A spark is a small fiery particle thrown off from a fire, alight in ashes, or produced by striking together two hard surfaces such as stone or metal. At WNA our members are sparks. Wyoming’s nurses are at the forefront of national change, leading the charge for advancing the nursing profession in our state and beyond. Our members are nurses who recognize that they don’t have to accept what’s given to them, they can do things differently to create the change they’d like to see. Our members are a spark and are part of a solution that creates opportunities.

“Your Voice Counts”

Your voice is about you and your work and ensuring that your voice shapes the future of nursing and healthcare in Wyoming and the nation. Nursing’s foundational values and providing quality care unites and mobilizes us. This past week WNA hosted, as part of our Mission and Strategic Plan, our annual event, “Nurses Day at the Legislature” in Cheyenne, WY. Our goals were to give you a broader perspective on nursing issues and allow you to network with your colleagues and nursing leaders from around the state. In providing you with the latest information on healthcare issues, WNA’s current legislative agenda includes: Access to Care, Professional Practice advancements, and Affordability for those who fall between the cracks in our state.

We had a very strong presence of nursing education leaders and their students. I commend these institutions on the strong message they send to our future nurses and the importance to be engaged in the professional arena and their practice. Also in attendance and participating in our program included: the Wyoming State Board of Nursing, Wyoming State Board of Pharmacy, Wyoming Council of Advanced Practice Nurses, and the Wyoming Hospital Association. WNA is committed to work side by side with professional organizations as we recognize we are stronger if our messages are optimized and valued.

Your voice was heard at our Legislative Reception where nurses along with our legislators discussed an evening of issues around various bills that would affect the delivery and quality of healthcare. A greater understanding and knowledge of our workplace and state issues was always at the forefront. It is evident that nurses are leading the way to nurse-driven solutions in the state. All nurses are leaders and Wyoming nurses have a role to play in shaping our health systems. Representing nursing, as a profession should be important to you, I urge you to be active and speak up whether it is on a committee at your workplace, as a leader in your organization, as a primary care provider, being on a board or as a member of your professional organization. This is a critical time for nurses to engage in shaping the future roles of nursing and that nursing roles are optimized and valued in redesigned systems.

All nurses are leaders and Wyoming nurses have a role to play in shaping our health systems. Representing nursing, as a profession should be important to you, I urge you to be active and speak up whether it is on a committee at your workplace, as a leader in your organization, as a primary care provider, being on a board or as a member of your professional organization. This is a critical time for nurses to engage in shaping the future roles of nursing and that nursing roles are optimized and valued in redesigned systems.

You can always reach out and connect with the WNA Board of Directors to discuss how you can be active and have your voice heard by going to: wyonurse.org and dropping us a note. We would like to hear from you.

Be a Spark in our #ChangingNursing Campaign

Leveraging and aligning with the refreshed branding efforts of the American Nurses Association, WNA is using their strength to drive excellence in practice and ensure the voice and vision of nurses are recognized. On February 1, 2017, the association unveiled a new logo, but more than just an updated logo, this change
National Nurses Week

Talking Points for National Nurses Week
May 6 – 12, 2017

Key Messages

- National Nurses Week celebrates the contributions nurses make every day to improve the health of their patients.

- The American Nurses Association (ANA) has a long-standing commitment to ensuring the health and wellness of nurses in all settings. ANA has designated 2017 the “Year of the Healthy Nurse” and the ANA Enterprise will launch the “Healthy Nurse, Healthy Nation™ Grand Challenge” in May.

- Nurses are recognized by the public for upholding high ethical standards. An annual Gallup survey shows that the public has ranked nursing as the top profession for honesty and ethical standards for 15 years straight.

- The Healthy Nurse, Healthy Nation Grand Challenge is a national movement designed to improve the health of the nation’s 3.6 million registered nurses.

A Grand Challenge is a socially beneficial goal that addresses a systemic and embedded problem through collaboration and joint leadership.

- The Healthy Nurse, Healthy Nation™ Grand Challenge will connect and engage individual nurses, employers of nurses, state nurse organizations, and specialty nurse associations to take action within five domains: physical activity, rest, nutrition, quality of life and safety.

- There are 3.6 million registered nurses in the United States and nurses make up the largest group of all health care professionals.

- Registered nurses are on the frontlines of our health delivery system, providing care to millions of people.

- When nurses are healthy, it ensures the delivery of quality health care to their patients, families and communities.

- Health care delivery requires 24/7 support and the demands of shift work challenge the health of nurses. According to the Bureau of Labor Statistics, registered nurses have the fourth highest rate of injuries and illnesses that result in days away from work when compared with all other occupations.

- As the largest group of health care workers, nurses are critical to America’s health care system. Their well-being is fundamental to the health of our nation.

- Nurses have a critical responsibility to uphold the highest level of quality and standards in their practice, including fostering a healthy lifestyle.

- Nurse leaders can ensure tools and resources are available to achieve a healthy lifestyle.

- The American Nurses Association has a long-standing commitment to ensuring the health and wellness of nurses in all settings. ANA has designated 2017 the “Year of the Healthy Nurse” and the ANA Enterprise will launch the “Healthy Nurse, Healthy Nation™ Grand Challenge” in May.

- Nurses are recognized by the public for upholding high ethical standards. An annual Gallup survey shows that the public has ranked nursing as the top profession for honesty and ethical standards for 15 years straight.

- The Healthy Nurse, Healthy Nation Grand Challenge is a national movement designed to improve the health of the nation’s 3.6 million registered nurses.
Central Region
Jane Hartsock, President
Happy 2017! The Central Region Board has been busy planning for the upcoming year. Our next program will be February 23, 2017 at Casper College in the Health Sciences Building Room 111 featuring SSG Amy Sorensen, Flight Medic for the ARNG. The title of her presentation is “Oh, the places you will go: One nurse’s journey!” and it begins at 5:30 PM. CE will be provided for the presentation. Zoom will be available for our members not in Casper. After the presentation, there will be a short business meeting. Please come and join us!
On May 11, 2017, the Central Region will have its Spring Nurses Day Celebration. It will be at The Hanger in Bar Nunn. More information will be sent out in April.

Northeast Region
Alicia LePard, President
WNA Northeast Region hosts several scholarships annually. Deadline to apply is April 1, 2017. High school students interested in a healthcare career as a nurse are invited to apply through Campbell County High School, Wright High School, Newcastle High School, Crook County High School, Sheridan High School and Buffalo High School. One scholarship for a high school student for $500 is offered each year and is paid directly to the institution the recipient is attending.

Northwest Region
Christina Brewer, President
WNA Northwest Region will present three scholarships this spring. Deadline to apply is April 1, 2017. To apply for all three visit www.wyonurse.org and select the Northwest Region page. If you have questions please contact Chris Brewer at christina.brewer@wycu.org.

$500 Pre-Licensure Nurse Scholarship
The purpose of this scholarship is to support nursing education for future nurses of the Northwest Region of Wyoming. Applicants must be a current Wyoming resident that resides within one of the following counties (Big Horn, Fremont, Hot Springs, Park, Teton, or Washakie) AND currently attending or accepted to a Wyoming College (pre-nursing/nursing) with a GPA ≥2.5 (high school or college transcript).


When: August 9 & 10, 2017
Where: Casper, Wyoming
Learn more: www.payu.edu/wycoa/
Featured topic: Artificial stewardship, chronic disease management, fall prevention, infection prevention and more.

Nurse Residency Program
Grays Harbor Community Hospital, a 96-bed acute care hospital, located 20 miles from the Pacific Ocean, is currently recruiting for CCU and Medical/Pediatric/Surgical Unit RNs for both day and night shifts. The CCU is a 10-bed unit; Medical/Pediatric Unit is a 32-bed unit; Surgical Unit is a 26-bed unit. The Registered Nurse (RN) is responsible for providing, coordinating and directing individualized, comprehensive nursing care to all patients based upon the nursing process of assessment, planning, implementation and evaluation. Excellent salary and benefits provided. Relocation assistance and sign on bonus negotiable.

For more information contact:
Jan Fargo, Recruiter
jfargo@ghcares.org
Aberdeen, WA 98520

Wyoming Health Council
Embracing Healthcare Solutions at the Community Level

- Family Planning Clinics - Title X
- Insurance Marketplace Navigators
- Faith Community Nursing Programs
- Wyoming Cancer Resource Services

For more information about our programs:
www.wyc.org - 307.522.2040 - wyhealth@wyc.org

Coastal Washington Opportunity
CCU and Medical-Pediatric/Surgical Unit RN Positions
Gray’s Harbor Community Hospital, a 96-bed acute care hospital, located 20 miles from the Pacific Ocean, is currently recruiting for CCU and Medical-Pediatric/Surgical Unit RNs for both day and night shifts. The CCU is a 10-bed unit; Medical/Pediatric Unit is a 32-bed unit; Surgical Unit is a 26-bed unit. The Registered Nurse (RN) is responsible for providing, coordinating and directing individualized, comprehensive nursing care to all patients based upon the nursing process of assessment, planning, implementation and evaluation. Excellent salary and benefits provided. Relocation assistance and sign-on bonus negotiable.

For more information contact:
Jan Fargo, Recruiter
jfargo@ghcares.org
Aberdeen, WA 98520

Wyoming Nurse • Page 3

March, April, May 2017
#ChangingNursing Campaign continued from page 1

is our promise to you for continued growth as an association and as we make advancements in the nursing practice. With our ever-changing profession, it is more important than ever that WNA continues to serve as the state’s unified voice of nursing.

On February 9, 2017 at Nurses Day at the Legislature we launched WNA’s #ChangingNursing campaign from where you see all the photos in this publication and on social media. If you weren’t in Cheyenne to participate in the unveiling, we’d love for you to join us on social media to follow the #ChangingNursing campaign! Visit our website at www.wyonurse.org and download our plea to change nursing, snap a selfie and share using #ChangingNursing on your social media post.

We’re proud of where we’ve come from, but we also look with determination to the future. We have a big job, with far more registered nurse jobs available than jobs in any other profession through 2022, at more than 100,000 per year in the United States alone.

Help us get the word out about how WNA nurses are sparks and leading the charge for advancing the nursing profession.

Currently Hiring For:

Registered Nurse

To view all current job openings, please visit www.evanstonregionalhospital.com

Or scan the code at the left with your smart phone

190 Arrowhead Dr., Evanston, WY 82930 • (307) 783-8133

www.evanstonregionalhospital.com

DIRECTOR OF NURSING

(HSNU12-05730)

BSN Required with 1 year of supervisory experience preferred.

Mental Health Nurse Practitioner

(HSNP12-05624)

APRN with prescriptive authority or ability to obtain prescriptive authority.

Benefits Include:

• Competitive salary and paid time off package.
• Health, Dental and Vision insurance.
• Housing available during scheduled shifts.

For complete job descriptions and to apply online visit www.governmentjobs.com/careers/wyoming

or Contact Human Resources 307-568-2431, Ext 214

Wyoming Retirement Center
Basin, Wyoming

Peak Wellness Center has current full time positions for Nurse Practitioners

Qualifications:

– Master’s Degree or graduate of a nurse practitioner program in nursing.
– Supervised experience in providing mental health services with SPMI and substance abuse.
– Registration with Wyoming State Board of Pharmacy.
– Possession of a Controlled substance Registration Certificate (DEA).
– Licensed as APRN.

Peak offers a comprehensive package of benefits for the individual or family.

• Medical, Dental, Vision, Disability.
• Employee life and voluntary life.
• Retirement plan.
• Generous paid annual, sick and holiday time off.

Applicants please apply at peakwellnesscenter.org

CURRENTLY HIRING FOR: Registered Nurse

To view all current job openings, please visit www.evanstonregionalhospital.com

Or scan the code at the left with your smart phone

Evanston Regional Hospital
190 Arrowhead Dr., Evanston, WY 82930 • (307) 783-8133

www.evanstonregionalhospital.com
Westward Heights Nursing Home would like to thank all of their NURSE HEROES during National Nurses Week, May 6–12, 2017.

Visit us to find out more or apply to be part of our team at vetterhealthservices.com

Sometimes heroes don’t wear capes, they simply wear a smile... and their superpowers are patience, empathy, and compassion.
WNA Nurses Day at the Legislature was held Thursday, February 9, 2017 at the Little America Hotel, in Cheyenne, Wyoming. This year’s theme Opioid Crisis – Your Practice, Your Responsibility. This issue is at the forefront of our profession and the day provided timely information on the topic.

The day started with a presentation on “Prescription Drug Abuse: The Problem” provided by Mary Walker, RPh, Executive Director for the Wyoming State Board of Pharmacy. Cynthia LaBonde, MN, RN, Executive Director for the Wyoming State Board of Nursing provided a presentation on “Acknowledging the Crisis in Nursing.” Attendees then heard from Alison Melle, MAE, RN, who shared her own personal journey with opioid addiction. There wasn’t one dry eye in the audience and everyone appreciated Alison sharing her story. Following lunch Laura Schmid-Pizzato, LCSW, ACSW, a Recovery Services Manager with Southwest Counseling presented on “Opioid Treatment and Recovery: The new healthcare challenge.” Donna Nurs, APRN, PMHNP, BC, with
Harmony Health presented “You’re Important Too!” to remind the attendees how to put themselves first so they don’t have their own opioid crisis. The educational sessions for the day wrapped up with WNA Lobbyist, Toni Decklever, MA, RN who provided an energetic and dynamic presentation around the “2017 Legislative Bills: what do they mean to me?”

The day concluded with a Nursing and Legislature reception held in partnership with the Wyoming Hospital Association and Wyoming Council for Advanced Practice Nursing. This was a record-breaking reception that was well attended by nurses, hospital CEO’s, nursing students and numerous legislators. In addition, Wyoming’s Governor Matt Mead was a special guest at the reception.

The 2017 Nurses Day at the Legislature was truly a great event, with numerous evaluations stating this was the best Nurses Day they have attended! Thank you to everyone who attended and a special thank you to Kathy Luzmoor and Suzey Delger who were 2017 Conference Program Chairs!

**save the date**
February 22, 2018
for Nurses Day at the Legislature at Little America Cheyenne.

**Reception Sponsor**
Wyoming Hospital Association

**Education Sponsor**
Campbell County Health

---

**Worland Healthcare and Rehabilitation**

- Full-time Registered Nurse (RN) or Licensed Practical Nurse (LPN)
- PRN status RN or LPN
- Sign-on bonus $3,000 for RN’s and $2,500 for LPN’s

Please apply online through Five Star Senior Living’s website: http://careers.fivestarseniorliving.com/

Feel free to call us with any questions, 307-347-4285.

---

**Simple, Safe, Professional Care . . . In the Home.**

SHARON'S

Home Health Care

Serving Buffalo, Gillette, Wright, Moorcroft, Sundance, Upton, Hulett & Newcastle

307-756-3344
Volunteer Coordinator(s) Needed for WNLI
(Wyoming Nurse Leadership Institute)

Sue Howard, RN, MSN and Veronica Taylor, RN, MS, CIC have been the coordinators of the institute and have given a great deal of volunteer time to the project. It is an exciting project and hopefully will continue long into the future. WNNA sponsors WNLI and the coordinators have developed the project with input and expert speakers from WNNA membership and board. The coordinators schedule the dates, find rooms to meet, correspond with all the participants, schedule the expert presenters and facilitate each face to face meeting, and provide guidance in participant’s projects. This is a volunteer role and takes approximately 30 hours for each face to face meeting so approximately 120 hours in the year. The curriculum is developed however it is fluid and changes based upon current exciting nursing events and changes. Sue and Veronica are very willing to guide the new volunteer coordinator(s) and share their knowledge with WNA new volunteers’ facilitators.

The Wyoming Nurse Leadership Institute goal is “Wyoming nursing leaders and future leaders will participate in a leadership development program with active learning, a mentorship program, sharing best practices, networking and enhancing recruitment and retention of nursing staff in Wyoming.”

The WNLI program has 3-4 face to face meetings in Casper or Cheyenne which includes participation in the WNNA annual convention and Legislative Days. The key concepts identified included leadership concepts, personal growth, personality styles, AONE executive and nurse manager competencies, quality improvement, legislative issues, regulatory issues, and educational advancement of nurses. Each participant is assigned a mentor, they develop a project from the expert presenters and use the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the mentoring piece has worked well for some participants who took advantage of experienced leaders’ mentoring piece has worked well for some participants who did not connect at all.

One of the most successful pieces of WNLI has been the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the evaluations of WNLI to adjust and make improvements for the next year.

If you are interested in assisting with WNLI as a coordinator or a presenter, please share with tobilyon@wyonurse.org.

The Wyoming Nurse Leadership Institute

March, April, May 2017

Volunteer Coordinator(s) Needed for WNLI
(Wyoming Nurse Leadership Institute)

Sue Howard, RN, MSN and Veronica Taylor, RN, MS, CIC have been the coordinators of the institute and have given a great deal of volunteer time to the project. It is an exciting project and hopefully will continue long into the future. WNNA sponsors WNLI and the coordinators have developed the project with input and expert speakers from WNNA membership and board. The coordinators schedule the dates, find rooms to meet, correspond with all the participants, schedule the expert presenters and facilitate each face to face meeting, and provide guidance in participant’s projects. This is a volunteer role and takes approximately 30 hours for each face to face meeting so approximately 120 hours in the year. The curriculum is developed however it is fluid and changes based upon current exciting nursing events and changes. Sue and Veronica are very willing to guide the new volunteer coordinator(s) and share their knowledge with WNA new volunteers’ facilitators.

The Wyoming Nurse Leadership Institute goal is “Wyoming nursing leaders and future leaders will participate in a leadership development program with active learning, a mentorship program, sharing best practices, networking and enhancing recruitment and retention of nursing staff in Wyoming.”

The WNLI program has 3-4 face to face meetings in Casper or Cheyenne which includes participation in the WNNA annual convention and Legislative Days. The key concepts identified included leadership concepts, personal growth, personality styles, AONE executive and nurse manager competencies, quality improvement, legislative issues, regulatory issues, and educational advancement of nurses. Each participant is assigned a mentor, they develop a project from the expert presenters and use the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the mentoring piece has worked well for some participants who took advantage of experienced leaders’ accessibility however some did not connect at all.

One of the most successful pieces of WNLI has been the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the evaluations of WNLI to adjust and make improvements for the next year.

If you are interested in assisting with WNLI as a coordinator or a presenter, please share with tobilyon@wyonurse.org.

The Wyoming Nurse Leadership Institute

March, April, May 2017

Volunteer Coordinator(s) Needed for WNLI
(Wyoming Nurse Leadership Institute)

Sue Howard, RN, MSN and Veronica Taylor, RN, MS, CIC have been the coordinators of the institute and have given a great deal of volunteer time to the project. It is an exciting project and hopefully will continue long into the future. WNNA sponsors WNLI and the coordinators have developed the project with input and expert speakers from WNNA membership and board. The coordinators schedule the dates, find rooms to meet, correspond with all the participants, schedule the expert presenters and facilitate each face to face meeting, and provide guidance in participant’s projects. This is a volunteer role and takes approximately 30 hours for each face to face meeting so approximately 120 hours in the year. The curriculum is developed however it is fluid and changes based upon current exciting nursing events and changes. Sue and Veronica are very willing to guide the new volunteer coordinator(s) and share their knowledge with WNA new volunteers’ facilitators.

The Wyoming Nurse Leadership Institute goal is “Wyoming nursing leaders and future leaders will participate in a leadership development program with active learning, a mentorship program, sharing best practices, networking and enhancing recruitment and retention of nursing staff in Wyoming.”

The WNLI program has 3-4 face to face meetings in Casper or Cheyenne which includes participation in the WNNA annual convention and Legislative Days. The key concepts identified included leadership concepts, personal growth, personality styles, AONE executive and nurse manager competencies, quality improvement, legislative issues, regulatory issues, and educational advancement of nurses. Each participant is assigned a mentor, they develop a project from the expert presenters and use the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the mentoring piece has worked well for some participants who took advantage of experienced leaders’ accessibility however some did not connect at all.

One of the most successful pieces of WNLI has been the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the evaluations of WNLI to adjust and make improvements for the next year.

If you are interested in assisting with WNLI as a coordinator or a presenter, please share with tobilyon@wyonurse.org.

The Wyoming Nurse Leadership Institute

March, April, May 2017

Volunteer Coordinator(s) Needed for WNLI
(Wyoming Nurse Leadership Institute)

Sue Howard, RN, MSN and Veronica Taylor, RN, MS, CIC have been the coordinators of the institute and have given a great deal of volunteer time to the project. It is an exciting project and hopefully will continue long into the future. WNNA sponsors WNLI and the coordinators have developed the project with input and expert speakers from WNNA membership and board. The coordinators schedule the dates, find rooms to meet, correspond with all the participants, schedule the expert presenters and facilitate each face to face meeting, and provide guidance in participant’s projects. This is a volunteer role and takes approximately 30 hours for each face to face meeting so approximately 120 hours in the year. The curriculum is developed however it is fluid and changes based upon current exciting nursing events and changes. Sue and Veronica are very willing to guide the new volunteer coordinator(s) and share their knowledge with WNA new volunteers’ facilitators.

The Wyoming Nurse Leadership Institute goal is “Wyoming nursing leaders and future leaders will participate in a leadership development program with active learning, a mentorship program, sharing best practices, networking and enhancing recruitment and retention of nursing staff in Wyoming.”

The WNLI program has 3-4 face to face meetings in Casper or Cheyenne which includes participation in the WNNA annual convention and Legislative Days. The key concepts identified included leadership concepts, personal growth, personality styles, AONE executive and nurse manager competencies, quality improvement, legislative issues, regulatory issues, and educational advancement of nurses. Each participant is assigned a mentor, they develop a project from the expert presenters and use the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the mentoring piece has worked well for some participants who took advantage of experienced leaders’ accessibility however some did not connect at all.

One of the most successful pieces of WNLI has been the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the evaluations of WNLI to adjust and make improvements for the next year.

If you are interested in assisting with WNLI as a coordinator or a presenter, please share with tobilyon@wyonurse.org.

The Wyoming Nurse Leadership Institute

March, April, May 2017

Volunteer Coordinator(s) Needed for WNLI
(Wyoming Nurse Leadership Institute)

Sue Howard, RN, MSN and Veronica Taylor, RN, MS, CIC have been the coordinators of the institute and have given a great deal of volunteer time to the project. It is an exciting project and hopefully will continue long into the future. WNNA sponsors WNLI and the coordinators have developed the project with input and expert speakers from WNNA membership and board. The coordinators schedule the dates, find rooms to meet, correspond with all the participants, schedule the expert presenters and facilitate each face to face meeting, and provide guidance in participant’s projects. This is a volunteer role and takes approximately 30 hours for each face to face meeting so approximately 120 hours in the year. The curriculum is developed however it is fluid and changes based upon current exciting nursing events and changes. Sue and Veronica are very willing to guide the new volunteer coordinator(s) and share their knowledge with WNA new volunteers’ facilitators.

The Wyoming Nurse Leadership Institute goal is “Wyoming nursing leaders and future leaders will participate in a leadership development program with active learning, a mentorship program, sharing best practices, networking and enhancing recruitment and retention of nursing staff in Wyoming.”

The WNLI program has 3-4 face to face meetings in Casper or Cheyenne which includes participation in the WNNA annual convention and Legislative Days. The key concepts identified included leadership concepts, personal growth, personality styles, AONE executive and nurse manager competencies, quality improvement, legislative issues, regulatory issues, and educational advancement of nurses. Each participant is assigned a mentor, they develop a project from the expert presenters and use the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the mentoring piece has worked well for some participants who took advantage of experienced leaders’ accessibility however some did not connect at all.

One of the most successful pieces of WNLI has been the leadership projects in their facilities that each participant develops throughout the eight months of the program. Another important piece is the evaluations of WNLI to adjust and make improvements for the next year.

If you are interested in assisting with WNLI as a coordinator or a presenter, please share with tobilyon@wyonurse.org.

The Wyoming Nurse Leadership Institute
NCSBN Launches Transition to Practice Online e-learning Program

The National Council of State Boards of Nursing (NCSBN) has launched a new Transition to Practice (TTP) online e-learning program for newly licensed nurses. The program reviews and discusses important concepts integral to patient safety and critical thinking helping new graduates understand how to apply nursing knowledge, learn new skills and think critically as they transition from newly licensed nurses to confident professionals.

Based on NCSBN’s Transition to Practice multivariate, randomized and controlled study that found that transition programs increase new nurse competence, satisfaction and retention and decrease stress and self-reported errors, the program includes courses for both new graduate nurses and preceptors. Course content is evidence-based and highly interactive, aimed at strengthening core competencies.

“These courses are ideal for institutions with limited resources for onboarding new nurses and are an excellent guide for students during their capstone courses,” comments, Nancy Spector, PhD, RN, FAAN, director, NCSBN Regulatory Innovations and principal investigator of the Transition to Practice study.

The program’s five courses can be purchased, separately or as a package, through the NCSBN Learning Extension website (www.learningext.com). A separate course for preceptors is also available. All courses offer continuing education credits. Certificates will be available to print once a passing score is achieved.

The new graduate courses are:

- **Course 1:** Communication & Teamwork
  - Provide safer and more effective care through situational awareness and using positive workplace behaviors.
  - 4.0 Contact Hours | included in series for $150 or $40 for individual registration

- **Course 2:** Patient- & Family-centered Care
  - Understand how to empower your patients and include them as integral members of the health care team.
  - 4.0 Contact Hours | included in series for $150 or $40 for individual registration

- **Course 3:** Evidence-based Practice
  - Engage intellectual curiosity within the context of a health care team in order to achieve improved outcomes.
  - 4.0 Contact Hours | included in series for $150 or $40 for individual registration

- **Course 4:** Quality Improvement
  - Embrace change and participate in processes that continuously improve the outcomes of care.
  - 4.0 Contact Hours | included in series for $150 or $40 for individual registration

- **Course 5:** Informatics
  - Empower patients with new technologies that allow vital information to flow between the patient and health care team.
  - 4.0 Contact Hours | included in series for $150 or $40 for individual registration

**Course for Preceptors:**

- **Helping New Nurses Transition to Practice**
  - Foster the growth of new graduate nurses by helping new nurses transition to practice.
  - 2.0 Contact Hours | $30 for individual registration (not included in series)

---

### Adverse Childhood Experiences (ACES) Impact on the Medical Field

As medicine has evolved over time the answers to complicated medical and social-emotional issues continue to elude the field. As more research and knowledge is gained, especially in neurodevelopment, a philosophical shift is being seen through identification of physical and emotional components of health and the impacts of early experiences. Based on research by Dr. Robert Anda from the CDC and Dr. Vincent Felitti from Kaiser Permanente in the 1990’s, the answers to more complicated medical questions become easier to address. Their research consisted of surveying approximately 17,500 adult members of Kaiser about early adverse experiences. Based on ten questions related to abuse, neglect and household dysfunction, they were able to make a direct correlation to the trauma that children experience and how it impacts their adult health outcomes. These ten questions focus on physical, sexual and emotional abuse, physical and emotional neglect, incarceration of a parent, a caretaker with mental illness, domestic violence, substance abuse in the home, and parental separation. For every “yes” response, the participant scored one point. They found that there was a direct dose response, the higher the Adverse Childhood Experiences (ACES) score the more susceptible to ailments such as COPD, Ischemic Heart Disease, diabetes, and cancer. An individual’s relative risk of suicide is 12 times more likely with an ACES score of four or more than an individual with an ACES score of zero.

The impacts of negative early experiences are costly across Wyoming. Currently, Wyoming is spending over 1.5 million dollars each month to serve children and families in the child welfare system. Approximately one third of these children are five-years-old and under. These costs go well beyond the immediate investment and continue to follow these individuals for a lifetime. In Wyoming, the large majority of substantiated child welfare cases involve caregiver substance abuse. In 2014, the Child Welfare League of America reported there was an estimated 3,000 children ages 12 to 17 and 40,000 adults age 18 and older were dependent on or abusing illicit drugs or alcohol in Wyoming. The costs of substance abuse are astronomical to our healthcare system, our child welfare system, our legal system, and family well-being.

As families access a continuum of services, there is a responsibility of all providers to investigate underlying issues that may be impacting health and well-being. In order to impact change, society must support and promote healthy family relationships and be willing to intervene in all ways possible to ensure safety and well-being in the next generation.

**For more information on the ACE's study, please visit [https://www.cdc.gov/violenceprevention/acestudy](https://www.cdc.gov/violenceprevention/acestudy) or the Strengthening Families Protective Factors Framework, please visit [http://www.cssp.org/reform/strengtheningfamilies/about](http://www.cssp.org/reform/strengtheningfamilies/about).**

---

**DSU Dixie State University**

**RN-BSN Online Program**

- Accepts students Fall, Spring, and Summer semesters
- Enrollment is open up to 4 weeks prior to the beginning of each semester
- Registration by last name:
  - A-Z: 435 879 4813
  - K-Z: 435 879 4803

For more information health.dixie.edu/nursing/rn-to-bsn-program/

- Located in Pocatello, Idaho
- Just 2 hours to Salt Lake City, Helena, and Jackson Hole.

---

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
ANA is pleased to announce the selections for the Moral Resilience Professional Issues Panel – Steering Committee and the Moral Resilience Professional Issues Panel – Advisory Committee. Both groups will advise ANA on the current and potential strategies to strengthen moral resilience in nursing across care settings. ANA received over 250 applications, which were reviewed based on the criteria in the original call for applications. The Steering Committee is a smaller group that will do a deep dive into the topic. The Advisory Committee will provide additional information, feedback and advice to ANA and the Steering Committee. Both committees are necessary to ensure sufficient rigor while also allowing for broad feedback from a full range of practice arenas.

WNA Member Named to the Advisory Committee

- Jennifer Rasp-Vaughn, RN, RCIS, Sheridan, Wyoming

Meredith Mealer-Russ, PhD, RN and Cynda Rushton, PhD, RN, FAAN, have agreed to serve as the co-leads for the Steering Committee. Dr. Mealer-Russ is an Assistant Professor in the Division of Psychological Rehabilitation at the University of Colorado Anschutz Medical Campus. She has over 12 years of experience as a nurse researcher in the area of psychological distress in nursing. Dr. Rushton is the Anne and George Bunting Professor of Clinical Ethics and Professor of Nursing and Pediatrics at Johns Hopkins University and the Berman Institute of Bioethics. She is a well-known leader and theoretical thinker in the space of moral courage and moral resilience.

WNA Member

In recognition of the impact that increased nurse health, safety, and wellness has on patient outcomes, quality of care, and overall nurse satisfaction and quality of life, American Nurses Association (ANA) has designated 2017 as the “Year of the Healthy Nurse” with the tagline of “Balance your life for a healthier you.” Each month will highlight various health, safety, and wellness topics important not only to nurses, but to their co-workers, families, patients, and the communities in which they live, work, and play. Nurses struggle with multiple health, safety, and wellness challenges. ANA’s 2016 Health Risk Appraisal shows alarming trends for registered nurses (RNs) and nursing students:

- An average BMI of 27.6 (overweight)
- 12% have nodded off while driving in the past month
- Only 16% eat the recommended daily amount of fruits and vegetables
- Less than half perform the recommended quantity and time of muscle-strengthening exercises (ICG & ANA, 2016)

RNs continue to rate workplace stress as a hazardous occupational risk well above the national average (ICG & ANA, 2016). Yet nurses’ very calling, professionalism, and strong sense of ethics demand that they become better role models, advocates, and educators.

2017 brings a focus on the Year of the Healthy Nurse, and will include the launch of the Healthy Nurse, Healthy NationTM Grand Challenge (HNHN GC) and the continuation of #FitNurseFriday. ANA’s HNHN GC is a sweeping social movement to increase the health of the United States’ 3.6 million RNs, thereby impacting and improving the health of the nation. HNHN GC focuses on five fundamental indicators of wellness: rest, nutrition, activity, quality of life, and safety. These five wellness indicators are incorporated into ANA’s Year of the Healthy Nurse topics to ensure RNs receive cohesive messaging and assistance on their journey toward their best health ever!

YEAR OF THE HEALTHY NURSE CALENDAR

<table>
<thead>
<tr>
<th>MONTH</th>
<th>TOPIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>Worksite Wellness</td>
</tr>
<tr>
<td>February</td>
<td>Cardiovascular Health</td>
</tr>
<tr>
<td>March</td>
<td>Nutrition</td>
</tr>
<tr>
<td>April</td>
<td>Combating Stress</td>
</tr>
<tr>
<td>May</td>
<td>Women’s Health</td>
</tr>
<tr>
<td>June</td>
<td>National Fitness and Sports Month</td>
</tr>
<tr>
<td>July</td>
<td>Men’s Health</td>
</tr>
<tr>
<td>August</td>
<td>Cancer Awareness</td>
</tr>
<tr>
<td>September</td>
<td>Recovery</td>
</tr>
<tr>
<td>October</td>
<td>Work-Life Balance</td>
</tr>
<tr>
<td>November</td>
<td>Mental Health</td>
</tr>
<tr>
<td>December</td>
<td>Healthy Eating/Healthy Holidays</td>
</tr>
</tbody>
</table>

In recognition of the impact that increased nurse health, safety, and wellness has on patient outcomes, quality of care, and overall nurse satisfaction and quality of life, American Nurses Association (ANA) has designated 2017 as the “Year of the Healthy Nurse” with the tagline of “Balance your life for a healthier you.” Each month will highlight various health, safety, and wellness topics important not only to nurses, but to their co-workers, families, patients, and the communities in which they live, work, and play. Nurses struggle with multiple health, safety, and wellness challenges. ANA’s 2016 Health Risk Appraisal shows alarming trends for registered nurses (RNs) and nursing students:

- An average BMI of 27.6 (overweight)
- 12% have nodded off while driving in the past month
- Only 16% eat the recommended daily amount of fruits and vegetables
- Less than half perform the recommended quantity and time of muscle-strengthening exercises (ICG & ANA, 2016)

RNs continue to rate workplace stress as a hazardous occupational risk well above the national average (ICG & ANA, 2016). Yet nurses’ very calling, professionalism, and strong sense of ethics demand that they become better role models, advocates, and educators.

2017 brings a focus on the Year of the Healthy Nurse, and will include the launch of the Healthy Nurse, Healthy NationTM Grand Challenge (HNHN GC) and the continuation of #FitNurseFriday. ANA’s HNHN GC is a sweeping social movement to increase the health of the United States’ 3.6 million RNs, thereby impacting and improving the health of the nation. HNHN GC focuses on five fundamental indicators of wellness: rest, nutrition, activity, quality of life, and safety. These five wellness indicators are incorporated into ANA’s Year of the Healthy Nurse topics to ensure RNs receive cohesive messaging and assistance on their journey toward their best health ever!

YEAR OF THE HEALTHY NURSE CALENDAR

<table>
<thead>
<tr>
<th>MONTH</th>
<th>TOPIC</th>
</tr>
</thead>
<tbody>
<tr>
<td>January</td>
<td>Worksite Wellness</td>
</tr>
<tr>
<td>February</td>
<td>Cardiovascular Health</td>
</tr>
<tr>
<td>March</td>
<td>Nutrition</td>
</tr>
<tr>
<td>April</td>
<td>Combating Stress</td>
</tr>
<tr>
<td>May</td>
<td>Women’s Health</td>
</tr>
<tr>
<td>June</td>
<td>National Fitness and Sports Month</td>
</tr>
<tr>
<td>July</td>
<td>Men’s Health</td>
</tr>
<tr>
<td>August</td>
<td>Cancer Awareness</td>
</tr>
<tr>
<td>September</td>
<td>Recovery</td>
</tr>
<tr>
<td>October</td>
<td>Work-Life Balance</td>
</tr>
<tr>
<td>November</td>
<td>Mental Health</td>
</tr>
<tr>
<td>December</td>
<td>Healthy Eating/Healthy Holidays</td>
</tr>
</tbody>
</table>

Visit www.nursingworld.org/2017-Year-of-Healthy-Nurse today for more information!


Seeking compassionate, caring licensed nurses to JOIN OUR TEAM

Please visit www.welcov.com or call 307-472-8752 for more information.

TAKE YOUR NURSING CAREER TO THE NEXT LEVEL

The University of Northern Colorado Nursing Programs are designed with the working professional in mind. The AGACNP and Post-Master’s doctoral programs are online with summer intensives in Greeley, CO; and the FNP Programs are delivered on-campus one day a week. Visit our website to see a complete program listing.

EXTENDED.UNCO.EDU/NURSING

2 Full Time Positions for Instructor of Nursing

- Instructor of Nursing will teach nursing courses, related laboratories and clinical experiences
- Master’s degree in Nursing preferred
- Salary is dependent on qualifications
- Includes benefits package: medical, life, dental, vision and long term disability insurance.
- Retirement and tuition assistance also included.
- A complete position announcement and application can be viewed at careers.cwc.edu

CWC is an EOE/DFWP.

NOW HIRING!

DMS, RNs, LPNs

Thermopolis Rehabilitation and Wellness

(307) 864-5591

WHAT WE OFFER:

- Competitive Pay
- Training
- Educational Assistance
- Benefits including medical, dental, vision and long term disability insurance.
- Retirement and tuition assistance also included.

EEO/DFWP.

Apply in person or online at: www.thermopolisrehabandwellness.com

Central Wyoming College

JOB OPENING at CWC

Extended Campus
Welcome New WNA Members

Central Region
Evyonne Browning, Glenrock
Brianna Burget, Casper
Melissa King, Casper

Northeast Region
Brooke Jackson, Sheridan
Megan Phillips, Sheridan
Phyllis Puckett, Buffalo

Northwest Region
Heather Judkins, Lander

Southeast Region
Sylvia Dial, Cheyenne
Jennifer Goodman, Cheyenne
Landi Hoard, Laramie
Fawn Tafoya, Cheyenne

Southwest Region
Karen Corona, Green River
Sara Hunt, Kemmerer
Anita Richins, Afton

WNA Only Members
Mary Jo Daniels, Casper
Brittani Hill, Casper
Tiffany Root, Casper

Thank you for being a member of Wyoming Nurses Association and the American Nurses Association! We value you and want to continue creating opportunities that meet your needs. In order to do so, we need to understand your nursing role, interests, and experience. Please update your member profile today! Log into your MyANA profile and select ‘Update Professional Info’ to complete each section.

As a thank you for your time, we have a gift for you: Stepping Into Your Spotlight: Building Your Professional Brand. This webinar shows you how to advance your nursing career by creating, developing, and promoting your professional brand.

We hope you will take advantage of this opportunity so we can continue to deliver relevant and tailored experiences.

Need a New Membership Card?
Membership Card
1. Go to www.nursingworld.org

Don’t Wait! Update Your MyANA Profile Today!

Wyoming State Hospital
The Wyoming State Hospital provides high quality psychiatric care that anticipates and responds to the changing needs of the persons we serve.

We thank our nurses for their dedicated service during National Nurses Week!

REGISTERED NURSE (HSNU08)
Applicants must be licensed or eligible for licensure as a Registered Nurse (RN) in the State of Wyoming.

Hiring Wage starting at $29.00 per hour

For more information or to apply online go to:
http://agency.governmentjobs.com/Wyoming or contact Brandi Stilwell at (307) 789-3464 ext 656

Positions are open until filled. EEO/ADA Employer

Wyoming Department of Health

Nursing Opportunities Available
- ER Nurse Supervisor
- Emergency Room Nurse
- Medical / Telemetry Unit Nurse
- Outpatient Clinic Nurse

Sage Memorial Hospital is located in Northeastern Arizona, Ganado, Arizona
For more information contact: Ernasha McIntosh, RN, BSN, IDON, 928-755-4501, ernasha.mcintosh@sagememorial.com.
Applications available at http://sagememorial.com/careers/
Submit applications to the Human Resources Department, Fax#: 928-755-4659, hr@sagememorial.com

“Were there none who were discontented with what they have, the world would never reach anything better.”
—Florence Nightingale

UW Nursing: always questioning, always going forward  BSN • MS • DNP

GO FOR GOLD

University of Wyoming  wiperads/nursing
A different kind of nursing.

Wyoming Behavioral Institute in Casper, Wyoming is looking for dedicated Nursing professionals to join our team. We offer excellent compensation and a full benefits package including PTO and ESL, 401k, health, dental and life insurance, competitive wages and a great work atmosphere!

JOIN OUR CARING AND COMPASSIONATE NURSING TEAM

- ER, OB, & OR

MHCC offers a generous benefit package including PTO and ESL, 401k, health, dental and life insurance, competitive wages and a great work atmosphere!

Apply online at www.imhcc.com or visit Human Resources Department 2221 West Elm Street, Rawlins, Wyoming 82301 Any questions please call 307.324.8375

MHCC offers a generous benefit package including PTO and ESL, 401k, health, dental and life insurance, competitive wages and a great work atmosphere!

April Is National Donate Life Month!

NATIONAL BLUE & GREEN DAY IS APRIL 21

424 lives were saved in our area in 2016 thanks to 139 selfless organ donors, and you! Thank you for helping facilitate the gift of life.

Donor Alliance is the federally designated, nonprofit organ procurement organization and tissue bank serving Colorado and most of Wyoming. As a recognized leader in facilitating the donation and recovery of transplantable organs and tissues, Donor Alliance’s mission is to save lives through organ and tissue donation and transplantation. To achieve this mission, Donor Alliance employs an effective family approach and recovery programs in more than 100 area hospitals. Donor Alliance also inspires the public to register as organ and tissue donors through community partnerships, public outreach and education campaigns.

Donor Alliance

Organ & Tissue Donation

303.329.4747 Main 800.488.6444 Referral Line 888.888.4747 Toll Free

DonorAlliance.org DonorLifeColorado.org DonorLifeWyoming.org

Call 800-865-1648 or visit regionalhealth.org for current openings.

A different kind of nursing.

Wyoming Behavioral Institute in Casper, Wyoming is looking for dedicated Nursing professionals to join our team. We offer excellent compensation and a full benefits package. If you are a nurse with a commitment to service excellence visit our website for available nursing opportunities.

APPLY ONLINE TODAY!

www.wbihelp.com

Be a nurse who dares to be different.

Wyoming Behavioral Institute has been accredited by the Joint Commission (JCI) and is licensed by the State of Wyoming’s Department of Health. Wyoming Behavioral Institute is owned, managed and operated by a subsidiary of Universal Health Services, Inc., one of the largest providers of high-quality healthcare in the nation.