As ANA’s Year of the Healthy Nurse enters its ninth month, I hope you’ve all taken the opportunity to join the Healthy Nurse, Healthy Nation Grand Challenge. Each month of 2017 has a specific wellness issue focus, all designed to improve the health of the nation by starting with the health of nurses. This October 26th and 27th, ANA Michigan will focus on the health and wellness of nurses in Michigan by hosting our Conference and Annual Meeting at The Inn at St. John’s in Plymouth, Michigan.

Focusing on our theme, Healthy Nurses, Healthy Organizations, Healthy Communities, our conference offers attendees the opportunity to network and engage with peers to learn about resiliency, mindfulness, creating healthy communities, engaging and energizing our profession, adult immunizations and workplace wellness. We have a great lineup of speakers ready to engage and inform, while reenergizing and encouraging you to practice self-care, mindfulness and improve your health and wellness. Registration is now open, so reserve YOUR spot today!

Along with the fabulous conference offerings, we will also be holding our Annual Meeting on Thursday afternoon. Open to all attendees, the Annual Meeting is the time to hear about what we’ve accomplished this past year and discuss plans for the future in our role as the premier association for every registered nurse in Michigan. Come be a part of the discussion as we consider innovative ways to modernize and energize our association to meet the needs of our members and profession. Only by hearing your needs and vision for the association are we able to set our path and focus for the future. Please join us for this important meeting!

With ANA’s new pricing plan launched in March, we are one of the fastest growing state nurses association in ANA this year! We are so proud of that fact, but know to retain our members and grow further, we must be relevant and responsive. Our influence in the nursing and healthcare community continues to grow and we’re working hard to build relationships with other organizations, legislators and regulators to improve the landscape and voice for nurses, both in Michigan and nationally.

As you read through this issue of The Future of Nursing in Michigan, you’ll see many examples of our hard work on behalf of our members and nursing. From participating in testing and implementation meetings for the new MiPLUS licensing platform, presenting educational offerings, and supporting local and regional activities, to representing you at the ANA Membership Assembly and the successful election of MaryLee Pakieser, Past President, to a Director-at-Large position on the ANA Board of Directors. Many successes – and much more to accomplish in our future.

Summer has flown by and Fall will be upon us soon. Time to shift gears and settle in for the milder temps and colorful splendor of Fall in Michigan. Please take time to register for our Healthy Nurses, Healthy Organizations, Healthy Communities Conference and Annual Meeting today to reserve your place. We’ll be looking for you!
Governor Snyder Appointments to the Michigan Board of Nursing

On July 19, 2017, Governor Rick Snyder announced the appointments of Jackeline Iseler of Grand Rapids and Alana Thomas of Lansing as well as the reappointments of Tiffany McDonald of Flint and Glenn O’Connor of Grosse Pointe Woods to the Board of Nursing.

Housed within the Michigan Department of Licensing and Regulatory Affairs, the 24-member board establishes qualifications for nurse licensure, approves standards for nurse education programs and takes disciplinary action against licensees when the health, safety, and welfare of the public has been adversely affected.

Appointments:

Iseler is an assistant professor for the College of Nursing at Michigan State University. She previously served as a cardiothoracic transplant and VAD clinical nurse specialist for the Richard DeVos Heart and Lung Transplant Program at Spectrum Health in Grand Rapids. She holds a bachelor’s degree in nursing from Bradley University, a master’s degree in nursing from Winona State University, and a doctorate of education from Michigan State University. She will represent clinical nurse specialists.

Thomas is a licensed practical nurse and clinical care coordinator at the Dimondale Nursing Care Center, and previously served as the director of resident care for the Crestwood Village in Mt. Pleasant. Thomas attended Lansing Community College, Latoya’s Health Education Training and Treatment Center LPN Program, and Bay Nursing Assistance Program. She will represent licensed practical nurses and replace Elaine Stefanski.

Reappointments:

McDonald is a registered nurse at Genesys Regional Medical Center and has extensive experience and knowledge in the clinical nursing practice. She co-chairs the staffing subcommittee and participates on the women and children task force and family birthing center unit council at Genesys. McDonald holds both an associate’s and a bachelor’s degree in nursing from Mott Community College. She will continue to represent professional registered nurses with a baccalaureate degree engaged in nursing practice or nursing administration.

O’Connor is a certified registered nurse anesthetist (CRNA) at Beaumont Hospital. He previously served as a CRNA at Henry Ford Hospital and in various nursing capacities in metro Detroit. O’Connor holds an associate’s degree in nursing from Macomb Community College, a bachelor’s degree in nursing, and master’s degree in anesthesia from the University of Detroit Mercy. He will continue to represent nurse anesthetics.

Iseler will serve an initial one-year term expiring June 30, 2018. Thomas will serve the remainder of a four-year term expiring June 30, 2019. McDonald and O’Connor will serve four-year terms expiring June 30, 2021. Their appointments are subject to the advice and consent of the Senate.

Changes to Administrative Rules

The Michigan Board of Nursing is in the process of revising the administrative rules. The proposed revised rules were approved by the Office of Regulatory Reinvention on July 13 and now await further drafting and approval from the Legislative Service Bureau. Once that step is complete, the proposed revised rules will be open for public comment. Highlights include requiring nursing programs to hold national professional nursing accreditation, and providing a process for a Clinical Nurse Specialist to obtain a state specialty certification.

To review the proposed rule revisions, please visit: http://w3.lara.state.mi.us/orr/Files/ORR/7171_2017-0371R_orr-draft.pdf.

Contact Information

ANA-MICHIGAN BOARD MEMBERS

PRESIDENT
Linda Tafт, president@ana-michigan.org

PRESIDENT ELECT
Carole Stacy, carolestacy7@gmail.com

RECORDING SECRETARY
Bridget Leonard, Msbrg88@hotmail.com

TREASURER
Nancy Martin, ncmartins@gmail.com

IMMEDIATE PAST PRESIDENT
MaryLee Pakieser, wvrdwe861@aol.com

REGION 2 – NORTHERN MICHIGAN
Lynne Harris, lharris@avasure.com

REGION 3 – GRAND RAPIDS/MUSKEGON
Lisbeth Votruba, lisbeth.votruba@avasure.com

REGION 4 – SAGINAW
Peggy Ursuy, Ursuy@me.com

REGION 6 – LANSING
Carole Stacy, carolestacy7@gmail.com

REGION 7 – DETROIT
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MEMBERS IN THE NEWS

ANA-Michigan Member Elected to ANA Board of Directors

MaryLee Pakieser, MSN, RN, BCFNP, was elected to the ANA Board of Directors for a two-year term as Director-At-Large. Elections occurred during the ANA Membership Assembly, June 9-10, 2017 in Washington, DC. MaryLee’s term will begin January 1, 2018.

The other election results consisted of the following:
- Vice President Ernest James Grant, PhD, RN, FAAN, of the North Carolina Nurses Association, was re-elected.
- Treasurer Jennifer Mensik, PhD, RN, NEA-BC, FAAN, Arizona Nurses Association.
- Director-At-Large, Recent Graduate Amanda Buechel, BSN, RN, ANA-Illinois.

The following ANA board members continue their terms: President Pamela F. Cipriano, PhD, RN, NEA-BC, FAAN, Virginia Nurses Association; Secretary Patricia Travis, PhD, RN, CCRP, Maryland Nurses Association; Faith Marie Jones, MSN, RN, NEA-BC, Wyoming Nurses Association; and Director-at-Large Tonisha J. Melvin, MS, CRNP, NP-C, Georgia Nurses Association.

Pakieser has held a variety of leadership positions within both the nursing profession and ANA-Michigan. Most recently she is the Immediate Past President of ANA-Michigan. In addition, Pakieser was the President of the Michigan Council of Nurse Practitioners from 2011 through 2012. Pakieser has over 45 years with extensive clinical experience as a RN and Nurse Practitioner. Her clinical practice has included acute care, private practice, home-based and clinic environments. Specific proficiency in developing interdisciplinary service networks, with a strong advocacy for marginalized populations. She lead and developed innovative care practices to meet the needs of a broad range of patients, including families, students, and disadvantaged in under-served areas.

Currently Pakieser is employed as a Family Nurse Practitioner for the Traverse Health Clinic in Traverse City, Michigan.

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Beaumont never settle.

October, November, December 2017
American Nurses Association-Michigan (ANA-Michigan) invites nurses and nursing students to participate in the ANA-Michigan Conference and Assembly, entitled Healthy Nurses, Healthy Organizations and Healthy Communities. The theme follows the direction set by the American Nurses Association, as well as the Culture of Health initiative supported by the Robert Wood Johnson Foundation and many other organizations. Nurses must be at the forefront and strive to move ourselves, our clients and the community for a healthier future. To be effective, nurses need to understand and act on improving their own health. During this event, our speakers will demonstrate the impact a nurse can have by maintaining their health and promoting the health of others.

### Registration & Agenda

Early Registration Deadline: September 29, 2017

**SCHEDULE OF EVENTS – THURSDAY, OCTOBER 26**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event/Topic</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>7:00 to 8:15</td>
<td>Poster and Exhibitor Set-up</td>
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<tr>
<td>8:15 to 8:45</td>
<td>Registration</td>
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<td></td>
<td>Exhibit Hall and Poster Presenters Open</td>
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<tr>
<td>8:45 to 9:00</td>
<td>Welcome</td>
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<tr>
<td>9:00 to 10:45</td>
<td><strong>Keynote</strong></td>
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<tr>
<td></td>
<td><strong>Kiss My Asparagus</strong></td>
<td>Barbara Bancroft RN, MSN, PNP CPP Associates, Inc.</td>
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<tr>
<td></td>
<td>Barb Bancroft will deliver a humorous, interesting, information packed presentation. Topics will range from diet, disease, nutrition for nurses, clinical highlights and several healthy and helpful takeaways.</td>
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<tr>
<td>10:45 to 11:15</td>
<td>Break with Exhibitors and Poster Presenters</td>
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<tr>
<td>11:15 to 12:15</td>
<td><strong>Resiliency: Strategies for Care Givers</strong></td>
<td>Roxane Chan, PhD, RN, AHN-BC Michigan State University</td>
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<td>Participants will experience integrative modalities, address underlying physiological, emotional and cognitive dis-regulation for use in patient care and self-management.</td>
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<tr>
<td>12:15 to 13:00</td>
<td>Lunch with Greetings from Michigan Representative</td>
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<td>Susan Allor, RN</td>
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<td></td>
<td>Exhibit Hall and Poster Presenters Open</td>
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<tr>
<td>1:30 to 2:45</td>
<td><strong>Workplace Wellness: Nurse Safety Initiatives and Michigan Health</strong></td>
<td>Sharon L. Smith, PhD, RN University of Michigan</td>
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<td>Learn how a major health system is implementing programs to improve safe-patient handling, employee wellness and stress reduction.</td>
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<tr>
<td>2:45 to 3:15</td>
<td>Break with Exhibitors and Poster Presenters Winners Announced</td>
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<tr>
<td>3:15 to 5:00</td>
<td><strong>ANA-Michigan Annual Business Meeting</strong></td>
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**WHO SHOULD ATTEND**

This educational conference is designed to support the professional practice of nursing. The purpose of the conference is to bring together nurses and nursing students from all specialty and practice settings in pursuit of excellence in nursing leadership and practice.

**CONFERENCE OBJECTIVES**

Participants will learn:
- Evidenced-based health and wellness strategies that can be applied to their personal life.
- How healthcare organizations can enhance the work environment for patient safety and employee well-being.
- To recognize and become involved in the health of their community.

**CONTINUING EDUCATION CREDITS**

This activity has been submitted to the Ohio Nurses Association (OBN-001-91) for approval to award contact hours. The Ohio Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation. Pending approval, participants can receive a maximum of 8.5 contact hours for attending this activity. For additional information or questions on contact hours contact the ANA-Michigan office at 517-325-5306.

In order to obtain a Certificate of Successful Completion for this activity, the learner must complete the following criteria:
- Sign the Verification of Attendance Form at the registration desk
- Attendance of at least 80% of the event
- Complete and submit the online evaluation form for each session attended

**EDUCATION EXHIBITOR AND SPONSORSHIP OPPORTUNITIES**

ANA-Michigan invites interested vendors to share product expertise with us during the conference. For more information on these opportunities, contact Kristen Taylor by email at nurse@ana-michigan.org or phone 517-325-5306.

**SCHEDULE OF EVENTS – FRIDAY, OCTOBER 27**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event/Topic</th>
<th>Presenter</th>
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<tbody>
<tr>
<td>8:00 to 8:30</td>
<td>Breakfast and Registration</td>
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<tr>
<td>8:30 to 9:30</td>
<td><strong>Keynote</strong></td>
<td>Susan Childress, RN, MN, OCN Huntsman Cancer Hospital University of Utah</td>
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<td></td>
<td><strong>Creating a Compassionate Workplace Starts with You</strong></td>
<td>Evidence-based discussion around how self-care can impact fatigue, burnout, turnover and on quality of care. Participants will learn how they can “hardwire” self-care into their own organization.</td>
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<tr>
<td>9:30 to 9:45</td>
<td>Break</td>
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</table>
Breakout Session #1 - Nurses, Speak to be Heard
Every nurse has the opportunity to make a positive impact on our profession through advocacy. This session will provide tools on how to share your perspective and capitalize on opportunities for nurses and the nursing profession.

Carole Stacy, MSN, MA, RN

Breakout Session #2 - Adult Immunizations
We never outgrow our need for immunizations. Learn who, what, when and where from an expert on adult immunizations.

TBD

Healthy Communities
This session will focus on how two Michigan foundations are working to improve the health of Michigan communities and how nurses can be a critical resource for this work.

Nora Malloy, MS, PhD
Blue Cross, Blue Shield Foundation
Becky Cienki, MPH
Michigan Health Endowment Fund

Award Luncheon

Breakout Session #1 - Nutrition
Good dietary habits are necessary for optimal health and wellness. This session will focus on how making even small adjustments to our daily diet can yield positive health outcomes. Lisa McDowell is an engaging presenter who has worked with professional and Olympic athletes in addition to managing the nutritional needs of patients in a large healthcare organization.

Lisa McDowell, MS, RD, CSSD
St. Joseph Health System

Breakout Session #2 - Mindfulness and a Professional Presence
This session will explore self-care and reflective practices key to nursing practice and professional presence.

Nicole Figeroa, MSN, RN
University of Michigan

Conference Summary and Evaluation

Keynote Speakers

Barbara Bancroft, RN, MSN, PNP
Barbara Bancroft has provided more than 2500 continuing education events on clinical topics pertaining to pathophysiology, physical assessment, and pharmacology to health care professionals throughout the United States and Canada. She has been the motivational keynote speaker on health maintenance topics for numerous nursing associations, as well as corporate groups and events.

She has held faculty positions at the University of Virginia, the University of Arkansas, Loyola University of Chicago, and St. Xavier University of Chicago.

Barb Bancroft is the author of four books: Medical Minutiae; An Apple a Day: The ABCs of Diet and Diseases; Live a Little, Laugh a Lot; and her 2012 release, Kiss My Asparagus, an essential guide to nutrition's role in health and disease. Barb is working on her newest book, titled Who Knew?

Barb is a fascinating, highly informative speaker whose dynamic and humorous presentation style makes learning enjoyable. She provides a wealth of clinical information that can be applied to everyday practice.

Susan Childress, RN, MN, OCN
Sue Childress is the Director of Nursing Services for Huntsman Cancer Hospital at the University of Utah. In this role, she has focused on providing value-driven care to oncology patients and their families. Specific examples include: development of a Rapid Response Team, opening a 16-bed oncology ICU, improving nurse/physician communication, facilitating a patient education steering committee, promoting national certification, and encouraging front line nursing staff to participate in clinical practice councils. With over 30 years in oncology across many different settings, she has a seasoned perspective on patient safety needs. Most recently, Ms. Childress has prioritized care of front line staff with a Compassionate Workplace program. Reviewing literature, surveying staff, analyzing data, implementing many big and little changes has improved work life for staff with the difficult challenge of caring for oncology patients.

Ms. Childress has been a member of the Oncology Nursing Society for 30 years, holding leadership positions both nationally and locally. She is also a member of the Utah Organization of Nurse Leaders and has held several leadership roles there as well.
Don’t miss out on the opportunity to be in front of hundreds of nurses from across the state of Michigan. As an ANA-Michigan Annual Assembly and Conference sponsor your company will be advertised and promoted as a supporter of Michigan nurses and moving the profession forward. As an exhibitor, you can showcase your company’s products and services for one day in a high-traffic area where attendees gather between sessions and enjoy their meals.

This year, all sponsorships over $500 include a FREE exhibit booth (the fee of $300 will be waived)!

We look forward to hearing back from you before the application deadline of October 4, 2017. For more information, visit www.ANA-Michigan.org. If you have any questions please contact the ANA-Michigan office at nurse@ANA-Michigan.org or 517-325-5306.

Last year we sold out our exhibit hall with 28 exhibitors! Reserve your space before we sell out this year!

### EXHIBITORS

<table>
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<th>Deadline: October 4, 2017</th>
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- Company name in conference program and on website (early registration only)
- Two complimentary representatives registration per table, extra staff members $50 each
- Continental breakfast and lunch included
- 8 foot linen-draped exhibitor table with two chairs
- Exhibit space centrally located in meeting area, where food will be served
- Booth placement will be determined by ANA-Michigan staff with priority given in order of sponsorship levels

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<tr>
<th>SPECIALTY SPONSORSHIP OPPORTUNITIES</th>
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#### Printed Program Sponsor

- On-site program
- Exhibit Level plus exclusive signage at the event, registration at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

<table>
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<tr>
<th>Attendee Gift Sponsor</th>
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- Company logo on attendee conference gift
- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

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<tr>
<th>Attendee Flash Drive</th>
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</table>

- Company name/logo printed on flash drive, holding all presenter handouts and information, distributed to all event attendees
- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

### TECHNOLOGY SPONSORSHIP OPPORTUNITIES

#### Audio/Visual & Wi-Fi Sponsor

- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

**SOLD**

### MEAL SPONSORSHIP OPPORTUNITIES

#### Breakfast Sponsor

- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

**SOLD**

#### Lunch Sponsor

- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

**SOLD**

#### Refreshment Break Sponsor

- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

**SOLD**

### EDUCATIONAL SPONSORSHIP OPPORTUNITIES

#### Keynote Sponsor

- Exhibit Level plus exclusive signage at the event, recognition at the event in the print program, company website logo and link on the ANA-Michigan website, social media recognition

**SOLD**

#### Education and General Session Sponsor

- Recognition at the event in the print program, name listed on all other marketing material for the conference including website.

**SOLD**

### EXHIBITOR SCHEDULE – THURSDAY, OCTOBER 26

- 7:00 am to 8:15 am: Exhibitor set-up
- 8:15 am to 8:45 am: Exhibitor hall open
- 10:45 am to 11:15 am: Attendee break with exhibitors
- 12:15 pm to 1:30 pm: Lunch with exhibitors
- 2:45 pm to 3:15 pm: Attendee break with exhibitors
- 3:15 pm to 5:30 pm: Exhibitor teardown

Go to www.ana-michigan.org to download an exhibitor/sponsor application.
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- Diabetes *
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- Oncology Management *
- Pain Management *
- Wound Management *

* Designated hours of Pharmacology

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ANA-Michigan leadership elections

ANA-Michigan membership will be electing two positions to the ANA-Michigan Board of Directors, Secretary, and Treasurer. In addition, the membership will be electing one member to represent ANA-Michigan during ANA Membership Assembly Representative. The term for each of the three positions is November 2017 through fall of 2019. Election results will be announced during the Annual Membership Meeting on Thursday, September 26, 2017 in Plymouth, Michigan.

Thank you to everyone who took the time to submit a consent to serve and special thank you to the nominating committee: MaryLee Pakieser, Jeanine Easterday, Linda Bond, Sally Decker and Jennifer Paul.

Meet the Candidates

Secretory Candidates

Bridget A. Leonard, DNP, MBA-HCM, RN, CRNN, NEA-BC
Farmington Hills, Region 7
Director PCS Nursing Office Operations-Nursing Rehab at DMCRehabilitation Institute of Michigan

ANA and ANA-Michigan Involvement: Current ANA-Michigan Secretary

Other Professional Organizations: President/CEO Black Nurses Rock, Inc.-Detroit, MI; Current Region 1 Secretary for Michigan Organization of Nurse Executives; Member American Organization of Nurse Executives; inFORUM member; Leadership Detroit Class XXVIII Graduate; NAPW-National Association of Professional Women; Member of Sigma Theta Tau

View Statement on Issues that ANA and ANA-Michigan is Facing: “An issue facing ANA/ANA-MI that keeps me up at night is how to engage and retain our current nursing workforce. As we all know, nurses are aging and the baby boomers want to retire; we have to find creative ways to show our millennials that they are our future. Thus, we have to provide the skills they need not only at the bedside, but also in the boardroom to be a voice for nursing. We have to support our nursing educators and nursing leadership so our nurses become even more prepared than in the past to deal with complex issues that extend beyond the bedside. We have to show nurses how to fight for their practice at the unit, hospital, and legislative levels to ensure our patients get the care they deserve. We have to look at staffing ratios and ensure that nurses are able to provide safe, quality care. And lastly, we must be mentors and resources for our future so they feel comfortable being advocates not only for the patients, but themselves. I see great things on the horizon and love that ANA/ANA-MI are making things happen!”

Leslie Simons, DNP, ANP-BC
Lansing, Region 6
Nurse Practitioner, Michigan State University

ANA and ANA-Michigan Involvement: I have been an ANA/ANA-MI, Region 6 member since 2002. Although I have not participated in association activities, I do have experience in other organizations that are relevant to the office of Recording Secretary. My term as President of the Capital Area Chapter is ending and I want to step and serve ANA.

Barbara Ruppal Medvec, DNP, RN, NEA-BC
Saline, Region 8
Assistant Professor-Systems, Populations and Leadership, University of Michigan, School of Nursing

ANA and ANA-Michigan Involvement: Member Other Professional Organizations: Coalition of Michigan Organizations of Nursing (COMON); American Organization of Nurse Executives (AONE); Michigan Organization of Nurse Executives (MONE); American College of Health Care Executives (ACHE); National Arab American Nurses Association (NAANA); Michigan League for Nursing (MLN)

View Statement on Issues that ANA and ANA-Michigan is Facing: “The opportunity to strengthen and advance nursing in Michigan is what excites me about the opportunity to serve on the ANA-Michigan Board. Reinforcing our existing foundation for nursing practice in Michigan is essential. Now is our time to advance the visibility and voice of ANA-Michigan nurses through our practice, policy, and advocacy. Our strategic initiatives include assuring a sustainable organization. Employing my prior executive leadership, finance and board knowledge, and operations experience I welcome the opportunity to improve financial viability. Through continued improvement of financial practices ANA-Michigan will continue to demonstrate member value and support for our critical strategic initiatives.”

Stacy Slater, MSN, RN-BC
Traverse City, Region 2
Nursing Faculty, Baker College School of Nursing, Cadillac

ANA and ANA-Michigan Involvement: Vice President of Region 2; Campaign Treasurer for MaryLee Pakieser Election to ANA Board of Directors; 2015 ANA-MI Conference Planning Committee; Served on the Council for Nursing Excellence in Practice

Other Professional Organizations: National Alliance on Mental Illness (NAMI) and former Revenue Cycle Coordinator - Corporate Finance, Munson Healthcare

View Statement on Issues that ANA and ANA-Michigan is Facing: “My vision for leading ANA-MI and health care into the future involves maintaining a strong financial status for the association and continuing transparency of financial affairs to the membership. My experience in business and hospital finance has provided a

Treasurer Candidates

Julie Bulson, DNP, MPA, RN, NE-BC
Grand Rapids, Region 3
Director of Emergency Preparedness, Spectrum Health

ANA and ANA-Michigan Involvement: Current Region 3 Treasurer

Other Professional Organizations: Michigan Organization of Nurse Executives; American Organization of Nurse Executive; AHEPP; STTI; ODK; HSIN - HPH Federal Planning Committee; Healthcare representative appointed to the State Fire Safety Board; Member of the State Disaster Medical Advisory Committee

View Statement on Issues that ANA and ANA-Michigan is Facing: “Healthcare is at a critical juncture with significant changes in how we deliver healthcare. This will occur whether the ACA stays or is repealed. These changes will dramatically change how we as nurses provide our care and to whom. I believe it is our responsibility as ANA / ANA-MI to provide support to our nursing forces, be the voice of the nurses and advocate for what is right for nursing practice and our patients.”

Kathy Dontje, PhD, FNP-BC, FAANP
Bath, Region 6
Associate Professor and Director of DNP, Michigan State University College of Nursing

ANA and ANA-Michigan Involvement: Current Region 3 Treasurer

Other Professional Organizations: Board Member for the Michigan Primary Care Consortium; Nation Organization of Nurse Practitioner Faculty (NONPF) Education Task Force for Competency Indicators Lead of Technology and Informatics Workgroup; NONPF Curriculum Leadership Committee; Michigan Council of Nurse Education Action Team; 2011 – 2015 Sigma Theta Tau, Alpha Psi President; American Academy of Nurse Practitioners; Midwest Nursing Research Society; National Organization for Nurse Practitioner Faculty; National Nursing Centers Research; Michigan Council of Nurse Practitioner

View Statement on Issues that ANA and ANA-Michigan is Facing: “At this critical time for healthcare reform, ANA is advocating nationally for the millions of Americans who could lose healthcare coverage. As a FNP serving low-income patients I support this as purposed healthcare changes would severely impact low-income individuals. ANA organizationally should support nurses to develop confidence and skills needed to influence legislative issues advocating for high quality healthcare for all. It is also important to address legislative issues that limit the ability of nurses to function within their full scope of practice. Finally, we need to encourage the Healthy Nurse through education and support of nurses across the state.”

View Statement on Issues that ANA and ANA-Michigan is Facing: “Two issues facing ANA/ANA-Michigan are nursing staffing and pain management in older adults. An example highlighting nurse staffing is hospital’s executive decision to decrease nursing positions to save money. Michigan has no legislative model to create staffing plans, producing an ongoing issue. Another issue is treatment of pain in older adults with opioids, and risk of adverse drug reactions. The older adult population continues to increase and providers need up to date guidelines to support practice. As an educator, these issues affect students. ANA should be at the forefront of assisting educators to ensure students are prepared for practice.”

Barbara Ruppal Medvec, DNP, RN, NEA-BC
Saline, Region 8
Assistant Professor-Systems, Populations and Leadership, University of Michigan, School of Nursing

ANA and ANA-Michigan Involvement: Member Other Professional Organizations: Coalition of Michigan Organizations of Nursing (COMON); American Organization of Nurse Executives (AONE); Michigan Organization of Nurse Executives (MONE); American College of Health Care Executives (ACHE); National Arab American Nurses Association (NAANA); Michigan League for Nursing (MLN)

View Statement on Issues that ANA and ANA-Michigan is Facing: “The opportunity to strengthen and advance nursing in Michigan is what excites me about the opportunity to serve on the ANA-Michigan Board. Reinforcing our existing foundation for nursing practice in Michigan is essential. Now is our time to advance the visibility and voice of ANA-Michigan nurses through our practice, policy, and advocacy. Our strategic initiatives include assuring a sustainable organization. Employing my prior executive leadership, finance and board knowledge, and operations experience I welcome the opportunity to improve financial viability. Through continued improvement of financial practices ANA-Michigan will continue to demonstrate member value and support for our critical strategic initiatives.”

Stacy Slater, MSN, RN-BC
Traverse City, Region 2
Nursing Faculty, Baker College School of Nursing, Cadillac

ANA and ANA-Michigan Involvement: Vice President of Region 2; Campaign Treasurer for MaryLee Pakieser Election to ANA Board of Directors; 2015 ANA-MI Conference Planning Committee; Served on the Council for Nursing Excellence in Practice

Other Professional Organizations: National Alliance on Mental Illness (NAMI) and former Revenue Cycle Coordinator - Corporate Finance, Munson Healthcare

View Statement on Issues that ANA and ANA-Michigan is Facing: “My vision for leading ANA-MI and health care into the future involves maintaining a strong financial status for the association and continuing transparency of financial affairs to the membership. My experience in business and hospital finance has provided a
unique perspective allowing me to view nursing’s contributions to healthcare through a wider lens. By being engaged on the state and local level I will be able to bring an awareness of the complexity of the position to our members as well as role model nursing stewardship for my students.”

Mary Zugic, RN, MS, ACNS-BC
Deputy Director, Clinical Instructors, Wayne State University College of Nursing
ANA and ANA-Michigan Involvement: Currently serving my second term on the ANA-Board of Directors as Region 7 Liaison
Other Professional Organizations: Nurses Society Research Committee; Director at Large Infusion Nurses Society from 2007 to 2011; Chair Governance Committee Sigma Theta Tau Lambda Chapter 2007-2009

View Statement on Issues that ANA and ANA-Michigan is Facing: “ANA-Michigan is in the process of becoming the ‘Voice of Professional Nursing in Michigan.’ Despite significant growth there is still work to be done before we can truly claim this title. In the current environment of rapid changes in the profession it is imperative that our organization provide the vision and leadership to ensure nurses have one strong clear voice to make sure we practice to our highest potential. It is necessary for us to have the strength of numbers to navigate the political and financial challenges that are ahead. I feel that my forty plus years of practice in a variety of settings in various roles give me significant insight into the issues we face.”

ANA Membership Representative Candidates
Karen Brown-Fackler, EdD, RN, CNE, NEA-BC
Bay City, Region 4
Nurse Educator, Saginaw Valley State University
ANA and ANA-Michigan Involvement: Past President of ANA-Michigan; Current Region 4 President
Other Professional Organizations: Midwest Nursing Research Society; Sigma Theta Tau; Treasurer of STT local Chapter-Theta Chi

View Statement on Issues that ANA and ANA-Michigan is Facing: “An important issue is keeping ANA and ANA-Michigan vital and useful to nurses and to healthcare in general. We need to be advocates for ourselves, our profession, and our communities by engaging members to participate. ANA has always set the standards and provided resources. Our state constituent organization has done this at the state level, while locally/regionaly, nurses gather to network and continue their education. We need to retain our long-standing members, while signing up new nurses in all areas of practice. We need to step forward in our communities and with our legislators to speak up in areas that will promote, protect, and improve the health of all.”

Jeannine Easterday, MSN, RN, NE-BC, CRMN
Traverse City, Region 2
Semi-Retired; Appraiser Magnet Recognition Program
ANA and ANA-Michigan Involvement: Have served on numerous Region 2 committees and Region 2 Board. Currently serving on the ANA-MI Nominating Committee.
Other Professional Organizations: MONE; Sigma Theta Tau; Current Chair of the Watershed Center Grand Traverse Area; Past President of the League of Women Voters

View Statement on Issues that ANA and ANA-Michigan is Facing: “Listen to members; engage them professionally; educate and advocate to be spokespersons for the vulnerable and for community health. Nursing is uniquely educated to be knowledgeable contributors to all aspects of our community from individual healthcare issues to those of a healthy community. Our government representatives need to hear from us regularly in order to seek our opinion on a variety of issues facing both our country and our state.”

Nancy C. Martin, DNP, RN
Harbor Springs, Region 2
President of Homecare and Hospice, McLaren Homrich Community Group
Other Professional Organizations: Michigan Home Care and Hospice Association; Michigan Organization of Nurse Executives; American Organization of Nurse Executive; Past Delegate for ANA House of Delegates

View Statement on Issues that ANA and ANA-Michigan is Facing: “Membership growth; Political advocacy; Membership engagement; Conference on current and relevant topics; Advancement of nursing with a unified voice; Non-dues revenue opportunities. For organization viability and the advancement of the profession ANA-MI needs to be viewed as the organization representing all of professional nursing and be branded as such.”

Stacy Slater, MSN, RN-BC
Traverse City, Region 2
Nursing Faculty, Baker College School of Nursing, Cadillac
ANA and ANA-Michigan Involvement: Vice President of Region 2; Campaign Treasurer for MaryLee Pa Pakieser Election to ANA Board of Directors; 2015 ANA-MI Conference Planning Committee; Served on the Council for Nursing Excellence in Practice
Other Professional Organizations: National Alliance on Mental Illness (NAMI) and former Revenue Cycle Coordinator - Corporate Finance, Munson Healthcare

View Statement on Issues that ANA and ANA-Michigan is Facing: “I am a passionate advocate for nursing. My professional goal is to promote and encourage growth and success for nurses at all levels. Being a life-long learner, nursing provides constant stimulation and opportunities for learning. My personal vision for leading health care in the future and being a strong leader involves continued education and involvement in issues that affect us all – patient care. Although healthcare and reimbursement may be evolving the basics of holistic and integrated patient care remain the same. Utilizing all of my knowledge, life experiences and resources available from my past and present has prepared me to focus on future goals.”

Jeanine Easterday, MSN, RN, NE-BC, CRMN
Traverse City, Region 2
Semi-Retired; Appraiser Magnet Recognition Program
ANA and ANA-Michigan Involvement: Have served on numerous Region 2 committees and Region 2 Board. Currently serving on the ANA-MI Nominating Committee.
Other Professional Organizations: MONE; Sigma Theta Tau; Current Chair of the Watershed Center Grand Traverse Area; Past President of the League of Women Voters

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Julia Stocker-Schneider, PhD, RN, CHSE
Pinckney, Region 8
Associate Professor, Informatics, Quality, Systems Leadership, University of Detroit Mercy
ANA and ANA-Michigan Involvement: Election observer for Marylee Pakieser’s campaign for ANA Director at Large; Attended ANA Member Assembly 2017 as an Observer with ANA-Michigan Representatives
Other Professional Organizations: Clinical Nurse Leader Association (CNLA), Sigma Theta Tau; Elected and served as a delegate from Michigan to ANA House of Delegates for over 12 years, from the Individual Member Division (IMD) for 1 year. Founding member of ANA-Michigan (formerly RN-AIM); appointed member of RN-AIM Steering Committee for Affiliation with the ANA. Served on RN-AIM Board of Directors for 1 term.

View Statement on Issues that ANA and ANA-Michigan is Facing: “Major issues for ANA/ANA-Michigan include growing and retaining an active and engaged membership. The Association has transformed in recent years in an effort to increase organizational effectiveness while maintaining relevance for Registered Nurses in the United States. ANA leadership must continue to be accountable to members, ensuring a strong and financially viable Association that serves as the voice for all American nurses. I feel that my ANA experience and connections make me a strong candidate to represent Michigan at the ANA Member Assembly. I would be honored to have your vote.”

Lisbeth Votruba, MSN, RN
Ada, Region 3
Vice President of Clinical Quality and Innovation, Avadare
ANA and ANA-Michigan Involvement: Current President and Board Liaison from Region 3; Past Chair of Research and Evidence-Based Practice Council 2012 - 2014
Other Professional Organizations: American Organization of Nurse Executives; Currently appointed by Michigan Department of Nursing as the nursing representative to the Health Providers Recovery Committee

View Statement on Issues that ANA and ANA-Michigan is Facing: “Although Gallup has shown nurses to be the most trusted profession year after year, we are not considered to be a very influential profession within healthcare. Because we represent such a large professional group (.6 million) and we look at health from a holistic perspective, we need to have a greater influence on health policy. I believe some of the top priority issues are access to healthcare including mental health, opioid addiction and nurses practicing at the full level of their practice authority.”

<insert image of job opportunities in Metro Health and MetroHealth University of Michigan Health System>
Nurse Licensing System Streamlines Process for Professionals, Improves Consumer Protections

August 2, 2017 – Michigan’s 190,000 licensed nurses will now use a state-of-the-art system for the entire licensing process allowing them to enter the nursing profession sooner and more efficiently. This week, LARA’s Bureau of Professional Licensing launched a new online portal - the Michigan Professional Licensing User System (MiPlus) www.michigan.gov/miplus that replaces an outdated system that was inefficient for users and staff.

The new system utilizes the Accela platform and makes Michigan a leader in licensing technology. It eliminates the time-consuming snail mail back and forth between nursing applicants and LARA staff. Applicants now apply online, and can track the status of their license and receive electronic notifications. MiPlus also improves consumer protections by making the complaint process more transparent, and enhancing the services to submit and track complaints.

“Nurses are LARA’s largest number of licensees and play a tremendous role in serving Michigan residents. This innovative system will save nurses and their employers time and resources so they can enter their profession sooner to perform their important duties,” said LARA Director Shelly Edgerton. “The platform also gives consumers user friendly tools in the complaint process and allows our department to deliver our services more efficiently.”

MiPlus saves Michigan nursing applicants a significant amount of time and resources. Applicants can now:
• Apply online and track every step of their application in real-time.
• Upload documents and edit application information electronically.
• Receive electronic notification on exam requirements and licensure completion.
• Receive an electronic copy of their license to print.

Michigan consumers filing complaints against licensed nurses are also given additional tools. Consumers can create their own account to upload documents, track the status of their complaint online and receive electronic notifications throughout the entire complaint and enforcement process.

The new system will be used by nursing licensees that include:
• Registered nurses
• Licensed practical nurses
• Nurse anesthetists
• Nurse practitioners
• Nurse midwives

“LARA’s new customer-focused platform makes significant time-saving improvements to the licensing process for our members,” said Linda Taft, president of the American Nurses Association - Michigan. “We appreciate the department’s collaborative effort with our association and the entire Michigan nursing industry to ensure the seamless and effective launch of MiPlus.”

The Bureau of Professional Licensing (BPL) is responsible for licensing and regulating more than 758,000 individuals who are regulated by either the Michigan Occupational or Public Health Codes. BPL will soon implement MiPlus throughout the bureau’s other license types.

For more information about LARA, please visit www.michigan.gov/lara
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The Future of Nursing in Michigan

October, November, December 2017
Representing ANA-Michigan at the American Nurses Association (ANA) Membership Assembly, June 8-10, 2017 in Washington, D.C., was Linda Taft, RN, ANA-Michigan President, Karen Dunn, PhD, RN, FGSNA, Membership Assembly Representatives and Tobi Lyon Moore, MBA, CAE, CFRE, ANA-Michigan Executive Director. Also in attendance from ANA-Michigan was Julia Stocker-Schneider, PhD, RN, CNL, ANA-Michigan Observer and MaryLee Pakieser, MSN, RN, BC-FNP, ANA-Michigan Immediate Past President and candidate for the ANA Board of Directors.

Bringing their health care knowledge and passion, nearly 430 attendees participated in the American Nurses Association’s Hill Day on Thursday, June 8, 2017. Attendees meet with their members of Congress and staff to advocate on key issues, with a major focus on protecting all patients’ access to affordable, quality health care.

Following a successful Hill Day event, the importance of strong advocacy continued to be the primary message when ANA Membership Assembly kicked off on Friday, June 9, 2017. About 300 attendees participated at the Assembly. The representatives and observers had the opportunity to discuss advocacy-building and member-engagement issues, share effective strategies, and network with colleagues around the country before the two-day event in Washington, DC, ended on Saturday, June 10, 2017. Eligible Assembly representatives also voted in ANA Board of Directors and committee members.

Participants engaged in two dialogue forums, one on preparing nurses to be effective advocates in an uncertain health care environment and another on fostering member engagement in association policy development.

Representatives approved recommendations that were developed following two separate, but related, dialogue forums held the previous day. One focused on preparing nurses to be effective advocates in an uncertain health care environment and another on fostering member engagement in association policy development.

Those recommendations call on ANA to:

- Highlight and promote the use of policy and advocacy resources.
- Emphasize policy development and advocacy as central to the role of all RNs.
- Advance mechanisms to heighten the involvement of individual RN members in the generation of policy and advocacy topics.

In another action, eligible voting representatives adopted several bylaws, including one that expands the total number of voting seats to the Assembly to allow for more member engagement. Another bylaws change allows states to include non-RNs, such as LPNs and respiratory therapists, in their membership – with no ANA membership status.
Meet the following criteria could benefit from reimbursable cognitive care at a value of more than 230 billion dollars per year. To provide unpaid care equivalent to 18.2 billion hours of care, more than 15 million family caregivers, it is estimated, and support for these five million individuals are borne by specialists, and physician assistants.

Management services (e.g. physicians, nurse practitioners, clinical nurse providers who are eligible to report and submit claims for evaluation and support of these goals, Medicare now provides reimbursement to healthcare valuable resources are provided to the patients and their caregivers. In support of these goals, Medicare now provides reimbursement to healthcare providers who are eligible to report and submit claims for evaluation and management services (e.g. physicians, nurse practitioners, clinical nurse specialists, and physician assistants).

**Who Could Benefit from Cognitive Care Planning Services?** Patients who meet the following criteria could benefit from reimbursable cognitive care planning services:

- Individuals with first time cognitive impairment who are in need of care plans to establish diagnoses;
- OR
- Individuals with existing diagnoses of neurodegenerative or other central nervous system or general medical conditions causing cognitive impairment;
- AND
- Individuals at risk for further cognitive, functional, and/or neurobehavioral deterioration, for any reason, including progression of the disease; onset or worsening of another medical or surgical problem; acute hospitalization or emergency care; changes in available level of care and support; or any other circumstances likely to adversely affect the patients’ health and wellbeing.

**Requirements of G0505 Reimbursement.** In order to qualify for reimbursement under HCPCS code G0505, clinicians must conduct a multidimensional assessment that includes cognition, function, and safety issues; evaluation of neuropsychiatric and behavioral symptoms; review and reconciliation of medications; and assessment of the needs of the patient’s caregiver. Clinicians conducting a cognition-focused evaluation should include discussions with a family members and/or caregivers, in order to obtain an accurate and complete history and description of current medical and non-medical issues. The cognition-focused exam should include the following key elements:

- Documentation of medical decision-making of moderate or high complexity;
- Assessment of activities of daily living functioning which addresses the patient’s decision-making capacity and need for assistance from others (e.g. feeding, hydration, hygiene, and safety), the patient’s recognition of his/her own cognitive impairment, patient’s ability to communicate with healthcare providers, and his/her ability to understand medical advice given;
- Staging the severity of cognitive impairment;
- Reviewing medication use, including high risk prescriptions and over the counter medications;
- Assessment of neuropsychiatric and behavioral symptoms, including depression;
- Evaluation of safety concerns (e.g. medication, home hazards, access to weapons, ability to drive an automobile, and ability to stay alone);
- Identification of the caregiver(s) and assessment of the caregiver’s knowledge, needs to care for the patient, social supports, and the caregiver’s ability and willingness to continue caregiving tasks;
- Discussions regarding advance care planning and palliative care needs; and
- Creation of a written care plan, including an initial plan to address neuropsychiatric symptoms, referrals to community resources for the patient and caregiver(s), and any additional medical evaluation and diagnostic testing, if needed.

The clinician must document the results of the evaluation and assessment in a written care plan which is provided to the patient/ caregiver(s) and accompanied by relevant education and support resources. The Alzheimer’s Association, in addition to a 24 hour help line, has many resources for clinicians and caregivers.

- All discussions and encounters billed using HCPCS code G0505 along with the written care plan must be documented as part of the patient’s medical record.

For additional information related to cognitive impairment assessment and care planning, visit the Alzheimer’s Association website.

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Reimbursement and legal questions contact Donna J. Craig, RN, JD with The Health Law Center, PLC., at donna@healthlawcenterplc.com.

Bio – Donna J. Craig, RN, JD is a registered nurse and attorney and owner of The Health Law Center, PLC. Her health law practice focuses on advising and counseling health care professionals, facilities, and health insurance plans on business, legal, regulatory and compliance matters. She is an advocate for patients and families who seek to obtain the medical services and insurance benefits they are entitled to.

Disclaimer – This article was prepared as a general summary of the 2017 Medicare Physician Fee Schedule Final Rule which addresses reimbursement for cognitive impairment assessment and care planning, and is not intended to take the place of legal advice and counsel regarding any particular circumstance or factual scenario.

References
2 Id.

Relevant Disclosures -
Legal Counsel to the ANA- Michigan
Vice Chair of the Michigan Great Lakes Chapter of the Alzheimer’s Association

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Through the National Awards Program, the American Nurses Association identifies those who exemplify the very best in the profession of nursing; honors their contributions to the nursing profession and the field of health care; and recognizes the positive difference that they have made in the lives of their colleagues, patients, families, as well as the communities in which they live.

A primary goal of ANA’s National Awards Program is to promote the outstanding accomplishments and significant achievements of individual registered nurses in the delivery of health care to those in the nursing profession as well as to other health professionals, government officials, and the public.

Take a moment to think about:
- Who inspires you with their exceptional leadership?
- Who has made a difference in your professional life through their deep commitment to the nursing profession?
- Who has advanced ANA’s mission through their outstanding contributions to the Association?

Then, recognize these individuals by nominating them for an ANA National Award! You’ll ensure that the accomplishments of those who exemplify excellence in nursing are fully celebrated! You’ll also increase the public’s awareness of nursing’s significant contributions to the delivery of health care.

ANA’s 14 National Awards fall into one of the following five overarching categories:
- **Distinguished Practice in Nursing:** excellence in the practice, science, and art of nursing and outstanding professional contributions of an ANA member in the areas of clinical care, direct patient care, or public health.
- **Diversity in Nursing:** significant contributions by an individual nurse or a group of nurses to enhanced integration/inclusion within the nursing profession.
- **Nurse Exemplars:** dedication to the principles of nursing ethics and the highest standards of nursing practice.
- **Nurse Leadership:** excellence in the areas of national nursing leadership, academic leadership (nurse education/research), community leadership, innovation, or entrepreneurship.
- **Nursing Champions:** outstanding accomplishments in the area of advocacy for the profession of nursing and for ANA.

Please review ANA’s National Awards Program Guide, which can be found on nursingworld.org, for an overview of the nomination submission and review processes; a list of the questions posed for each award; tips for submitting a strong nomination; and a detailed timeline. The National Awards Program Resource Section on ANA’s website includes the criteria for each of ANA’s National Awards and a step-by-step tutorial to assist you in submitting an award nomination via the online form.

Nominations must be submitted by 5:00 pm ET on Monday, October 2, 2017. If you have any questions, please send an email to leader@ana.org. Nominators are notified of the decision of the ANA Board of Directors by the end of December 2017. Award recipients will be recognized at the annual meeting of ANA’s Membership Assembly, which will be held June 22-23, 2018 in Washington, DC.

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CHICAGO – The signing of legislation by North Carolina Gov. Roy Cooper on July 20, 2017, triggered the landmark enactment of the enhanced Nurse Licensure Compact (eNLC), ushering in a new era of nurse licensure in the U.S. The National Council of State Boards of Nursing (NCSBN), the Nurse Licensure Compact Administrators and the incoming group of eNLC Interstate Commission members are extremely pleased with the eNLC legislative progress made in the last 18 months.

NCSBN President Katherine Thomas, MN, RN, FAAN, executive director, Texas Board of Nursing, noted, “We have made great strides in unlocking access to nursing care across the nation and are thrilled to begin this process. Even as we work on implementing this first phase our efforts continue to aid other states in passing eNLC legislation so our ultimate goal of having all 50 states in the compact is realized!”

Allowing nurses to have mobility across state borders, the eNLC increases access to care while maintaining public protection. The eNLC, which is an updated version of the original NLC, allows for registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to have one multistate license, with the ability to practice in person or via telehealth in both their home state and other eNLC states.

Representatives of the 26 states* that make up this new compact will form the eNLC Interstate Commission. This new Interstate Commission will announce its first meeting in the coming weeks. The Commission’s first priority will be to adopt operational rules and set implementation dates. Once set, dates of implementation will be shared with licensed nurses and the public.

NCSBN CEO David Benton, RGN, PhD, FFNF, FRCN, FAAN, commented, “Boards of nursing were the first health care profession regulatory bodies to develop a model for interstate licensure, and we are looking forward to the implementation of this new phase of nursing regulation. Patient safety was of paramount importance in the development of eNLC leading to the addition of new features found in the provisions of the model legislation.”

Licensing standards are aligned across eNLC states so all applicants for a multistate license are required to meet the same standards, which include federal and state fingerprint-based criminal background checks.

The original NLC will remain in effect with Colorado, New Mexico, Rhode Island and Wisconsin as members until each enacts eNLC legislation. In NLC states that have also enacted the eNLC, a nurse that holds a multistate license on the effective date of the eNLC will be grandfathered. However, if the grandfathered nurse wants to practice in a state that did not enact the eNLC, the nurse must apply for single-state licenses in each of those states.

In 2018, eNLC states will implement and prepare to issue multistate licenses. Additional information about the eNLC can be found at www.nursecompact.com.

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