The Ohio Nurses Association is working hard to make sure that we reduce preventable medical errors and have safe quality patient care in our state. Study shows that every hour a nurse works over 8 hours, the percentage of preventable medical errors drastically increases. In this highly impactful political climate, it is a high priority that nurses are at the table. It is very important that we hear from all of the nurses throughout the state of Ohio on what they are dealing with at the grassroots level in their work environments. Whether it is acute care, public health or homecare. We need to hear from you, so that we know when we are speaking on behalf of nurses that we are representing our constituents well. I wanted to share with you what The Ohio Nurses Association is doing for the 190,000 registered nurses in this state and how staffing directly impacts preventable medical errors.

In 2008, the Ohio Nurses Association brought forward legislation to address this issue. We successfully passed legislation that called for staffing committees in our health care systems to address staffing and having safe plans on how we staff in our facilities. We recently surveyed our members and have been hearing concerns that we need to be more forward thinking in addressing the staffing issues, and looking at that language we passed in 2008 to improve on it. One of things that we have heard loud and clear from nurses across the state is the issue of mandated overtime. Nurses are being required to work longer than their scheduled shift. It is our belief, that nurses should be the ones making the professional decision on whether or not they are safe to stay to work additional hours. Both safe for the patient and safe for the nurse. In the coming weeks, we are excited to announce that we will be pursuing legislative language to address this issue. We will have healthy conversations with health care advocates across the state and moving forward to make sure that we keep Ohio citizens safe and that we are addressing the issues that we are hearing from the nurses.

I have worked afternoon shift the past month without any nursing assistants 75% of the time. I work on a telemetry floor.

Normal staffing is 5-6 patients per RN. Lately, we have been working short and have had 6-7 patients per RN without any nursing assistants. I even counted one shift where I cared for 8 patients in an 8 hour shift between the admissions and discharges.

The workload was heavy that day and between the admissions and discharges my meds were behind.

I felt unsafe with my workload and didn’t take a lunch break to get caught up on my medication administration.

I also had to stay an hour after my shift to chart.

There has got to be a change and make staffing requirements mandatory. This will help to prevent nurse burnout and fatigue to provide safe nursing practices to our patients.
MESSAGE FROM THE ONF CHAIR

Ohio Nurses Foundation Annual Luncheon | April 28, 2017
MARK YOUR CALENDAR and SAVE THE DATE

Make plans now to attend the 2017 Ohio Nurse Foundation Choice Awards Luncheon at the Blackwell Inn on the campus of The Ohio State University. This event is the major fundraiser of the ONF. The Luncheon program includes a tasty meal, dynamic speaker, awarding of nursing student scholarships, research grants and several special awards.

Support the mission and purpose of the ONF with your presence and your contributions. Invite your friends and colleagues to join you at this celebration. Monetary contributions can be made at any time during the year, are tax deductible, and go directly to support professional nursing and its future. Your support is an important investment in nursing’s future and greatly appreciated.

Davina J. Gosnell, RN, PhD, FAAN
Chair, Ohio Nurses Foundation

The Ohio Nurse
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Web site: www.ohionursesfoundation.org

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OHIO NURSES ASSOCIATION UPCOMING EVENTS

2017 Dates

Wellness Conference
• March 24-25 – OSU James Cancer Center

12th Annual Nursing Professional Development Conference
• April 21 – OCLC, 6600 Kilgour Place, Dublin, OH 43017

The Retired Nurses Forum of the Ohio Nurses Association
• June 6-7 – OCLC, 6600 Kilgour Place, Dublin, OH 43017

Healthy Nurse Webinar Series 2017
• March 1 – Nutrition
• April 5 – Combating Stress
• May 3 – Women’s Health/National Fitness and Sports Month
• June 7 – Men’s Health/Cancer Awareness/Skin Health
• July 5 – Healthy Sleep
• August 2 – Happiness

• September 6 – Recovery/Work-Life Balance
• October 4 – Infection Control/Immunizations
• November 1 – Mental Health/Wellness
• December 6 – Healthy Eating/Healthy Holidays

Time: 1:00pm-1:30pm EST- Jointly provided with Montana Nurses Association

Provider Update
• April 7 – Ohio Nurses Association, 4000 East Main Street, Columbus, OH 43213
• April 20 – OCLC, 6600 Kilgour Place, Dublin, OH 43017
• April 27 – Henry Ford Health System, 2799 W. Grand Blvd., Detroit, MI.
• May 16 – Franciscan St. Francis, Indianapolis, IN
• May 18 – NorthShore University Health System, Glenbrook Hospital, Glenview, IL
• May 22 – Decatur, IL

ONA Biennial Convention
• October 6-8, 2017 at the Hilton Columbus/Polaris.

As this publication evolves into a forum of topics on all facets of nursing, we invite you to contribute your content and ideas by emailing us at hauser@ohnurses.org. You’ll notice on the front page of this issue, we’re sharing just some of the many staffing stories we’ve received from Ohio’s nurses about the seriousness of staffing in their facilities. We invite you to share your personal experience with staffing on social media using #ShareYourStory. We encourage nurses to have a voice that can be heard and we need your story to make meaningful change. Share it at www.ohnurses.org/story.

This issue features several topics that Ohio’s nurses are passionate about. “The Realities of Nurse Bias” written by Heidi Shank, MSN, RN, DNP, Undergraduate Program Director, Instructor and Logan Walker, BSN both with the University of Toledo College of Nursing, can provide you with some great insight on how through recognizing your biases you can become an even more effective nurse. “Nursing as a Business” by Sarah Strohminger, MSN, RN, Clinical Staff Educator with OhioHealth talks about the business side of nursing and how facilities quantify the art of nursing.

In addition to nurse-written articles, you'll get some insight into how active Ohio’s nurses are outside of the workplace with their volunteerism. If you have volunteer stories to share with Ohio’s nurses, we’d love to hear them. Finally, you’ll see many events planned by the Ohio Nurses Association featured in this issue. Of special note is the first annual “Nurse Wellness Conference” co-sponsored with The Ohio State University. As nurses, we often feel stressed, fatigued and we often put our health secondary to our patients and family. It’s time to put you first. For two whole days you can focus on YOUR wellbeing! Registration and details please visit http://www.ohnurses.org/wellnessconference/.

Thank you for reading - we'd love to hear your thoughts on this issue. You can send them to me hauser@ohnurses.org and maybe you’ll see them published in the next issue!

Joe Hauser, Director of Continuing Education
Ohio Nurses Association

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When nurses reflect on the meaning and themes of nursing, terms like productivity, scorecards and benchmarks are used to describe nursing. Nursing is about patient care, serving others, and the development of health and health promotion. Nursing involves being an advocate for the patient and the profession. Nurses are leaders, innovators and voted one of the most trusted individuals in America. Those actions and characteristics are what provide quality patient care. When discussing terms like fiduciary responsibility and productive nursing hours, quantity seems to be the theme. How does quality turn into quantity? As a bedside nurse, attempting to understand that concept, it can be difficult to achieve; especially because we have been taught from the beginning to somehow provide a numerical value that helps nursing see the quality of patient care in order to help efficiently run a nursing unit. What is productivity? In terms of being productive, you would think of it as performing the tasks needed to be done in the most efficient way. That is one of the goals of using a productivity tool for nursing. Another theme in productivity is the idea of measuring the intake and output from a financial aspect. Essentially that means how much (timing and finances) was spent using nursing hours to provide patient care. And then comparing that result against how much was used (staffing ratios and hours per job class). Then the difference based on an equation provides the productivity for that day. Different productivity tools have different equations but the similarity in the tools is that it provides a quantitative number that can be used to measure how efficiently a nursing unit can operate. One article regarding nursing productivity describes it as “the ratio of patient care hours per patient days and nursing benefit costs paid out to staff by the organization” (Kohr, Hickey, Curley, 2012, p. 421). Calculating the productivity can be done in several ways. This means considering the hours of nursing worked, the amount of direct care given to a patient and relating it to how long the patient was hospitalized. It is silly to think that a patient that stayed for a four hour outpatient procedure had greater than four hours of direct nursing care, but these productivity tools are often based more on the light on how that may not always be true. Another concept that as a staff nurse may raise question on this tool, is that “nursing productivity models should take into account patients’ needs, nursing competencies, the availability of material resources, and services provided.” Nursing workload is a direct reflection of these variables and effects the delivery of patient care, patient safety, as well as satisfaction of nurses and of patients and their families” (Kohr, Hickey, Curley, 2012, p. 421). This tool can be used to promote effective staffing standards, however it may not be a collective and accurate means of capturing outcomes on a patient dependent in pre-programmed for specific units based on the patient acuity. That may seem appropriate, however the easiest time to measure of when it may individualize each patient. Whether or not your nursing unit has a productivity tool may be a decision you could help influence. If it has not yet been implemented, be proactive and play a crucial role in planning for productivity and the financial parts of the unit. If it has been implemented, gain a solid understanding of how it may impact your team’s collaboration. With your team to pinpoint fluctuations in productivity to look for areas of improvement and advocate for your team and your patients!

Evaluating Quality

Many hospitals receive a scorecard report that provides numerical data representing the quality of care from the patient’s perspective. It may appear that the terms like advocacy and health promotion are getting lost in all the talk about productivity and budget reports. But, as health care changes, so does the way it is practiced. As a nursing practice focused on the specific unit. But another finding from these scores, is the results that affect facilities re-imbursement from insurance agencies like Medicare. These scores are posted on a national website and provides facilities with a ranking. Some patients may choose facilities for health care based on their score and rank. Achieving an average or above average score is relevant to all aspects of nursing because it governs the way we practice and the conditions in which we work. Although high discussing these scores during a typical staff meeting may seem dry and maybe not always an area of focus, it helps us recognize and having an understanding of the scores and their impact. Being able to take the low areas and look for innovative changes to implement helps grow nursing leaders. As a team, evaluating the scores could be a process improvement initiative for the unit’s nursing committees. Being able to see the scores broken down by categories such as quality, service, etc. helps guide the focus for improvement by each initiative.

Running the Nursing Business LLC

So the question is, how can nursing be productive? There may never be an exact answer. The best answer is by taking charge of your career and changing capabilities and strong background in advocacy and driven leadership! Personalize a new strategy to create a plan! With your resources, using electronic documentation to its fullest capacity. Another way is to use your resources as a delegator. To increase unit productivity, be inventive! Think small with something as simple as placing a television in a family waiting area. Get involved in your unit’s committees and implement a new float staffing plan, for example. When thinking of improvement towards an efficient and functioning unit, consider that this is the time when professional and non-professional conversations take place. Take charge of your career and grow professionally to become a leader in the profession. Concentrate on incorporating quality care, continuous improvement and the patients honestly regarding their expectations of the care they wish to receive. Education is a huge part of nursing practice for patient’s health promotion and quality of care. By concentrating on the value of care given to each patient, quality scores will improve and patient’s satisfaction will grow tremendously. Nursing requires critical thinking with patient care. Why not incorporate critical thinking in the way nursing practices as a business. Know that the ultimate goal is always high quality patient care, but be the leader in the business on how nursing can be portrayed in to the community.

Florence Nightingale, MN, APRN-RN

March 2017

www.nursingALD.com

Selfie Station

Lori Chovanak, MN, APRN-BC
President of the Ohio Nurses Foundation

Lori Chovanak continued from page 1

I would like to encourage you to reach out to the Ohio Nurses Association. We need to hear your stories; we need to represent you and the best way to do that is for us to know what you are up against. We are your professional organization, and we are grateful for the participation of the nurses we have heard from and we have heard from a lot. The Ohio Nurses Association has 25 staff that is highly skilled, very motivated and passionate about what we do as professionals. We have elected leaders who are sitting on our board driving our strategic plan, and we are member driven. I am so proud to lead this amazing team to help inform you on what we are doing. Not just on the behalf of nurses but also for the patients we represent in this state. Let us make Ohio healthcare great and be the strongest voice for nursing!

Lori Chovanak, MN, APRN-BC
President of the Ohio Nurses Foundation

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The Realities of Nurse Bias

Effective nurses may recognize their nurse bias if they possess a good understanding of their personal moral limitations. When a nurse understands how bias corrupts care, they can increase their effectiveness of care and improve patient outcomes, safety, and overall quality of care. This article briefly describes some key benefits, concerns, and suggested changes for the nurse who recognizes bias and the impact it has.

Patient safety and the quality of care should always be the highest regard on a nurses’ mind. Yet every day nurses go to work and put themselves as well as their patients in harm’s way without even realizing. When a nurse does not realize their bias may corrupt the quality of care for each patient, whether it’s conscious or subconscious, they are unable to make appropriate decisions regarding treatment. To offer the best safety and the highest quality of care, the nurse must be able to identify their own limitations and develop ways to modify them. When the nurse develops ways to understand their limitations and what triggers bias, they are then able to make appropriate decisions that will benefit each patient. Nurses should be accountable for themselves and consciously objection to care when it hinders their ability to act without bias. According to a recent article by Oded, Abhayankar, Malcom, & Rua, the definition of conscientious objection in nursing includes the objection of an action, by a nurse, because of their personal deeply held convictions about what is right and wrong. By consciously refusing care, the nurse does what is best for the patient and may eliminate corrupt care. Thus, eliminating bias from care benefits the patient’s safety and quality of care.

Concerns may arise with patient safety and the quality of care when personal bias corrupts care and the nurses do not object. Many nurses feel professional duty to care for patients, even though they have major internal conflicting interests. What’s concerning is when nurses’ act out of obligation without raising awareness of their bias; a nurse might believe that the sanctity of life trumps all. Research shows that critical in situations, Malcom, & Rua, the definition of conscientious objection in nursing includes the objection of an action, by a nurse, because of their personal deeply held convictions about what is right and wrong. By consciously refusing care, the nurse does what is best for the patient and may eliminate corrupt care. Thus, eliminating bias from care benefits the patient’s safety and quality of care.

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The Role of the Nurse in the Care of Refugees: Experiences from the University of Louisville Global Health Program

The Kentucky Nurse has given permission to Ohio Nurse News to reprint this article from its original publication of the Kentucky Nurse, January/February/March 2017, volume #65, issue #1.

Case Study
Maria is a 42-year-old Cuban female who entered the United States resettlement program and was resettled in Kentucky in early 2016. During her initial health assessment, she was found to have insulin dependent diabetes, hyperlipidemia, a history of depression and breast cancer. She comes with her husband and a child with Down Syndrome. They speak only Spanish. She has no familiarity with the US healthcare system and is involved in case management through the resettlement agency. These efforts will assist her with finding housing, employment, and access to English classes. Her primary care provider will be a nurse practitioner.

Introduction: Each year, the federal government’s refugee resettlement program resettles 2,000-3,000 individuals in Kentucky. Approximately 85% are resettled in Louisville with the remainder resettled in Lexington, Bowling Green, and Owensboro (ORR, 2016a). Many of those resettled refugees have a story similar to that of Maria. A “refugee” is defined by the United Nations as “any person who, owing to a well founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion, is outside the country of his nationality, and unable to or, owing to such fear, is unwilling to avail himself of the protection of that country” (UNHCR, 2006). As refugees flee their home countries, they often leave behind personal possessions, family, careers and lives. They start home countries, they often leave behind personal language, understand the culture, or have resources, possessions, family, careers and lives. They start. Home countries, they often leave behind personal possessions, family, careers and lives. They...
include skill sets necessary to address complex healthcare issues. Through expert nurse leadership and patient care, programs can be developed that assess and intervene with the patient at the center. The result is holistic care that addresses care of the refugee completely. We welcome those interested in this area of study and patient care to join us as we welcome these newest Kentuckians to our communities and seek to ensure their health, self-sufficiency, and wellness.

References


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2. University of Louisville, School of Nursing, Louisville, Kentucky
3. Northern Kentucky University, College of Health Professions, Highland Heights, Kentucky
ONA’s headquarters has been in Whitehall, Ohio for decades and our community is near and dear to hearts. Giving back to our community is a priority for us, so we jump at any chance we have to give back.

On December 14th, the city of Whitehall hosted a Latino Night at the local high school. The event aimed to showcase available resources for the area’s Latino population. ONA set up a First Book table and handed out over 100 Spanish and bilingual books to the kids and parents who attended the event.

ONA Helps with Community Latino Night, Provides Free Books

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Clinical Education Team At Riverside Methodist Hospital

Sepsis Update: Let’s Have a Chat on the SOFA
Presented by Christina Stilwell, MSN, RN-BC, CCRN, CDP
Staff Development Coordinator ProMedica Bay Park Hospital

INBOX ZERO: Myth or reality in the CE profession
Presented by Joseph Hauser, MSN, RN
Director of Continuing Education at ONA

Visit www.ohnurses.org/events for registration and lodging information.
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South University is an equal opportunity employer.
“I feel humbled and grateful to be recognized,” said Cleveland Clinic RN Jennifer Meyer. She is the latest recipient of a $1,000 Nurses Night Out prize from California Casualty. The award is reducing the stress in Jennifer’s life.

“I’ve just enrolled in a master’s degree program and the money will help pay for tuition,” she said. “I love being a nurse, helping and interacting with patients, but I want to go back to school so that I can get into hospital management and help other nurses.” Jennifer has been working in General Surgery at the Cleveland Clinic since she graduated from nursing school almost two years ago. She describes herself as a “calming force” in the operating room, which can often become tense. “In surgery I get to concentrate on making things better for one patient at a time,” she said.

California Casualty created the Nurses Night Out contest to thank nurses for the long hours they put in offering comfort and healing to patients and families. “We appreciate the men and women who take care of America,” said California Casualty Sr. Vice President, Mike McCormick.

Acknowledging that while the money is nice, Jennifer is grateful that a company like California Casualty recognizes the hard work she and others in the nursing profession do. “It makes me feel good about what I do and it is nice to be appreciated by others for that,” she added.

Jennifer was surprised with the gift during a staff meeting December 14. Another $1,000 Nurses Night Out winner will be announced in early January.

Headquartered in San Mateo, California, with Service Centers in Arizona, Colorado and Kansas, California Casualty, provides auto and home insurance to Ohio nurses. Celebrating more than 100 years of service, California Casualty has been led by four generations of the Brown family. To learn more about California Casualty, or to request an auto insurance quote, please visit www.calcas.com/OHNurses or call 1.800.800.9410.
CALL FOR PROPOSALS
ONA Biennial Convention

The Ohio Nurses Association is planning the 2017 Biennial Convention to be held from October 6 – October 8, 2017 at the Hilton Polaris, Columbus, Ohio. You are invited to submit abstracts for a CE poster session.

For the CE poster session, topics that would relate to nurses in multiple settings will be considered. Topics to be considered include health and safety, nursing practice, research, education, management and professional development.

The poster session will be held on Friday, October 6, 2017 (starting at 4:30 p.m.).

Guidelines
1. Dimensions for each poster should not exceed 30” by 39” in order to fit on the easel.
2. Poster presenters must register and be available to present their poster during the poster session time.
3. ONA will supply one easel and one chair per person for each poster presentation. No tables are available.
4. No audio-visual equipment will be available.
5. The fee for poster time is $0 for ONA members, one (1) chair per presenter and one (1) easel per poster.
6. The fee for poster time is $50.00 for non-ONA members includes one (1) chair per presenter and one (1) easel per poster. If you are attending the convention, you do not need to pay the $50.00 fee.
7. Please note that participants will be able to receive contact hours for participating in the review of the posters and discussions with the presenters.

Please submit one copy of a one page abstract with a cover letter that lists the name(s), credentials, address(es), phone number(s), fax number(s), and e-mail addresses of the poster presenter(s). Also submit one copy of the ONA Biographical Data Form for each person involved. If more than one person is listed, please indicate the primary contact person. A list of references that show content is based on best available and current evidence needs to be included also.

Request for Proposals must be postmarked by September 15, 2017 and sent to:
Sandy Swearingen, Continuing Education
Ohio Nurses Association
4000 E. Main St. • Columbus, Ohio 43213-2983
Phone: 614-448-1027 • Fax: 614-237-6074
E-mail: ss swearingen@ohnurses.org

CE Poster Session Presenters will be notified of acceptance no later than September 15, 2017.
CALL FOR ABSTRACTS
12th Nursing Professional Development Educators Conference

The Ohio Nurses Association is planning the 12th Nursing Professional Development Educators Conference to be held on April 21, 2017 at OCLC Conference Center in Columbus, Ohio. Nurses are invited to submit proposals for a poster session. The conference is designed for CE and Staff Development educators in any setting. Posters need to be developed to assist educators in making CE and/or staff development more effective, operational and easier. If you have a program or project that you would like to present in poster format, please complete the Request for Proposal forms and submit by March 15, 2017.

1. Poster presenters must register and be available to present their poster during the poster session times.
2. ONA will supply one easel and one chair per person for each poster presentation. No tables are available.
3. Posters should not exceed 30” by 39” in order to fit on the easel.
4. No audio-visual equipment will be available.
5. The fee for poster presenters is $50.00 for each presenter. This includes the lunch, easel, chair and handouts. If you are attending the conference, you do not need to pay the $50.00 fee.
6. Please note that participants will be able to receive contact hours for participating in the review of the posters and discussions with the presenters.

For questions or the Request for Proposal forms, please contact Sandy Swearingen, Continuing Education, or Dodie Dowden, CE Specialist, Ohio Nurses Association, 4000 E. Main St., Columbus, Ohio 43213-2983. Phone: 614-448-1030; Fax: 614-237-6074; E-mail: sswearingen@ohnurses.org or ddowden@ohnurses.org.

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Join the Ohio Nurses Association and the Ohio State University. At this two-day conference, you will learn:
- Stress reduction techniques
- Conflict resolution strategies
- Yoga
- Alternative therapies
- Fitness tips
- Foundations of Meditation
- Foundations of Reiki
- Healthy food tips
- Intention setting
- And much more.

12.5 Contact hours will be awarded.

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Outcome
The learner will gain an increase in knowledge on strategies and tools to enhance and educate themselves and others on perceptions of wellness.

Location
The James Cancer Clinic Conference Rooms
460 W. 10th Avenue
Columbus, Ohio 43210

Accommodations
ONA has secured room blocks at Hampton Inn & Suites Columbus - University area
3100 Olentangy River Road
Columbus OH 43221
Tel: 614 288 8700 Fax: 614 288 8701

Featured Speakers
Terry Foster, as seen on “Untold Stories of the ER”
RN, MSN, CCRN CEN
is the Critical Care Nurse Specialist in the emergency department at St. Elizabeth Medical Center in Edgewood, Kentucky. His primary areas of nursing experience have been in the emergency department and critical-care units. Terry has authored more than 35 professional publications in various fields, including nursing and healthcare journals. Terry is known for his humorous presentations and has lectured on a wide variety of clinical topics at nursing seminars and conferences throughout the United States.

Mary Jo Asal
DNP, RN, NEA-BC, FNP-BC, FAAN
is the Vice President of Nursing Practice and Innovation at the American Nurses Association. Her areas of expertise include Healthy Nurse, Healthy Nation, Scope and Standards of Nursing Practice and Healthy Work Environment, with an emphasis on quality care and patients and nurse health, wellness and safety. With other 25 years of nursing experience, Dr. Asal has worked in many different nursing roles during her career including clinical nurse, nurse educator, advanced practice nurse and nurse executive.

Friday, March 24th
7:00am  Registration & Breakfast
7:45am  Morning Yoga Classes
9:00am  Conference Opening - Healthy Nurse
Mary Jo Asal, DNP, RN, NEA-BC, FNP-BC, FAAN,
American Nurses Association
10:00am  Break, Exhibits, Massages, Reiki Sessions & more
10:30am  Shifting the Focus: Moving from ‘Doing’ to ‘Being with’ Self Care Part 1
11:30am  - Deborah Shields, RN, PhD, CCRN, QTTT, AHIN-BC
- David Shields, MSN, RN, AHIN-BC, QTTT
11:30am  Lunch, Break, Exhibits, Massages, Reiki Sessions & more
1:00pm  Breakouts
2:45pm  Mindfulness at Work Part 1
- Beth Steenberg, MS, RN, RYT-200, Urban Zen Integrative Therapist
- Depression and Anxiety: Cause and Coping
  - David Bingham, PMHCNS-BC
3:00pm  Breakouts
4:00pm  Mindfulness at Work Part 2
- Beth Steenberg, MS, RN, RYT-200, Urban Zen Integrative Therapist
- Sins of Our Past - Ohio’s Opiate Epidemic
  - Andrea K. Boxill, MA
4:15pm  Conflicted Resolvers Rarely Resolve Anything
5:00pm  Heidi M. Shank, DNP, MSN, RN
5:15pm  Poster Presentations & Hors D’oeuvres
6:30pm

Saturday, March 25th
7:00am  Registration & Breakfast
7:45am  Morning Yoga Classes
8:45am  Breakouts
9:00am  Pranayama
10:00am  The Science of Optimizing Health Through Breath Work
  - Asia Angel
10:00am  Breakouts
12:00pm  Fundamentals of Acupuncture
  - David Wang, R.Ac, Dipl.Ac, Dipl.C.H., Dipl.ABT (NCCAOM)
  - Nursing Career Stressing You Out?
    - Elizabeth Fitzgerald, EdD, RN, PMHCNS-BC
  - Sally Morgan, RN, AGCPNP-BC
  - Mentorship as Complementary Alternative Medicine
    - Brianna M. Colón, LMT, Certified Medium
12:00pm  Lunch, Break, Exhibits, Massages, Reiki Sessions & more
1:00pm  Breakouts
1:45pm  Eating Well in a World of Excess - Lynne M. Genter, MS, RN, CCRN
  - Fundamentals of Aroma Therapy Part 1 - Amy E. Retting, CNS
2:00pm  Breakouts
2:45pm  Quick Tips for Healthy Cooking - Chef Jim Warner
  - Yoga Fundamentals - Doris Henery, 200 RYT certified
  - Fundamentals on Aroma Therapy Part 2 - Amy E. Retting, CNS
3:00pm  Breakouts
3:45pm  The Fundamentals of Reiki - Kelly Trautner, RMT
  - Nurse Burnout - Who, Why, When and How to Fix it
    - Sharon S. Parker, RN, MS, CNS
4:00pm  Conference Close - How Can You Laugh at That?
5:00pm  A Closer Look at the Use of Humor in Nursing
  - Terry M. Foster, RN, MSN, FAEN, CCRN, CPEN, TCRN, CEN
Self-care... healthy nurse... eat right... exercise more... drink water... sleep... reduce stress... do these words sound familiar to you? While these messages remind us of the importance of caring for self, it seems that for many of us they go unheeded in the ‘business’ of our daily lives. So... for just a moment... I invite you to stop, take a deep breath and gently ask yourself how you are feeling on these wintry days? A bit fatigued? Rushing? Like you are ‘chasing your tail’... that if only there were 28 hours in the day you could get everything on your list accomplished? If you answered yes to any of these please do not feel alone. Stress is real, and our lives are filled with a myriad of experiences that can leave us feeling overwhelmed and scattered. Even joyous occasions can be stressful! In our quest to balance our personal and professional lives - places where we care elegantly for others - we often forget ourselves and our need for self-care. Indeed, we each deserve a moment to move inward and honor our own being.

Health care issues in the United States (Quinn, 2016). Professional literature abounds with discussions of the psychophysiological effects of chronic stress are now known to contribute to at least 80 % of chronic health care issues in the United States (Quinn, 2016). Nurses, who have a wonderful profession, is stressful. Professional literature abounds with discussions of the stressors involved in caregiving and potential results of unmanaged stress such as caregiver burnout, moral distress, horizontal hostility, compassion fatigue, and decreased quality and safety (Borysenko, 2011 & WHO). How, though, does stress impact YOU? How does stress impact your ability to be present to those you serve in your practice – to be the holistic nurse, grounded in caring, that you are? Perhaps this is one of the most important questions that we ask as we reflect on our personal self-care patterns and identify strategies designed to nourish and support our whole self.

The art and science of holistic nursing practice emanates from five Core Values (American Holistic Nurses Association, 2013): Core Value Five, Holistic Nurse Self-Reflection and Self-Care requires self-assessment, self-reflection and self-responsibility to adopt a lifestyle that supports all dimensions of wellness including physical, emotional, mental, spiritual aspects of oneself, and relationships with others and with the environment to create life balance and satisfaction. Holistic self-care... such a wonderful idea! How, though, might we take the first important step on this journey? How might we mindfully weave self-development into our life to create new patterns, shifting our focus from ‘doing’ to ‘being with’ self-care. Self-development involves developing self-awareness, self-acceptance, self-compassion and the healing consciousness required to care for others. It expands the traditional view of self-care to include development of the healing consciousness inherent to our inner being and connection to a source of wisdom greater than our personal self. Self-development, then, is synonymous with holistic self-care. The purpose of self-development is not only to adopt personal health promotion behaviors and manage stress, but also to connect us with the larger purpose of our lives. Self-development creates the space for an integration of “doing” and “being” dimensions of caring for self and other. It is a life-long commitment to yourself, inviting you to be compassionate, gentle, courageous and nonjudging of self. Getting started... that is the tough part. Let’s together explore a process of self-development that increases contemplative practice, self-reflection, self-awareness and health promoting self-care practices (Shields & Stout Shaffer, 2016).

Contemplative practice is the foundation of self-development and for nurturing a deepening relationship with self. These quieting practices can help us reach our ‘still-point’, that place within us that is peaceful, still, and safe. From this place of inner quiet, we are better able to appreciate our own innate wisdom and what is meaningful to us in our lives. What is our purpose? What do we value most? Contemplative practice is intentional, requiring choice and will; it is a discipline and, in truth, is not easy. Yet as we cultivate the discipline we become more able to relax into ourselves and, as a sense, become still in the storm of our daily lives. As we peel back the layers of our life we find joy, discomfort, ‘ahas’, challenges and so much more! It can be transformative. We remember, though, that the practice is enfolded in equanimity and compassion and we trust. Just as we do with others, we meet ourselves where we are and listen, without judging and harshness; within the stillpoint we are open to that which supports our healing and wholeness.

Contemplative practices include whatever you choose that creates the space for quiet within you (e.g. prayer, meditation, drawing, singing, running, writing). There is no right or wrong practice; they are as unique as each of you. The power of the practice is your intention and your willingness to stay the course. In our busy world, it is easy to become distracted...guilty...and even give up. Remember, contemplative practice is a gentle discipline; notice when you stray a bit and return with love, not self-criticism. The sidebar is my invitation to you to share a quieting... or you might discover ideas on specific practices by visiting the Center for Contemplative Mind in Society @ http://www.contemplativemind.org/ and gazing upon the Tree of Contemplative Practice.

Quieting practices allow you to engage in self-reflection, a turning inward to explore your thoughts, values, beliefs, experiences, and behaviors. Self-reflection helps you learn more about yourself, leading to enhanced understanding and self-awareness. You get to know and value the you that is YOU! Ultimately, this illuminates self-care practices/actions that best support you in your own, unique self-development. You are in a position to mobilize the resources to determine where you are on this journey and, yes, envision where you want to go!

Self-Care Practices, then, emerge from your personal exploration and are designed to promote your wellbeing. As with any trip you take, preparation is key! You should be clear on your purpose, as this influences your planning - what you need, how to prepare. Next, assess where you are, set an intention and select what you want to focus on—what do you need for you? Evaluate along the way – how is your self-development journey going? What ‘corrections’ are needed? Stepping forward mindfully helps you stay on course on this – your very own – self-development journey.

There are numerous self-assessment tools available; it is important to use one that is comfortable and allows you to gently and nonjudgmentally assess where you are in this moment. As you look over your self-assessment, you will likely notice your individual patterns. Reflect upon any sensations you experience as you bring to your awareness a pattern – you might feel, for example,
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vibrant, energized, uncomfortable, guilty, tired, steady, or anxious. Your awareness is so important. Remember that self-development invites you to accept yourself, to learn to embrace your patterns, and to change them to your purpose. Behavioral change can become patterned responses that may or may not serve your self-development over time—the key is attending mindfully to what occurs in you. Importantly, accept that actions are included in your wholeness... your bodymind-spirit-social-relational self, able and willing to make informed choices. As you create your self-development plan, you might consider:

Your Body

Nutrition: Consider your relationship with food and the choices you make, remembering that nutrition is protection in your busy life. Movement: A joy and a challenge... how might you shake it out? Play: Remember the fun of building a snow person, rolling in the leaves, laughing from deep within: Laugh long... laugh often!
Rest: Ah yes... a time of renewal. Establish a ritual you before you rest—this can be whatever feels good and relaxing to you.

Your Mind: We have many life roles and many role models who influence our thoughts, behaviors and values. Mental: How do you stimulate your mind... your thinking, your creativity? Create space for these activities.

Emotion: Consider the effects of your emotions on your being and your life. Gently ask yourself if you are aware of how you are acting—can you accept it, can you face it, can you let it go? Can you forgive yourself and others?

Your Spirit: Looking inward... connecting with the meaning in your life. Set aside a time each and every day for reflection and connection with your higher power.

Your Relationships: As we live in the world we engage in a variety of relationships from casual to deeply intimate and each one, in its own way, is important to our self-development. How do you cultivate your relationships, keep them healthy, leave those that are not healthy? What is your relationship with the environment?

Your Choices: The gift of saying yes... and no... without guilt! Conscious choosing invites us to be thoughtful and clear, which is often easier said than done.

The evaluation of your self-development plan can include both short- term (immediate feelings that reinforce your specific behavior—the bubble bath was relaxing in the moment) and longer term (recognizing that my goal of deep relaxation and stillness was occurring as I take bubble baths even nights). Give the plan a chance to work; you don’t lose 30 minutes... ever with your breath. Becoming more aware is you offer this morning? When you feel ready, stand for a moment and stretch out all of you—reach to the stars, bend gently... shake yourself out. Move as much as is good for you and really feel yourself letting go. When complete, notice yourself as you find your seat... continue breathing... and, with eyes open or closed, see yourself stepping out into the beautiful teacher. You are greeted by a gentle warmcool air that is perfect for you. As you look around, you see the morning skies so rich, so blue. O look... there is a fluffy white cloud dancing in the breeze. The sun... so rosy gold... is easing upward and sprinkling the earth with glimmering light rays. You walk to a comfy seat awaiting you. There are lush green pines all around... you notice the quiet... it is profound and in the distance you hear the good day welcome of the avian choir—your heart smiles. You allow yourself to sit and be... safe, peaceful, within your stillpoint. Stay in this space as long as you would like... beautiful nature is your companion. Reflect... notice... listen... no judging. What messages/ awareness are you offered this morning? When you feel complete, allow yourself to rise and walk mindfully back to beginning... ever with your breath. Becoming more awake, it might feel nice to stretch a bit! Offer gratitude for this time of stillness that you have given yourself... and, return, with ease, to your day.

Deborah Shields, RN, PhD, CCRN, QTTE, AHN- BC is an Associate Professor of Nursing at Capital University in Columbus, a peripatetic staff nurse at Doctors Hospital OhioHealth, and has a private practice as a Therapeutic Touch practitioner and teacher. She is grateful by a great warmcool air that is perfect for you. As you look around, you see the morning skies so rich, so blue. O look... there is a fluffy white cloud dancing in the breeze. The sun... so rosy gold... is easing upward and sprinkling the earth with glimmering light rays. You walk to a comfy seat awaiting you. There are lush green pines all around... you notice the quiet... it is profound and in the distance you hear the good day welcome of the avian choir—your heart smiles. You allow yourself to sit and be... safe, peaceful, within your stillpoint. Stay in this space as long as you would like... beautiful nature is your companion. Reflect... notice... listen... no judging. What messages/ awareness are you offered this morning? When you feel complete, allow yourself to rise and walk mindfully back to beginning... ever with your breath. Becoming more awake, it might feel nice to stretch a bit! Offer gratitude for this time of stillness that you have given yourself... and, return, with ease, to your day.

Shifting your focus from ‘doing’ to ‘being’ with self-care is a rhythm, and you are invited to find yours. It is a life long journey of deep inner reflection and commitment- to you! There are ups and downs and that is ok. As Dr. Emoto shares.

“If you feel lost, disappointed, resistant, or weak, return to yourself, to who you are, here and now and even when you get there, you will discover yourself, like a lotus flower in full bloom, even in a muddy pond, beautiful and strong”

There are many resources available to support you. The American Nurses Association is launching Healthy Nurse Health Nation, a fabulous initiative designed to support nurses self-care and wellness. The website http://www.nursingworld.org/MainMenuCategories/WorkplaceSafety/Healthy- Nurse is a treasure of ideas, activities and supports offered to you! The American Holistic Nurses Association http://wwwahun.org is another. You might find these are two of the many tools ready and waiting for you to take the next step. May your holistic self-care journey be wondrous and may each and every step you take support the beautiful, caring, growing person that you are!

References

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