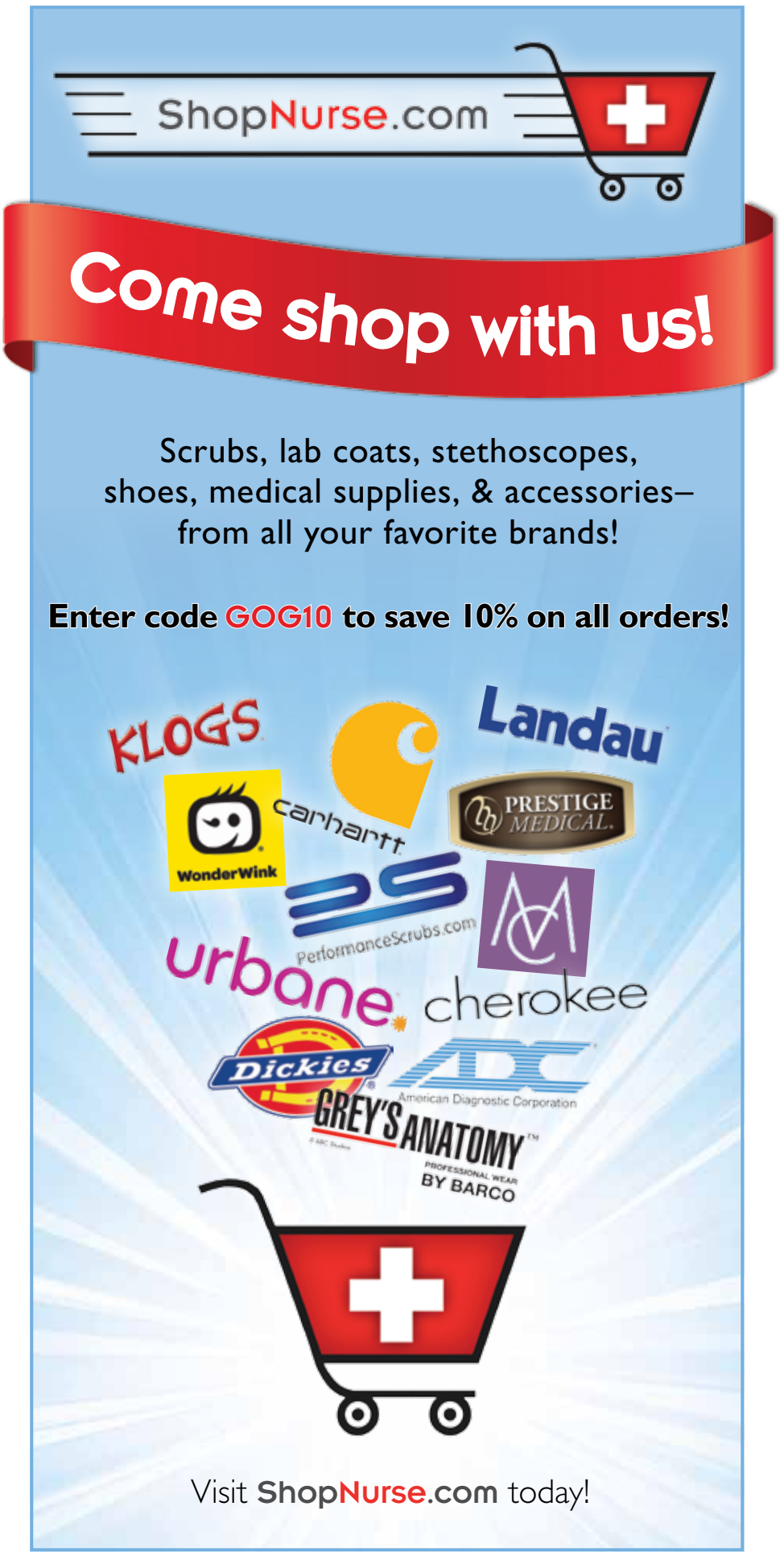

ANA Massachusetts Awards

Living Legend Award
Dr. Judy Beal

Judy Beal, DNSc, RN, FNAP, FAAN
Nominated by Cecilia McVey

Dr. Beal has not only made significant contributions to the profession of nursing on state, national as well as international levels, but has inspired myself and countless others to aspire to the highest standards of nursing for the future. Dr. Beal has had many leadership roles in her 40 years as a nurse. She currently serves as Professor and Dean of the School of Nursing and Health Sciences at Simmons College with responsibility for three nationally accredited academic programs.

As a RWJ Executive Nurse Fellow from 2008-2011, she created a national forum on academic-practice partnership by successfully engaging a national association to identify this issue as a strategic priority. She developed and co-led the AACN-AONE Task Force on Academic-Practice Partnerships. This group has significantly elevated the conversation on and strategy for developing academic-practice partnerships.

Dr. Beal has served as president, secretary, director and chair in many organizations including: Sigma Theta Tau International, the American Association of Colleges of Nursing (AACN), the Massachusetts Association of Colleges of Nursing (MACN), Massachusetts Association of Registered Nurses (MARN), and Yale University Alumni Association. Most recently, she has served as a two term elected board member and is the newly elected secretary of AACN, secretary and vice president of MACN, chair of the MARN Nominations Committee, and co-lead of the RWJF Massachusetts Action Coalition.

At Simmons, she has been instrumental in building early innovative models of academic practice partnerships locally and then globally. In Boston, the unique model of "hospital as client" with the hospital financing the academic progression of employees in RN-BSN and RN-MSN programs grew from one partnership five years ago to eight partnerships. With foundation funding, she partnered with the University of Cairo to replicate an accelerated second degree BSN program for unemployed university graduates. This effort significantly advanced workforce capacity and elevated the level of professional nursing practice in Egypt. With academic and practice partners in Saudi Arabia and with philanthropists in Bangladesh and Israel she is further replicating these programs.

In 2013, she was named as one of the 90 most Influential Yale School of Nursing Alumni. She has published extensively over the last 20 years in a variety of prestigious nursing and health care journals and presented nationally and internationally. In 2014, she was the Principal of developing a Master of Nursing Program in Israel and continues to influence nurses across the world by her numerous contributions and publications.

She has had a remarkable journey but is in touch with all levels of her students, faculty, her academic partners and the nationwide nursing community. Down to earth, her sense of humor and practical yet creative approach to any endeavor sent her way make her both a joy to work with as well as provide inspiration to colleagues such as myself. She doesn't know the word "No" but rather says "we can do this!" Until I met Dr. Beal, Florence Nightingale was my role model but now I have to say *she* is a contemporary Florence lighting the way for all to follow.

Living Legend Award
Dr. E. Ann Sheridan

E. Ann Sheridan, EdD, RN
Nominated by Eleanor Vanetzian

Recognition of Dr. E. Ann Sheridan as a Living Legend in Massachusetts Nursing stems from contributions made to the profession during a long and productive career as nurse educator on the Amherst campus of the first public undergraduate nursing education program in Massachusetts. Even while called upon to assume numerous administrative responsibilities on the University of Massachusetts campus, her devotion to pediatric nursing enabled her to write the *Definition of Child Health Nursing for Peterson's Annual Guide to Graduate Study*; and to develop and organize undergraduate and graduate pediatric nursing curricula when individual nursing care concentrations within the profession were first being identified. Leadership roles within ANA include Chair of the Committee of Examiners of the American Nurses Association to create the first Certification Examination for Pediatric Nurse Practitioners; Delegate of the Massachusetts Nurses Association to the National Assembly; District I Board of Directors of the Massachusetts Nurses Association, and Committees on Education and Maternal-Child Nursing. An Endowed Scholarship is established at UMass Amherst in Ann's name to support an undergraduate nursing student inspired to pursue the study and practice of pediatric nursing. Perhaps most prophetically, she consistently preserved historical milestones in nursing history with her camera and note pad for future historians to appreciate.

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ANA Massachusetts Awards

Friend of Nursing Award
Marylou Sudders

Nominated by Myra Cacace

Marylou Sudders was appointed to the state's Health Policy Commission (HPC) in 2012, because of her work and expertise in the area of behavioral health. She continues to serve on this important Commission in her capacity as Secretary and headed the sub-committee of this Commission, responsible for conducting extensive research and seeking input from all stakeholders, making recommendations for the promulgation of regulations to the HPC on nurse staffing regulations and nursing profession mandatory overtime guidelines. She is also a vocal advocate on the HPC for the removal of restrictions on the practice of nurse practitioners.

In January 2015, Marylou Sudders was appointed as Secretary of the Executive Office of Health and Human Services (EOHHS) by Governor Charlie Baker. This is the largest executive agency in state government, with a $19.4 billion state budget, with 22-thousand dedicated public servants. It oversees critical services that touch almost one in six residents of the Commonwealth. Prior to being appointed Secretary, Marylou served as the Massachusetts Commissioner of Mental Health from 1996 to 2003, helping to create the state's first children's mental health commission and championing the rights and wellbeing of children, adults and elders with mental illness.

Professionally trained as a social worker, Sudders has dedicated her life to public service and to some of the most vulnerable citizens in the Commonwealth of Massachusetts. She has been a public official, provider executive, advocate and college professor. Sudders has also served on many charitable boards throughout her career, including the Pine Street Inn, Massachusetts Association for Mental Health and the National Alliance on Mental Illness.

I have watched Marylou in her capacity as a Commissioner on the Health Policy Commission and have witnessed firsthand her steadfast commitment to thorough research, wide stakeholder input, integrity of her work product and promotion of the nursing profession. ANA Massachusetts is proud to honor Marylou Sudders by presenting her with the 2016 Friend of Nursing Award.

Excellence in Nursing Education
Dr. Kechi Iheduru-Anderson

Kechi Iheduru-Anderson, DNP, RN, CNE, CWCN Nominated by AnnMarie Futado

Dr. Kechi Iheduru-Anderson is an outstanding colleague and mentor. She goes above and beyond on a daily basis to advocate for faculty and students. Kechi is an educator known for her patience, innovation, creative learning strategies and knowledge of best teaching strategies geared towards engaging even the most reluctant learner. She sets clear and high expectations for her students. Faculty, students, and staff who work with Kechi describe her as very respectful and engaging. Kechi is known to persevere and not give up on students until all available resources have been explored. She fully believes in the dissemination of information to improve education and learning.

Kechi works tirelessly to help new faculty learn what is required to succeed in their new role. She is one who forgoes lecturing and works diligently in her supportive classroom environment to nurture students' critical thinking skills by building a classroom based on mutual respect and trust. Empowering and building self-confidence in her students, Dr. Iheduru-Anderson clearly believes in an inclusive classroom, where the students' ideas are just as important as her own, and that every student should feel safe to express him/herself in the classroom. Kechi's teaching expertise and high expectations provide her students with the tools to analyze and broaden their knowledge.

Dr. Iheduru-Anderson has developed a very extensive clinical adjunct education and training program, which has indeed brought great positive changes in how our adjunct clinical faculty work with students and fulltime faculty. Kechi has since shared this work with faculty from other colleges such as UMass Dartmouth and Middlesex Community College. She is always searching for new ideas and innovation to improve retention and education for all students, but especially for the disadvantaged minority students with the Quincy College community.

President's Award
Dr. Susan A. LaRocco

Susan A. LaRocco, PhD, MBA, RN, FNAP Selected by President Myra Cacace

When I had to make the decision to run for President of ANA Massachusetts, one of my first calls was to Susan LaRocco, who was already a valued member of the editorial team of the *Massachusetts Report on Nursing*. When I asked her if she would be the next editor, Sue said "Yes" and made my transition from editor to president smooth and seamless. She has done an excellent job as editor and has published a variety of excellent articles of interest to all registered nurses in Massachusetts.

But her dedication did not stop at assuming the role of editor. Susan took a very rough compilation of over 40 Clio's Corner articles and turned it into a beautiful publication which can be shared by all nurses in the Commonwealth and beyond. This relieved me of an enormous pressure to do justice to the importance of nursing history and allowed me to focus on other important aspects of my presidency. For this reason and many more I am proud to present the President's Award to Susan LaRocco.

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ANA Massachusetts Awards

Ruth Lang Fitzgerald Scholarship
Christianna Waterman

Christianna Waterman, MA, BSN, RN

The Fitzgerald Scholarship was founded by the Fitzgerald family in 2005 in memory of Ruth Lang Fitzgerald, a long time member of ANA, MNA, & a founding member of MARN now ANA MA.

Ruth was very proud of her 62 years as a nurse, her service to her country as a 1st Lieutenant in the South Pacific during WWII, and as an advocate for seniors during her later years.

This year's recipient of the Fitzgerald Scholarship carries on many causes that were near and dear to Ruth. Christiana Waterman has worked with senior populations in nursing homes, & acute care facilities. Christianna is "dedicated to the promotion of health and protection of dignity for our geriatric population."

Christianna has attended Town Council meetings in Andover. She has also been an active member of the Council of Aging. Christiana has also attended legislative workshops sponsored by ANA in Washington DC.

Christianna will use the scholarship to attend The University of Massachusetts Lowell. She is studying to become a Geriatric Nurse Practitioner. Christianna wants to "augment her health policy knowledge and clinical experience for further involvement in improved outcomes and policy advocacy on geriatric issues."

Arthur L. Davis Publishing Agency Scholarship
Christina Buettner

Christina Buettner, BSN, RN, CCRN
Nominated by Beth Kinsella

I had the pleasure of first meeting Christina seven years ago when we were both elected to the Board of Directors of the Massachusetts Students Nurses' Association (MaSNA). It was no surprise when we both graduated as nurses that we found it our calling and duty to serve on the Board of Directors of the American Nurses Association Massachusetts, thus bringing the newest members of our profession into leadership roles. She has also served the nurses of Massachusetts as a committee member of the ANA Massachusetts Conference Planning Committee. She has helped organize several statewide conferences focused on increasing the knowledge and skillset of nurses and strengthening our nursing community. Christina can always be counted on to consider how we can best serve our patients and how nurses can be supported in our roles to provide the highest quality care possible.

Therefore, it is no surprise that Christina is now advancing her education, working toward a master's degree to become a Certified Registered Nurse Anesthetist (CRNA). She has already used her nursing education to help those locally and abroad. This past fall she provided free anesthesia services to women in need in Rwanda. It goes without saying that she will use this degree to continue to improve the care that we as nurses provide. She embodies the virtues of ANA Massachusetts as a professional nurse working in service to her peers and as a lifelong learner.

Mary A. Manning Nurse Mentoring Award
Jacqueline S. Dowling

Jacqueline S. Dowling, PhD, RN, CNE
Nominated by Laurie Soroken

Throughout her career at the University of Massachusetts Lowell, Jacqueline S. Dowling, PhD, RN, CNE has been an advocate for establishing and fostering programs that support professional development. Generous with personal and professional support, Dr. Dowling established the *Bring Diversity to Nursing* Endowment Fund at UMass Lowell. As part of her efforts in working with diverse students, she recognized their need for mentors; and with a grant from the NLN, she worked to support a mentoring program for them. Dr. Dowling consistently inspires, encourages and mentors students and novice nurse educators, supporting all in the development of their personal and career goals. As a mentor for novice clinical faculty, Dr. Dowling created roles within the School of Nursing in support of academic development and leadership skills. Her past mentees currently serve in academic leadership positions in Massachusetts and in other areas of the country.

Dr. Dowling demonstrates a long-term commitment to mentoring. In 2013, she presented a talk on *The Gift of Mentoring* at the Kathleen M. Fox Memorial Lecture, Sigma Theta Tau, Eta Omega Chapter, UMass Lowell. Dr. Dowling is an outstanding role model of professional nursing, a dedicated mentor and is most deserving of this honor.

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ANA Massachusetts Awards

Excellence in Nursing Research
Rachel DiFazio

Rachel DiFazio, PhD, RN, FAAN
Nominated by Judith A. Vessey PhD MBA FAAN

Dr. DiFazio graduated with her PhD in nursing from Boston College in May 2013. Her research stems from her extensive experience as a pediatric orthopedic nurse practitioner and from the challenges that she sees families face when caring for children and youths with a wide range of orthopedic problems.

Her trajectory of research began with her dissertation, an original piece of longitudinal research, entitled "Patient-Centered Outcomes of Orthopedic Surgery in Children with Cerebral Palsy." The study's central purpose was to elucidate changes in parents' perceptions of health related quality of life (HRQOL), functional status, and caregiver burden in children with severe, non-ambulatory cerebral palsy (CP) following extensive orthopedic surgery to correct hip and spine disorders. While her medical colleagues primarily measure clinical success of surgical interventions by improved radiographic findings, Dr. DiFazio, from her nursing perspective, expanded this view to include the psychosocial and economic impact. Her study found that HRQOL and functional status improved after surgery; however caregiver burden was unaffected. Secondary data analyses have demonstrated that radiographic improvement following hip and spine surgery correlates with improved HRQOL. Additional studies headed by Dr. DiFazio include the incidence of cast related skin complications, their costs and strategies for prevention; transitioning young adults with CP from pediatric to adult healthcare settings; and complications following hip surgery in children with CP compared to healthy controls. Lastly, she has examined the non-medical out-of-pocket costs incurred by caregivers during their child's hospitalization following orthopedic surgery. Outcomes from these studies are numerous and are advancing science, practice, policy, and education. These findings are being translated into practice, determining the best ways of educating caregivers about the impact of interventions on the child, themselves, and family life. All of her studies have been published in leading orthopedic and nursing journals.

The last and perhaps most important outcome is that Dr. DiFazio's enthusiastic involvement in clinical research has had a significant impact on the nurses with whom she works. She values academic-practice partnerships and their role in preparing new nurses and nurse practitioners to embrace today's challenges and tomorrow's opportunities with aplomb. She also is directly involved with mentoring her nursing and medical colleagues at Boston Children's Hospital, Moscow Medical Academy, Leningrad Children's Hospital, and the Russian Nurses' Association. As a researcher, Dr. DiFazio has, and continues to take, 'the road less traveled.' Maintaining a focus on improving the well-being of children and youths facing health challenges requires interprofessional support and trust, being facile with diverse methodologies, and the willingness to ask the hard questions. The results of her work have, and will continue to have, significant implications for youths with orthopedic and other significant health issues. A gifted researcher and role model, she clearly is positioned to advance the ANA Massachusetts' vision, the advancement of the profession of nursing and of quality patient care.

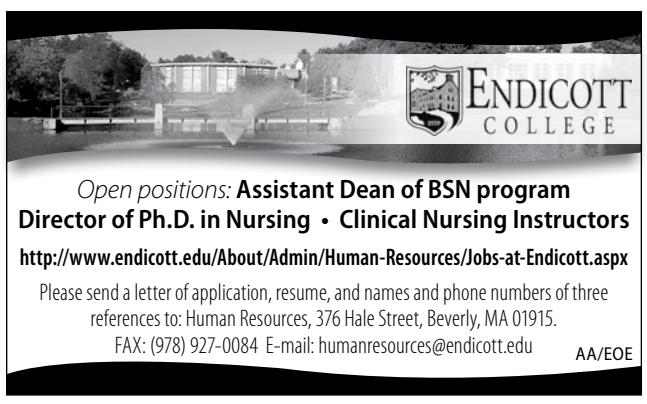
Loyal Service Award
Marjorie Sipe

Marjorie Sipe, DNP, RN, NEA-BC
Nominated by Myra Cacace and Tara Tehan

As a founding member of MARN/ANA MA, Margie is well deserving of the Loyal Service Award, not only for her years of service to ANA-MA, but her thoughtful and collaborative leadership as a member of the Board of Directors. Margie joined the Board in 2009 with a wealth of organizational and professional association experience. From the beginning, Margie offered valuable insight and provided thoughtful guidance.

Margie has also been an invaluable member of the Membership Committee, at times providing committee leadership when there has been a vacancy in the Chair Position. She has also supported our conference planning committee by being a willing speaker.

As an advocate for ANA MA, she has actively worked to bridge ANA-MA's relationships with other professional organizations in the nursing community.



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ANA Massachusetts celebrates its Anniversary! Highlights from the 2016 Annual Spring Conference

Cynthia Ann LaSala and Joan Clifford, Conference Planning Committee

Over 100 registrants gathered at the Westin Waltham Boston Hotel on Saturday, April 9th for the ANA Annual Spring Conference, *Caring Across Generations*. The purpose of this program was to provide participants with information related to emerging trends in geriatrics and evidence-based practices and strategies. This current timely information will assist nurses in making a difference in meeting the unique healthcare needs of older adults. Keynote speaker, Dr. Ellen Flaherty, PhD, APRN, AGSF, Co-Director, Dartmouth Centers for Health and Aging and the President-Elect of the American Geriatrics Society, opened the day with a comprehensive and thought-provoking presentation focusing on innovation and population health in geriatric care. She discussed three geriatric-focused interventions to improve the patient care experience, improve the health of populations, and reduce per capita healthcare costs. Dr. Flaherty examined ways to optimally prevent and manage chronic complex health conditions through the implementation of new models of care such as the Geriatric Workforce Enhancement Program (GWEP). The primary goals of this HRSA-funded initiative are the development and implementation of integrated geriatrics and primary care healthcare delivery systems, promotion of partnerships between community-based outreach resource centers and caregivers, and measures such as wellness screenings and complex care management (i.e. advance care planning and dementia care). Dr. Flaherty emphasized repeatedly that the geriatric care innovations and initiatives she discussed are the "work of nursing" thereby emphasizing the central role nurses serve in directing and improving outcomes of care in older adults. Dr. Mary Beth Harrington, PhD, RN, ACNS-BC, ANP-BC, CCRN-E, Nurse Practitioner in Geriatric Research, Education, and Clinical Center at the VA Boston Healthcare System, followed with a presentation on dementia and delirium. Current statistics reported by the Alzheimer's Association indicate that there are 5.4 million adults living with dementia which is the sixth leading cause of death and the fifth leading cause of death in individuals 65 years of age and older. Healthcare costs associated with Alzheimer's disease account for $236 billion dollars per year. Dr. Harrington discussed the epidemiology, risk factors, types, diagnostic criteria, warning signs and care needs related to dementia as well as a variety of screening tools to assess for the disease. She also provided a wonderful overview of the causes, risk factors, prevalence, symptom recognition, screening tools and assessment scales, and interventions related to delirium. Dr. Harrington noted that each additional day of delirium increases the risk of death at 6 months and one year by 10%.

The afternoon session opened with a presentation by Nancy Emerson Lombardo, PhD, Founder and President of HealthCare Insights, LLC and Brain Health and Wellness Center and Adjunct Research Assistant Professor of Neurology, Boston University School of Medicine. Dr. Lombardo discussed six scientific evidence-based strategies related to healthy eating for a healthy brain. There is now research that support the positive impact proper nutrition has in decreasing the risk of cognitive decline and slowing the buildup of Alzheimer's pathology in the brain. She provided an overview of one such program called the Memory Preservation Nutrition (MPN) program that was developed by a team of medical doctors and scientists from Boston University and Tufts Medical Schools under her leadership. This program includes consumption of a variety of foods customized for individuals based upon their individual tastes, preferences, ethnic/cultural proclivities, and available foods that allow for the presence of co-morbidities, food allergies, or intolerances. The day concluded with an uplifting, high energy presentation by Miranda Esmonde-White, New York Times bestselling author of *Aging Backwards* and creator of the Essentrics Technique. Miranda's PBS-TV series, *Classical Stretch* is now in its 11th season and rated the number one fitness show on American public television. Essentrics is a fitness program that is used for post-surgery rehabilitation, chronic pain relief, frozen shoulder, lymphedema, and general full body conditioning. Essentrics has been used by countless individuals including Olympic and professional athletes including the Montreal Canadiens seeking to improve their health through functional fitness. Participants exercised to music and video under Miranda's excellent direction which was a glowing demonstration that nurses rock!

The Conference Planning Committee would like to thank Diane Jeffery, Executive Director and the ANA MA Board of Directors and especially immediate past President, Myra Cacace and Clappazzola Partners for their ongoing support toward the planning of this wonderful program. A "very special thanks" goes to the following members of the Conference Planning Committee, Mary Hanley, Maura Fitzgerald, Joan Clifford, Margaret Brickley, Theresa Przybylowicz, Julie Cronin, Linda Moniz, and Lisa Presutti, ANA MA Office Administrator, for their unwavering, ongoing commitment to developing and implementing quality educational programs that promote the professional development of ANA MA members and registered nurses across the Commonwealth. We would also like to thank our exhibitors and sponsors whose financial support makes these programs possible.

Stay tuned for information on our Second Annual Wellness Event that will be held in early fall! The Conference Planning Committee is planning for this event as we speak so more information will be forthcoming.

Happy 15th Birthday, ANA Massachusetts!

Thank You

ANA MA thanks all of the members who donated scholarships for students to attend the conference:
Toni Abraham
Margaret Blum
Peggie Bretz
Myra Cacace
Wraye Dugundji
Kathleen Faiella
Elizabeth Grady
Susan Krupnick
Cynthia LaSala
Sarah Pasternack
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Health Policy Legislative Forum
The Cost of Health Care: Impact on Our Profession

Photos by Jennifer Gil

More than 120 ANA MA members, other nurses, and nursing students met in the Great Hall of the Massachusetts State House to learn about the current legislative bills that impact our profession. Speakers included representatives and senators as well as Dr. John E. McDonough, Professor of Public Health Practice at the Harvard T.H. Chan School of Public Health. This annual event, organized by the Health Policy Committee, provides attendees an opportunity to get up close and personal with the people who sponsor the bills that influence how health care is delivered and paid for in the Commonwealth.

Being able to experience the ANA Health Policy Forum allowed me to have a first hand experience to understand how laws are established for the occupation I will have. Everyone was so welcoming and loved seeing the students there which really made me feel wanted at this event. After listening to all the speakers it allowed me to understand more of the different representatives and their backgrounds as well as people within the ANA. After going to this event I would love to be a part of the American Nurses Association upon post graduation!" - **Abbey Rayner Russell**

Attending the Health Policy Forum helped open my eyes to the unique and vital role nurses may play, and should play on legislative issues. - **Nicole E. Ponte**

Representative Jeffrey Sanchez, Co-Chair, Joint Committee on Health Care Finance

Ben Fierro, ANA MA Lobbyist

Politics is something I am very passionate about and it was very eye opening to me that so many other nurses feel the same passion I do. - **Jaime Cahoon**

In the Great Hall

President Myra Cacace and some forum attendees

Throughout the forum I heard speakers mention bills and initiatives I recognized from conversations in my health policy class. The aspect that struck me the most about the health policy forum was how passionate the nurses and legislators were about the bills and initiatives being discussed such as: safe patient handling or safe staffing. This made me want to get more involved. Currently, as a nursing assistant I have witnessed health care professionals, including myself, complain about issues like those considered in the forum but have never seen anyone take action towards improving their current work conditions. As a future nurse I want to advocate for my nursing profession, my patients, and myself. After the health policy forum I am now equipped with knowledge on how to easily get involved in the legislative process to fulfill my desire to advocate. Not only was I empowered to join ANA when I become a registered nurse but I was also encouraged to become a super voter! Overall, the ANA health policy forum was an eye opening experience all nursing students should be exposed to. - **Jessica Letendre**

Keynote Speaker John E. McDonough DrPH, MPA

Senator James Welch, Co-Chair, Joint Committee on Health Care Finance

ANA MA members in Governor Baker's office

Bulletin Board

ANA MA member Gayle Peterson (7th from left) who serves as the ANA PAC Vice Chair, and the ANA PAC Board of Trustees, in Washington DC with Congresswoman Debbie Wasserman Schultz (8th from left).

ANA Massachusetts Mission

ANA Massachusetts is committed to the advancement of the profession of nursing and of quality patient care across the Commonwealth.

Vision

As a constituent member of the American Nurses Association, ANA Massachusetts is recognized as the voice of registered nursing in Massachusetts through advocacy, education, leadership and practice.

The **ANA Massachusetts Action Team – MAT** cordially invites you to join this new and exciting team, when you join you will be lending your voice to those matters affecting all nurses in Massachusetts.
Go to www.ANAMass.org for more information

ANA MA members staff the medical tent at the Boston Marathon.

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The Regis President's Lecture Series on Health

Wednesday, October 19, 2016
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Organ Transplants/Regenerative Medicine

The Regis President's Lecture Series on Health is free and open to the public.

Because of a high level of interest, pre-registration preferred by the Friday prior to each lecture. For more information, please call 781.768.8080 or email presidents.lectureseries@regiscollege.edu

Photo by Kate Stringer

J. C. Johnson, Manager of Digital Archival Resources at the Nursing Archives, Howard Gotlieb Archival Research Center at Boston University with Dr. Gertrude Hutchinson, Archivist from the Foundation of New York State Nurses, Veronica M. Driscoll Center for Nursing, Guilderland, New York. Dr. Hutchinson provided two Florence Nightingale letters to be included in the Nightingale Digitization Project (See Clio's Corner for more information on this project.)

Bulletin Board

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Walden University Tuition Discounts for ANA Massachusetts members

ANA Massachusetts added a new member benefit to help meet the professional development needs of its members. Walden University is committed to helping working adults continue their education so they can make even greater contributions in their organizations.

As a part of that commitment, Walden University is offering a 10% tuition reduction to all ANA Mass members who enroll in any Walden bachelor's, master's, or doctoral degree programs in 2016. Walden University is also offering a $2500 grant for the MSN program and a $5000 grant for the DNP and PhD programs for ANA Mass members who enroll by 5/31/2016!

- Members save up to $140 on certification through ANCC.
- Online continuing education available at a discount or free to members.
- Conferences and educational events at the national and local level offered at a discount to members.
- Member discounts on nursesbooks.org – ANA's publications arm.
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- Access to the new Members Only web site of NursingWorld.org.
- Free access to ANA Massachusetts's Member-Only Listserve

We also welcome any pictures that show ANA Massachusetts members in action... at work or at play. Interested persons, please contact Susan LaRocco at newsletter@anamass.org.

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From the Mass Action Coalition (MAAC)

Highlights of the Massachusetts Nursing Faculty Workload Survey

Nancy Bittner, PhD, CNS, RN

The Massachusetts Action Coalition (MAAC), with support from the Robert Wood Johnson Foundation's Academic Progression in Nursing grant, has established the goals of increasing the number of nurses with a BSN or higher degrees to 66% by 2020 and increasing the diversity of the nursing workforce. To achieve these goals, the Commonwealth must increase the supply of available faculty.

To better understand the workload and demographics of the incumbent nursing education faculty, the MAAC partnered with the University of Massachusetts Donahue Institute to design and administer a survey of the Commonwealth's incumbent faculty nurse population.

The Nursing Faculty Workload (NFW) survey was implemented online in May and June 2015 and was intended to gather information on the characteristics and workloads of nursing faculty at public and private institutions across the state for all certificate/degree levels.

Highlights of the survey findings include:

- Respondents were primarily over the age of 50 and not very diverse, both in terms of gender and race/ethnicity. This lack of diversity is a concern, given the changing demographics of the general population. Nursing faculty are becoming increasingly unlike the communities for which they are preparing nurses.
- The majority of respondents were full-time educators and held some form of professorship. However, 20 percent of full-time respondents achieved that status by holding multiple positions. This potentially indicates a demand for full-time positions within the nursing workforce that is not being met by institutions.
- The percentage of jobs that were joint appointments was lower than expected (13% of respondents). It was unclear whether 35% of those were actual joint appointments or simply multiple separate jobs.
- A majority (54%) of respondents had been teaching for 10 years or less. This group had an average age of 47, indicating that a significant percentage of respondents began teaching at a later age.

The percentage of time spent in administrative responsibilities, classroom teaching, and student advisement was fairly equal across teaching levels (e.g., practical versus associate versus bachelor's). However, part-time respondents spent most of their time (56%) teaching clinical studies while full-time respondents spent the largest amount of their time (37%) teaching classroom studies.

No standard calculation of workload exists across the institutions that employed survey respondents. Contracts vary from 9 to 12 months. Workload is measured through credits or courses, per semester or per year, and through a variety of other mechanisms. This lack of consistent measurements of workloads presents a challenge for benchmarking

Survey respondents were most satisfied with the mission of their college (94%) and least satisfied with the support given by the college for faculty research (54%). Part-time respondents were slightly more satisfied overall than full-time respondents, and respondents under the age of 45 were more satisfied in general than those 45–55 or over 55. Satisfaction with specific job aspects varied widely according to employment status (full- or part-time), minority status, and age.

Nancy Bittner, PhD, CNS, RN, is Vice President for Education and Professor at Lawrence Memorial/Regis College Nursing and Radiography and serves as a co-lead for the MAAC Faculty Project Team. For more information about the Faculty Workload Survey or to discuss a possible presentation of survey findings and recommendations for your organization, contact Dr. Bittner at nbittner@lmh.edu

It's All about Team Work: An Approver Unit in Action

Photo by Ralph Gibbs

Seen are attendees at a recent meeting held on Saturday, January 30, 2016. L to R: Sue Belton, Judy Michaud, Deb Cieboter, Sandra Reissour, Judy Sheehan, Jeannie Gibbs, Cammie Townsend, Julie Hehir, Nora Glass and Jean Mellott

Jeanne Gibbs, MSN, RN and Sandra Reissour, MSN, BS, RN

Operating an ANCC A*ccredited Approver Unit* is awesome! Essentially, this designation indicates the ANA MA Continuing Education Committee has demonstrated the ability to assess and monitor other organizations' compliance with ANCC accreditation criteria that support quality continuing nursing education activities (CNE). It also indicates an ability to approve those educational activities offered by other organizations or individuals in compliance with the same criteria.

With Nurse Peer Review Leader, Judy Sheehan, at the helm, the committee has reached an all-time high number of members. The members also serve as nurse peer reviewers, a role that requires a lengthy orientation for novice members. Orientation is required for the entire committee when ANCC criteria change. For example, two years after the 2013 ANCC criteria were finalized, new criteria were introduced in 2015. Not only must the committee become knowledgeable about such changes, these changes must be passed along to the Providers of CNE. The Approver Unit is responsible for on-going monitoring to insure providers are compliant with the latest criteria. The complex and exacting work of operating an Approver Unit requires team work. The team is comprised of nurses, mostly volunteers, whose education, experience and desire to serve have qualified them for appointment to the committee. These women, who come from various geographic locations and organizations, are passionate about nursing and nursing education. The current members and support staff include:

Susan Belton, MSN, RN, CNL; New England Baptist Hospital, Boston
Patricia Bowe, MS, BSN, RN; Philadelphia (PA) VA Medical Center
Peggie Bretz, MSN, RN; retired from VA Boston Healthcare System, Brockton, MA
Deborah Cieboter, MS, RN; Mercy Hospital Medical Center, Springfield, MA
Jeanne Gibbs, MSN, RN; retired from Braintree Hospital, Braintree, MA
Nora Glass, MEd, BSN, RN; Cape Cod Healthcare, Falmouth, MA
Julie Hehir, MS, RN; UMass Worcester Graduate School of Nursing, Worcester, MA
Patricia R. Kenyon, MS, RN, CPHQ; Cape Cod Healthcare, Hyannis, MA
Jean M. Mellott, MSN, RN; Exeter Hospital, Exeter, NH
Judith Michaud, MSN, RN-BC; Beverly Hospital, a member of Lahey, Beverly, MA
Sandra S. Phillips, MS, RN; Saint Vincent Hospital, Worcester, MA
Sandra Reissour, MSN, BS, RN; retired from Baystate Health, Springfield, MA
Judy L. Sheehan, MSN, RN; Butler Hospital, Providence, RI
Carmela Townsend, DNP, MS/MBA, RN; Staff Support; Regis College, Weston, MA

Meetings are held in a variety of ways and sessions to optimize participation and efficiency.

Some sessions, such as those focusing on administrative matters, are attended by the leadership via conference call. Live meetings of the entire committee are generally hosted by Jeanne Gibbs in her Milton home, which is fondly referred to as the Milton office. Regardless of the meeting length or type, the success of the Approver Unit is a direct outcome of the dedication and commitment of the volunteer members and their organizations, the leadership and staff support!

Reference

2015 A*NCC Primary accreditation approver application manual*. (2015). Silver Spring, MD American Nurses Credentialing Center.

Clio's Corner

The History of Nursing Archives at its Fiftieth Year

Mary Ellen Doona

Why should Special Collections embark on the untried field of nursing history? Did nursing have any primary sources such as papers, manuscripts and memorabilia? Why should Mugar Memorial Library collect nursing's primary sources when no other institution was doing so? Would scholars use a history of nursing archives? These were the questions that Dr. Howard Gotlieb pitched at Professor Mary Ann Garrigan fifty years ago when she sought to create a History of Nursing Archives as the Mugar Memorial Library was about to open at Boston University.

No person was more prepared for an exam than Garrigan was that day. Not only had she made history herself as a Captain in the United States Army Nurse Corps during World War II, she had studied at Teachers College at Columbia where nursing history was enthroned. She had taught nursing history at Boston University's School of Nursing. And she counted Virginia Henderson, the indexer of nursing's early periodical literature, as one of her mentors. The other was Children's Hospital's Stella Goostray who had long preached the need to preserve nursing's documents that were in a state of benign neglect, misplaced or already destroyed. She gave the primary sources that she had unearthed in writing about Linda Richards, nursing's putative "First Trained Nurse" to the Schlesinger Library at Radcliffe. The New England Hospital for Women and Children where Richards had received nursing's first diploma in 1873 donated their documents and artifacts to the Smithsonian. The papers of the Massachusetts League for Nursing were deposited in the National Library of Medicine in Washington, D.C.

These were prestigious libraries but as Garrigan claimed, nursing needed its own centralized repository. Increasingly that need became more urgent as the site of nursing education began to change from hospitals to colleges following World War II. Federal funding made collegiate education possible. As 1965 came to a close the American Nurses Association stated that education for entry into nursing must be at a collegiate level. With the end of diploma programs on nursing's horizon, the records of their more than ninety year existence were in jeopardy. Preserving these documents was justification enough for a nursing archive. These primary sources were essential as scholars probed nursing's history. Military historians were studying nurses as a result of their new prominence following their services during the war. Social scientists were analyzing nursing's position as hospitals were changing into complex institutions. The Women's Movement was emerging and its search for a useable past led researchers to nursing with its almost totally female membership.

Gotlieb's questions about the need for a nursing archive and whether scholars would use such an archive were more than answered. Answered as well was the question of Boston University as the appropriate site given Garrigan taught nursing's history at the Boston University School of Nursing. The School was located in Boston with its concentration of renowned universities and hospitals. First in so many things, Boston was also first in educating Linda Richards, the first nurse to earn a diploma in nursing. Plainly, Mugar Memorial Library was an ideal locale for a nursing archive benefitting both the University and nursing.

Thus in 1966 as the United States was planning its trip to the moon, as Medicare became a reality, and as the Vietnam War continued into its second year, on February 18th Gustave A. Harrer, the Director of Libraries at BU, established the History of Nursing Archives and appointed Garrigan as its Curator. On November 1, 1966 Garrigan called the first meeting of the Library Committee to order. Among its members were: Marie Farrell, Dean Emerita BUSON, Stella Goostray of Children's Hospital representing the National League of Nursing, Agnes Mullins BUSON faculty representing the Massachusetts Nurses Association and historian, Professor Robert Moody, representing Boston University's library system. In still another instance of Federal post war support of nursing, the Nursing Division of the United States Public Health Service provided a five-year grant of $152,000 in 1967 to the new venture. Those funds enabled the new History of Nursing archives to teach nursing history, preserve nursing's documents and conduct research.

Fifty rare nursing books that Martha Ruth Smith, the founding Dean of the BUSON, had collected became the History of Nursing Archives' first collection. With this small but auspicious beginning Garrigan set to work. Within seven years she had collected 1500 rare nursing books and eighty manuscript collections. She gathered in the records and memorabilia of the diploma schools as they closed, endearing herself and the History of Nursing Archives to alumnae who had feared their school's history would be lost. Susan Foley's voice is only one of the thousands of voices in this treasure trove that Garrigan saved. Foley applied to the Boston City Hospital Training School for Nursing in 1892 writing: "Every woman has a true vocation in life and …it is her duty to find it….After six years of thoughtful study and work…I have come to the conclusion that my vocation is nursing." Once Lucy Lincoln Drown, the Director of the BCH program, accepted the applicant, Foley promised that she "would do all in my power to become a good nurse." Over the years her career as nurse, teacher and alumna more than fulfilled that promise.

National nursing institutions, such as the American Nurses Association dating from 1896 and the National League for Nursing dating from 1893 to mention only two, found the History of Nursing Archives a safe haven for their papers. More locally the Boston Visiting Nurse Association (successor to the Boston Instructive District Nurses Association) that dated from 1886 and Amelia Hodgkiss' first home visit donated its papers, as did the Massachusetts Nurses Association founded at Faneuil Hall in 1903. Garrigan courted some nursing leaders persuading them to donate their papers. Others, such as Virginia Henderson, eagerly gave theirs, and in doing so, effectively enticed still others to publicize the History of Nursing Archives. Most were happy to be acknowledged as part of nursing's past and glad to be collected along with Linda Richards and Mary Eliza Mahoney, the 1873 and 1879 graduates, respectively, of the New England Hospital for Women and Children.

In 1972, the BUSON gifted the History of Nursing Archives with the [Sir Robert] Rawlinson Collection of fifty letters Florence Nightingale wrote to the civil engineer during the 1860s. Thereafter the Nursing Archives Associates sought, bought and added other letters to the Nightingale Collection. In 1974 there were 151 letters and by 2006 there were more than 300. In 2014 the History of Nursing Archives joined its collection with those at the Florence Nightingale Museum, the Welcome Library and the Royal College of Nursing in the Florence Nightingale Letters Digitization Poject. Other institutions have since added their Nightingale letters to the project. Access to more than 2272 letters is a simple matter of going to www.bu.edu/florencenightingale

Forty years before this, in 1976, people across the Nation became avid consumers of history as the nation prepared to celebrate its two hundredth birthday. Thanks to the ten years of collecting nursing's primary sources and memorabilia and the support of the Nursing Archives Associates established in 1970 the History of Nursing Archives was more than prepared to mark the Bicentennial. Garrigan chaired ANA's Bicentennial committee that created ANA's Hall of Fame. She presided over its ceremonies during the convention in Boston. She mounted an exhibit where nurses across the country saw many of nursing's primary documents for the first time. In Massachusetts where the Nation began, Garrigan made sure that nursing's story was woven into the Nation's story. As President Gerald Ford was hanging a third lamp in the Old North Church and Queen Elizabeth I spoke from the same balcony where two hundred years before Americans declared their independence from Britain, nurses were reminding the Nation that their predecessors had nursed soldiers during the Revolutionary War.

The History of Nursing Archive has not only preserved what merely was but has also allowed scholars to breathe the insights, enthusiasms and vitality of nurses from the past into all that is to come.

To be continued in the next Clio's Corner.

Who is the Nurse in the Masthead?

Mary Ann Garrigan (1914-2000)

After a storied career as a baby nurse, as a practitioner at the historic Henry Street Settlement House on New York's Lower East Side, as a captain in the Army Nurse Corps during World War II and as a faculty member at the Boston University School of Nursing, Mary Ann Garrigan (January 2, 1914 - March 19, 2000) had earned the right to relax. It was precisely at this point, however, that she began her most arduous and rewarding work. In 1966 she set in motion the process by which the History of Nursing Archives was established at Boston University's Mugar Memorial Library. She gathered in nursing's primary sources effectively saving nursing's memory. As grateful as she was for the tributes, awards and honorary degrees that acknowledged her efforts, she prized even more the stories that scholars released from the documents collected in the History of Nursing Archives.

Work Fatigue

Susan Rowen James, PhD, RN

Work fatigue is a relatively common phenomenon among registered nurses who work long hours and sometimes are mandated to work overtime. A substantial body of evidence suggests that work fatigue is detrimental to patients, nurses, and agencies. It can lead to error, nurse injury, and patient dissatisfaction. With many nurses working 12-hour shifts, instead of the previous standard of 8-hour shifts, risks for acute and/or chronic fatigue increase. The Joint Commission (2011) issued a sentinel event alert presenting work fatigue's effects on patient safety. Some research results have been equivocal when relating the effects of 12-hour shifts on patient safety, as well as on the nurse's personal quality of life (Chen, Davis, Daraiseh, Pan, & Davis, 2014; Rollins, 2015). For example, Rollins (2015) presents the advantages to nurses of working 12-hour shifts as being improved lifestyle from working fewer days, increased job satisfaction, improved patient satisfaction (because patients have to remember fewer faces), increased communication and improved continuity of care due to fewer handoffs. Most studies, however, demonstrate the dangers of work fatigue to patient safety. Other disadvantages include the potential early burnout and workforce loss of older, experienced nurses.

Chen and colleagues (2014) looked at 130 nurses who worked 12-hour shifts to assess the effects of longer shifts on both acute and chronic fatigue. Most specifically, they looked at recovery time (time needed for return of energy between shifts), organizational environments that contribute to fatigue, and individual factors (e.g., age, level of exercise, family responsibilities). Mean age of nurses in the study was 36.8 years, a population younger than found in other studies of work fatigue. Their findings suggest that longer shifts increase acute fatigue and lead to decreased vigilance; they found no statistically significant effect on fatigue of organizational environment (magnet versus non-magnet agencies) or individual factors, although they stated that physical exercise decreased overall fatigue.

Martin (2015) conducted a pilot study that looked at the effect of changing shift hours from 12 to 8. This was an evidence-based project that specifically addressed fatigue, work satisfaction, and need for recovery between shifts. Participating nurses, volunteers who agreed to change from a 12-hour to an 8-hour shift, completed online surveys that measured the variables before changing the shift hours and four weeks after. Although the fatigue scores were higher for nurses

when working 12-hour shifts compared to when they worked 8-hour shifts, no statistical difference was found on acute or chronic fatigue or job satisfaction; the only statistically significant factor was recovery time, which was worse for nurses working 8-hour shifts. Authors suggest that the difference might be due to additional personal or family responsibilities associated with returning home at an earlier hour. The study sample was small – only nine nurses – so results cannot be generalized.

Martin (2014), in preparation for initiating the pilot study described previously, conducted a literature review of 31 research studies that looked at fatigue related to 12-hour shifts, particularly the correlation between fatigue and patient and nurse safety. Her research demonstrated that fatigue can result in decreased performance, decreased vigilance, increased error, decreased patient satisfaction and emotional lability. Nurses are more at risk for personal injury and there is slower recovery time between shifts. The author cites an OSHA recommendation that nurses should not work longer than 8-hour shifts. Additionally, she cites a recommendation by the Institute of Medicine (Page as cited in Martin, 2014) that for purposes of preserving patient safety, 12-hour shifts should occur only rarely, and overtime beyond 12 hours be eliminated.

Barker and Nussbaum (2011) conducted one of the larger studies that looked at acute and chronic work fatigue. They surveyed a national sample of 745 registered nurses to examine the type of work fatigue, as well as correlations with error, personal injury and workplace satisfaction. They defined fatigue as acute (related directly to a shift) and chronic (related to the quality of between-shift recovery times). Their goal was to describe nurses' perceptions of fatigue and how fatigue affected their work performance. Researchers used an online survey, which was a compilation of specific items taken from several reliable and valid measurement instruments. Their survey consisted of 70 items that measured physical fatigue, mental fatigue, total fatigue (physical and mental), type of fatigue (acute/chronic) and nurse performance. Nurses were asked to complete the survey immediately after finishing a shift. Their findings showed higher fatigue scores in nurses working longer shifts. In addition, they found that nearly every dimension of fatigue correlated negatively and significantly with nurses' perceptions of their performance. The median age of this sample of nurses was approximately 45 years; 62% were older than age 40 years.

There is little doubt that older nurses are at risk for physical and mental fatigue with longer shifts, creating the potential loss of experienced nurses necessary to mentor new nurses. The literature also suggests that younger nurses believe that 12-hour shifts with fewer working days per week can fit better with a flexible lifestyle. The ANA, in a recent policy statement (2014), cites extensive literature that supports correlations between fatigue and increased error, increased potential for nurse injury, and physiological complaints. It recommends that nurses take personal responsibility for preventing and recognizing fatigue, as well as for maintaining personal wellness. It also recommends that employers be more aware of fatigue as a safety issue, limit work hours to no more than 40 hours a week and/or 12 hours within a 24-hour period, make allowances for nurses to refuse assignments based on fatigue, and provide wellness incentives in the workplace.

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The Nurse Licensure Compact

Barbara Belanger, MSN, RN, CNOR

The National Council of State Boards of Nursing (NCSBN, 2016) is a private, not-for-profit organization that includes members from every state Board of Nursing (BON), Washington D.C. and four U.S. territories. Twenty-four associate members, primarily Boards of Nursing in other countries or provinces, collaborate with the BON members to provide licensure regulations focused on ensuring patient and public health safety. A multi-state nursing licensure model, the Nurse Licensure Compact (NLC) was first proposed by NCSBN in 1997. The latest revised NLC legislative model was adopted in 2015. Advanced practice registered nurses (APRNs) are not included in the NLC model.

NLC gives nurses the ability to have a license to practice in a "home" state, as well as "remote" states with NLC regulation. The NLC program currently includes twenty-five states. States that do not have NLC regulation require nurses to apply for licensure in the traditional state-based approach; the NLC is not recognized in non-NLC states. NLC provides immediate and free access to a nurse's personal data, license information, and disciplinary actions/history for employers in NLC states. It is often described as similar to a driver's license. While you do not need a new driver's license every time you cross a state line, you do need to drive according to their laws. Similarly, a nurse practicing in a "remote" state that is a NLC participant must practice according to that state's nurse practice act.

Nursing practice has evolved in response to health care reform and support for nurses to practice to the full extent of their education. Travel, telehealth, information technology, air transport, education, trauma response teams and telephone triage provide nursing practice opportunities not confined by state borders. NLC promotes efficiency with staffing of nursing professionals for health care and relief organizations in NLC states.

Massachusetts HB2002 (An Act Adopting the Nurse Licensure Compact) was proposed by Rep. Kay Khan. The ANA MA supports this legislation. On the national level organizations such as the Organization of Nurse Executives (AONE) and the Emergency Nurses Association support the NLC. If this legislation passes in Massachusetts, the process to work in another state would be simplified for nurses in the Commonwealth.

For more information on the NLC, please go to https://www.ncsbn.org/compacts.htm

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Diane Jeffery, MPA
ANA MA Executive Director

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Members can also download the Code of Ethics, Social Policy Statement, Scopes and Standards of Nursing Practice and the full text of ANA's principles and position papers.

The 25th Edition of the Interagency Council on Information Resources in Nursing (ICIRN) Essential Nursing Resources list is presented as a resource for locating nursing information and for collection development. The list includes print, multimedia, and electronic sources to support nursing practice, education, administration, and research activities. These resources are also available to ANA Members.

ANA membership gives you free access to a variety of professional tools such as CINAHL, PubMed Citations and other essential nursing resources to help your professional needs. Some examples are the Drug Name Error Finder Tool, The Global Disease Alert Map, PubMed citations, Essential Nursing Resources, ANA Pubs Archive, ANA Principles and ANA Foundation Documents.

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According to the ANA website:

A position statement is an explanation, a justification or a recommendation for a course of action that reflects ANA's stance regarding the concern. The development process for position statements initially involves internal deliberation by the Congress on Nursing Practice and Economics. A draft of the proposed position statement is then posted on ANA's Web site, for public comment. Following public comment, the statement is revised if necessary and approved by the ANA Board of Directors. This process allows each and every nurse to voice their views and opinions on the various dimensions of the issue at hand. Position statements expire or are retired by the organization when appropriate.

http://nursingworld.org/positionstatements

The ANA has current position statements on approximately 80 topics under the following categories: bloodborne and airborne diseases, consumer advocacy, drug and alcohol abuse, environmental health, ethics and human rights, nursing practice, social causes and health care, unlicensed personnel and workplace advocacy.

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