President’s Column

Effective communication. Productive collaboration. Meaningful change.

Anna Mackevicius, BSN RN PMP

After President Anderson passed the gavel to me (literally) as the new President of the Nebraska Nurses Association (NNA) on October 1, I found myself reflecting on the changes that have occurred in our organization during the last 5 years. Change is rarely easy; yet it is inevitable. Sometimes you can see change coming, allowing time to plan and manage the process. Sometimes change hits you in the face. My view: change is good as new ideas and perspectives force us to evolve. Sometimes change hits you in the face. My view: change is good as new ideas and perspectives force us to evolve. Sometimes change hits you in the face. My view: change is good as new ideas and perspectives force us to evolve. Sometimes change hits you in the face. My view: change is good as new ideas and perspectives force us to evolve.

President Anderson has been very diligent in communicating, to NNA membership and American Nurses Association (ANA) leadership, the changes at NNA. ANA leadership is supportive of our changes and wants NNA to be successful. The work continues as we evaluate the changes in our Governance structure. I will ask our Board of Directors and Committees to evaluate these critical issue, however, there are two changes that I see as needing evaluation:

- Committee structure – We redesigned our standing committees and implemented the structure about 2 years ago. Each committee needs to be evaluated to see if the committee’s purpose, goals, and membership structure are meeting the needs of the Association. Major changes will require Bylaws updates, of course. But that is one part of the process, right?
- Annual Membership Meeting format – Our inaugural meeting was held on October 1. The meeting was productive and informative. The meeting was not as formal (for lack of a better word) as previous years, having moved from the formal structure of a House of Delegates. I am curious to hear from those attending what aspects could be improved. Please send me your thoughts at NNAPresident@NebraskaNurses.org or call/text me at 402.594.4296.

If NNA is to remain relevant, the following needs to happen:

- Increase membership – I specifically want to see an increase in NNA membership of direct care RNs; they are the backbone. We do not have enough direct care RNs represented in NNA and, as a result, we are not as strong as we could be. The value pricing pilot will help us achieve a larger membership. You will hear more on the pilot in March - May 2017.
- Increase membership engagement – there are many ways to increase engagement and NNA visibility, such as locally hosted continuing education, social events, etc. NNA has vehicles to use – Mutual Interest Group structure, Healthy Nurse-Healthy Nation campaign - to name a few. What are your interests?
- Expanded collaboration – NNA has increased its collaborative efforts in the past several years. There is more to come, not just on the legislative horizon, but also in professional nursing continuing education.

The Board of Directors will meet for the first time in January and include new officers, President Elect and Treasurer. We will be joined by the Chairs of our Committees, Nursing Professional Development (NPDC), Governance, Finance, and Membership (GFMC), and Legislative Advocacy and Representation (LARC). Our agenda will include approval of the 2017 budget, review of the NNA Strategic Plan, and setting the calendar of events. Speaking of events, mark your calendars for:

- February 9, 2017 – 2017 Nurses Day at the Legislature, make plans now to attend this event on at the Cornhusker Marriott Ballroom in Lincoln.
- October 4-6, 2017 – “Nebraska Nurses Standing on Common Ground,” don’t miss NNA and NNP joint Convention, Younes Conference Center, Kearney.

Thank you for all your support; I am looking forward to continuing NNA’s evolution. Effective communication. Productive collaboration. Meaningful change.

Happy 110th Birthday, NNA!

Read about the history of NNA on page 6
This issue of the Nebraska Nurse highlights the achievements of NNA members over the past year, and in the case of our two Hall of Fame Inductees, a lifetime. It was a great experience during the award selection process to learn more about the contributions of these NNA members to the nursing profession. The 2016 NNA Convention and Annual Meeting provided an excellent opportunity to celebrate with these award winners in person, and to meet NNA members and students from across the state. During convention we learned about safe staffing, workplace violence, transitioning to professional practice, and many other timely and interesting topics. The convention was made possible by the generous support of our sponsors and exhibitors who are highlighted in this issue. My key take-away from Convention was that no matter what challenges we face, Nebraska Nurses have the ability to overcome them.

Looking ahead to 2017, the focus of the Nebraska Nurses Association will be to connect and engage with our current members and to share the opportunity of membership with non-members. Benefits of membership for NNA/ANA members include discounts on insurance products useful in practice and daily life. Mercer professional liability insurance has been a long-time partner of NNA and ANA. Nationwide now offers NNA and ANA members auto insurance at an additional 5% savings from the best available rate. Members will receive an extra 5% discount from Anchor Health Administrators for long term care insurance, AND this offer extends to the member’s immediate family! Special Term Life for long term care insurance, AND this offer extends every March, June, September and December. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

Continuing Education and Leadership:

- Members receive deeply discounted rates on ANCC certification tests and review courses.
- The ANA continuing education library contains several hours of free continuing education as well as discounted rates for members on every course.
- For those members wishing to hone their leadership skills and take their practice to the next level the ANA Leadership Institute offers the necessary tools. The Leadership Institute offers courses on a wide variety of leadership topics including: Diversity, Innovation & the Triple Aim, and Managing Change.

NNA is also working to create new ways to get to know and engage with our current members. Watch for information about Mutual Interest Group (MIG) activities in your geographic or practice area. In 2016 these groups hosted wonderful activities that provided valuable networking opportunities for members. I can’t wait to see what great ideas our MIGs come up with for 2017. Current NNA members also please watch your email for information about how to log-in and cast your ballot in NNA’s 2016 election of officers and committee members. Please remember that most of our communication about events and opportunities is shared through email. Check to see that we have your preferred email on record.

The mission of the Nebraska Nurses Association is advancing our profession to improve health for all. The vision of the Nebraska Nurses Association is to be a proactive voice for nurses and an advocate for improved health for all.

Questions about stories in the Nebraska Nurse? Contact: NNA.

Questions about the Nebraska Nurses Association and your receipt of it does not mean you are automatically a member. Your membership in support of this work is encouraged; please visit www.nebraskanurses.org.

Writer’s Guidelines:

- Any topic related to nursing will be considered for publication in the Nebraska Nurse.
- Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members.
- Photos are welcome, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.
- Submitted material is due by the 12th of the month in January, April, July and October of each year.
- You may submit your material in the following ways: Prepare as a Word document and attach it to an e-mail sent to admin@nebraskanurses.org.
- NNA’s Official Publication:
- For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626–4081, sales@aldpub.com. NNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement. Acceptance of advertising does not imply endorsement or approval by the Nebraska Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. NNA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser’s product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of NNA or those of the national or local associations.

This newsletter is a service of the Nebraska Nurses Association and your receipt of it does not mean you are automatically a member. Your membership in support of this work is encouraged; please visit www.nebraskanurses.org.
2016 NNA Annual Awards Banquet

Congratulations to this year’s NNA Award winners!

NNA Annual Student Nurse Scholarship
Emily Fink
Nicole Buse

NNA Distinguished Service Award
Linda Stones RN, BSN, MS

NNA Excellence in Direct Patient Care
Connie Morrill BSN, RN

NNA Extraordinary Achievement in Nursing Award
Teresa Anderson EdD,MSN, RNC-OB, NE-BC

NNA Notable New Nurse Award
Destry Schmehl BSN, RN

NNA Outstanding Nurse Educator Award
Linda Hardy PhD, RN, CNE, CTN-A

NNA Hall of Fame Award
Joan McVay, RN, EdD
Rosalee C. Yeaworth PhD, MSN

Emily Fink, NNA Annual Student Nurse Scholarship
Linda Stones, NNA Distinguished Service Award
Connie Morrill, NNA Excellence in Direct Patient Care

Teresa Anderson, NNA Extraordinary Achievement in Nursing Award
Rosalee C. Yeaworth, NNA Hall of Fame Award
Linda Hardy, NNA Outstanding Nurse Educator Award
Joan McVay, NNA Hall of Fame Award
Nurses Association Announces 2016 Award Winners and Honorees

Kearney, NE – The Nebraska Nurses Association (NNA), honored 5 nurses with well deserved recognition and praise for expertise in their respected categories. All of these award nominations were submitted by peers and we at the NNA continually seek award nominations on our website www.nebraskanurses.org

NNA Notable New Nurse Award

This award focuses on outstanding achievement in nursing by an RN practicing for five years or less since graduation from an entry level Registered Nursing program.

NNA Notable New Nurse Award - Destiny Schmehl BSN, RN

Destiny is a new nurse, but she’s not new to nursing or the medical field. She has brought years of medical experience as a CNA in many areas of the medical field. She has done long-term care, home health, acute and long-term rehabilitation and pediatrics. She has brought to her nursing career an understanding of the patient as a person and not just a medical condition. She makes a point to try and make a connection with the patient as person as well as caring for them as a nurse. She is always willing to take on a difficult patient, be it their medical condition or their personality. She’s always looking for and researching new things such as conditions, treatments and medications as she comes across them. Being personable with your patient is something that cannot be taught, but something within you. Destiny is known as a nurse who is both personable and professional and always looking at things from her patient’s perspective.

NNA Outstanding Nurse Educator Award

This award focuses on achievement by a nurse whose primary role is as an educator. The nominee must be directly involved in patient education, nursing education, continuing education or staff development. The award recognizes innovation and expertise in the educator role.

NNA Outstanding Nurse Educator Award - Linda Hardy PhD, RN, CNE, CTN-A

Linda is a confident, highly motivated, experienced professor. She teaches her students with respect. She says “we are colleagues.” She is easily approachable and maintains an open door for students. Linda provides an excellent work environment that potentiates learning. She teaches with enthusiasm and encourages all to do their best work. Linda is the reason her students are motivated to become nurses. She has brought an understanding of the patient as a person and not just a medical condition to the classroom.

NNA Distinguished Service Award

This award focuses on the nominee’s service to the NNA at the district or state level over the past year.

NNA Distinguished Service Award - Linda Stones RN, BSN, MS

Linda is a dynamic capacity for supporting the profession of nursing through her vast engagements in professional organizations and within the community. All of this involves a great deal of time and commitment; she possesses a strong skill for developing trusting relationships with whomever she meets. Over the past year Linda has worked tirelessly to revitalize the NNA-PAC, as well as serving as chair of the Legislative, Advocacy, and Representation Committee (LARC). Both of these endeavors have required a considerable amount of time, and Linda has done excellent work. Linda worked to develop bylaws for the NNA-PAC as well as recruiting volunteers for the initial Board of Directors.

NNA Excellence in Direct Patient Care

This award focuses on the nominee’s service to the community or involvement in legislation and advocacy of health practices in Nebraska.

Linda also serves as chair of the Legislative, Advocacy, and Representation committee. As chair she moderates the weekly discussion regarding each bill introduced in the Nebraska Legislature during the session. Linda also coordinates testimony for priority bills and 407 hearings. This has been a very busy year for this committee with 2 active 407 reviews, and four priority bills. Linda’s tireless leadership is helping the NNA to increase our presence in the Nebraska Legislature and regulatory efforts. NNA is now seen as a key player in setting health care policy in Nebraska, and Linda has been a driving force behind these efforts. NNA Board and has rarely missed a meeting, traveling to all corners of the state. Linda is a true leader and role model for other nurses to follow.

NNA Excellence in Direct Patient Care - Connie Morrill BSN, RN

You would be hard pressed to find a nurse who genuinely cares for her patients more than Connie does. Her patient’s rave about the care she gives which is recognized by the amount of “STARS” she has on her badge. Patients have asked if, when admitted, the patient can have her as a nurse again because she was attentive, kind, caring, and just fun to be around. She thinks quickly on her feet and her patients know they are always in good hands with her around.

Connie has been a nurse for just a few years, but in that time she has exceeded to become a strong and trusted resource at the bedside for the nurses around her. As a charge nurse, she was preceptor and excellent practitioner at Regional West Medical Center, she openly shares her clinical knowledge and expertise with new nurses and the team. Others know that they can count on her. During a recent Nurses’ Week event, every young nurse around the table shared a story of how Connie had personally assisted them with a patient, been a preceptor, or offered assistance. Even as a new nurse Connie volunteered to serve on a hospital council, sharing her voice, assisting in decision-making, and volunteering to be the secretary for the group.

Connie’s bright smile is a comfort to her patients and her team, and she is calm and methodical in times of crisis, using outstanding nursing judgment and critical thinking skills. Connie is a positive role model for other nurses to follow.

NNA Excellence in Direct Patient Care - Linda Schmehl BSN, RN

Connie has been a nurse for just a few years, but in that time she has exceeded to become a strong and trusted resource at the bedside for the nurses around her. As a charge nurse, she was preceptor and excellent practitioner at Regional West Medical Center, she openly shares her clinical knowledge and expertise with new nurses and the team. Others know that they can count on her. During a recent Nurses’ Week event, every young nurse around the table shared a story of how Connie had personally assisted them with a patient, been a preceptor, or offered assistance. Even as a new nurse Connie volunteered to serve on a hospital council, sharing her voice, assisting in decision-making, and volunteering to be the secretary for the group.

Connie’s bright smile is a comfort to her patients and her team, and she is calm and methodical in times of crisis, using outstanding nursing judgment and critical thinking skills. Connie is a positive role model for other nurses to follow.

NNA Excellence in Direct Patient Care - Destiny Schmehl BSN, RN

Connie has been a nurse for just a few years, but in that time she has exceeded to become a strong and trusted resource at the bedside for the nurses around her. As a charge nurse, she was preceptor and excellent practitioner at Regional West Medical Center, she openly shares her clinical knowledge and expertise with new nurses and the team. Others know that they can count on her. During a recent Nurses’ Week event, every young nurse around the table shared a story of how Connie had personally assisted them with a patient, been a preceptor, or offered assistance. Even as a new nurse Connie volunteered to serve on a hospital council, sharing her voice, assisting in decision-making, and volunteering to be the secretary for the group.

Connie’s bright smile is a comfort to her patients and her team, and she is calm and methodical in times of crisis, using outstanding nursing judgment and critical thinking skills. Connie is a positive role model for other nurses to follow.
NNA Extraordinary Achievement in Nursing Award

This award focuses on achievement in nursing over a cumulative number of years. There must be evidence of significant contributions to nursing at the local, state or national level.

NNA Extraordinary Achievement in Nursing Award - Teresa Anderson EdD, MSN, RNC-OB, NE-BC

Terry has diligently served the nursing profession for 33 years. She has worked as a staff nurse, in formal academic education, staff development, nursing leadership, and now works as a Magnet Consultant for the American Nurses Association. Over the last 5 years Terry has served the Nebraska Nurses Association as President-Elect and President.

Terry has worked to bring about a radical transformation to the Nebraska Nurses Association. She has followed the principles of ANA’s Race to Relevance to oversee a transition of governance structure. This work included streamlining the NNA Committee and volunteer structure, piloting and then adopting the dissolution of districts, and joining the Midwest Multi-State Division. This work has balanced the NNA budget, increased the financial reserve, and facilitated a nearly 20% growth in membership. These are the measurable outcomes of literally thousands of hours of volunteer work.

Some of the activities that have contributed to successful outcomes have been speaking to student nurses and nurse resident programs, and undertaking a Nurse’s Week Tour for the last three years. In 2016 alone Terry, along with others, spoke with over 1000 Nebraska Nurses in towns from Omaha to Scottsbluff. Terry has worked energetically to recruit new members and volunteers and serves as a tireless advocate for NNA.

Another of Terry’s contributions to the Nebraska Nurses Association has been to revitalize the Nebraska Nurses Foundation (NNF). This work included moving funding from the Nebraska Community Foundation into the newly incorporated NNF. She helped to recruit and seat the inaugural Board of Directors and has worked to support this group throughout 2016. In addition to the awarding of an increased number of scholarships to NNA members the NNF is also working to develop a practice grant program available to nurses in Nebraska.

Terry has lived the definition of a transformational leader during her career in nursing, both as a Magnet Consultant and through NNA leadership. She has made an incredible impact on nursing in Nebraska and nationally. Terry’s efforts and results for NNA have been recognized by ANA leadership. In a recent telephone conversation with Pam Cipriano, ANA President, President Cipriano commented on the growth and change in Nebraska and noted that Terry’s leadership was instrumental in this positive change. Her vision and efforts have resulted in changes in NNA’s governance structure and productive participation in the MW-MSD, as well as her tireless effort to advocate for NNA at the ANA level, has positioned NNA well for the future.

2016 Nebraska Nursing Hall of Fame Awardees Chosen

Kearney, NE - The Nebraska Nurses Association has chosen two recipients for the Nebraska Nursing Hall of Fame Award. This award recognizes outstanding nursing leaders who have demonstrated excellence through sustained, lifelong contributions to the field of nursing and its impact on the health and social history of Nebraska. The Nebraska Nursing Hall of Fame is established to honor those nurses who through their work, scholarship and accomplishments have brought honor and fame to the profession of nursing and the State of Nebraska.

Joan McVay RN, EdD –

Dr. McVay was instrumental in the transition of nursing education in Scottsbluff and the Nebraska panhandle from the diploma to baccalaureate program, setting the stage for graduate level education later. She was a major contributor to nursing research that helped to define and expand the clinical specialist role in nursing. As chair of the ANA Interim Certification Board she guided the work that laid the foundation for the certification of nurses throughout the U.S. in medical nursing.

Rosalee C. Yeaworth PhD, MSN –

As Dean of the UNMC College of Nursing, Dr. Yeaworth maintained the Lincoln Division, expanded to Kearney and Scottsbluff campuses, elevated faculty preparation to the masters and doctoral level, and was instrumental in establishing the first nurse practitioner program in the state. As Dean Emeritus she has been a ceaseless advocate for care of the elderly, expansion of scope of practice for RNs in assisted living, and an active parish nurse.

Save the Date:
Nurses Day at the Nebraska Legislature
February 9, 2017
Register Early—Space Limited
Registration begins in January!

Stay informed from coast to coast!
Access over 600 issues of official state nurses publications, to make your research easier.
Search job listings in all 50 states.
Stay up-to-date with events for nursing professionals.

www.nursingALD.com

ONLINE PROGRAMS
TO ADVANCE YOUR NURSING CAREER

Our entire focus at Nebraska Methodist College is on educating you for professional success.
New in 2017! Ed.D. in Education & Leadership in Healthcare
A perfect fit for nursing professionals. No dissertation necessary!

RN to BSN | RN to MSN | MSN | DNP | Ed.D.
Call 402.354.7200 or methodistcollege.edu/onna
Preparing for the Next Session

Linda Stones, Chair of the Legislative Advocacy and Representation Committee

The 2017 Legislative Session starts on January 4th and will run until June 2nd. This session is considered a long session and will be 90 days of legislative activity. The LARC (Legislative Advocacy and Representation Committee) will be very busy this session. We anticipate over 600 bills to be introduced prior to the February 18th bill introduction deadline.

The members of LARC are responsible for reviewing all the bills introduced during this session, identifying those that are of interest to Nebraska Nurses and, using the NNA Legislative Platform, deciding on a position to take on the bill. Once a decision is made to support, oppose or take a neutral position on a bill, then the members of the committee must develop and organize testimony for the bill. While we have an absolutely wonderful lobbyist, Don Wesely, the Senators want to hear directly from nurses. Therefore, we do everything in our power to find a member of our Committee or other nurses to testify at the hearing. Nurses are the #1 most trusted profession and as such, provide powerful testimony.

During the 2017 legislative session we anticipate bills that will affect the practice of Surgical Technologists, Dialysis Care Technicians, and LPNs. We also believe that there will be a bill introduced that will change regulations for Assisted Living Facilities which may allow RNs to utilize their scope of practice in these facilities. We also anticipate legislation on immunizations, particularly meningitis. If you have an interest in any of these topic areas, we would love to hear from you. You can provide us with information on a topic or we can assist you in preparing or providing testimony. Any citizen has the right to testify at a hearing and we are very interested in getting more nurses involved. So if you would like to be more engaged in the legislative process and/or have a passion for one of these topic areas, please contact us at larc@nebraskanurses.org.

The LARC members who will be active during the 2017 sessions include: Linda Stones, Lorie Kelly-Norton, Anne Obermiller, Terri Mitchell, and Joan Nelson. We hope to have a full slate of 10 members once the 2016 NNA elections are complete. In December, following the NNA elections results, a session will be held to orient new committee members to the operations of the LARC. This will prepare them for the intense work that will begin January 4th. As always, we will publish a bill tracker on the NNA website to inform the Nebraska Nurses on bills that might interest nurses in our state.

SAVE THE DATE!

On February 9th, we will be holding our annual Nurses Day at the Legislature event. Please save the date and plan to attend. Registration will open in January. Space is limited so register early.

Progressive Care with Compassion

Join our Team!

RN and LPN Positions

New grads are encouraged to apply.

Apply by mail or online. VCHS is an EOE/Verify.

Valley County Health System

NORTON COUNTY HOSPITAL is offering sign-on bonuses for several positions!

NCH

RN (Full Time & Part Time)

Opportunities include: evening, night, recovery, and acute care.

LPN positions available in acute care

APRN/PA for new Transitional Care Manager position

NCH offers competitive salaries with benefits including paid vacation, sick leave, holiday, shift differential, CE, health insurance, life insurance, disability and a 401K retirement.

For more information or to apply, please contact:

Gwen Loyd, Director of Nursing, gloyd@ntcohosp.com

Norton County Hospital, P.O. Box 250, Norton, Kansas 67654 | 785-877-3351 | ntcohosp.com

Happy 110th Birthday, NNA!!!

Lois Linden, EdD, RN

November 30, 1906 marked the first meeting of Graduate Nurses of Nebraska which evolved into the Nebraska Nurses Association. This was an appropriate name for the newly formed organization since the first Nebraska RN license wasn’t issued until 1910! Later the organization was known as the Nebraska State Nurses Association (N.S.N.A) and the newsletter was published as the Nebraska State Nurses’ Association Bulletin, a forerunner to the Nebraska Nurse.

In 1916 the 10th Annual meeting was held at the Fontenelle Hotel and Methodist Hospital in Omaha. Early in NNA convention history, hotel pricing listed Single room without bath, $1.50 with bath, $2.50 (date unknown). The 1927 convention theme was “Forward March to Lincoln, Nebraska.” During 1942 the front page of the Nebraska Nurse pictured RNs caring for children with polio in an iron lung.

The 50th anniversary of NNA in 1956 featured the theme “Five Decades of Service: Golden Opportunities for Professional Unity” and the 70th anniversary celebrated the American Bicentennial by Districts and nursing affiliate organizations creating a quilt “Nurses Care.” The 1990 convention theme was “Realities of Clinical Practice” and the 100th Anniversary of NNA was celebrated with a gala in 2006.

During the 2016 NNA Convention held in Norfolk, NE September 30 and October 1, no hats or gloves were worn by the attendees as was evident in convention photos from the 1950s. However, many advocacy issues have been brought to the Nebraska Unicameral throughout the years as noted in the 100th Anniversary Calendar citing “scope of practice, safe staffing, nursing workforce development, overtime pay and access to care.” Over the decades NNA’s influence was also revealed as the “Unified voice for all Nebraska RN’s” with such newspaper headlines as “Nurses Urge Action” and “State Nurses Ask Fairness of Employees.”

As NNA has changed through the years, 2016 was no exception with the Annual Membership Meeting transitioning from the House of Delegates model, with Delegates elected by Districts. NNA governance restructuring also fostered the inaugural One Member-One Vote ballot electronically available to all members in November, 110 years after the founding of the organization. As Terry Anderson completed her last official act as NNA President by installing Anna Mackevicus as the 46th NNA President, we are reminded of Terry’s email salutation “Proud to be a Nebraska Nurse!”

Content from the NNA 100th Anniversary Calendar

INSIDE THE NNA

December 2016, January, February 2017

Page 6 • Nebraska Nurse
Being Politically Active: Every Nurse has a Role to Play

Linda Stones, Chair of the NNA Political Action Committee

“Nursing is the protection, promotion and optimization of health and abilities, prevention of illness and injury, facilitation of healing, alleviation of suffering through the diagnosis and treatment of human response, and advocacy in the care of individuals, families, groups, communities, and populations.” (ANA Nursing Scope of Practice and Standards of Professional Nursing Practice.)

Being a great nurse at the bedside of your patient is just one part of your role and responsibility as a nurse. Your responsibility extends well beyond the bedside. As a professional nurse, you have an obligation and responsibility for advocacy. As the ANA definition is reviewed, our responsibility as nurses extends to groups, communities and populations. So as you contemplate what that means to you, consider some of these thoughts.

Healthcare needs to be changed. The costs of healthcare are escalating at a rate that this country can’t sustain. As a nurse you see daily the gaps in our systems. You see patients readmitted because they can’t afford their prescription medications. You see tests being re-ordered as it is easier to re-do the test then to try to get the results from a non-network provider. Nurses understand the healthcare system, the things that are working well, the things that we have to do daily that add little value, and the things that could dramatically improve the system. We understand what knowledge and skills are needed to care for patients.

It is OUR responsibility to talk to the people who make policies to find better ways to do the work and reduce the costs. So here is a checklist of responsibilities that you have:

1. Vote. You need to understand the candidates’ position on issues and vote for the candidate who can represent you, your profession and your community. Hopefully you accessed the NNA PAC website to review questionnaires completed by each candidate.
2. Once the voting is complete, schedule time to meet with your Senator. Most of the Senators have not worked in Healthcare. They need experts to help them understand the complex issues. Take 10 or 15 minutes to introduce yourself, share your ideas or concerns related to healthcare and make yourself available to be a resource to the Senator as issues come up. You don’t have to have all the answers but can connect them with resources that can get them the answers they are looking for.
3. Be engaged in the process. In 2017, a new election period will start. Learn about the candidates and be politically active by campaigning for the candidate that will serve you and your community well, including the nursing community.
4. Donate to the NNA PAC so that we can help provide financial support to the candidates that support nurses and nursing issues.
5. Monitor your representative’s activity on legislation that is important to you and to nurses. Recognize them with a thank you note for their service or schedule a meeting to share your concerns if they don’t support issues important to you.
6. Most important of all be involved. It is your duty and obligation!

NNA-PAC Activity

Linda Stones, Chair of the NNA Political Action Committee

The NNA PAC has endorsed four Senators during the 2016 Election and provided financial support for their campaigns. Senator Sue Crawford, Senator Al Davis, Senator Sara Howard and Senator Dan Watermeier. We are hopeful that by this publication, all four are returning to serve in the Nebraska Legislature.

Participants enjoying the NNA-PAC Wine Tasting Event

The NNA PAC continues fund raising efforts so that we can continue to endorse candidates. Prior to the start of the NNA Annual meeting, the NNA PAC held an event to earn funds to support candidates friendly to nurses. It was a successful event that will assist us in helping candidates in the 2017 elections. A big THANK YOU goes out to Kari Wade, Treasurer for the PAC, for organizing this event. If you are interested in donating to the NNA PAC, there is a donation button on our website: http://nna-site-vm.com/paper/NNA-PAC. Click on the Donate Now button. Anyone interested in being involved in the NNA PAC can contact us at NNA-PAC@Nebraskanurses.org

Now Hiring

Sign-on bonus may be available!

• Step Down Unit • ICU • Med/Surg • ER

McAlester Regional HEALTH CENTER

www.mrhcok.com

McAlester Regional HEALTH CENTER

Visit our website for more information
1 Clark Bass Blvd • McAlester, OK 74501 • (918) 426-1800

Mrhcrecruiter@mrhcok.com

or email resume to Mrhcrecruiter@mrhcok.com

Discover a great place to live and work, in the Black Hills of South Dakota

Regional Health includes Rapid City Regional Hospital which has achieved Magnet Recognition® from the American Nurses Credentialing Center, the highest honor a health care organization can receive for professional nursing practice.

Call today (800) 865-2638 or visit regionalhealth.com for current openings, job descriptions and benefits.

Regional Health
Helping Patients and Communities Live Well

Advance your career as an Acute Care NP

Adult Gerontology Acute Care Nurse Practitioner (AGACNP) Programs offered online with Summer Experiences in Greeley, Colorado.

• Post-Master’s Certificate
• Nursing Master of Science with AGACNP emphasis
• Nursing DNP, Post-Bachelors with AGACNP emphasis

Visit our website for more info!
extended.unco.edu/nursing
audrey.snyder@unco.edu

UNC UNIVERSITY OF NORTHERN COLORADO
Extended Campus

CRAIG HomeCare Kids. Our Specialty.

Looking for a slower paced environment where you can truly focus on patient care?

RN’s and LPN’s needed across the state of Nebraska to provide care for children.

Visit our website or call (877) 382-1884 for an opening near you!
Flexible Scheduling, Individualized Training, Competitive Wages & Benefits.
Full time and Part time openings. No pediatric experience required. New grads welcome!

www.craighomecare.com | Make a difference in a child’s life with one on one care.

Activity Level: Moderate

Required Equipment: All

Now Hiring

Sign-on bonus may be available!

• Step Down Unit • ICU • Med/Surg • ER
The Importance of Your Professional Organization in Your Profession: Why NNA Membership is Important to Me

Jenna Witt

My interest in professional organization membership was born as a student nurse while attending the University of Nebraska Medical Center College of Nursing in Scottsbluff, NE. It served as an opportunity to meet other students and have a voice in how we as nursing students could impact our school and community. I was elected to President of that Organization and from there was encouraged to run for the Nebraksa Student Nurses Organization Nominating and Elections Committee where I was elected to be the chair of the committee. It was with this experience I saw the opportunity to network with other students, and FUTURE nurses all over the country. These individuals are well educated, diverse, and now successful nurses that I am proud to call friends.

It is this experience, that has provided me with skills we often don’t think need developed. Public speaking, approaching/meeting new people, learning from others and exposing myself to new places and other professional disciplines. The Nebraska Nurses Association has continued to give me the opportunities to meet educators, nurse practitioners, and staff nurses from across the state, as well as being kept informed with issues facing nursing in Nebraska. As a member, I have the opportunity to be a part of something bigger than myself. I have an opportunity to make an impact, whether that is inspiring another to become a nurse, encouraging someone to further their education, or simply be a friend and resource to a fellow colleague. Come JOIN US! As a Nebraska Nurse under the age of 50, I know I am a large part of the future. I personally like to be a part of the conversation, especially when it involves decisions that may affect my practice or my patients. Therefore, I would like you to ask yourself a question. Do you want to be a spectator in the future of our profession, or a decision maker and at the table of discussion? If you wish to be a decision maker and part of the solution to issues facing Nebraska Nurses, go to www.nebraskanurses.org and become a member. You won’t regret it.

Culture of Safety: It Starts with You

Kris Hughbanks MSN, RN, CNML

Preface by Douglass Haas MSN, APRN-NP, AGACNP-BC, CCRN

Kris is a dear colleague of mine. She has been present in my nursing career from its very beginning. Newly graduated Douglass – with bright smile and full on faux-hawk hairdo – sat in Nursing Orientation with Nurse Educator, Kris Hughbanks. She is currently the Director of Patient Care Services and Magnet Program Director at CHI Health Good Samaritan in Kearney, NE. She was the winner of this year’s Writing Excellence Award, presented at the annual Nursing Excellence Award banquet hosted by CHI Health Good Samaritan. Below is her winning submission. It truly encompasses the culture of safety, and some of those “we have always done it this way” attitudes – enjoy.

Culture of Safety: It Starts with You

(Satire/Humor with a Lesson)

I hold a nursing license, so I am good, right?
I am experienced, and a little bit risky – don’t be uptight.
I've worked on this unit for years; don’t question my practice.
I had education six years ago so I’m safe from malpractice.
I save lots of time by taking a shortcut.
Who needs EBPs? I know most things…somewhat.
Let’s forego the gait belt; the patient seems steady.
Now that he’s on the floor, call an RRT when his pulse gets thready.
I'll put the patient’s allergy bracelet on later; I'm busy.
Whoever gave her Keflex should feel bad; I’ll give Benadryl in a jiffy.
I don’t ask questions; like Nike, I just “do it.”
Who looks up info anyway? In my day, we just had to know it.
Who needs competencies, I do it everyday?
Really? A co-signature?? I've given this med twelve different ways.
Why can’t doctors spell? I’m guessing they meant…
Now that I’ve given the wrong med, the patient’s on a vent.
IV alarms are annoying; I turn them off.
People who follow policies simply make me scoff.
Why am I always being coached? I’m a great nurse.
I realize I could be better, but I could be a lot worse.
My patient outcomes are poor, I just don’t get it.
I thought I was careful, but now feel like a hypocrite.
I need to change my ways and work as a team.
Maybe I’m not as great as I once thought I seemed.
The culture of safety starts with you, and this I agree.
But I realize now, the culture of safety really starts with me.

The Importance of Your Professional Organization in Your Profession: Why NNA Membership is Important to Me

Jenna Witt

My interest in professional organization membership was born as a student nurse while attending the University of Nebraska Medical Center College of Nursing in Scottsbluff, NE. It served as an opportunity to meet other students and have a voice in how we as nursing students could impact our school and community. I was elected to President of that Organization and from there was encouraged to run for the Nebraksa Student Nurses Organization Nominating and Elections Committee where I was elected to be the chair of the committee. It was with this experience I saw the opportunity to network with other students, and FUTURE nurses all over the country. These individuals are well educated, diverse, and now successful nurses that I am proud to call friends.

It is this experience, that has provided me with skills we often don’t think need developed. Public speaking, approaching/meeting new people, learning from others and exposing myself to new places and other professional disciplines. The Nebraska Nurses Association has continued to give me the opportunities to meet educators, nurse practitioners, and staff nurses from across the state, as well as being kept informed with issues facing nursing in Nebraska. As a member, I have the opportunity to be a part of something bigger than myself. I have an opportunity to make an impact, whether that is inspiring another to become a nurse, encouraging someone to further their education, or simply be a friend and resource to a fellow colleague. Come JOIN US! As a Nebraska Nurse under the age of 50, I know I am a large part of the future. I personally like to be a part of the conversation, especially when it involves decisions that may affect my practice or my patients. Therefore, I would like you to ask yourself a question. Do you want to be a spectator in the future of our profession, or a decision maker and at the table of discussion? If you wish to be a decision maker and part of the solution to issues facing Nebraska Nurses, go to www.nebraskanurses.org and become a member. You won’t regret it.

Culture of Safety: It Starts with You

Kris Hughbanks MSN, RN, CNML

Preface by Douglass Haas MSN, APRN-NP, AGACNP-BC, CCRN

Kris is a dear colleague of mine. She has been present in my nursing career from its very beginning. Newly graduated Douglass – with bright smile and full on faux-hawk hairdo – sat in Nursing Orientation with Nurse Educator, Kris Hughbanks. She is currently the Director of Patient Care Services and Magnet Program Director at CHI Health Good Samaritan in Kearney, NE. She was the winner of this year’s Writing Excellence Award, presented at the annual Nursing Excellence Award banquet hosted by CHI Health Good Samaritan. Below is her winning submission. It truly encompasses the culture of safety, and some of those “we have always done it this way” attitudes – enjoy.

Culture of Safety: It Starts with You

(Satire/Humor with a Lesson)

I hold a nursing license, so I am good, right?
I am experienced, and a little bit risky – don’t be uptight.
I've worked on this unit for years; don’t question my practice.
I had education six years ago so I’m safe from malpractice.
I save lots of time by taking a shortcut.
Who needs EBPs? I know most things…somewhat.
Let’s forego the gait belt; the patient seems steady.
Now that he’s on the floor, call an RRT when his pulse gets thready.
I’ll put the patient’s allergy bracelet on later; I'm busy.
Whoever gave her Keflex should feel bad; I’ll give Benadryl in a jiffy.
I don’t ask questions; like Nike, I just “do it.”
Who looks up info anyway? In my day, we just had to know it.
Who needs competencies, I do it everyday?
Really? A co-signature?? I've given this med twelve different ways.
Why can’t doctors spell? I’m guessing they meant…
Now that I’ve given the wrong med, the patient’s on a vent.
IV alarms are annoying; I turn them off.
People who follow policies simply make me scoff.
Why am I always being coached? I’m a great nurse.
I realize I could be better, but I could be a lot worse.
My patient outcomes are poor, I just don’t get it.
I thought I was careful, but now feel like a hypocrite.
I need to change my ways and work as a team.
Maybe I’m not as great as I once thought I seemed.
The culture of safety starts with you, and this I agree.
But I realize now, the culture of safety really starts with me.
Experiences With and Musings About Our Health Care System

Rosalee C. Yeaworth, RN, PhD

Recently, I was planning to go back to Cincinnati for the 65th anniversary of my graduation from the University of Cincinnati College of Nursing. The morning before I was to travel I awoke at 4 a.m. with pain that I recognized immediately as diverticulitis. Usually if I can get a prescription for Augmentin, I can get over it fairly quickly. Once when it developed on a weekend, and my doctor who did not want to prescribe based on my self-diagnosis, suggested I go to ER. I was prescribed two antibiotics that were so effective they left me with Clostridium difficile, so I didn’t want that experience again. A little before 8 a.m., I followed instructions to use One-Chart-Patient instead of trying to contact my doctor directly, and explained my situation. About 11 a.m., I received a message back saying that my doctor and his physician assistant (PA) were both out of the office for the day, but they could arrange for a PA to see me later in the day. I knew I needed to get started on Augmentin stat. I tried to call my granddaughter, who is a nurse practitioner. I learned that she was in Missouri getting some special training for a new job she had accepted. I tried to reach my doctor by email. I could have gone to an emergency clinic, but my experience with them had been that they weren’t equipped to do the diagnostic tests to make a quick diagnosis, and wouldn’t accept referrals because they hadn’t found a nursing home bed for her. The restrictions on building nursing home beds are severe. Do we really have enough hospital and nursing home beds to care for the over age 85 population, which is the most rapidly growing part of the overall U.S. population? I learned my intestine had perforated and an abscess had formed, so a drain tube was put in through my left groin area. The tube was so long the drainage bag dragged on the floor behind me when I was up to walk. This wasn’t much of a problem in the hospital with limited walking, but in rehab with both physical and occupational therapy, I couldn’t do both physical and occupational therapy, I couldn’t do physical and occupational therapy, I couldn’t do the things I was supposed to do while holding on to the drain tube or bag. I asked for a big safety pin to pin the tubing up to clothing. After a search, I was told that the rehabilitation facility had no safety pins, so I sent out an SOS to friends and family. The dilemma was best solved by wearing sweat pants when I was up. I could stuff the bag down the left leg of the pants and the cuff on the pant leg kept the bag from falling out, plus there was no interference with gravity needed for drainage. Finally, after about 24 hours in the ER, a hospital bed was available to me. It was in a very small double room with barely room for the curtain to pull between the two beds. The woman in the other bed had difficulties hearing, so everyone raised their voices when talking to her, even hospital nurses at 3 a.m. She had lots of visitors, including a son who liked to sing along to the country music stations. There were two large TV screens on the wall across from our beds. She would frequently fall asleep with her TV on, and it stayed on most of the night if no one came in to turn it off. I never tried to get acquainted with my hospital roommate, but I did feel badly for her when I overheard the family discussing that she had been in the hospital for eight days and was supposed to be discharged to a rehabilitation facility. The family had just learned that she had been admitted under observational status and it had not been changed for the whole eight days. A Medicare Publication states: “Observation services are hospital outpatient services given to help the doctor decide if the patient needs to be admitted as an inpatient or can be discharged...An inpatient admission is generally appropriate when you’re expected to need 2 or more nights of medically necessary hospital care, but your doctor must order such admission and the hospital must formally admit you in order for you to become an inpatient” (CMS, 2014). Medicare treats observational status as outpatient care, paying for services provided under the outpatient prospective payment system, and I certainly could not wait to be triaged.

December 2016, January, February 2017 Nebraska Nurse • Page 9

INSIDE the NNA
Experiences continued from page 9

paying an average of $870 less than for short inpatient stays. Over an eight-day period this could amount to quite a bit less.

Patients may have to pay a co-pay for every outpatient service received, and if they have opted out of Medicare Part B, which pays for physician and outpatient services, they may have to pay all costs of an observation stay. Hospitalization. Medicare A pays for inpatient services. Also, observation services do not count toward the requirement of at least a three-day inpatient stay prior to admission to a skilled nursing or rehabilitation facility, which can prevent Medicare beneficiaries from receiving coverage for these post-acute services. What if a patient is admitted on observational status, but stays beyond those two midnights? Does the admitting physician not have a responsibility to have the hospital change that status to inpatient? Should anyone who is hospitalized be automatically changed to inpatient status once they are beyond the two-midnight criterion?

Physicians and hospitals have primary authority in deciding when to classify a patient as inpatient or outpatient. Most patients and their families have little or no knowledge of observational status. If they are occupying a bed in the hospital, they assume they are an inpatient, and they assume they are covered by Medicare if they are enrolled in and paying for Medicare. Should anyone admitted on observational service have a full explanation of what this means? Whose responsibility would it be to provide such an explanation? The physician admitting them? Someone from the hospital financial office? The nurses? My Medicare & YOU 2016 booklet states: “You or a family member should always ask if you’re an inpatient or an outpatient each day during your stay, since it affects what you pay…” p. 40. How many people who are covered by Medicare are really familiar with that 162-page booklet and would know about it?

While I was in the double room, I was visited by a hospital “concern nurse” who asked if she could do anything for me. I said, “Get me to a private room and what Medicare pays, it is apparent why some providers will not take Medicare, but how do hospitals and physicians come up with some of the ridiculous amounts billed, even to an odd number of cents? The amounts billed are always quite different than what is paid by any insurance. Why is this billing game played? Why can’t hospital and physician billing be more in line with what insurance actually pays? Unfortunately, the person with no insurance is expected to pay the amounts billed.

With the Affordable Care Act, many more people are covered by insurance, but it is no wonder that there has been so much medical bankruptcy in the past! The total amount billed for my hospitalization and rehabilitation was $23,214.29. The amount billed for the hospital room was not included, just what Medicare paid or the billed amount would have been higher. I was billed for 13 different physicians. I wish I had kept running track of when and if I actually saw them. I would like to have known when the husband of the mayor of Omaha gave me care, just to see what he looked like. I know that preparation to be a physician is quite a time, energy, and financial commitment and the cost of health care facilities, personnel, and equipment is very high, but how can we sustain this? Can this country keep Medicare? There are billions of dollars in Medicare fraud and unnecessary spending. Yet we are told that other countries are getting better overall health care results with less spending. It shouldn’t be just politicians and legislators trying to come up with how to provide the best care at the least cost. That is something that every health care professional should keep in mind and offer suggestions for doing. There is nothing like being suddenly thrust into the patient role to make one question lots of things. I don’t propose any answers, but I think it is good for all of us to ponder some of these questions.

References


Preparation leaders in nursing

Why RNs choose Clarkson College:

› Programs recognized nationally and state-wide.
› High-ly experienced faculty and one-on-one advising.
› Part- and full-time options with flexible course offerings.

Accredited, online programs for advancing professionals.

› RN to BSN: 1-2 years; no clinical requirements
› RN to MSN: As few as 3 years; earn MSN credit while completing BSN
› MSN: complete in 3-4 years; choose from four specializations
› DNP: 31 credit hours; transfer clinical hours from your MSN degree (ACEND candidacy requested)
› Ed.D.: As few as 2.5 years; become a leader in health care education

Clarkson College

Proud to be nationally recognized five years in a row.
Nebraska Nurses Foundation Fundraisers Jump Start the Grant Program!

Three successful NNF fundraising events at the recent Nebraska Nurses Association Convention will provide the funding needed to jumpstart the Clinical Grants Program and more. Over $3000 was raised for the NNF through the Silent Auction, Change Drive, and Proud to Be a Nebraska Nurse Pin Donations. Historically, these events have received tremendous support from the NNA Board of Directors, but this year the NNF Board played a key role as well. Sara Seemann, President of the NNF shared her excitement, and “with close to 80 items donated to the Silent Auction and nurses bringing rolls of quarters and dollars for the Change Drive, we were hopeful that our total would be high. We are thrilled to have the amount exceed $3000, enough funding to provide for two grants and to cover NNF operation expenses for 2017!”

For more information on how you can support the fundraising programs of the NNF or for more information on the NNF Grants Program, please visit the NNA/NNF websites at www.nebraskanurses.org or email foundation@nebraskanurses.org.

Nebraska Nurses Foundation

New Practice Grants Available (Up to $1000)
Supporting the nurses who support us!!

The Nebraska Nurses Foundation is excited to launch a practice/clinical grant program for NNA members. The grants are designed to provide funding for evidence-based practice, quality improvement or innovation projects conducted within clinical nursing settings. The following criteria apply to the program:

Criteria
1. Grant(s) will be offered once per year and are intended for projects that can be reasonably finished and disseminated within a 12 month calendar period.
2. Each grant will range from $500 - $1000 based on project needs and funds available through the Foundation.
3. Grant proposals will be accepted between October 1 and December 1 of the calendar year for funding beginning the next calendar year.
4. A Nebraska Nurses Association (NNA) member in good standing must be the primary project lead or co-lead.
5. Fund disbursement will be split with half of the requested funds provided at the onset of the project and the remaining funds distributed with approved and completed dissemination.
6. Approved applicants must agree to allow NNA/NNF to use their identifying information and project results in marketing materials, the website, and official publications.

Proposal Requirements
1. The grant is designed to provide funding for new intervention projects that have not yet been initiated or implemented at the clinical or educational department level, that will directly or indirectly influence patient care or nurse/student competence:
   - Implementation of evidence-based nursing practices (new or revised)
   - Performance or Quality improvement project
   - Innovation project which may include pilot studies/projects
2. The project must go beyond assessment to the implementation phase with a measured outcome.

Grant proposal submission format available on our website: www.nebraskanurses.org/NNF

We need your help now:
- Give your tax deductible donation to the NNF to support these grants (one might be your grant)
- Be a mentor to those wishing to submit an application and implement a project
- Look for needs in your environment and apply!

For more information contact:
Alice Kinschuch - alice.kinschuch@methodistcollege.edu
Terry Anderson - Tandersonconsulting.com

Try Correctional Nursing Today!

Our benefits include:
- Health, Dental & Vision Insurance
- Paid Vacation & Sick Leave
- Retirement Plan
- Paid Holidays
- Tuition Assistance
- Job Stability
- Career Advancement

Follow these easy steps to apply:
- Go online to: statejobs.nebraska.gov
- Click “Find a State Job”
- Type “Corrections” in the search bar
- Scroll through current openings

EEO/VET
Bryan Health includes Bryan Medical Center, Crete Area Medical Center, Bryan Physician Network, Bryan Heart, Bryan College of Health Sciences, Bryan LifePointe, Bryan Health Connect and the Bryan Foundation. Visit bryanhealth.org for more information about Bryan, our services, community education and to apply for a job.

Creighton University College of Nursing offers values-centered educational programs that provide opportunities and guidance for students to develop their intellectual, spiritual and physical potential, as well as master the knowledge and skills necessary for the practice of nursing. Find out more at https://nursing.creighton.edu.

THANK YOU for your SUPPORT!

PLATINUM SPONSORS

Creighton University
College of Nursing

GOLD SPONSOR

Bryan Health

BRONZE SPONSOR

Kaplan University
School of Nursing

Exhibitors

Student Resource USA
Kaplan Nursing
Nobl
University of Nebraska Medical Center – Simulation in Motion Nebraska (SIM-NE)
Parkview Medical Center,
Andrea Quintana, Shaileen Snider
Faith Regional - Norfolk
Columbus Community Hospital
Bryan College of Health Sciences
Anchor Health Administrators, LLC
University of Nebraska Medical Center
College of Nursing
Nebraska Action Coalition – Future of Nursing
Creighton University
Nebraska Academy of Nutrition and Dietetics
Doane University
Nebraska Methodist College
College of Saint Mary
Clarkson College
Nebraska Wesleyan University
Nebraska Nurses Association – Member Table
ANA Healthy Nurse Initiative

Kearney Regional Medical Center is a new and expanding facility dedicated to improving the health of our patients by delivering expert medical care that is patient focused, community inspired, physician driven, and cost-effective.

- Sign on Bonus
- Education Assistance
- Competitive compensation
- Excellent benefits and 401k
- Career advancement opportunities
- Positive and team centered work environment

To learn more about Kearney Regional Medical Center and view a listing of our current openings please visit www.kearneyregional.com

804 22nd Ave. - Kearney, NE • www.kearneyregional.com • (308) 455-3600
Making Care Transitions Safer: The Pivotal Role of Nurses

By Jeffrey Brady M.D., M.P.H., Rear Admiral, U.S. Public Health Service, and Director, AHRQ Center for Quality Improvement and Patient Safety, and Richard Ricciardi, Ph.D., N.P., AHRQ Senior Nursing Advisor

In support of ANA’s continued efforts to help nurses create a Culture of Safety in all health care settings, the Agency for Healthcare Research and Quality (AHRQ) has published “Making Care Transitions Safer – The Pivotal Role of Nurses.” In the blog post, Jeffrey Brady MD, MPH, and Richard Ricciardi, PhD, NP, write that “Nurses are typically the first to ask about or notice changes in a patient’s health condition, such as mental status, medication routines, or vital signs, when a patient is transferred to a different hospital unit or care setting. It’s no surprise then that nursing’s largest membership organization, the American Nurses Association (ANA), has identified transitions of care as a key component of its 2016 Culture of Safety campaign...”

As frontline practitioners, nurses are highly attuned to the fact that their patients are dependent on their setting of care. This insight gives nurses a unique role in making care transitions safer, a longstanding goal of AHRQ, along with our local and Federal patient safety counterparts, and one where nurses play a pivotal role.

Care transitions occur when a patient is transferred to a different setting or level of care. They can occur when the patient moves to a different unit within the hospital, when a patient moves to a rehabilitation or skilled nursing facility, or when a patient is discharged back home. Among older patients or those with complex health conditions, our research shows that care transitions can be associated with adverse events, poorer outcomes, and higher overall costs, if not managed well. They can also occur when the patient moves to a different unit within the hospital, when a patient is discharged to a rehabilitation or skilled nursing facility, or when a patient is transferred to a different setting or level of care. They can occur

One such effort is the Partnership for Patients’ (PfP) Community-based Care Transitions Program that was launched in 2012. The goal was to improve care when patients are discharged from hospitals to home or to other settings, such as nursing homes. Of the sites that participated in the project, those that successfully lowered hospital readmissions implemented nurses or coaches and offered at least two support services for older patients, according to a 2014 program evaluation report.

Some of the hospitals participating in PfP efforts have used AHRQ’s Re-Engineered Discharge Toolkit (RED) to successfully reduce readmissions and improve care transitions. For example, the San Francisco-based Dignity Health system cut its 30-day Medicare readmission rate at its Bakersfield Memorial Hospital by more than half within months by incorporating elements of the toolkit, according to a recent AHRQ case study. Another RED supporter, Euclid Hospital, a Cleveland Clinic facility in Euclid, Ohio, introduced the toolkit to local nursing homes, which saw readmissions for heart failure patients drop from 21 to 5 percent after 6 months.

The RED Toolkit describes a process in which nurses or health coaches lead efforts to oversee the discharge process. Before patients leave the hospital, the nurse makes sure they understand information such as their diagnosis, medications, and how to care for themselves when they get home. Nurses also ensure that patients’ followup appointments are arranged, so posthospital tests or results don’t fall through the cracks.

Care transitions between units within a facility can also be problematic, especially when teamwork breaks down. AHRQ’s TeamSTEPPS® is a curriculum that promotes a culture of safety by improving communications and teamwork skills among nurses and others on health care teams. Developed originally for use in hospitals, the curriculum has been adapted to apply these safety-enhancing skills to other care settings, such as medical offices and long-term care settings.

Promoting safe and effective care across the many settings where patients receive care is a complex challenge—one that can be addressed only with the input and leadership of nurses. We’re making good progress, especially in the hospital setting, but more work remains. Working together with nurses and other frontline clinicians, AHRQ will continue to develop tools and resources to ensure that all patients receive the safest care possible, no matter where it is delivered.
American Nurses Association and Elsevier Announce New Care Coordination Education Program

Setting the Stage for the Future of Care Coordination

With the healthcare system in transition, ANA is on a mission to improve care coordination by educating nurses to assume roles that will transform the nurse-consumer relationship. ANA’s work in this area includes publications such as Care Coordination: The Game Changer – How Nursing Is Revolutionizing Quality Care, position statements that recognize and encourage funding for nurses’ essential role in patient care coordination, and additional online resources that focus on care coordination.

ANA and Elsevier have developed an eLearning product that advances the nursing profession through ongoing continuing education. Care Coordination: What Nurses Need to Know is currently available to registered nurses working in health care organizations.

“Elsevier is honored to work with ANA to continue to bring high-quality, respected and credible products to the market,” said Cindy Tyniszewski, MSN, RN, Vice President, Clinical Content, Elsevier Clinical Solutions. “As a nursing professional and long-time advocate for continuing education for nurses, I am confident that this eLearning product will meet the current and future needs for nurses who must advance the profession in an ever-changing workplace.”

Nursing Coalition Praises Commission on Care Recommendations to Improve Veterans’ Healthcare

APRNs, RNs looking forward to being part of solution to improve access to timely care.

WASHINGTON, D.C. – Advanced practice registered nurses (APRNs) and other registered nurses (RNs) in the Veterans Health Administration (VHA) stand ready to be part of the solution to improve veterans’ access to timely, quality healthcare by working to their full practice authority as recommended by the Commission on Care in a report to the White House on July 5, said Juan Quintana, DNP, MHS, CRNA, president of the American Association of Nurse Anesthetists (AANA).

The commission, established as part of the Veterans Access, Choice, and Accountability Act of 2014, was charged with examining veterans’ access to VHA healthcare and determining how best to deliver healthcare to veterans during the next 20 years. The 308-page report was the culmination of an exhaustive 10-month assessment by the commission.

Speaking on behalf of a Nursing Coalition which endorses direct access to APRNs including Certified Nurse Practitioners (CNP), Certified Registered Nurse Anesthetists (CRNA), Certified Nurse Midwives (CNM), and Clinical Nurse Specialists (CNS), Quintana said that allowing all VA APRNs to practice to the full scope of their education and abilities without physician supervision would improve veterans’ access to essential healthcare by reducing long wait times for appointments and services.

The commission’s recommendation supports a Veterans Administration (VA) proposed rule to grant direct access to VA APRNs that was published in the Federal Register on May 25; comments on the rule were accepted by the VA until July 25. More than 62,000 comments have been received from veterans, healthcare professionals, and the general public, mostly in favor of the rule.

“The evidence cannot be denied,” said Quintana. “The commission’s final report adds more data to the growing stack of evidence highlighting the need to allow all APRNs to have full practice authority as a major step toward increasing veterans’ access to quality healthcare.”

During its examination of veterans’ access to healthcare and how to best deliver healthcare services over the next two decades, the commission reviewed the results of the independent assessment of the VHA that was ordered by Congress in 2015; met with a broad range of stakeholders including Veterans Service Organizations; made site visits to VHA facilities, and exchanged ideas with VA leaders and employees, members of Congress, and healthcare experts. Ten APRN and nursing groups provided an outline for the commission on the role and recommendations of APRNs to improve VHA healthcare delivery.

“The American Organization of Nursing Executives (AONE) applauds the Commission on Care for its support of full practice authority for advanced practice registered nurses in the VHA,” said Maureen Swick, RN, MSN, PhD, NEA-BC, AONE chief executive officer/american Hospital Association senior vice president, Nursing. “APRNs are a vital link to ensuring quality care is readily accessible for America’s veterans.”

“The clinical evidence and informed recommendations that patient care is improved by direct access to APRNs continue to grow,” said Cindy Cooke, DNP, FNP-C, FAANP, president of the American Association of Nurse Practitioners (AANP). “Veterans, the AANP, other APRN groups, the VA, and now an independent congressional commission on the VHA all agree that the VA’s highly-qualified APRNs, including 4,800 nurse practitioners who provide a wide range of healthcare services, are a right solution to ensuring veterans have access to timely, quality healthcare.”

American Nurses Association (ANA) Chief Executive Officer Maria Waters PhD, RN, FAAN, who previously served in the VHA as program director in the Office of Nursing Services and then as deputy chief officer in the VA Workforce Management and Consulting Office, praised the commission’s recommendations on clinical operations.

“The commission’s recommendation that clinical operations should be enhanced through more effective use of health professionals – particularly optimizing use of advanced practice registered nurses – along with improved data collection and management, is right on target,” said Weston. “The commission’s recommendation is consistent with the recommendations of the National Academy of Sciences to remove scope-of-practice barriers and allow the VA to fully utilize the skills of its APRNs to the full extent of their education, training, and certification.”

The American Association of Colleges of Nursing (AACN) commended the commission for recognizing that the way in which APRN students are educated must align with how they practice to achieve the best patient outcomes. “The Commission on Care should be applauded for its steadfast work to advance recommendations based on the evidence,” said Juliann Sebastian, PhD, RN, FAAN, chair of the AACN Board of Directors. “For our nation’s Veterans to receive the care they need, when they need it, we must look to the decades of data that show APRNs excel in providing high quality care when practice barriers are removed."

The VA’s proposed policy to allow direct access to APRNs in order to improve veterans’ access to timely healthcare is supported by veterans groups such as AMVETS, Paralyzed Veterans of America, Military Officers Association of America, and Air Force Sergeants Association; AARP (whose membership includes 37 million veteran households); numerous healthcare professional organizations; and more than 80 Democratic and Republican members of Congress.


Coalition Members
For more information about the coalition members, visit:
American Association of Colleges of Nursing (www.aacn.nche.edu)
American Association of Nurse Anesthetists (www.aana.com)
American Association of Nurse Practitioners (www.aanp.org)
American Nurses Association (www.nursingworld.org)
American Organization of Nurse Executives (www.aone.org)

Join our dynamic, growing team!
Gothenburg Health is looking for energetic and positive RN committed to evidence-based practice and excellence in patient care.

- In-house Specialized Training
- Time and a half pay for short notice shifts - 24 hour notice or holidays
- Night and weekend differentials
- 15-hour shifts
- Self-scheduling
- Competitive Wages
- Top Benefits Package

What You Do Matters...
Come and do it with us.
Call Katrina Toomey Today! 308.537.6014
Online Application Available: www.gothenburghealth.org

Omaha Tribe of Nebraska
Carl T. Curtis Health Education Center
Nursing in the Omaha Indian Reservation in a culture rich in history with connection to the land.

Seeking Registered Nurses & CNAs
To inquire about open positions, Contact Paulette Tyndall
paulette.tyndall@ihs.gov
402-837-5381 x148
Fax: 402-837-5303

CHERRY COUNTY HOSPITAL
Full-time RNs & CNAs
O Supervised
24-hour coverage
100% health and dental
Full-time benefits & package
Contact Karren Flintering, DON
Phone 402-633-5650
Fax 402-633-5660
Mail Cherry County Hospital
310 North Green Street, PO Box 410
Valentine, NE 69163
http://www.valentine.ne.gov
http://cherryhospital.org

American’s Heart City
*The Privilege of Caring for America's Heroes*

The Division of Veterans’ Homes includes the state Veterans’ Homes located in Bellevue, Norfolk, Grand Island & Scottsbluff. Our Homes focus on wellness and allowing people to live their lives to the fullest extent possible. Services range from assisted living to skilled nursing care.

The Nebraska Veterans’ Homes operate 5 homes located in Bellevue, Norfolk, Grand Island & Scottsbluff.

**RECRUITMENT**

**RAPPORT**

**R N, L P N, NURSE AIDE & MEDICATION AIDE**

**Living to Skilled Nursing Care**

**APPLICATION**

**JOIN OUR TEAM IN ONE OF THESE CAREER OPPORTUNITIES:**

- **Bellevue, NE 68123** • (402) 595-2180
- **Eastern Nebraska Veterans’ Home**
  1250 South 40th Street
  Bellevue, NE 68123 • (402) 395-2180
- **Grand Island Veterans’ Home**
  2300 West Capital Avenue
  Grand Island, NE 68803 • (308) 385-6252
- **Norfolk Veterans’ Home**
  1102 West 42nd Street
  Norfolk, NE 68701 • (402) 370-3330
- **Western Nebraska Veterans’ Home**
  12505 South 40th Street
  Scottsbluff, NE 69361 • (308) 632-9210

**MEMBERSHIP**

**AN A News**

Silver Spring, MD — The American Nurses Association (ANA) is pleased to announce the launch of an enhanced version of the ANA Career Center. The newly redesigned site is powered by YourMembership — the leading provider of career center and job board services.

In addition to listing thousands of nursing jobs, the ANA Career Center will also provide:

- Anonymous resume posting so applicants can control who views their information
- Recruitment options for employers and access to ANA’s exclusive Job Flash, Smart Brief and Career Brief emails
- Integration of job content to engage with ANA’s Twitter, Facebook and LinkedIn communities, and convenient access to webinars, continuing education courses and conferences
- Advertising opportunities for employers
- Mobile-friendly interface to access YourMembership’s network of nearly 2,500 career centers
- Alerts so applicants receive timely updates on jobs that match their goals and interests

“The ANA Career Center serves the nursing profession by providing our members with value-added opportunities for professional development and career growth,” said Donna Grande, ANA’s VP of Products and Services. “Our members are committed to the highest standards of integrity and training and are exceptionally appealing to employers.” Grande added, “Powered by YourMembership’s technology, ANA’s Career Center will connect with nurses health care organizations seeking their sought-after skills and expertise.”

“The American Nurses Association is a world-class organization whose members are an integral part of the country’s healthcare industry,” said Tritam Jordan, YourMembership’s SVP and GM of Revenue Solutions. “The ANA Career Center will connect nurses with health care organizations seeking their sought-after skills and expertise.” Grande added, “Powered by YourMembership’s technology, ANA’s Career Center will connect with nurses health care organizations seeking their sought-after skills and expertise.”

**NEBRASKA NURSES ASSOCIATION**

**R E C R U I T M E N T C A N C E L L A T I O N D A T E**

**JOIN OUR TEAM IN ONE OF THESE CAREER OPPORTUNITIES:**

- **Bellevue, NE 68123** • (402) 595-2180
- **Eastern Nebraska Veterans’ Home**
  1250 South 40th Street
  Bellevue, NE 68123 • (402) 395-2180
- **Grand Island Veterans’ Home**
  2300 West Capital Avenue
  Grand Island, NE 68803 • (308) 385-6252
- **Norfolk Veterans’ Home**
  1102 West 42nd Street
  Norfolk, NE 68701 • (402) 370-3330
- **Western Nebraska Veterans’ Home**
  12505 South 40th Street
  Scottsbluff, NE 69361 • (308) 632-9210

**HOW DO I JOIN ANA?**

**Step 1: Complete Demographic Information**

**Step 2: Select Membership Option**

**Step 3: Calculate Total Fees Due**

**Step 4: Select Payment Option**

**Step 5: Return Completed Application and Payment**

**MEMBERSHIP APPLICATION**

**Step 1 PERSONAL INFORMATION**

**Date**

**Last Name/First Name/Middle Initial**

**Credentialed**

**RN License No./State**

**Home Address**

**Preferred Phone Number**

**City/State/Zip Code**

**County**

**Email Address**

**Graduated**

**Year**

**Month/Year**

**Hired by**

**Position**

**Congressional District**

**Nebraska Legislative District**

**Join our Team in one of these Career Opportunities:**

- **Bellevue, NE 68123** • (402) 595-2180
- **Eastern Nebraska Veterans’ Home**
  1250 South 40th Street
  Bellevue, NE 68123 • (402) 395-2180
- **Grand Island Veterans’ Home**
  2300 West Capital Avenue
  Grand Island, NE 68803 • (308) 385-6252
- **Norfolk Veterans’ Home**
  1102 West 42nd Street
  Norfolk, NE 68701 • (402) 370-3330
- **Western Nebraska Veterans’ Home**
  12505 South 40th Street
  Scottsbluff, NE 69361 • (308) 632-9210

**TO BE COMPLETED BY ANA STAFF:**

**State**

**Region**

**Amount Paid**

**Annual**

**Quarterly**

**Check**

**Credit Card**

**APPROVED BY STAFF DATE**

**NEBRASKA VETERANS’ HOMES**

**16TH ANNUAL PAIN MANAGEMENT CONFERENCE**

Creighton University Campus - Mike & Josie Harper Center, 600 North 20 Street

**F R I D A Y, M A R C H 3rd, 2017**

**Seeking RNs, LPNs, & CNAs/MAs**

**Hiring Bonus!**

$250-$10,000 depending on shift/position

We are a 16-bed Critical Access Hospital with a 60 Bed Long Term Care Unit.

**Email applications to jpeters@smcne.com**

**1760 County Road J. Wahoo, NE 68467**

**T 308-443-4911**

**www.samuelsmedicalcenter.com**

**S A U N D E R S M E D I C A L C E N T E R**

**F R I D A Y, M A R C H 3rd, 2017**

**F 308-630-1586**

**www.rwhs.org**

**308.630.1586**

**www.rwhs.org**

**To jump start your nursing career, please visit the ANA Career Center.**

**Nebraska Nurse • Page 15**
University of Nebraska Medical Center
College of Nursing
Transforming lives through education, research and nursing practice.

EXPLORE one of our four degree programs: BSN, MSN, DNP and PhD
DISCOVER the exciting possibilities within our 500 mile wide campus with divisions in Kearney, Lincoln, Norfolk, Omaha and Scottsbluff
LEARN more about our academic programs and employment opportunities

Contact UNMC College of Nursing Student Services at 402.559.4110 or unnmcnursing@unmc.edu
Visit umn.edu/nursing/about/employment-opportunities1
Apply at jobs.unmc.edu

Why choose a nursing career with CHI Health? Whether you’re an experienced pro or new grad, you’ll find sign-on incentives, plus excellent opportunities for growth at our hospitals and clinics.

Inspired calling. Incredible career.

Apply at WhyCHIhealth.com
We are an Equal Opportunity/Affirmative Action Employer.

Creighton University offers cutting-edge, online programs in health and wellness:
- Master of Science in Health and Wellness Coaching
- Graduate Certificate in Lifestyle Medicine
- Bachelor of Arts in Healthy Lifestyle Management

Visit healthandwellness.creighton.edu