The Nurse’s Role in the Opioid Crisis

In the early 1970’s, in a small town in Xalisco, Mexico, the town’s adult male population started traveling to the United States to sell heroin in a manner consistent with retail sales. These men would wait outside methadone clinics and roam the street passing out a phone number to those in search of a cheaper alternative to prescription opioids. The opioid buyer would call the phone number and order small doses of heroin and a driver would arrange a meeting place or even deliver the drug to the buyer’s home. This practice started in San Fernando Valley, California and after great success, grew to Los Angeles, Reno, Seattle, Portland, and all along the west coast (Grondahl, 2015). Eventually they reached into the country’s heartland and to the east coast.

Over the course of 20 years, pharmaceutical companies paved the way for opioids to be the drug of choice for pain management by using creative and deceptive marketing and advertising tactics. In the 1990s, Purdue Pharma’s marketing campaign to prescribers touted OxyContin as a powerful opioid drug that was non-addictive and suitable for any type of pain symptom (Addictions. com, N.D.). According to the Centers for Disease Control in 2013 more than 15,000 people died from overdoses involving prescription pain killers, more than the total of those who died from heroin and cocaine combined. Since 1999, opiate overdose deaths have increased 265% among men and 400% among women (Substance Abuse and Mental Health Services Administration [SAMHSA], 2015). “Drug overdose death rates in the United States have more than tripled since 1990 and have never been higher.” (CDC, 2013). By 2014, death from opiates was the number one cause of injury death in the U.S., topping death from car accidents for the first time. With America’s attention on the opioid epidemic it is imperative for the nursing profession to explore the developing role that nurses play in addressing this crisis.

What Can Nurses Do?
Nurses and other healthcare providers can help by screening and monitoring for substance abuse and mental health problems and by prescribing opioids only when other treatment modalities prove insufficient. Prescribing only the amount of pills needed based on the expected length of the pain and talking to patients about safety in using, storing and disposing of prescription painkillers is also critical. In chronic pain situations nurses can help by using patient – provider agreements and available resources to enter into a long-term opioid treatment plan. The plan should include discussing the risks and benefits of opioid therapy, including side effects and risk of addiction. Mitigating the risk of opioid misuse. The term “universal precautions” evolved out of the realization that it was impossible for providers to know which patients might be infectious so all patients were considered potentially infected. Other precautions in pain management uses similar strategies. Implementing universal precautions may reduce the risk of accidental overdose, abuse, and misuse. Gourlay and Heit (2005) recommended steps in universal precautions for all pain patients:

Recommended Steps in Universal Precautions
• Diagnose. Pain is not a disease. Diligently look for the cause.
• Conduct. Psychological screening including risk of addictive disorders, depression, and anxiety.
• Discuss. The benefits and risks of opiate therapy, including side effects and risk of addiction.
• Write. A treatment agreement with the patient that details the conditions under which the opioid will be continued or discontinued prior to entering into a long-term opioid treatment plan.
• Assessments. With pain scores and level of functionality should be done at each visit to support continuation of therapy.
• After appropriate trial, titrate down and discontinue opiates that are not improving pain levels.
• Regularly assess the “As” of pain medicine with Assessment of Analgesia, Activities of daily living, and

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• Regularly assess the “As” of pain medicine with Assessment of Analgesia, Activities of daily living,
Arizona Nurse Leader Academy
Take Your Nursing Career to the Next Level

The academy has been designed to meet the needs of entry level and experienced nurse leaders. Competencies defined from the Arizona Nurse Leader Education Needs Assessment and AONE’s nurse manager skills inventory were used to design this content. Since Communication & Relationship Building was identified as a most important leadership competency required for successfully leading individuals, teams, and organizations, Day 1 of each Summit will have a primary focus on these topics.

The inaugural Summit I and II were held in early September. The response was enthusiastically positive:

Great information on how to have difficult conversations and how to help employees correct behavior.

Loved the energy and excitement, great humor.

I knew I was excited about this academy for a reason, thank you, wonderful, brilliant, super!

Great personal examples of building your leadership through recognition, celebration and appreciation.

As a clinical lead I do not currently do validation rounding, but this teaching made me feel more comfortable with the idea and I can go back to work and help my manager.

For more information and dates for the next classes, go to www.aznurse.org/events.

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EXECUTIVE DIRECTOR’S REPORT

NURSES + POLICY = A WIN FOR ARIZONANS

Robin Schaeffer, MSN, RN, CAE

What would it take to convince all Arizona nurses that they are qualified to advocate for health policy? Advocacy is in the DNA of each nurse. We would all agree that we are great advocates for our patients but, how many think that advocating for our profession, for the health of our state is out of their skill set?

The authors of Nurses Making Policy: From Bedside to Boardroom (2015) state: “Nurses are uniquely qualified to assume important roles in policy.” Because we spend the most time delivering direct care to patients, we possess a “critical understanding and potential solutions to many high-profile complex health care issues.” The important message of this book is: nurses are key to influencing and driving health policy and regulation. This doesn’t mean that we can convince all policy makers of our unique talents, however, allow me to highlight public policy decisions where nurses have provided major influence in Arizona over the past 20 years.

The following initiatives were led by the Arizona Nurses Association with help from our hired lobbyist and staff, but mostly through the hard work of Arizona nurses volunteering their time and expertise to learn about the issues, visits with their legislators, engage nurse colleagues and more. Can you identify at least one of these initiatives that you could have added your expertise and opinion to?

Increased penalty for assaulting a nurse

Workplace violence against nurses continues to be a problem in our state as well as other states. Arizona nurses used their voice (through testimonials with their legislators) and were successful in increasing the penalty to a felony for assaulting a nurse. Nurses on state-level committees and task forces

AznA has insured the inclusion of nurses on legislative advisory committees, study committees and state taskforce committees. For example, nurses sit on the State Taskforce for Electronic Medical Records, Infection Prevention and Control Advisory Committee, and the Immigration Study Committee.

Maricopa County Health District

When there was a vote in Maricopa County to determine whether to create a hospital district, pre-election polling showed that voters were more likely to vote for the district if it was supported by nurses.

Change in Practice for APRNs:

Since 1974 AzNA has been engaged in the expansion of practice for Advanced Practice Registered Nurses (APRNs) These legislative successes include:
• The removal of MD and DO approval for advanced practice rules adopted by the Board of Nursing
• The establishment of NPs as primary care providers in the AHCCCS system
• The statutory authorization for certification of Certified Nurse Specialists
• Authorization for NPs to sign death certificates
• Expansion of the role of psychiatric NPs in the commitment process

Improving Quality of and Access to Healthcare in Arizona

Throughout the years, nurses have joined with other healthcare colleagues to speak up about and promote access to care issues including:
• The establishment of KidsCare: health insurance for thousands of low-income Arizona children.
• Passage of Proposition 204 which allocated tobacco tax money to the Medicaid (AHCCCS) system and the expansion of healthcare coverage to Arizonans living at or below the federal poverty level.
• Medicaid (AHCCCS) Expansion: Arizona nurses played a major role in Governor Brewer’s healthcare team. Denise Link, NP was asked to speak at the governor’s rally on the lawn of the Capitol. Her message was quoted by local news outlets. Governor Brewer sent a letter of thanks to AzNA for helping her pass this initiative.

Whistleblower Protection for nurses

Arizona nurses spoke out and were successful in passing the Patient Safety Reporting and Non-Retaliationary Policies Act. Some refer to it as the whistleblower protection bill. This law requires that each health care institution adopt a policy that prohibits retaliation against a health professional who in good faith makes a report to a health care institution or who, having made the report and given the institution an opportunity to address it, provides further information to a private health care accreditation organization or governmental entity concerning the activity, policy, or practice that was the subject of the report.

A wise nurse once said: Unless we are making progress in our nursing every year, every month, every week, take my word for it we are going back. Yes, Florence Nightingale was one of our first health policy advocates.

Last legislative session we worked hard to pass a bill that would authorize Full Practice Authority for our APRNs. Although the bill failed, we do not intend to give up and will re-introduce additional legislation in 2017 to work towards our goal. We need the help of every nurse in Arizona.

Please help us continue our legislative initiatives forward in 2017 and increase your public policy IQ by joining your nurse colleagues on February 9th for our 2017 Nurse Lobby Day. All new attendees are mentored and I guarantee that if this is the first time you will be attending, you will become a believer in the influence of the voice of nursing.

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We are currently recruiting for the following position:

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Affording the Holiday Season

Shawn Harrell, MSN, RN

The Holiday season is upon us. We all wish we had prepared better for the extra expense the season brings. Here are some ways to save money. Some might help for this season and others might start lifelong habits that will make every holiday less stressful.

Pay yourself. The best way to save money is to never see it. Make payroll deductions for your 401K, especially any match that your company might offer. Don’t leave money on the table. A payroll deduction to your savings account will help you be ready for that new water heater, unexpected break down of the AC and other “life happens” events. You will save the expense of putting it on the credit card. Yes, unless you pay off credit cards in full.

Write down a budget. Start by finding out the answer to that recurring question, “where did it go?” Write down everything you spend for 30 days. Record big items, little items, everything. Know how much you get each month, how much you spend, how much you owe. At first that might not be a pretty picture but it can get better if you manage it. Check on line for budget tips and help.

Save money on food. The amount the average family spends on groceries has been decreasing as a percent of total spending for a number of years. The amount of money a family spends on eating out has not. Eat at home. Take your lunch to work. Search the internet for ways to save money on food. You will find many creative ideas.

Right size your housing. Are you using your square footage wisely? Sometimes we may want a lot of space from family members. But seriously, are you heating, cooling, cleaning and maintaining more space than you need? Do you have 2,000 square feet? You don’t have to move to Tiny House Nation, but think about the right amount of space you need. Even if you don’t plan to move, there are many ways to save on housing costs. Use a power strip for appliances like TVs, computers, and stereo that pull power all the time even when not in use. Turn off the lights when you leave the room. Decrease the expense of heating and cooling by closing the blinds or curtains, replacing single pane windows, and adjusting the thermostat by as little as one or two degrees.

Review bank and credit card savings. Check out available on a traditional savings account. Consider money back credit cards to find the one with the best features for you. Some give you back as much as 5% on things you will buy anyway. On line savings accounts offer as much as 10 times the interest rate available on a traditional savings account. Consider switching to a new credit card with 0% interest for as 5% on things you will buy anyway. On line savings accounts offer as much as 10 times the interest rate available on a traditional savings account. Consider switching to a new credit card with 0% interest for 18 months and save a ton of money in interest. Take advantage of this excellent opportunity to pay down or pay off the principle.

But whatever you do, start today. If you have strategies or tips that have worked for you, we want to hear about it. Send them to info@aznurse.org.
On August 19, 2016, Carol Stevens, PhD, RN, AzNA President, was awarded the Excellence in Education and Mentorship at the 2015 West Region GEM Awards held in Del Rey, California. Stevens said one of the most rewarding parts of being a nurse educator is “seeing students embrace their role as a nurse with all of the potential in the world to make a difference.” Stevens advises students and colleagues to do many of the things she has done to have a rewarding career in nursing. “Join professional associations, get involved, go to school and get more education, be open to opportunities, make connections everywhere you go, and have a vision for what you want to accomplish.”

For the first time in five years, the March of Dimes Arizona chapter bestowed its Legend in Nursing Award. The honoree: Robin Schaefer, MSN, RN, CAE, Executive Director of the Arizona Nurses Association and co-leader of the Arizona Action Coalition. Says Schaefer, “None of what I do could be done without the help of so many nurses who volunteer their time to work on the initiatives of the Arizona Action Coalition and the Arizona Nurses Association.” The March of Dimes, which works to prevent premature births, created the Living Legend award to recognize a nurse who has dedicated his or her life to making outstanding contributions to building the nursing profession in Arizona.

Congratulations to the following AzNA members who are March of Dimes Nurse of the Year Award Winners 2016:

- Advanced Practice
  - Cheryl Roth, PhD, RNC-OB, WHNP-BC

Evidence Based Practice & Research
- Cindy Beckett, PhD, RNC-OB

Rising Star
- Amanda Foster, BSN, RN

Congratulation to the following AzNA members who are March of Dimes Nurse of the Year Award Finalists 2016:

- Education
  - Heidi Sanborn, MSN, RN, CCRN
  - Therese Speer, MSN, RN, CNE

Evidence Based Practice & Research
- Lesly Kelly, PhD, RN

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Contact Human Resources at 505-786-4109

**ChangePoint Integrated Health**

**Evidence Based Practice & Research**

Cheryl Roth, PhD, RNC-OB, WHNP-BC

Rising Star
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The Nurses on Boards Coalition (NOBC) was created in response to the landmark 2010 Institute of Medicine (IOM) report, The Future of Nursing: Leading Change, Advancing Health, which recommended increasing the number of nurse leaders in pivotal decision-making roles on boards and commissions that work to improve the health of everyone in America. Since nurses represent the largest segment of the health care workforce, and are considered the most trustworthy of all professions and play a huge role on the frontlines of care, their perspective and influence must be felt more at decision-making tables. The coalition is working to increase nurses’ presence on corporate and nonprofit health-related boards of directors throughout the country with the goal of having 10,000 nurses on boards by the year 2020. Additionally, the coalition hopes to raise awareness that all boards would benefit from the unique perspective of nurses to achieve the goals of improved health, and efficient and effective health care systems at the local, state, and national levels.

The AZ Action Coalition, NOB Task Force was formed to advance the NOBC’s goal of 10,000 nurses on boards by 2020. Here in AZ, Sandy Severson and Carol Stevens are Co-leads of the Task Force which meets every other month. The Task Force goals are to increase the number of nurses on boards in AZ through education, mentorship and support. By identifying nurses wishing to serve on boards and those wishing to mentor, we will be able to move the needle so that the national goal can be achieved.

In Sept 2014, the Task Force conducted a survey of AZ nurses (perhaps you participated) and found that 5.8% (n = 4,344) nurses stated they served on a health related board. Over 900 expressed interest in participating in activities that would prepare them for a board position and 122 stated they would mentor other nurses interested in serving on a health related board.

Since the survey was conducted, the NOBC has created a thermometer measuring the progress towards 10,000 nurses on Boards. The NOBC defines a board as a decision-making body with strategic influence to improve the health of communities nationwide. This includes corporate, governmental, non-profit, advisory, or governance boards or commissions, panels, or task forces that have fiduciary or strategic responsibility.

Examples of boards to be counted include corporate or industry boards; insurance company boards; hospital or health system boards; philanthropic boards; advisory boards; commissions, task forces or positions appointed by the president, a governor, a mayor or a state legislature; citizen-elected boards (e.g., school boards); and nonprofit, nursing boards. Of note, examples of boards to be collected but not counted include nursing association boards and governor-appointed state boards of nursing.

If you are currently serving on a board or desire to serve, please go to www.nursesonboardscoalition.org and add your name to the count. The AZ NOBC Task Force is working on developing educational programs that can support nurses wanting to serve on boards. A second survey that will capture additional information about the current status and needs of AZ nurses is forthcoming.

For more information on the NOBC and to have your efforts in board leadership recognized and counted, visit our website: www.nursesonboardscoalition.org.
Nurse Nice, RN is leaving her cousin’s birthday party. She only had 2 glasses of wine and figures she’s good to drive. But oh no, soon she sees those flashing red lights in the rear view mirror. She is arrested. What now? Or Dora Un lucky, RN is having trouble with that pesky ex-husband. Unfortunately, she gets into a squabble with him that escalates into violent behavior on her part. She tells the officer the truth (after calling the police) that she was only defending herself. But the police decide to arrest all parties involved and let the court figure it out. She is arrested. What now? Did you know that your nursing license can be threatened by your actions and decisions outside the work place? Yes, even when you are not practicing your profession, you can do things that put your license in jeopardy.

Unprofessional conduct, as defined by the Arizona Nurse Practice Act (ANPA), covers a wide variety of offenses both in and out of the work place. If you haven’t read it lately, you can review the ANPA on the AZ State Board of Nursing website. www.azbn.gov

Many nurses don’t understand that the legislative charge to the 12 Step (CANDO) Program (Board) is not to advocate for nurses, but rather to protect the public from the actions of nurses that violate the ANPA. A review of the Arizona Nurse Practice Act (ANPA) reveals that the Board has the responsibility and power to investigate and discipline a nurse for unprofessional conduct, even if it occurs far outside the work place.

Unprofessional conduct is a very broad term that includes actions and decisions while working in the profession but, also extends into the nurse’s private life.

Criminal Behavior
ANPA Rule 4-19-403 gives a licensee 10 days to self-report any arrest for a felony or misdemeanor that poses a threat to the public. That 10 days starts at the time of the arrest, not the time of conviction. The most common event in this category is an arrest for a DUI. Driving under the influence puts others at risk and in danger of being harmed. It is also a demonstration of bad decision making and a severe lapse of judgement. Any criminal offense can trigger an investigation. Some examples are DUI, public intoxication, shoplifting, domestic violence, harassment, stalking, and child/elder abuse.

When Nurse Nice self-reports her arrest to the Board, an investigation is opened. Sources estimate that the average driver arrested for a DUI has driven impaired at least 200 times before he or she is arrested. The Board will seek to determine if this arrest is a single out of character event or part of a pattern of habitual drinking. The same is true for incidences of domestic violence. Was Dora Unlucky’s altercation with her ex-husband a one-time incident or was it part of a pattern of unchecked anger management behavior.

Unfortunately, it is also too easy for substance abuse and uncontrolled anger to slip into the work place and put patients and co-workers at risk. Board investigations can be lengthy. In some cases it may take 1 or 2 years for courts to resolve the current arrest and for the Board to get reports from the courts, police, prior employers, and other sources to determine if the behavior is part of a pattern or not.

Social Media
Social media is another venue outside of work that can put your license in jeopardy. In this age of the Internet, if someone has your date of birth and Social Security number, they can find you. So, even comments on social media like “the patient with the c-diff didn’t make it.” Can also be traced back to your unit and possibly to the patient. The obvious way to avoid a problem is to not post anything about your work on social media. And, it goes without saying never take a picture of a patient or patient parts with your own device. Anything electronic can, and often does, get a life of its own.

Reporting Behavior of Other Providers
Finally, no one wants to be a tattletale. However, R4-19-404 of the ANPA identifies the following as a violation of the Nurse Practice Act:

Failing to take action in a health care setting to protect a patient whose safety or welfare is at risk from incompetent health care practice, or to report the incompetent health care practice to employment or licensing authorities (emphasis added).

Of course, that doesn’t mean that you need to report every mistake you see in your work setting. It does mean that you are obligated to report criminal behavior, a cover up, or a pattern of misconduct to your supervisor, or to the Board, if you have evidence that poses a threat to the public. That 10 days starts at the time of the arrest, not the time of conviction.

In order to be eligible to participate in CANDO, nurses must have an Arizona nursing license and acknowledge they have a substance use disorder. They cannot have caused harm to a patient or another person or trafficked in or diverted drugs for distribution to others. Previous discipline by any state Board of Nursing would also disqualify a nurse from participation. Nurses who participate in CANDO must completely abstain from alcohol and controlled or potentially addictive substances.

CANDO is a voluntarily option. Nurses who choose to participate must enter into a written agreement with the Board before the Board deliberates on possible discipline. The Board of Nursing has incorporated measures into the CANDO agreement that protect the public and are evidence-based to support recovery. The CANDO agreement is very similar to disciplinary agreements for nurses with substance use disorder but the major difference with CANDO participation is that it is not publically reported. CANDO requires 12 Step and peer support group attendance along with random drug screening and other measures to support recovery and protect the public. CANDO participation is, at a minimum, 36 months long because research supports that the risk of relapse decreases with increased time in recovery. In an effort to develop a strong recovery foundation and ensure public safety, nurses in CANDO must demonstrate a minimum of three years of sobriety for successful completion.

If you have questions for yourself or a peer, call Arizona State Board of Nursing’s CANDO Program at (602) 771-7865.

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Opioid Crisis continued from page 1

Adverse side effects, and Aberrant drug-taking behaviors. “Adherence” (urine toxicology) and “Aff ect” (observed mood) might also be added.

• Review pain diagnosis and other conditions periodic repetition of the same focused complaint. Documentation of a physical examination should be completed with each follow up appointment.

Signs of Misuse and Abuse

Opioid painkillers like OxyContin, Percocet, and Vicodin have become the most widely prescribed drugs in the United States. According to a study published in the journal of the American Medical Association (JAMA) in 2015, about two-thirds of doctors who prescribe opioids have been involved in at least one incident of aberrant drug-taking behavior.

Dr. Diane Dahn specializes in advanced practice nurses in the field of pharmacology. She is a Public Health Nurse at the Arizona Department of Health Services. She is also a member of the Arizona Public Health Nurses (APHN) which is an organization that represents the interests of public health nurses in Arizona.

Dr. Dahn focuses on the role of public health nurses in combating the opioid epidemic by changing current practices in the field of public health. She emphasizes the importance of public health nurses in preventing and addressing the opioid crisis.

The role of public health nurses in Arizona is actively engaged in delivering preventive health services and supporting population health. Dr. Dahn hopes to see more public health nurses in Arizona and the country as a whole, helping to address the opioid epidemic and improve the health of Arizonaans.

References:


Arizona Public Health Nurses: A Vital Community Resource

Ramona Rusinak, RN, PhD

Ramona Rusinak, RN, PhD is a Public Health Consultant contracted with the Arizona Department of Health Services to serve as Liaison to Local Health Department Nurses.

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References:


New ANA Nursing Knowledge Center is Up and Running

From certification preparation to clinical knowledge, the American Nurses Association Nursing Knowledge Center learning management system is here to help you build your career. The NKC provides educational products and support services to individual nurses and health care organizations.

Developed for nurses by nurses, NKC workshops, online webinars, consultation services and publications support ANA’s mission to advance the nursing profession and improve health for all. ANA’s NKC supports individual nurses throughout all phases of their careers, with educational material presented in a variety of learning formats. Beyond the individual nurse, NKC helps organizations meet and address challenges to the nursing workforce and health care overall.

To get started using the NKC, follow the instructions below. If you are currently enrolled in an active course, please bookmark the page and continue the course until you complete it.

To enroll in new courses:
2. On the home page, search for courses by keyword, subject area, one of our six product categories or other helpful filters.
3. Select the course you want to participate in, and click on the button on the course description page. Each screen contains the information you’ll need to proceed from your shopping cart to the checkout page.
4. Before you check out, the system will ask you either to log in (with your current membership credentials) or to create a new account for the new ANA learning management system. NOTE: Creating this account does not make you a member of ANA, and no fees or dues are associated with this account. Remember your login credentials, as you’ll need them in the future to access your courses.
5. When you have completed your purchase, click on the link “Click here to access your training now.” A page that lists everything you have purchased in the new system will appear under the heading “My Courses.” This is your new personal home page. You will receive an email with instructions on how to access your course, in case you are not ready to start right away.
6. When you are ready, click on the title of the course to begin.

If you need assistance at any point in this process, do not hesitate to contact the support team at (866) 826-8746 or ana-helpdesk@ctfl.com.

The American Nurses Association Center for Continuing Education and Professional Development is accredited as a provider of continuing education by the American Nurses Credentialing Center’s Commission on Accreditation.

ANA is approved by the California Board of Registered Nursing, Provider Number CEP678.

American Nurses Foundation Awards more than $249,000 in Research Grants

Twenty-eight nurse researchers dedicated to transforming the nation’s health through the power of nursing received more than $249,000 in research grants from the American Nurses Foundation’s 2015 Nursing Research Grants program. The Foundation is the charitable and philanthropic arm of the American Nurses Association.

“In the last 60 years, the Nursing Research Grants program has awarded more than $4 million to beginning and experienced nurse researchers and credentialing programs for patients, nurses and health care organizations,” said NRG Chairperson Ann Marie McCarthy, PhD, RN, PNP, FNASN, FAAN, professor and associate dean for Research, University of Iowa College of Nursing. “The knowledge obtained from research supported by Foundation grants has contributed significantly to the science of nursing and, ultimately, to the health care of patients.”

The NRG program is recognized for its high caliber and rigorous scientific review. Each year, Foundation scholars, reviewers and funders contribute to groundbreaking studies that shape and influence nursing practice and play a vital role in advancing scientific health research.

The 2015 grant recipients are scholars from 22 different institutions in 17 states. The 2015 grant reviewers were from 62 institutions representing 32 states, in addition to one reviewer from Colombia and one from Belgium. A full list of 2015 grant recipients and reviewers is available online.

Application period for 2016 is open

Access the online application and information on the Foundation’s website at www.givetonnursing.org. Reviewer applications are due Feb. 28. The grant application is open through May 1.

To get started using the NKC, follow the instructions below. If you are currently enrolled in an active course, please bookmark the page and continue the course until you complete it.

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2. On the home page, search for courses by keyword, subject area, one of our six product categories or other helpful filters.
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CONTINUING EDUCATION

Does your content address an area of nursing practice?

YES

NO

Does it fill a ‘professional practice gap’ in one area listed below?

YES

NO

direct patient care/clinical practice
indirect patient or client care such as administration, education, or research
in-service topics specific to your facility

Your program does NOT qualify for ANCC approved CNE Contact Hours.

Your content qualifies for ANCC approved CNE. APPLY TODAY! westernmsd.org

It is possible to work with your speaker or planner to resolve the potential conflict of interest.* Your program may still qualify. Please contact education@westernmsd.org for more information.

CE = EZ^4 U

Acceptable Continuing Nursing Education (CNE) Course Content

Are you developing educational content? It will probably qualify for CNE*
Contact Hours!
We encourage you to use the list below and the flow chart to the right to help you decide if you should apply for ANCC approved CNE!

The following are just some of the many areas that can qualify:

Content related to Direct Patient/Client Care can include but not be limited to:

- “In-services” on specific processes in your facility or pertinent to the brand of equipment, medications, and/or products used in your facility (i.e. monitors, IV pumps, EMR applications, traction, bed alarms, etc.)
- Will not qualify if taught by a vendor.
- Courses where the primary focus is recent scientific knowledge applied to direct or indirect patient/client care.
- Patient education strategies.
- Certification/recertification skills for BCLS, ACLS, PALS where updates to current practice standards and re-validation of practice skills are required to maintain competency.
- Specially certification/recertification preparation courses
- Skills courses (stoma care, etc.).
- Cultural and ethnic diversity
- Foreign languages (conversational) and sign language for patient management of a practice population
- Therapeutic interpersonal relationship skills with patients/clients
- Courses in any specialty area of nursing practice, including occupational health nursing, school nursing, office nursing, etc.

Content related to Indirect Patient/Client Care can include but not be limited to:

- Nursing administration or management, nursing education, or nursing research.
- Quality assurance topics
- Medicare and State Regulation Standards
- Legal aspects of nursing
- Teaching multi-ethnic students and staff – academic practice
- Retention of nurses in the health care delivery system, including cross training
- Current trends in nursing and health care
- Establishing a professional nursing business or independent practice
- Publishing for professional journals or books

Other courses:

- Courses that deal with grief, human sexuality, kinesiology, nutrition, crisis intervention, counseling, stress reduction, burnout syndrome, advanced nursing courses, advanced pharmacology, advanced CPR/dysrhythmia and advanced IV therapy.

* CNE is defined by ANCC as “any learning activity intended to build upon the educational and experiential bases of the professional RN for the enhancement of practice, education, administration, research, or their development, to the end of improving the health of the public and RNs pursuit of their professional career goals.”

CNE content must address a professional practice gap. Professional practice gaps are not limited to clinical practice and may also exist in areas of professional work such as administration, education, and research.

A practice gap can be specific to the setting so ANCC now allows “in-service”* topics that were previously excluded. This opens up a wide variety of topics that can meet criteria to be awarded contact hours.

"Lady with the Lamp" Pendants Designed Especially for AzNA

These beautiful pieces are part of the “Lady with the Lamp Collection” designed especially by Coffin and Trout Fine Jewellers and are available by contacting Coffin and Trout at 800.684.8984 or sales@coffinandtrout.com. The pendant is available in gold, white gold, silver and with or without diamond trim. A portion of the proceeds benefits AzNA.
I recently wrote of a donor’s generous gift to a charitable foundation. In hindsight, it should not have been a surprise. He has always shared his time through his presence and his talent for teaching with those around him.

For some however, their treasure is often another matter altogether. It recently became apparent to me, treasure is relative. While walking through the park one day, I observed a person experiencing homelessness feeding the birds from what possibly may have been his last loaf of bread. On one hand, I found it ironic. On the other, it was profoundly generous. In the end, I came to appreciate just how instinctive charity truly is and the wellbeing it generates despite the giver’s socioeconomic status.

No matter our circumstance in life, the opportunity to be charitable can be substantial or modest, planned or spur of the moment. Either way, charitable giving is meaningful and significant to both the recipient and the donor.

Is there a charity to which you have long considered donating? Are there gently used personal items you would like to share or do you have a bit of time to spare? Follow your instinct. Donate today.

Peter Gray is a member of AzNA and nurse at Arizona State Hospital as well as a veteran of the U.S. Army, community advocate and an active volunteer.
New & Returning AzNA Members
June – August 2016

Anthem
Mary Diaz
Sue Kop

Apache Junction
Christina Subia

Austin, TX
Jennifer Christy

Buckeye
Sandia Long

Casa Grande
Mary Baldrige-Murphy

Cave Creek
Steven Bailor
Teresa Erickson
Nancie Tomosunas

Chandler
Michelle Antolik
Mary Bachhuber
Chong Begala
Karen Borka
Aly Baruyag
Donald Copeland
Susan Dess
Bonita Jones
Jessica Kouzoukas
Mary Quinn
Karen Swain
Julie Swift
Amy Taylor
Anne Wilson

Chino Valley
Susan Crane

Claypool
Sara Baker

Cornville
Robin Matteo

Douglas
Madalene Nieblas

Edgar
Jane Werth

Flagstaff
Susan Boehm
Susan Neder

Fort Defiance
Faith Laurence-Leslie
Georgia Valdez

Fort Mohave
Jennifer Booze
Stacye Pierce

Fountain Hills
Mary Comeau
Stephanie Streit

Gilbert
Tiffany Anderson
Keata Bhakta
Bethany Blinde
Jacquelyn Donovan
Rita Gonzales
Lynnette Khandaker
Kristina Mathena
Melitta Modesti-Aquilar
Misty Nink
Tara Olson
Caroline Parkinson
Stephanie Richards
Laura Weinbrenner

Glendale
Lisa Ballard
Sandra Gallo
Michelle Jolly
Bindu Jose
Penny Livingston
Melissa Moritz
Dana Nold

Globe
Naomi Williams

Goodyear
Jennifer Burgess
Tamara Nelson
Rachel Penning
 Toni Sharon
 Tonjua Sibley
 Van Tran

Higley
Carmen Whisenhunt

Kingman
Diana Grandstaff

Lake Havasu City
Carolyn Huang

Laveen
Erika Darby
Maureen Lay
-Sahulu Musa
Latoya Taylor

Marina
Tammy Rhein

Maricopa
Catherine Nowak
Nikki Ruggles
Audrea Watson

Mesa
Nicole Barreto
Amy Berkhout
Brian Coleman
Ronda Dooren
Pamela Gift
Christina Hanisch
Debra Herington
Amber Kool
Kelly Lapa
Ellie Larcabal
Miranda Lucero
Rebecca Milam
KendallYN Pond
Victoria Sanchez
Jonathan Teel
Karen Williams
Miriam Zerio

Mission Viejo, CA
Jonathan Brummond

Morristown
Kristina Hefner

New River
Keenan Stonebraker

Oro Valley
Judy Kornell

Panama City, FL
Joyce Durham

Paradise Valley
Elizabeth Hamann

Paying
Heike Caillau

Peeples Valley
Lonnee Wederski

Peoria
Cheryl Clemens
Lindsay Lane
Caitlin Lee
Heather Mednansky
Olivia Saverino
Beverly Steiger

Phoenix
Leena Abraham
Shauna Adkins
Tina Barney (cooler)
Tina Brucato-Day
Dena Cad
Lorena Calderon
Katherine Cleveland
Danette Fett
Briana Galas
Consuelo Grant
Susan Harrell
Britney Hoard
Monica Jeffers
Rachael Lambdin
Sarah Lane
Mikayla Lotz
Kelsa Maldonado
Karen Marsa
Karen Moskal
Katherine Nossek
Megan Peppele
Crisan Pignattiolo
Pamela Rodriguez
Kelly Scheuner
Jessica Smith
Sarah Stone
Rebecca Tolino
Lori Williams
Tasha Wood

Pinon
Velma Colbert

Prescott
Nancy Blaser
Kelly Hanson
Kimberly Wohead

Prescott Valley
Candi Carroll
Crystal Killian
Cindy Larocque
Jocelyn Senn
Rebecca Sullivan

Queen Creek
William Amistad, Jr.
Sarah Martin

Safford
Roberta Boon

Sahuarita
Heather Sullivan

San Tan Valley
Valerie Weaver

Scottsdale
Tami Biggs
Denise Bigg
Cathy Farrar
Samantha Hapitas
Anna Hershkowitz
April Hullinger
Pamela Perry
Krista Perry
Tamera Querrey
Lori Rivera
Mara Scaramella
Karen Willfaht
Kim Williams
Catherine Yows

Sedona
Anita Parker
Andria Pizzato

Somerton
Beverly Bryant

Sun City
Katie Myers

Surprise
Katie Allen
Kristi Ford
Arlie Lowrie
Robert Murphy
Christy Richards

Tempe
Ayan Ismail
Karen Midkiff
Carly Robertson

Tucson
Wendy Bitselley
Robin Brown
Verna Cotton
Mary Fuller-Fougerousse
Miriam Gonzalez Del Bosque
Rebecca Hegarty
Renee Hultz-Brown
Elizabeth Keesler
Carolyn Leiby
Darryl Lundeen
Connie Miller
Gina Montano
Sabrina Palacios
Victoria Konstadt
Dawn Shoemaker
Michele Soliz
Katie Straw
Carla Transue
Sharon Van Vleck
Stefanie Walker-Leu
Karen Warnack

Vail
Dominique Krebs
Angelica Lentner

Waddell
Rose Adeniji
Evelyn Pillor

Yuma
Amanda Beaumont
Juliana Figueroa

Advance your career as an Acute Care NP
Adult Gerontology Acute Care Nurse Practitioner (AGACNP) Programs offered
eonline in Summer Experiences in Greeley, Colorado:
• Post-Master's Certificate
• Nursing Master of Science with AGACNP emphasis
• AGACNP, Post-Bachelor's with AGACNP emphasis

Sage Memorial Hospital is located in Northeastern Arizona, Ganado, Arizona
For more information contact: Ernesta McIntosh, RN, BSN, IDON,
928-755-4601, ernesta.mcintosh@sagememorial.com
Applications available at http://sagememorial.com/careers/
Submit applications to the Human Resources Department,
Fax: 928-755-4699, hr@sagememorial.com
Arizona City
Bessie Burk

Casa Grande
Jessica Nix
Arly Regoso

Chandler
Christina Cabrera
Marissa Chase
Carole Garrett
Wairimu Kungu

Clifton
Laura Dorrell

Cottonwood
Dibor Roberts

Flagstaff
Kahlia Atherton

Florence
Angela Ortega

For Mohave
Jacquelleine Chiesa

Gilbert
Sheila Jackson
Joseph Rekha

Courtney Roach
Andrea Smith

Glendale
Summer O'Connor

Goodyear
Heather Przybyl
Jeff Zakaras

Kingman
Colene Reed

Las Cruces, NM
Sarah Richardson

Litchfield Park
Robin Carr
Lori Kay Liberator

Mesa
Carol Johnson
Keegan Lacy

Ontario, OR
Annette Marlar

Oro Valley
Sharon Hudson

Peoria
Geneal Knudsen
Vanessa Luna
Jennifer Yogurtian

Phoenix
Vanessa Bates
Kelly Cain
Charlotte Igo
Natalie Marquez
Geri Martin
Patricia Maybee
Brandi Minor
Elizabeth Pawelski
Deborah Thelwell
Samantha Woolsey
Jayne Word

Prescott Valley
Deb Godin

Quartzsite
Elizabeth Klein

Show Low
Samantha Hyland

Sierra Vista
Tabatha Kiser
Lesley Reed

Spring, TX
Candice DiIorio

Surprise
Susan Larson
Christina Munday

Tempe
Roberta Child
Kristen Magner
Debra Ward Lund

Thatcher
Leslie Garwood

Tolleson
Chris Azode

Tucson
Margaret Horton-Beshares
Tami Medlen
Marcia Rogers
Sylvia Schick Young
Patty Wilger

Vail
Erika Gudrey

Yuma
Nicolette Greek
Lisa Ling

Because of AzNA nurses can say YES
YES there is a strong state-wide voice for nursing
YES nurses influence laws, rules and Scope of Practice
YES collaboration on the local and national level
YES promotion of a healthy Arizona
YES nationally accredited continuing education
YES nurses have access to mentors and role models

 Arizona Nurses ASSOCIATION

Be comfortable at work!
The perfect scrub pant for those who live in yoga pants.
Yoga scrub pants by MC² are so comfortable you’ll need a pair for home and for work. They have the same EZ-FLEX fabric you’ve come to love from the rest of Med Couture’s line, with the added comfort of a knit waistband. Front side pockets, double cargo pockets and an extra accessory pocket mean these pants aren’t just stylish, they’re highly functional.

Try a pair today!
Available now at

www.aznurse.org

Summit Healthcare Regional Medical Center
Trusted to Deliver Exceptional, Compassionate care close to home

Come to Arizona’s cool, beautiful White Mountains where the quality of life soars as high as the tall pines! Sign on bonus / Relocation Assistance / Excellent Benefits / 403(b) Retirement / Tuition Reimbursement

RN opportunities in:
- Emergency Dept.
- Med Surg
- Surgery
- ICU
- Float
- Labor & Delivery
- Post Partum
- Cath Lab
- Wound Care
- RN Case Manager
- Supervisor
- RN Chemotherapy

To learn more about our Career opportunities visit www.summithealthcare.net or call to speak with the Nurse Recruiter, Stevie Burnside at 928-537-6367
e-mail sburnside@summithealthcare.net

Summit Healthcare has a CMS 4 star rating, an employee satisfaction score of 99% and was voted the number one employer in the White Mountains!
Quick Guide to Nursing Practice

As a professional nurse, you will face many challenges throughout your career. These challenges will test your ability to influence and direct the practice of nursing. The Quick Guide to Nursing Practice provides information and resources to assist you in successfully overcoming the predictable (and sometimes unpredictable) challenges to your professional nursing practice.

$5 each  www.aznurse.org
Call 480.831.0404 for discounts on large orders.

<table>
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<th>Essential Information</th>
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<td>First Name/MI/Last Name</td>
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<td>City/State/Zip</td>
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<td>Professional Information</td>
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<td>Employer</td>
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<td>Type of Work Setting (eg: hospital)</td>
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<td>Practice Area (eg: pediatric)</td>
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<th>Ways to Pay</th>
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<td>Credit Card: Attach credit card and complete the credit card application for your first month.</td>
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<td>Annual Payment</td>
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<td>$5 each <a href="http://www.aznurse.org">www.aznurse.org</a></td>
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<td>Call 480.831.0404 for discounts on large orders.</td>
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What it means to be Blue
At Blue Cross Blue Shield of Arizona (BCBSAZ), we seek only the most talented individuals to join our growing company. Our continued success is reflected in our corporate values of keeping our promises, doing the right thing and treating others the way we want to be treated.

We’re invested in your career
This shared vision and mindset have created a corporate culture where hard work is recognized, personal development is actively supported, and innovation and success thrive. Join us and be rewarded with outstanding benefits including generous PTO and a 401(k) with company match.

Behavioral Health Clinical Review RN or LCSW Care Manager RN
Clinical Review RN
Federal Employee Program – Clinical Review RN
Federal Employee BCE Clinical Review RN
Manager of Care Management RN
www.bcbsaz.com/careers

Quick Guide to ANA Membership Activation Form

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<td>Check preference:  □ Home  □ Work</td>
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<td>Email address</td>
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<td>Current Employment Status (eg: full-time nurse)</td>
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<td>Current Position Title (eg: staff nurse)</td>
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Required: What is your primary role in nursing? (position description?)

Clinical Nurse Staff Nurse
Nurse Manager/Nurse Executive (including Director/CMO)
Nurse Educator or Professor
Not currently working in nursing
Advanced Practice Registered Nurse (NP, CNS, CRNA)
Other nursing position

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<tr>
<th>Membership Dues</th>
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<tr>
<td>Joint Membership</td>
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<td>Monthly = $24.67 OR Annual = $290</td>
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<td>New Graduate</td>
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<td>Monthly = $12.59 OR Annual = $145</td>
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Additional American Nurses Foundation Contributions (optional)… $ |

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For assistance with your membership activation form, contact ANA’s Membership Services Department at (800) 922-7709 or online at memberservices.ana.org

Opportunities for Experienced RNs
Prescott, Arizona
The Life You Work to Live

If you’re ready to reap the rewards of all you’ve achieved, think about this:

Yavapai Regional Medical Center in Prescott, Arizona is the largest non-profit health care system in the region, with the talent, technology and advanced approaches to medicine you’re accustomed to.

Right now, we have openings for RNs in Critical Care, Emergency, Family Birthing/ICU, Med/Surg/Telemetry, Pediatrics, and Surgical Services. You’ll work with highly skilled and dedicated clinical teams that are second to none.

Our mile-high elevation offers four seasons, nearly year-round sunshine and all the amenities of a major city without all the traffic and clutter. That’s not hype. It’s for real.

Yavapai Regional Medical Center
Visit us online at www.MyCareerAtYRMC.org

SCRUBS
NOT
STRIPES

We’d rather wear scrubs.
SO WE STAY COMPLIANT.

Click here to join ANA at www.JoinANA.org

Mail abstracts to Customer Service & Member Services Department
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Phoenix, Arizona 85037

Phone: (602) 990-1793
Fax: (602) 990-1793

Complete Hospice Care of Phoenix
completehospice.com (602) 900-1793
AzNA Mourns the Passing of Senator Carolyn Allen, a Nurse-Advocate Extraordinare

During her first year (2003) as Chair of the Senate Health Committee, Senator Allen demonstrated an interest in understanding healthcare issues from a broad perspective. When she believed in a bill, she fought for it. In 2003 her work in the Senate was instrumental in achieving passage of SB1178 – AzNA’s Patient Protection Bill. In subsequent years she championed patient safety. Her support for SB1100, Nurse Practitioners; Authority in 2007 helped pave the way for a bill which was declared, by the American College of Nurse Practitioners, as a “legislative miracle.”

In 2004, Senator Allen was presented with the AZNA Healthcare Champion Award. This award is given to a person “instrumental in forwarding the AZNA legislative agenda.” Senator Allen was a true friend of nursing and will be missed.

IN MEMORIUM
AzNA Member Andie Denious passed away peacefully in her home on September 18, 2016, with her loving family by her side. Andie held a master’s degree in nursing administration and worked as the manager of the state’s immunization program at the Arizona Department of Health Services. After her retirement, she remained active, continuing to work part time for the Department and The Arizona Partnership for Immunization. Andie was an active member in AzNA. She served on the AzNA Board of Directors and as a CE reviewer for many years. Those who knew Andie all describe her similarly - warm, giving, gracious, smart, and classy. She was a modern woman who equally relished her roles as wife, mother, grandmother, and health professional. She ‘kept up with the times,’ always dialed in to the latest innovations in technology, and owning the latest version of the iPhone. A non-denominational celebration of life will be held for family and friends at a later date. In lieu of flowers, donations can be made to The Arizona Partnership for Immunization, 700 East Jefferson Street, Suite 100, Phoenix, AZ 85034.
Milk is nutrient-rich, with nine essential nutrients. It is the #1 food source of three of the four nutrients the 2010 Dietary Guidelines for Americans (DGA) identify as falling short in the diets of both children and adults – calcium, potassium and vitamin D.

Motivate parents to be role models. Parents are important influences on children’s behavior, including eating right and being physically active. So encourage them to eat fruits and vegetables and drink milk. Their actions speak louder than words.

The DGA recommends low-fat or fat-free milk and milk products daily
- 3 cups for 9 years or older
- 2 1/2 cups for 4-8 year olds
- 2 cups for 2-3 year olds

By the age of 4 children do not consume the recommended number of servings from the Dairy Group.

www.arizonamilk.org