AzNA Turns 93 and Celebrates the State Centennial

2012: This Centennial Pin will be distributed to State Legislators at Nurse Lobby Day.

1914: Methodist Deaconess Hospital, now known as Banner Good Samaritan Hospital. (photo courtesy of Arizona Hospital and Healthcare Association)

2011: AzNA RN Lobby Day
Nurses gather in front of the State Capitol in preparation for meetings with their district senators and representatives. (photo courtesy of Laurel Molloy, RN)

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President's Message

As I bring in the New Year, I reflect on my dedication to nursing and the passion that drives it. While I enjoy many different aspects within nursing, my ultimate passion is nursing leadership through mentoring.

Through effective mentorship, I feel that I can make a difference for nurses wanting to practice nursing leadership. In my current position at Banner Health, I have many opportunities to mentor nurses transitioning into new leadership roles, which allows me to make a difference in another nurse’s career.

Mentorship has been widely discussed in literature as an element needed for success in one’s career. Mentors dedicated to engaging in supporting fellow nurses can enhance the overall work environment for a nurse and increase opportunities for success (Latham, Hogan, Ringl, 2008). Nurse work environments can be difficult and a mentor can help pave the way. We have all heard the phrase “nurses eat their young” meaning that nurses show disrespect, participate in bullying, and engage in negative behaviors towards newcomers, less experienced nurses causing them to be exposed to a poor work environment (Latham, Hogan, & Ringl, 2008). When nurses support nurses through effective mentoring, it is an opportunity to not only personally help one grow, but to energize and ignite your own passion for desiring others to succeed.

The best mentoring relationships I have experienced have come from those that developed informally through collegial connections. Typically they have occurred when a less experienced nurse looked to me for direction and guidance, rather than through a formal program. Studies reveal that nurses engaging in mentoring relationships can benefit personally and professionally (McDonald, Mohan, Jackson, Vickers, & Wilkes 2010). As a mentor, you are able to facilitate new learning experiences and assist with career decisions. Additionally, a mentor may introduce networks of colleagues who can provide new opportunities.

But you can impact them only up close. You can be a critical sounding boards who help others make decisions and instill confidence by building skills and experience.

I am energized and inspired when I spend time sharing my passion with nurses that are on their own journey to becoming a nursing leader. I view mentoring as an element of my own success. If sharing my knowledge and expertise can be used to help another nurse on their journey as a nurse leader, then I believe that I am making a difference. While we transition into year 2012, make sure to share your passion with those around you and see the difference you can make!

“You Can Impress People at a Distance, But You Can Impact Them Only Up Close”

— Howard Hendricks

References:


— Teri Wicker, PhD, RN, AzNA President

The Arizona Nurse is the official publication of the Arizona Nurses Association (AzNA) published quarterly by AzNA, peer reviewed and indexed in Cumulative Index for Nursing and Allied Health Literature. Format and style of items and articles in the Arizona Nurse will follow the guidelines offered in the Publication Manual of the American Psychological Association, 6th Ed., 2010. Opinion articles are usually not referenced but authors are requested to provide reference sources for any controversial statements using APA format. The editor selects materials for publication that are consistent with AzNA’s mission, vision, values, strategic plan and associated work.

No material in the newsletter may be reproduced without written permission from the Executive Director. Subscription price: included in AzNA membership or $30 pr year. The purpose of the Arizona Nurse is to communicate with AzNA members and non-members, 1) advance and promote professional nursing in Arizona, 2) disseminate information and encourage input and feedback on relevant nursing issues, 3) stimulate interest and participation in AzNA and 4) share information about AzNA activities.

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The Arizona Nurses Association is a constituent member of the American Nurses Association.
Transitioning Arizona Nurses into the Future of Nursing

Robin Schaeffer, MSN, RN, CNE

Whether or not you are a supporter of The Affordable Care Act (ACA), most health care and financial experts agree that our nation cannot continue on the current path of health care delivery. Our nation spends close to $2 trillion or 17.3% of our gross domestic product (GDP) on health care, more than any other industrialized country yet our outcomes rank low in quality outcomes (Council on Foreign Relations, 2010). Redesigning our health care system is one of the most important challenges that we face as a nation. The stakes are high and the implications for nursing and patients are profound.

The national message is clear: Nurses are poised to lead change in order to advance health. Arizona nurses will be taking a giant step forward into the future of nursing as we anticipate our application approval to become the “Arizona Action Coalition” and join the national Future of Nursing: Campaign for Action. The campaign "envisions a health care system where all Americans have access to high-quality, patient-centered care, with nurses contributing to the full extent of their capabilities" (Future of Nursing, 2011).

Becoming a State Action Coalition will allow us to move the Institute of Medicine (IOM); Future of Nursing recommendations forward into the planning and implementation phases. Unfortunately, most Arizona nurses are not even aware of what the IOM recommendations are. I invite you to put down this paper (after you read the rest of my article) and access www.futureofnursingaz.com to see what a group of dedicated Arizona nurses have been doing for the last 15 months in order to bring this important national initiative down to the state level. Since this is a collaborative effort of many nursing and non-nursing stakeholder groups, four co-leaders have been identified; Arizona Nurses Association, Arizona State Board of Nursing, Arizona Hospital and Healthcare Association and UnitedHealth Group.

As we transition into the future of nursing by securing our State Action Coalition designation, look for the announcement of a state-wide summit that will bring together nurses and other health care professionals, business leaders, consumers and other stakeholders. There will be opportunities for all nurses to participate in various committees that will focus on five key areas: Skills for the future, Education/Capacity, Recruitment and Retention, Practice and Access to Care, and Leadership. Please take this once in a lifetime opportunity to help us shape the future of nursing by exercising your voice and volunteerism on one of the initiatives of the Arizona Action Coalition. For continued updates please visit www.futureofnursingaz.com.

References:

Do you know how influential you are? The theme from our governmental affairs presentations at the AzNA Convention in October will carry into the New Year as the 50th Arizona State Legislature begins its second regular session in January. Nurses are influential and you can take an active part in promoting health care policy and nursing practice issues in our state. Nearly 3% of registered voters in Arizona are nurses, about one in 37. Gallup polls for the last eleven years straight have ranked nursing as the most trusted profession. So your opinion and your voice have the power to shape safe and high quality care for your patients. But that can't happen if we sit on the sidelines and watch.

You have the opportunity to get in the game and advocate for your patients and your profession by participating in AzNA’s Lobby Days in February. Tuesday, February 7th is RN Lobby Day at the state capitol. Tuesday, February 28th is Advancing Practice RN Lobby Day. Both events have been increasingly popular with nurses from around the state over the last several years. Participation is limited to the first 75 registrants so go to AzNA website, www.aznurse.org, and register today. I hope to see you there.

Can't take the time off to come to one of the Lobby Days? There are other ways that you can influence health care policy and nursing practice. See the Public Policy section of the AzNA web site to learn more. You can also take advantage of influencing your legislators right in your home town by attending a town hall meeting, election rally, political fund raiser or policy debate that your district legislators will be attending. Introduce yourself to your legislators and always identify yourself as a registered or practical nurse. Make it personal with a face to face introduction and mention one important issue that you are knowledgeable about and for which you have a passion. You know how to advocate for yourself and your patients and their families. Take the next step and become a health care policy advocate. You will be truly influential.

References
Gallup, October 16, 2011). Some nurses confuse the Institute of Medicine and the Institute of Medicine’s, Future of Nursing: Leading Change, Advancing Health report and went through the recommendations in detail. (Institute of Medicine [IOM], 2010). Wicker also described Accountable Care Organizations, whose focus is on health care promotion and prevention.

Wicker’s presentation was most controversial to this group. Some of our members believe that AzNA is a politically motivated organization and that AzNA supports health care reform legislation. Not everyone agrees with this view, although most will agree that we need reform. AzNA responds to this portrayal by saying that they are the professional organization for nurses and for nursing practice in Arizona and do not support any political side, but rather anyone in office who is working toward better health care for all (T. Wicker, personal communication, October 16, 2011). Some nurses confuse AzNA with the union but they have no union affiliation.

The AzNA website has many examples of how they are supporting nurses and nursing practice in Arizona such as professional advocacy. Arizona nurses as a united group are powerful and can do powerful things. Nurses who visit their website can see what issues are currently being addressed by the AzNA and can gain assistance with a professional issue that concerns their nursing practice. Bring it forward! They can help. AzPANA would like to thank Teri Wicker for her presentation and the nurses of AzPANA are grateful for the opportunity to learn more about the activities of the AzNA. This is another tool in the repertoire of nursing practice.

References

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Board of Directors

President
Teri Wicker, PhD, RN

Teri Wicker will continue as President of ANA for 2012 – 2013. Over the past four years Teri has served on the board in the roles of Director of Communications and 1st Vice President. Teri's nursing career started as a nursing assistant which led to an ADN, MSN, and in 2008 a PhD from the University of Arizona in Tucson. She believes strongly in continuing education and encourages all nurses to return to school and maximize their capacity for knowledge. Throughout her career she has had many leadership roles and is currently employed at Banner Del E. Webb Medical Center as the Director of Professional Practice. In this role she is able to influence nursing practice through evidence-based practice, research, leading teams and mentoring frontline nursing leaders. Teri also enjoys her role as adjunct faculty for Grand Canyon University. She has an extended background in nursing leadership and looks forward to the opportunity to utilize her leadership skills through the work of the Arizona Nurses Association.

1st Vice President
Judy Hightower, PhD, MEd, RN

I have been a nurse for thirty-three years. I have a BSN and PhD from The University of Arizona, a MS in Nursing from Arizona State University and a MEd from Northern Arizona University. I also have a graduate certificate in gerontology. I began my professional nursing career working in the Pediatric setting but also spent time in med/surg and worked for many years as a school nurse. I have been a nurse educator for over 15 years and currently I'm the Dean of Academic Operations at Chamberlain College of Nursing. Besides being a member of ANA and AANA, I am also a member of AzONE Sigma Theta Tau International (Beta Upsilon and Phi Pi chapters) the Western Institute of Nursing and the National League for Nursing.

2nd Vice President
Amy Steinbinder, PhD, RN, NE-BC

Dr. Amy Steinbinder is a senior health care and nursing leader who has worked and published on patient safety and service. With over 25 years of leadership and management experience in health care, Amy’s focus is working with leaders and staff to create engaging work environments in which professional nursing can be practiced. She was a Magnet hospital appraiser for the American Nurses Credentialing Center for 12 years. Currently, Amy serves as the Director of Professional Practice at Banner Good Samaritan Hospital and Magnet Program Director. She has served in a variety of executive roles including the Administrator for Service Excellence, Administrator for Patient Safety, and Regional Director of Clinical Practice for Banner Health System. In her executive and consulting roles, Amy works closely with clinical staff, physicians and organizational leaders to create a culture of service and safety. Relationship building and team training are key components of these cultures and she works with clinical staff and physicians to enhance communication and teamwork to promote reliable clinical delivery.

A seasoned facilitator and trainer, Amy has expertise in nursing systems, clinical practice innovation, and professional nursing practice. Amy uses Emotional Intelligence and Appreciative Inquiry principles in her training and facilitation. She is a DISC® facilitator and a certified Patient Safety Officer. Amy has extensive experience in RCA (root cause analysis), FEMA failure mode effect analysis) processes, patient experience and organizational dynamics. Amy has served on a variety of nursing leadership boards including Arizona Nurses Association and Sigma Theta Tau. Amy earned a BSN, M.S. in Nursing and PhD in Nursing. She is certified in Nursing Administration through the American Nurses Association, is a member of Sigma Theta Tau and the American Organization of Nurse Executives.

Secretary
Sandy Thompson, MS, RN

Sandy has been a nurse for 30 years. She obtained her ADN from Kent State University and her BSN and MS in Nursing Leadership from Grand Canyon University. She worked as a bedside nurse for 20 years, later transitioning into case management and subsequently working with the Magnet recognition program. She is currently the RN Magnet Program Manager at Banner Thunderbird Medical Center. Sandy has been active in ANA on the Public Health Committee since 2003 and has served in various roles at the chapter, state and national levels of ANA. Her passions include health policy and facilitating nursing excellence.

Treasurer
Carol Stevens, PhD, RN

Carol J. Stevens, PhD, RN, is a university professor and long-time academic and health care administrator with more than 35 years of nursing experience. Dr. Stevens currently teaches in the undergraduate nursing program at Arizona State University (ASU). Since obtaining her PhD in August 2011, she continues her research interest by working with the Center for Improving Health Outcomes in Children, Teens and Families at ASU in research related to obesity among Hispanic adolescents. She has published and presented at national and international conferences and is currently the Principal Investigator (PI) for the Nurse to Nurse grant and was recently funded by Catholic Healthcare West for a community of practice to improve nursing care partnership grant that will offer technical assistance to vulnerable Hispanic populations. Her teaching focus has been on the socialization of nursing, professionalism and EBP. Dr. Stevens is a Quality Matters (QM) peer reviewer and has applied the QM process to online course design. She has been a long-time member of ANA where she has served in several Board positions (Second Vice President, Secretary, Treasurer), participated in numerous committees and has contributed regularly to ANA initiatives/functions. She serves on the Arizona Nurses Foundation Board (ANFB), and is a member of Sigma Theta Tau, AZ Public Health Association and Western Institute of Nursing. For fun, she plays golf, bridge, hikes, runs half marathons, swims and enjoys reading a good book or traveling across the continent, whichever time and finances will allow!

Director, Appointments/Nominations
Sharon Rayman, MS, RN, CCTL, CPTC

Sharon M. Rayman, MS, RN, is currently Adjunct Faculty and Student Services support at St. Joseph’s Hospital & Medical Center Learning Institute in Phoenix. Sharon has 26 years experience in various management and leadership roles in health care, 17 years experience as didactic and clinical faculty in adult health nursing and career development, and 10 years experience in the field of organ donation and transplantation. Sharon is also active in several professional associations. She is Director for Appointments and Nominations at AZNA, Treasurer of AZA, Greater Phoenix Area Chapter One, Scholarship Chair for the Arizona Nurses Foundation, Board of Director at Desert Southwest Division of the American Liver Foundation, Past president of Nu Upsilon Chapter of Sigma Theta Tau International, and Past Ethics co-chair with the North American Transplant Coordinators Organization. Sharon is a contributing chapter author for two Nursing Textbooks published by Thompson/Delmar Learning and content reviewer for the American Journal of Nursing. Sharon holds a Master of Science in Adult Health Nursing from Arizona State University and a Bachelor of Science in Nursing from South Dakota State University. She is also a Certified Clinical Transplant Coordinator and a Certified Procurement Transplant Coordinator.

Ray Kronenbitter is a cardiovascular clinical nurse, progressive care certified, who provides direct patient care on the Cardiovascular Intermediate Care Unit at Yuma Regional Medical Center. A graduate of the Arizona Western College ADN program and the Northern Arizona Intermediate Care Unit at Yuma Regional Medical Center undergraduate and graduate nursing programs with a rural health focus, he has been an active member of the AzNA Public Policy and Political Action Committees since becoming an RN in 1999. Elected as the Governmental Affairs Director for AzNA in 2009, he now chairs the Public Policy Committee, is a trustee for the Political Action Committee, a Fellow of the ANA Advocacy Institute and is a registered lobbyist in Arizona for AzNA. A Director at Large for the AzNA Rio Colorado Yuma Chapter 7, Ray chairs the Scholarship Committee and co-chairs the Membership and Professional Development Committees. Ray is devoted to safe high quality care for his patients when on the clock, and advancing the nursing profession and health in his community through volunteering much of his time when off the clock. He and his wife, Scarlette, enjoy hiking, camping, hunting and spending time with their soon to be six grandchildren.

Barbara Halle, MSN, MPD, RN-BC

Barbara Halle, currently serves as the Director of Communications for AzNA. She is now serving the 2nd half of this four-year term. Her focus in the role of Communications Director for AzNA is to emphasize the dynamic role of nurses in health care and provide clear, accurate information about the power of nursing and the benefits that AzNA provides to the nursing profession. Barbara continues to bring her expertise, dedication and professionalism to the role. She is the acting chairman of the AzNA Communication Committee and she enthusiastically invites her colleagues throughout Arizona to submit an article to become an active member on the committee. She holds a Masters Degree in Nursing and is certified by the ANCC in Nursing Professional Development. Her nursing career has spanned 20 years including clinical practice, education, management and nursing informatics. Addition contributions to the nursing profession include her work as the Director of Education at Chandler Regional Medical Center.

Director, Continuing Education
Amy Charette, MS, RN

Amy Charette joins the AzNA board with a passion to support the nursing community’s effort to promote professional nursing development with continuing education. Her nursing career demonstrates a commitment to life long learning. Academic pursuits have taken her from LPN to diploma RN, then RN to BSN and she now holds a Masters of Science with a concentration in Adult Health/Critical Care Nursing from Arizona State University. She has completed post graduate executive studies in marketing management from Columbia University and UCLA and services marketing from Arizona State University. Her resume includes a variety of hospital nursing positions from staff nursing in ICU and ER, clinical manager roles in ICU, to Cardiovascular Administrator at local and national levels. Next came 10 years of strategic marketing in the Medical manufacturing world where her role evolved into providing continuing education programs as a VP in Medical Affairs for Boston Scientific. She was responsible for education program management in their cardiovascular divisions supporting physician and nurse learning needs in the adoption of new technologies and interventional procedures. She developed their medical simulation strategy, including curriculum development, program execution, and supported global efforts in using this new training education venue. She served as their lead nurse planner as an Approved Provider Unit for CE through WNA conducting over 1200 CE programs annually. As COO for BSM Consulting, she supported staff development and their distance learning consulting efforts establishing them as an Approved Provider unit for CE through AzNA. Today she continues as a consultant as their lead nurse planner and she serves as a CE reviewer for AzNA.

Director, Membership/Chapter Relations
Pat Johnson, DNP, MPH, RN, NNP

Pat Johnson, DNP, MPH, RN, NNP, has more than 40 years of experience as a staff nurse, nurse practitioner, educator, and manager in Minnesota and Arizona. She is currently practicing as a neonatal nurse practitioner (NNP) at the Arizona Children's Center at Maricopa Integrated Health System as well as several other hospitals in the Phoenix area.

Pat received a Bachelor of Nursing degree from Manzano State University in Minnesota and a Masters of Nursing Degree from the University of Utah. Her thesis was an evaluation of her pilot of the NNP role during her MSN program. She established some of the first NNP teams in the US in Minnesota and Arizona. In addition to her current position on the AzNA Board as Director of Membership, she is a founder, past president and a former Executive Director of the National Association of Neonatal Nurses, a current member of the Advisory Board of the Academy of Neonatal Nursing, president of the Foundation for Neonatal Research and Education, a member of the ANA Congress on Nursing Practice and Economics and affiliate member of the American Academy of Pediatrics, Perinatal Section. She was one of the first nurses to serve as a liaison member of the AAP Fetus and Newborn Committee and contributed to several editions of the Guidelines for Perinatal Care. She has published articles and chapters in nursing literature and presented at many local and national nursing conferences. She has served in leadership positions on professional and advocacy boards, task forces, technical and policy committees at the local and national level. She completed a Masters in Public Health, Administration and Policy, degree from the University of Arizona in 2002 and received her Doctorate in Nursing Practice from Arizona State University in 2008. Throughout her career she has been an active and strong advocate for professional nursing.

Director, Governmental Affairs
Raymond Kronenbitter, MSN, RN

Ray Kronenbitter is a cardiovascular clinical nurse, progressive care certified, who provides direct patient care on the Cardiovascular Intermediate Care Unit at Yuma Regional Medical Center. A graduate of the Arizona Western College ADN program and the Northern Arizona University undergraduate and graduate nursing programs with a rural health focus, he has been an active member of the AzNA Public Policy and Political Action Committees since becoming an RN in 1999. Elected as the Governmental Affairs Director for AzNA in 2009, he now chairs the Public Policy Committee, is a trustee for the Political Action Committee, a Fellow of the ANA Advocacy Institute and is a registered lobbyist in Arizona for AzNA. A Director at Large for the AzNA Rio Colorado Yuma Chapter 7, Ray chairs the Scholarship Committee and co-chairs the Membership and Professional Development Committees. Ray is devoted to safe high quality care for his patients when on the clock, and advancing the nursing profession and health in his community through volunteering much of his time when off the clock. He and his wife, Scarlette, enjoy hiking, camping, hunting and spending time with their soon to be six grandchildren.
From Classroom to Bedside: The New Grad Experience

Brian K. Eggen, MPA, RDN, RN
St. Joseph’s Hospital and Medical Center, Phoenix

The National League for Nursing reports that by 2020 over 20 percent of the American population will be age 65 or older with those over age 85 being the fastest growing group (National League for Nursing, 2011). The demographic changes and deficit in nursing staffing poses challenges for the US health care system, and more importantly, changes in the patient population of US hospitals will ultimately affect transition to practice programs for first year nurses. The greater need for registered nurses (RNs) engenders several key topics including didactic and clinical experience, orientation of new graduate RNs, and RN retention beyond the first year (Benner, 1984).

Many reports suggest that 30 percent of RNs leave the profession within the first year due to lack of training, job stress, work load, and physician-nurse relationships (Arizona Nurses Association Position Paper, 2011). No doubt the higher acuity of the aging population will add more stress and the need for training beyond the typical education opportunities received as a new graduate RN leaving the profession. The support and continuing education opportunities received as a new graduate RN have been enlightening. New grads do not go it alone; much effort is placed into the transition of new grads to bedside nursing. The future of nursing will bring challenges, but the new grad RNs of today will be well-prepared to lead the profession clinically, administratively, and academically. More programs like the DTU will develop satisfied RNs who are likely to remain beyond the reality shock of the first year nursing experience.

This writer is a graduate of the DTU and is approaching one year as a RN with no intentions of leaving the profession. The support and continuing education opportunities received as a new graduate RN have been enlightening. New grads do not go it alone; much effort is placed into the transition of new grads to bedside nursing. The future of nursing will bring challenges, but the new grad RNs of today will be well-prepared to lead the profession clinically, administratively, and academically. More programs like the DTU will develop satisfied RNs who are likely to remain beyond the reality shock of the first year nursing experience.

References:


CCC at PineView Hospital, a division of Community Counseling Centers, Inc., an inpatient adult psychiatric facility located in Lakeside AZ is seeking part-time (PRN) RN's.

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AzNA Chapter 18, Arizona Border Health Nurses/Enfermera de Salud Fronteriza

Marylyn Morris McEwen, PhD, PHCNS-BC, FAAN, Associate Professor, The University of Arizona College of Nursing

A year ago a group of Arizona nurses, whose practice, research and service focuses on US-Mexico border health issues began a dialogue with AzNA about the benefits of bringing a nursing perspective to US-Mexico border health issues. The outcome is the Border Health Nurses/Enfermera de Salud Fronteriza Chapter 18, Arizona Nurses Association, Inc. The Chapter’s purpose and function are guided by the ANA Code of Ethics which provides a beacon for Arizona nurses who are challenged by the contentious discourse surrounding US-Mexico immigration and health care issues (American Nurses Association, 2001). The perfect storm emerging around Arizona border health issues contributed to the creation of a specialty AzNA chapter whose focal point is border health. The activities of Chapter 18 will target education, lobbying, increased resources and attention to human determination, irrespective of the country of origin, 2) participate in the legislative activities of our state and national nursing organizations that promote leaders, 3) advocate for the delivery of dignified and humane care to all people who reside within the Arizona region of the US-Mexico border, and 4) advocate for and contribute to an environment that supports the moral courage for respectful interactions among colleagues and clients within the Arizona region of the US-Mexico border. We invite you to join Chapter 18 to promote nurses in all professional relationships to advocate and practice with compassion and respect for the inherent dignity, worth, and uniqueness for every individual, unrestricted by considerations of social or economic status, race, color, creed, documentation status, or the nature of health problems within the Arizona region of the US-Mexico border. Membership in Chapter 18 offers a unique opportunity to advance our profession through active involvement in education and knowledge development of health care policy that promotes health among the people who reside in the Arizona border region. Join us as we advance our profession to: 1) promote ethical practice of nurses who respect the right to human determination, irrespective of the country of origin, 2) participate in the legislative activities of our state and national nursing organizations that promote leaders, 3) advocate for the delivery of dignified and humane care to all people who reside within the Arizona region of the US-Mexico border, and 4) advocate for and contribute to an environment that supports the moral courage for respectful interactions among colleagues and clients within the Arizona region of the US-Mexico border.

Respectfully,
Marylyn Morris McEwen, PhD, RN, PHCNS-BC, FAAN, President
John Bowles, MS, RN, Vice-President
Audrey Russell-Kibbile, DNP, FNP, Secretary
Fabiana Bowles, MS, RN, Treasurer
Carol Baldwin, PhD, RN, AFN-BC, FAAN, Director

Reference:

February, March, April 2012
Arizona Nurse • Page 9
Senior nurses have a love for the profession of nursing and the challenge it presents. That is the major reason they are still active long after graduation. There is a crisis in the health care community. It is not one which is coming; it is here today. This crisis does not refer to the nurse shortage headlines which appear on the front pages of newspapers. This shortage is about the decline in the numbers of senior nurses. “One promising approach to this crisis is to retain senior nurses past retirement age.” (Bower & Sadler, 2009, p. 125) There is no shortage of nurses who have just graduated or who are graduating, but there is a shortage of those with years of valuable experience. Their loss is a serious threat to the quality of care.

One of the reasons senior nurses may be considering early retirement is the large numbers of novice nurses entering the hospitals. Advanced Beginners, as defined by Benner, have had minimal experience managing patient care. This implies that the nurse involved will have a reasonable amount of background experience. Theory refers to the idea that given the patient’s history or “story,” a third-generation nurse will emphasize outcome-driven models. (Pesut & Herman, 1999) This generation nurse understands the need for mentoring, but there is no universal role model or structure to which they can point and make this goal known. There is no program to guide them in how to act, nor is the nurse accustomed to be a nurse, and thus supply their skills as competent, knowledgeable mentors who are thus challenged to pass on those precious years of experience.

Senior nurses associated with Third Generation Nursing, Authors, Pesut and Herman, have identified how the nursing process has changed over time. The first generation was concerned with problems and process. The second generation was focused on the development of nursing diagnoses and diagnostic reasoning. Now the third generation is focused on outcome-driven models. (Pesut & Herman, 1999) This theory refers to the idea given that the patient’s history or “story,” a third-generation nurse will emphasize reflection, outcome specification, and testing. All this implies that the nurse involved will have a reasonable amount of background experience.

This Third Age Generation of nurses has the necessary expertise to pass this knowledge on to the novice nurse. The health care facility administrators must adjust their approach to what they believe is prudent cost cutting. In the long run, the facility will save thousands of dollars on new nurse retention and replacement if they will avoid placing too much stress on the novice. Feelings of stress for the novice are a normal physical response to insecurity, usually caused by unfilled expectations. “Confrontations, disagreements and anger are evidence of stress and conflict.” (Roussel 2004 p. 203) This can lead to horizontal violence among staff members and the novice nurse expecting a fast-paced environment of the Emergency Department.

This proposal for senior nurses is suggested not that they avoid work, but to overhaul it so that it is more than just a job. The intent is to reshape their labors so that they accompany a new and different way of living. In other words, they want to find a lifestyle which has more meaning, and thus is more rewarding on a personal scale rather than simply working for a paycheck.

Now is the time for health care facilities to take advantage of all available opportunities to retain senior nurses who are contemplating retirement, and once these opportunities are in place, there is a need for the facility administrators to recognize the skills of senior nurses, and make plans to reward them. This reward should not be limited to higher pay, but also include promoting the senior nurse’s distinguished past, and thus throw open a new way for the future. That new way is called by an old name: mentoring.

TT Chapter Meets the Needs of Today’s Nurse

As a group we will promote and support the Technology Informatics Guiding Educational Reform (TIGER) initiative (http://www.thetigerinitiative.org/). The purpose of this initiative is to integrate informatics into the practice of every nurse. Our first focus will be to develop a position paper on suggested informatics competencies for Arizona nurses. As technology advances it is critical for nurses to have the basic skills necessary to navigate computer systems and data. If the nurse is not competent at navigation they cannot easily turn the data into information that can be used for knowledge and ultimately wisdom to improve our practice.

As more organizations implement Electronic Health Records (EHRs) and rely on technology to collect data, there is a need to train nurses how to interact with the record. Communication should be enhanced with the use of technology, not replaced, and the EHR needs to tell a patient’s story. Nurses documenting in electronic records need to understand that to get quality information out of a record, quality documentation must be entered into the record and in a timely manner. The chapter will begin by developing educational information identifying critical factors influenced by electronic documentation today.

The nurses of Chapter 8 are very excited to represent Arizona nurses by providing information to our nurses, and improving awareness of the use and importance of informatics. We also look forward to assisting in the growth of Arizona nursing informatics professionals by providing an opportunity to network with other nurse informaticists. If you are interested in this exciting and ground-breaking opportunity, please consider joining and participating in the Arizona Nursing Informatics Chapter.

References:
**Employee Benefits**

- **Tuition Reimbursement**
- **On-site Day Care**
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**REFERENCES:**

1. NPD Nutrient Intake Database; 2 years ending Feb. 2009.
AzNA Fundraising
New Faces, Same Story

Along with the Holiday Ornament fundraiser, AzNA raises money for the building fund through their auctions at Biennial Conventions and Symposiums. The money raised is used for maintenance and upgrades to the AzNA building in Tempe. In the following excerpt from “White Caps in the Desert” a book compiled by Hazel P. Shields, the process of owning and maintaining the AzNA headquarters has been long and arduous.

The article began with Mrs. Florabelle Rankins being asked to chair a committee to explore the possibilities of ASNA owning its own building in 1959.

State-wide fundraising projects from 1960 to present (1970) include: sale of candy; drawing on handmade banquet cloth donated by Marie McNeilly; drawing on jewelry donated by Flo Rankins; sale of the “The Wonderful Years” written by Marie McNeilly who donated 40 percent of the proceeds from copies sold by ASNA members; Chinese auction of a water color painting donated by Jefferson Brown and a watch; and drawings for cash in 1967 and again in 1968 with the able leadership of Flo Rankins and Helen Satan.

With these humble beginnings ASNA/AzNA members worked diligently and in 1973 they purchased their first building on 12th Street in Phoenix. In 1986 AzNA headquarters officially moved to their current site at 1850 East Southern Avenue in Tempe. At Biennial Convention in 1993 AzNA members celebrated paying off the building debt with an old fashioned mortgage burning ceremony.

Each year the fundraising tradition continues and each year AzNA members show their support for AzNA through their selfless contributions.

Special Thanks to Ornament Fundraiser Donors

The Annual Holiday Ornament Fundraiser raised over $1700 that will be placed in the AzNA “Building Fund” which is used to maintain the AzNA office building in Tempe.

Special thanks to B Steffl and Ruth Ludeman for their years of support of this project.

Thank you to the following members who contributed to the 2011 Holiday Ornament Fundraiser.

Barbara K. Miller
Amy Charette
Katie Wingate
Rose Emery
Anne McNamara
Jessie Pergin
Sharon Rayman
Patricia Rehm
Bernita Steffl
Rhonda Anderson
Raymond Kronenbitter
Scarlette Kronenbitter
Pamela Randolph
Nathalie L. Rennell
Robin Schaefver
Jodie Williams
June Ann Mikkola
Santa Carol Hougard
Donna Adams
Loann Bell
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Eveline A. Denious
Carol Dobos
Mary Griffith
Mary Hallett
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Kyle Herman
Judy Hightower
Patricia Johnson
Mary Kileen
Cindy Koopsen
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- Cardiovascular Technicians, Diagnostic Medical Sonographers, EMT/ Paramedics, LPNs, Medical & Clinical Laboratory Technicians and Technologist, Medical Records & Health Information Technicians, Radiologic Technologist & Technicians
- Public Health Related Volunteers and Lay Nurse-Healthcare Volunteers

This past year was a record year for disasters across Arizona and the rest of the nation. Last year’s wildfire season and severe weather show that Arizona needs volunteer health professionals to stay prepared for all types of disasters.
Launching Your Nursing Career

This New Grad Forum offers recent nursing graduates tips on preparing for their career path and finding a job. Topics include:

- Job opportunities for new graduate nurses
- Maximizing your employment potential
- Resume and portfolio writing
- How your social media profile impacts your professional practice
- Keeping clinically and professionally current

Nursing professionals will be available to review your resume with you. Don’t miss this opportunity to hone your job searching skills!

February 21, 2012, $10
John C. Lincoln Hospital North Mountain Cowden Center
Barb’s Conference Room, 2:00 p.m. to 6 p.m.
Space is limited.
Register online at www.aznurse.org.

AzNA 2012 Calendar of Events

February 7, 2012, Nurses Lobby Day, County Supervisor Association’s Conference Room/Arizona State Capitol State Capitol
February 21, 2012, New Grad Forum, Gateway Community College
February 28, 2012, Advanced Practice Nurse Lobby Day, County Supervisor Association’s Conference Room/Arizona State Capitol State Capitol
April 21, 2012, 3rd Annual Arizona Nurses Recognition Day at Phoenix Suns Game
July 28-29, 2012, Southwest Regional Nurse Practitioner Symposium, High Country Conference Center, Flagstaff, AZ
September 14, 2012, AzNA Symposium, Phoenix
October 26, 2012, AzNF 5K Walk For Education, Rio Salado Trailhead, Phoenix

Hiring All Key Clinical RN Positions:

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Up to $15,000 in Scholarships Awarded Each Semester!

The Arizona Nurses Foundation (AzNF) provides scholarships to help support entry into professional nursing and for career mobility within nursing. Scholarships are based on the applicant’s merit and financial need. Students may be enrolled part-time or full-time.

Scholarships are available for nursing students who are enrolled or accepted for enrollment in nursing schools and are committed to nursing practice in Arizona.

Application forms and guidelines are available at www.aznurse.org; click on the Foundation TAB. Application Deadlines are; Fall-March 1 and Spring-October 1.

AzNF is offering a new full-ride scholarship for an accelerated Bachelor of Science in Nursing program at the Brookline College Phoenix campus for students with a bachelor’s degree in another field. For information and the application go to www.aznurse.org and click on the Foundation TAB.

Time commitment can be as much or as little as you want. Thank you in advance for your contribution.
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* U.S. Department of Health and Human Services, Health Resources and Services Administration, 2008
** The on-site Bachelor of Science in Nursing (BSN) degree program can be completed in three years of year-round study instead of the typical four years with summers off.