

IOWA NURSE REPORTER

Quarterly publication direct mailed to approximately 61,000, including all active RNs, LPNs and ARNPs licensed in Iowa



Volume 1 • Number 1
October, November, December 2017

INSIDE



INF/INA Annual Meeting and Conference
pages 4-5



2017 Membership Assembly and Lobby Day Report
page 11

JOIN



AND



INA and ANA are empowering nurses with resources, programs, and standards that help you advance your career and your profession.

ANA NURSING KNOWLEDGE CENTER

- Hundreds of discounted online independent study modules for every career need.
- Earn contact hours at significant savings
- Independent Study Modules formats include articles, audio, multimedia, slides and video.

NAVIGATE NURSING WEBINARS

- Attend monthly Navigate Nursing webinars for FREE!
- Option to earn contact hours with most webinars
- Archives of past webinars available on NursingWorld.org

ANCC CERTIFICATION DISCOUNTS

- Save \$125 on ANCC initial certification and up to \$150 on ANCC certification renewal

CAREER CENTER

- Both ANA and INA have a career center that can help you find your dream job.

Support ANA and state Advocacy efforts, which help protect your job, your safety and your rights as a nurse. The voice of nursing grows stronger when INA and ANA together speak out on today's crucial issues.



New Lower Dues – Only \$15/month or \$174/year!

Joint members in the Iowa Nurses Association (INA) and the American Nurses Association (ANA) is now just \$15 a month – less than the price of a specialty coffee per week!

You owe it to yourself and to your career to join the largest and most inclusive group of registered nurses in your state and country.

Join today at www.JoinANA.org!

Now is the perfect time for you to join ANA and INA
www.joinana.org

INA PRESIDENT'S MESSAGE

Greetings Everyone,

As my first full year serving as INA president comes to a close, it is a good time to reflect on where we have been and where we are going. There are exciting things happening at INA! During the summer of 2016, our Board contracted with Tobi Lyon Moore, an expert in the development of leadership models and association management, to develop a strategic plan for the future of INA. As part of our annual Board retreat in



Jann Ricklefs, RN, MSN, PhD, CNE

July, with Tobi's direction and valuable contributions from Board members and other key stakeholders, we were able to draft a document that will guide us into the future. During the October board meeting and fall conference, the board voted to implement our Strategic Plan. The board also voted to hire Ms. Moore and her company, N'gage Management, to provide Interim Executive Director Services to help implement parts of our Plan. As the work got started and Tobi provided her professional expertise, Board members recognized the value of Tobi's knowledge and skill in managing associations. During our 2017 July Retreat, the Board voted to place the full responsibility of running our organization in Tobi's skillful hands.

But stop! That is not all that was happening during that time to positively prepare our association for the

INA President's Message continued on page 2

current resident or

Presort Standard
US Postage
PAID
Permit #14
Princeton, MN
55371



Each year, the 100 Great Iowa Nurses program grows – serving as a true testament to the importance of the nurses in our state. Since 2005, patients, coworkers, supervisors, family members, and friends have taken the time to nominate RNs who demonstrate concern for humanity, show leadership, and make a significant impact on the people that surround him or her.

From the pool of hundreds of nominations we receive each year, two committees help us select the 100 Great Iowa Nurses. The nominations are blinded, separated based on geographic location, and sent to reviewers (past honorees) in different parts of the state who then score the nominations on a three-point system.

After the field has been narrowed by the first-round reviewers, a committee with representatives from University of Iowa College of Nursing, Iowa Nurses Association, Iowa Nurses Foundation, Iowa Hospital Association, Iowa Emergency Nurse Association, and Iowa Organization of Nurse Leaders makes determinations about the final 100 nurses selected for recognition.

These nurses are celebrated each May in Des Moines at the Iowa Events Center, where more than 1,000 people gather.

The 100 Great Iowa Nurses of 2017 represent 39 Iowa counties. Over the past 13 years, we have recognized nurses from 94 of Iowa's 99 counties. We couldn't be more pleased with the abundance of nominations we've seen in the last decade; our hope is to eventually recognize the great work that nurses do in every county in Iowa.

In addition to honoring Iowa nurses each year, we also offer annual financial education awards to Iowa nurses who want to further their nursing careers. If you're currently a nurse in Iowa, attending an Iowa nursing school, and plan to continue to practice in Iowa upon graduation, you qualify to apply. Details can be found at www.greatnurses.org/financialawards.

Nominations are currently open for the 100 Great Iowa Nurses of 2018. Visit www.greatnurses.org/nominate to read about our selection criteria, and tell us who deserves to be considered next year.

INA President's Message continued from page 1

future. During the second half of 2016, our association was accepted as part of a membership pilot by ANA. Thank you to the board members and Maggie Rice for all of your contributions in writing our successful application. As part of the ANA membership pilot, INA is now able to offer memberships to Iowa nurses at a reduced and much more affordable rate. The cost of a new membership is now only \$15 a month for INA and ANA. What a great opportunity to belong to both organizations! If you know nurses who are not members of INA, *pass this along*.

INA represents all nurses in all specialties. We support our members through professional development and advocacy. Our Iowa Nurses Foundation annually offers scholarships to help nurses improve their knowledge and skills as a health care professional by attaining advanced degrees. INA newsletters keep members informed on pertinent

issues and healthcare activities for Iowa nurses. Members of our INA public policy committee work with our state legislators to ensure that policy is written to support nursing practice and the health of Iowans. A highlight of the recent legislative session has been the passage of the Enhanced Nurse Licensure Compact. This Compact gives Iowa nurses the ability to practice in multiple states under their Iowa license, protects patient safety, and supports technology driven health care environments of today through such activities as telehealth. A further benefit of INA/ANA membership that I cannot fail to mention is the opportunity to network with peers. INA accomplishes this through meetings and activities within our area regions and at our annual conference in the fall. The membership pilot increases the opportunity for all Iowa nurses to take advantage of these great benefits. Information and application for membership can be found on our website at www.iowanurses.org.

Finally, it is hard to believe that the summer of 2017 is almost over! With children going back to school I am sure there are many parents looking forward to the return of a daily schedule for the kids and oneself. When this happens, if the hustle and bustle of summer has not allowed you personal time recently, set aside time to promote a healthier you. Reflecting on the joys and happiness you have in your life can decrease stress and improve the quality of your life. Walking, running or biking will promote physical health and enhance a brighter outlook on work and family. ANA has some excellent information to promote health for nurses on their website: <http://www.healthynursehealthynation.org/>. Helping others starts with taking care of yourself.

The "Iowa Nurse Reporter" is the official publication of the Iowa Nurses Foundation and the Iowa Nurses Association, a constituent member of the American Nurses Association, published quarterly every January, April, July and October.

INA Board of Directors

- Jann Ricklefs, President
- Susan Whitty, Vice-President
- Marcia Weis, Secretary
- Anne Cook, Treasurer
- Carol Chesterman, Director-Public Policy
- Ginny Wangerin, Director-Resolutions
- Vacant, Director – Staff Nurse at Large
- Andrea Wilhite, Director-Newly Licensed RN
- Linda Opheim, Director Northwest
- Nan Ambrosy, Director Northeast
- Brian Cooley, Director Southwest
- Barb Gano, Director Central
- Becky Lewis, Director Southeast

Regional Chairs

- Mary Kovarna, Regional Chair, Region 01
- Margie O'Neill, Regional Chair, Region 02
- Vacant, Regional Chair, Region 03
- Pam Deichmann, Regional Chair, Region 04
- Mary Tarbox, Regional Chair, Region 05

INA Committee/Commission Chairs

- Membership/PR: Andrea Wilhite
- Finance: Anne Cook
- Public Policy: Carol Chesterman

Committees of the Membership

- Bylaws: Susan Whitty
- Nominations: Julie Schilling
- Resolutions: Ginny Wangerin

Iowa Nurses Foundation

Lorinda Inman, Chair

Interim Executive Director

Tobi Lyon Moore
Phone: 515-225-0495
Email: tmoore@iowanurses.org

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4081, sales@aldpub.com. INF, INA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Iowa Nurses Foundation or Iowa Nurses Association of products advertised, the advertisers, or the claims made. Rejection of an advertisement does not imply a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. INF, INA and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of an advertiser's product. Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of INF, INA or those of the national or local associations.

RN TO BSN ONLINE PROGRAM

Believe. Achieve.

MOST AFFORDABLE

- \$325/credit
- Ranked for best value

CONVENIENT

- 100% online
- 18 to 24 months

FLEXIBLE

- 8-week classes
- Transfer in credits & work experience

NORTHWESTERN COLLEGE

www.nwciowa.edu/rn-to-bsn | 712.707.7388

RNs, LPNs & CNAs

Ottumwa Regional Health Center is looking for **RNs, LPNs** and **CNAs** to join our team!

Must have current license.

Tuition Reimbursement, Sign-On/Relocation Bonuses,* Community Service Incentives, Free use of on-site gym facilities, Employee Discounts, Excellent benefits, Wellness Program, Competitive Salaries, and more!

*Bonuses for eligible positions only

Apply Today!

Phone: 641-684-2405 • Email: hr@orhc.com
<http://www.ottumwaregionalhealth.com/careers/>

BSN • LINC MSN • LINC

RN to BSN Online Program MSN Online Program

No Campus Visits – Enroll Part or Full Time

- Liberal Credit Transfers
- Nationally Accredited

- No Thesis Required
- No Entrance Exams

Classes That Fit Your Schedule – Competitive Tuition

Consult our website: www.uwgb.edu/nursing
Call 888-674-8942 or Email nursing@uwgb.edu

MESSAGE FROM THE EXECUTIVE DIRECTOR

Getting the Most Out of Your Membership!

Congratulations on taking the first step in shaping the future of nursing by joining Iowa Nurses Association (INA). If you're like most new members, you may be wondering how to maximize what you get from your membership; simply read on for the highlights of what your membership will do for you and how we can help you get on-board quickly.



Tobi Lyon Moore, MBA

Engaged: To fully realize the benefits of membership, you should be engaged with the association, and there's no better way to engage than to find a committee that interests you. In INA, for example, members can get involved in education, membership, and public policy committee at both local and national levels. Working on a committee provides an opportunity to hone a variety of skills and networking.

Informed: Association membership helps keep you up-to-date on issues affecting the nursing profession. Members have access to a wide variety of newsletters, journals and online resources. You can even test out your writing skills by submitting articles to the association's various publications.

Educated: Advance your career with continuing nursing education. INA helps nurses in all areas of practice to grow their skills and increase their knowledge through meetings, workshops, webinars and conferences. INA provides continuing nursing education, which allows you to earn valuable contact hours—at reduced member prices. You also have the option of tuition discounts available from many of our educational partners. Attend either our conference in October or INA Lobby Day in February.

Certified: Another benefit of membership is a discount on ANCC certifications. Although certification is voluntary for nursing practices, it may have a dramatic effect on your personal growth, professional goals, and practice outcomes. Certification also may result in financial gains, such

as salary increases and bonuses. Many nurses also use certification as part of their career ladder for advancement.

Elected: You might also consider running for a local or national office. If you are elected, it will be a tremendous learning experience in your professional growth, and it will look great on your resume. If you are not elected, simply running will provide you with valuable experience, visibility and credibility.

Involved: Volunteer for special projects and programs. Continuing education events, annual conference, vendor fairs, health fairs, and media projects give you an opportunity to make a real difference and give something back to your profession.

Supported: INA advocates for you and the nursing profession. No matter what area of practice you work in, you know that nursing laws can change rapidly with wide-reaching impact. That's why you'll appreciate having an ally at the state legislature that will work to protect you and promote the issues that matter to you. Additionally, INA members have the chance to participate in forums to discuss the evolution of healthcare as it relates to the profession of nursing.

Membership in INA provides you the opportunity to be in control of your professional destiny. As the leading professional organization for Iowa's registered nurses, we equip nurses at all stages in an ever-changing healthcare environment. If you haven't joined yet, please consider doing so as we work to advance nursing and ensure high-quality healthcare for everyone.

For \$15 a month: advance your career, advance your professional development, and advocate for your profession!

PRACTICE WITH Pride

Bring your individuality to the Genesis team!

GENESIS

COME JOIN US → genesishhealth.com/pride

Signature HEALTHCARE

Immediate Needs! Contact Us Today!

Quality Healthcare by Exceptional Nurses

We are an Iowa based medical staffing firm in need of RNs and LPNs for immediate FT, PT and PRN opportunities.

- Hospital Assignments
- Long Term Care
- Flexible Scheduling, Weekly Pay
- All Shifts Available - Lots of opportunities!!

For immediate consideration please email:
info@mysighealth.com
 1-800-518-1460 or
 515-252-0000

Fax your resume to 515-276-5506 or
 Apply online today at www.mysighealth.com

Care Initiatives

"I have been working for Care Initiatives full-time for more than 5 years. There is competitive pay, good bonuses, continuing education opportunities, on going training, and a friendly, family-like working environment." – Tina K.

- Opportunities Throughout Iowa in Skilled Nursing Facility or Hospice
- RN Loan Reimbursement Program
- BSN Tuition Assistance Program
- New Graduates Welcome
- Attractive Benefits Package
- Anniversary Bonus & Employee Referral Bonus Programs

Search by location and apply online at
careinitiatives.org/careers

EOE/AAP Veterans & Disabled Connect with us: [f](#) [t](#) [in](#)

HIRING

Health Specialist (RN), Integrated Health Services

The ideal candidate has an RN, BSN or MSN and a current Iowa Nursing License. He or she must have at least two years experience in pediatric health or public health nursing.

Apply online at <https://childrensquare.hyrell.com>.

SHORT-TERM REHABILITATION | SKILLED NURSING

Sometimes heroes don't wear capes, they simply wear a smile... and their superpowers are patience, empathy, and compassion.

At Vetter Senior Living locations, we know heroes. Our team members are committed to making a positive difference in the lives of those they serve and care for. So whether you are in need of rehabilitation or skilled nursing, you'll always find heroic care here.

Visit us to find out more or apply online to be part of our team!

SHADY OAKS

Iowa Falls | (641) 648-4250
www.heritagecarecenter.com

Lake City | (712) 464-3106
www.shadyoakslakecity.com

We are Proud Members of Vetter Senior Living

JOIN OUR CARING AND COMPASSIONATE NURSING TEAM

Regional Health nurses go above and beyond to provide quality care in our healing environments. Join our team of nurses that make a difference in the lives of many each and every day as we continue on our mission of helping patients and communities live well.

- Patient and Family Centered
- Team Oriented
- Professional
- Inspiring
- Dedicated

EOE/Vet/Disability

Call 800-865-2638 or visit regionalhealth.org for current openings.

Regional Health
 Helping Patients and Communities Live Well

MAGNET RECOGNIZED

160177_0117



Iowa Nurses Foundation / Iowa Nurses Association

HEALTHY NURSES, HEALTHY IOWA

Courtyard by Marriott

Christina Peterson, INF Co-Chair
Lisa Caffery, INA Co-Chair

On behalf of the INF/INA planning committee, welcome to the 2017 Conference and Annual Meeting! The theme for this year meeting is **"Healthy Nurses, Healthy Iowa."** We have planned a outstanding line-up of educational opportunities for you to re-energize personally and professionally!

Join us Thursday evening for networking and dinner with colleagues at the hotel. You will have the opportunity to meet and speak with our keynote speaker, from the American Nurses' Association, Holly Carpenter, BSN, RN.

New this year is the INF awards breakfast where we will honor 2017 award winners and introduce the 2017 INA Hall of Fame Inductees. In addition to the CEU programs, INA will hold its annual business meeting at the end of the day. Stay and learn about the work the organization is doing for nurses in Iowa.

The INF will hold its annual fundraiser. This year, we need to raise \$6000 to fund scholarship requests. In lieu of a silent auction or raffle to raise funds for the INF Scholarships, we are asking members to make a cash donation to our *"Raise the Thermometer" on Nursing Scholarships and Our Profession.*

Thank-you for taking time from your busy schedule to attend the INA/INF Annual Meeting and Conference. We are looking forward to meeting you!

SCHEDULE OF EVENTS - THURSDAY, OCTOBER 19

Time	Event/Topic
5:15 PM to 5:45 PM	Social and Networking followed by dinner
6:00 PM to 8:00 PM	Healthy Mind Networking Event - All Participants Meet & Greet with Holly Carpenter, American Nurses Association

SCHEDULE OF EVENTS - FRIDAY, OCTOBER 20

Time	Event/Topic	Presenter
7:00 AM to 7:45 AM	Registration Opens & Continental Breakfast	
8:00 AM to 8:45 AM	Iowa Nurses Foundation Awards Program	
9:00 AM to 10:30 AM	Healthy Nurse, Healthy Nation <i>1.8 Contact Hours</i>	Holly Carpenter, BSN, RN <i>ANA Center for Occupational & Environmental Health</i>
10:30 AM to 10:45 AM	Break	
10:45 AM to 12:15 PM	2017 Legal Update <i>1.8 Contact Hours</i>	Lynn Böes, RN, BSN, JD <i>Davis Brown Law Firm</i>
12:15 PM to 1:30 PM	Exhibits & Refueling Luncheon	
1:30 PM to 2:30 PM	The Iowa Nurse Assistance Program (INAP), offered by the Iowa Board of Nursing. "Addressing Impaired Nurses in the Workplace and how an Alternative to Discipline Program Can Help" <i>1.2 Contact Hour</i>	Rhonda Ruby, MS, BA, RN <i>Iowa Nurse Assistance (INAP) Coordinator</i>
2:30 PM to 4:00 PM	INA Annual Business Meeting	
4:00 PM	Closing Remarks and Evaluations	
4:00 PM	Adjourn	

IOWA NURSES FOUNDATION IS IBON CONTINUING EDUCATION PROVIDER #25 APPROVED BY THE IOWA BOARD OF NURSING

Go to www.iowanurses.org to register online or to download a registration form.

Seasonal Nursing in Prescott, Arizona



Come for a season.
You may never want to leave!

Join us for rewarding seasonal nursing opportunities at Yavapai Regional Medical Center. Our nurses love Prescott's active lifestyles and year-round sunshine. Where else in Arizona can you experience more than a million acres of awe-inspiring forests and streams to hike, bike and kayak?

Our RN Seasonal Plan

- 13-week commitment, with flexible start dates from November through February
- Earn as much as \$49.20 per hour including differentials
- Receive \$1,500 per month housing reimbursement
- Bonus pay of \$1,000 upon completion of your assignment

Easy Apply!

If you have recent Critical Care or Med-Surg nursing experience, we want to hear from you. Send your resume to VIPcareerNetwork@yrmc.org or apply online at MyCareerAtYRMC.org today. EOE.



Pack your bags for Prescott.
Earn up to \$49.20/hour!



To book your hotel, you must contact Courtyard by Marriott.
 Must book by September 27, 2017
 2405 SE Creekview Drive, Ankeny,, IA 50021
 Phone 515.422.5555

Room Rate is \$114, Group Code: Iowa Nurses Association

Take Control of Your Schedule

RN/LPN/CNA

- Weekly Pay
- Employee Incentives
- Direct Deposit
- Flexible Schedules

RN - \$31 to \$35/hr.

LPN - \$19 to \$23/hr.

CNA - \$13 to \$21/hr.

EARN EXTRA CASH & WORK WHEN YOU WANT!

3100 S. Lakeport St.
 Sioux City, IA 51106
 1-712-277-4442
www.tristatenursing.com

Annual Meeting and Conference

OCTOBER 19-20, 2017



2405 SE Creekview Drive, Ankeny, Iowa 50021

KEYNOTE SPEAKER BIOGRAPHIES



Holly Carpenter,
BSN, RN

Healthy Nurse, Healthy Nation™

Ms. Holly Carpenter, BSN, RN, is the Senior Policy Advisor for the American Nurses Association's (ANA) Nursing Practice and Innovation department. Her responsibilities at ANA include Healthy Nurse, Healthy Nation™ (HNHN) initiatives such as the Year of the Healthy Nurse, HNHN Grand Challenge, and continuing education programs, as well as supporting multiple occupational health and work environment issues.

COURSE PURPOSE: Nurses often lag behind the general population in leading health indicators, yet as the largest group of healthcare professionals, we need to be role models, advocates and educators of improved health, safety, and wellness for ourselves, our families, our co-workers, our patients and our communities.

COURSE OBJECTIVES: Upon completion of this presentation the nurse should be able to:

1. Define a healthy nurse.
2. Identify and describe ANA's nurse health, safety, and wellness resources (including Year of the Healthy Nurse and the Healthy Nurse, Healthy Nation Grand Challenge).
3. Discuss lowan nurse health, safety, and wellness results from a recent survey and compare them to national nurse averages.

1.8 contact hours (.18 CEUs) IBON
Friday, October 20th, 9:00 AM - 10:30 AM



Lynn Böes,
RN, BSN, JD

Iowa Nursing Law: Legal Update 2017

Ms. Lynn Böes is a Shareholder at the Davis, Brown, Koehn, Shors and Roberts law firm in Des Moines, Iowa and is a member of their Health Law Department. She provides representation to Health Care Facilities, Health Care Associations, and Health Care Providers on a broad array of health issues. Projects have included drafting legislative language, representing clients at hearings, presenting speeches on legal issues in health care, and researching case law, statutory law, and regulatory law, for the purpose of rendering legal opinions.

COURSE PURPOSE: The presentation is designed to provide attendees with information on changes in the law that impact nursing and health care practice in the last year.

COURSE OBJECTIVES: Upon completion of this presentation the nurse should be able to:

1. Identify three sources of the law which affect liability for practitioners in Iowa.
2. Identify at least one legislative change in the law impacting nursing practice in the last year.
3. Identify at least one regulatory change in the law impacting nursing practice in the last year.
4. Identify at least one judicial precedent impacting nursing practice in the last year.
5. Discuss legal implications of changes in nursing practice related to changes in the law.

1.8 contact hours (.18 CEUs) IBON
Friday, October 20th, 10:45 AM - 12:15 PM



Rhonda Ruby,
MS, RN

"The Iowa Nurse Assistance Program (INAP), offered by the Iowa Board of Nursing. "Addressing Impaired Nurses in the Workplace and how an Alternative to Discipline Program Can Help"

Ms. Rhonda Ruby, MS, RN is the Iowa Nurse Assistance Program Coordinator with the Iowa Board of Nursing. Her current position requires expertise in developing, coordinating and managing all aspect of the INAP program and educating the community on how INAP can help impaired nurses. She is responsible for the monitoring of all active participants in the program, as well as assuring compliance to program requirements.

COURSE PURPOSE: This session will describe the alternative to discipline (ATD) process utilized by the Iowa Nurse Assistance Program for impaired nurses. It will explain how employers can utilize INAP to assist impaired nurses in the workplace including reentry into safe practice.

COURSE OBJECTIVES: Upon completion of this presentation the nurse should be able to:

1. Identify the alternative to discipline process utilized in INAP process including referral, eligibility, intake, and monitoring.
2. Identify key components of an effective alternative to discipline program.
3. Distinguish between disciplinary and non-disciplinary approaches used by the Board.
4. Recognize the strengths and benefits of the Iowa Nurse Assistance Program..

1.2 contact hours (.12 CEUs) IBON
Friday, October 20th, 1:30 PM - 2:30 PM

For the full listing of credits, please refer to:
<http://www.iowanurses.org/AnnualMtg/2017CEUOfferings.aspx>

IOWA NURSES FOUNDATION IS IBON CONTINUING EDUCATION PROVIDER #25 APPROVED BY THE IOWA BOARD OF NURSING

Go to www.iowanurses.org to download an exhibitor/sponsor form.

Care Initiatives
La Porte City | Specialty Care

For all of Life's Health Transitions

Rehabilitation • Skilled Nursing • Long-Term Care • Hospice Care

RNs and LPNs, full-time and part-time
\$5,000 sign-on bonus and \$1,000 anniversary bonus

Apply online
careinitiatives.org/careers

1100 Hwy 218 North EOE/AAP/Disability/Vets

Iowa Home Care

Want Flexibility?
Seeking LPNs, RNs and Nurse Managers for Case Management and Pediatrics for Des Moines, Pella, Ottumwa, Fort Dodge, and Boone areas

Please apply online at www.iowahomecare.com or by calling Human Resources at **515-222-9995**

RNs: Earn your BSN

Total tuition: \$13,216

Online

Ranked No. 4 in the U.S.

nursing.uiowa.edu
nursing-rn-bsn@uiowa.edu
319-335-9214

College of Nursing



INA Leadership Elections

President



**Jann Ricklefs,
RN, MSN,
PhD, CNE**

It is an honor and privilege to run for President of the Iowa Nurses Association (INA). I believe that INA provides a voice for all nurses in Iowa. There are significant changes occurring in health care law, and it is essential that INA advocate for the practice of Iowa nurses to ensure safe, effective care for individuals in our communities. As your President, I will work closely with our Board, staff, and members to ensure that our collective voices are heard. Over

the past year and a half the INA Board has developed a new strategic plan for success, with focus on growing a robust membership reflective of the diversity of nurses in Iowa, and I would like to continue to be part of this exciting process. I will work hard to promote the mission of INA, build relationships with key stakeholders in Iowa to advance the power of nursing and our association, and increase membership.

I have maintained an active role in INA for many years. First, as a board representative for Region 1, Region 1 president, state Vice-President, and for the past year have served as the INA President. My experience as a staff nurse in a hospital, nurse leader in Home Health and Hospice, and a nurse educator have provided me with an in depth understanding of the changing health care environment and the challenges that the profession of nursing is facing. My present nursing position is as an Assistant Professor for Chamberlain University's online graduate nursing program.

I am excited to run for the position of INA President and if elected, will work hard to contribute my knowledge and experience to this important role.

President-Elect



**Lisa Caffery,
MS, BSN,
RN-BC, CIC,
FAPIC**

The rapidly changing health care environment requires nurses and nursing organizations to be working together to ensure safe care for patients. The Iowa Nurses' Association (INA) has a long history of advocating for patients and nurses. However, recently the organization has struggled to stay connected to all nurses. In order to be successful we must work to rebuild our image and reconnect with nurses in Iowa. I believe the recent work by our Board of

Directors has positioned us to begin this work.

I have been a member of INA/ANA for many years and have held variety of offices at both the state and region level. Most recently, I served four years as the Resolution Committee chair and board member. I also have had the privilege to represent INA at ANA Membership Assembly meetings in 2016 and 2017. I have been very involved in my specialty organizations throughout my career and have served as chapter president of the Society for Gastroenterology Nurses and Associates (SGNA) and The Association of Professionals in Infection Control and Epidemiology (APIC) in addition to leadership roles. These opportunities have taught me

the importance of working collaboratively with all healthcare professionals. Establishing and building relationships with other professional organizations and healthcare groups in Iowa will be important to the success of INA.

I believe that my current and past experiences have prepared me for the role of Vice President of INA. I look forward to working with INA staff and the INA Board of Directors to position INA as the organization representing Iowa nurses. If elected, I will work to ensure that all voices are heard and represented during this critical, but exciting time for the organization. It will take all of us working together to rebuild the association and strengthen the presence of INA in Iowa!

Director – Staff Nurse at Large



**Christina L.
Peterson,
BSN, RN**

I became involved in the Iowa Nurses Association after attending my first Lobby Day that was required for a Nursing Policy class I was taking towards my BSN. Little did I know that by attending that required event would begin to shape my career. I signed up that day to be a new member and then quickly was recruited to join the Board of Directors in the role of Newly Licensed RN. Since joining the INA I had had the opportunity to network with nurses across the state of Iowa in various roles. It is amazing to part of an organization that is so passionate about the nursing profession and being a

RN & NURSE CARE MANAGERS
DES MOINES / MARSHALLTOWN

PHC is a non-profit community health center dedicated to serving patients who are experiencing barriers to care in Ames, Des Moines, & Marshalltown.

VISIT WWW.PHCIOWA.ORG/CAREERS TO APPLY.

Part-Time RN

Would you like your opinion and your efforts to be valued?

Would you like to work where your supervisor and your employer care about you not just as a number but as a person?

We offer a competitive wage and a partial benefit package. Ask about our sign-on bonus.

Contact Dawn at 641-394-3151

LINN HAVEN
REHAB & HEALTHCARE

530 S. Linn Ave. • New Hampton, IA 50659

"Where Caring Makes the Difference" EOE

Now Hiring for:
Psych ARNPs

- Current Iowa licensure and in good standing
- Full-time and On-call positions open
- \$500 sign-on bonus
- Competitive benefits and great work-life balance

For more details visit: www.hillcrest-fs.org

EEO Employer/Protected Veteran/Disabled

ONLINE RN to BSN

Viterbo's degree completion program offers:

- affordable \$450 per credit tuition.
- the opportunity to earn your Viterbo BSN in two years or less.
- convenient eight-week classes.
- the ability to transfer up to 90 credit hours.
- an on-campus feel from an online course.

Doctor of Nursing Practice (DNP)

- BSN to DNP – option of Family NP or Adult-Gero NP
- MSN to DNP – for practicing NPs
- Hybrid course delivery

www.GetMyBSN.com
adultlearning@viterbo.edu

find joy
in a dynamic career!

RN, LPN, CNA Nursing Careers

New Higher Wage Scale

4-Star Staffing

Open House
Any Tuesday
10:00 am - 1:00 pm
Interviews on site
Tours

2421 Lutheran Dr, Muscatine
www.lutheran-living.org/employment
(563) 263-1241

EOE • M / F / D / V

Join a leader
in health care excellence

Mercy Medical Center - Des Moines

For nearly 120 years, Mercy has provided the highest quality health care to central Iowans. Our founders, the Sisters of Mercy, believed in caring for anyone who needed it. That dedication is what has helped us build a reputation for offering the highest quality medical services in the area.

Mercy would like to thank our nurses for the excellent work they do to provide exceptional patient care each day.

If you or someone you know would like to be part of an outstanding team of nurses, Mercy currently has both full-time and part-time opportunities available in several nursing areas.

Mercy Medical Center-Des Moines is an Equal Opportunity Employer who values the strength diversity brings to the workplace.

Interested applicants can apply on-line at www.mercydesmoines.org or call (515) 247-3100.

INA Leadership Elections



voice for nurses at the state and national level. Healthcare is changing rapidly and so is the role of the nurse. I would be honored to serve on the board in the role of the Staff Nurse at Large. I would not only be able to bring to the board issues currently impacting nurses who are working at the bedside- I would also be able to communicate the importance of being involved in a professional organization to those nurses who I work side by side with.

Director – Newly Licensed RN



Hannah Hurlbert, RN

My name is Hannah Hurlbert and I am a RN on the Labor and Delivery Unit at the University of Iowa Hospitals and Clinics in Iowa City. I graduated from Mount Mercy University (MMU) in May 2017 with my BSN. During my nursing education at MMU, It was an honor to serve Mount Mercy as the 2016-2017 Association of Nursing Students' Club President. In my president role, I engaged with nursing students in various stages of their nursing education and encouraged them to be involved in our student organization, I recruited other nursing students to help with events, and I frequently represented nursing students during campus activities. Additionally, I held an active role in the National Student Nursing Association (NSNA) throughout my education, where I co-authored two adopted resolutions, represented our student organization at national conferences, and networked with nurses and nursing students across the nation. I believe that it is imperative to advocate for the nursing profession. Holding the "Newly Licensed RN" role for the INA would allow me to have a platform to continue to connect with, advocate for, and support nurses and the nursing profession.



Kate Pace, RN

As a newer nurse, I feel it is important to take an active role in the future of nursing. The Iowa Nurses Association's mission to connect, advocate, and support nurses and healthcare in Iowa reflects my belief that being active in nursing policy on a local and state level directly influences the nursing practice and further develops nursing as a unique and respected discipline.

While in nursing school, (graduation August 2016) I had the privilege to represent nursing students on a local, state, and national level by serving on the board of the Mercy College Association of Nursing Students (MCANS) as the Mentorship Coordinator and on the Iowa Association of Nursing Students (iaNS) as the State Treasurer. In these leadership roles, I had the opportunity to attend National Student Nurses Association conventions, Iowa Association of Nurses Association conventions, Iowa legislation days, develop and pass resolutions on the state and national level, and present evidence based presentations on Trauma Informed Care in numerous professional settings.

I understand the importance and responsibility that serving on the INA presents. I believe my experiences as a nursing student and my previous leadership roles has prepared me for the task of representing my fellow nurses and the nursing profession as a new RN on the board of the Iowa Nurses Association. I desire to serve as a mentor and advocate for new nurses and encourage them to take an active role in the future of nursing early in their career so we can continue to build a strong base of nurse leaders. I ask for your support in allowing me to serve new and tenured nurses in the state of Iowa.

Foundation



Dawn Bowker, PhD, RN, ARNP, WHNP-BC

I believe in the power of professional nursing organizations and the influence they have on nursing practice. The power of change comes with the belief that the future of nursing begins now, by listening to the voices of nurses, developing a shared vision, and embracing all that nursing is and all that nursing can be.

As a nurse, I have seen significant changes in scope of practice, autonomy, and reimbursement. I was involved in the Minnesota Nursing Association (MNA), serving 6 years as the MNA chair for Advanced Practice Nurses. I had the privilege to speak with the first Clinton administration regarding third party reimbursement and prescriptive rights for advanced practice nurses. Since re-locating to Iowa in 2010, I changed from NP practice to a nurse educator. Throughout my years as a nurse educator, I have been very active in the NSNA, working with students preparing and presenting resolutions for state and national convention. I have been an active participant in the INA Legislative Day and have great interest in nursing legislation. I am currently on faculty at Grand View University teaching in both graduate and undergraduate education. Through mentoring, I have led by example-teaching students to value the impact each can us exert on positively influencing change in health care. This is the spirit of which I would serve as an INA Board Member. I value the wisdom, the combined experience and expertise that the INA represents. I respect the diversity of nursing and how we as nurses can bring our varied background together for a common cause. As nurses, we can positively

INA Leadership Elections continued on page 8

Beef As a First Food

STARTING STRONG FOR OPTIMAL GROWTH

Beef contains 10 essential nutrients including protein, zinc and iron, to fuel a child's early growth and development.¹ With its bundle of nutrients, beef as a complementary first food is associated with normal physical growth in infants.²

VITAL NUTRIENTS FOR A BUDDING BRAIN

Infants and toddlers need protein, iron and zinc – all nutrients that can be found in beef – to support brain health and optimal cognitive development.³

NURTURING IMMUNITY

Zinc and iron play an important role in an infant's developing immune system.⁴ Introduction of foods that are a good dietary source of iron and zinc, like beef, early in life supports the growth of healthful bacteria in the gut, which may help to enhance immune function.^{5,6}

1. U.S. Department of Agriculture, Agricultural Research Service, Nutrient Data Laboratory. USDA National Nutrient Database for Standard Reference, Release 28 (Slightly revised). Version Current: May 2016. Internet: <http://www.ars.usda.gov/ba/bhnrc/ndl>
2. Tang M, Krebs NF. High protein intake from meat as complementary food increases growth but not adiposity in breastfed infants: a randomized trial. *Am J Clin Nutr* 2014;100:1322-8.
3. Nyaradi A, et al. The role of nutrition in children's neurocognitive development, from pregnancy through childhood. *Front Hum Neurosci* 2013;7:97.
4. Chandra RK. Nutrition and the immune system from birth to old age. *Eur J Clin Nutr* 2002;56:S73-6.
5. Palmer C, et al. Development of the human infant intestinal microbiota. *PLoS Biol* 2007;5:e177.
6. Krebs NF, et al. Effects of different complementary feeding regimens on iron status and enteric microbiota in breastfed infants. *J Pediatr* 2013;163:416-23.



2055 Ironwood Ct, Ames, IA 50010
(515) 296-2305 iabeef.org

Visit www.BeefResearch.org for more research on Beef's Role as a Complementary Food.



INA Leadership Elections

INA Leadership Elections continued from page 7

impact legislation for the greater good of the very people we serve - health care consumers.

I look forward to serving you on the INA Board and supporting the INAs commitment to connect, advocate, and support nurses and health care in Iowa. I ask for your vote supporting my election to the INA Board.



Christine Gochenour

I am brand new to this organization and am extremely excited to get started. I am currently the Manager for Volunteer Services at Mercy Hospital in Council Bluffs Iowa. I have no clinical background, but have a lot of fundraising, philanthropic and event planning in my forte. I began my career at the Council Bluffs Chamber of Commerce where I worked heavily with the community, marketing and

setting up networking events. I moved to CHI Health Mercy Hospital Council Bluffs in 2008 where I have expanded the volunteer program to over 200 volunteers, 30 different areas to volunteer in and helped grow our Philanthropy at Work campaign this last year. I coordinate our annual Heritage Awards dinner where we honor four outstanding community members in Arts and Humanities, Business, Education and Health and Human Services. The event brings in around \$35,000-\$40,000 annual of which we are able to give \$16,000-\$18,000 away in scholarship dollars directly to our staff.



Pam Deichmann, MPH, BSN, RN

Pam Deichmann, MPH, BSN, RN is a retired Bureau Chief for the Center for Acute Disease Epidemiology at the Iowa Department of Public Health. She has been a med-surgical and CCU nurse early in her career, and later she became a home care, public health and nurse administrator at the local level. She had the opportunity to work both in small rural and large urban settings. Then moved into state-level positions of Community Health and Bureau Chief Roles in a career that last over 30 years in Iowa.

She has been an active member of INA since the mid 80's; and served in various offices over the years. But her passion remains public policy development that supports the nursing profession. In addition recognize the importance of nurse role within the health care system; and as a professional nurse the importance of supporting nursing student achieve higher education roles. She would like to ask for your support and will work hard to contribute my knowledge and expertise.

2017 Ballot Iowa Nurses Association

Must be paying dues to the Iowa Nurses Association

For WRITE-IN CANDIDATES, member must write in the name AND place a check mark in front of the name for the selection to be count as being elected.

<p>President (vote for one) Two year term</p> <p>_____ Jann Ricklefs; Gilmore City – IA01</p> <p>_____ _____ Region _____</p> <p>President-Elect (vote for one) Two year term</p> <p>_____ Lisa Caffery; Davenport – IA05</p> <p>_____ _____ Region _____</p> <p>Director (vote for one) Staff Nurse At-Large Two year term</p> <p>_____ Christina Peterson; Dows – IA01</p> <p>_____ _____ Region _____</p> <p>Director (vote for one) Newly Licensed New Member RN Two year term</p> <p>_____ Kate Pace, Des Moines – IA04</p> <p>_____ Hannah Hurlbert, Iowa City – IA05</p>	<p>Nominations (vote for three) Two year term</p> <p>_____ Julie Schilling; Burlington – IA05</p> <p>_____ Elaine Boes; Ely – IA05</p> <p>_____ Sue Whitty; Dubuque – IA02</p> <p>_____ Marcia Weis; Council Bluffs – IA03</p> <p>Foundation (vote for three) Three year term</p> <p>_____ Brian Cooley; Council Bluffs – IA03</p> <p>_____ Christine Gochenaur, Council Bluffs – IA03</p> <p>_____ Dawn Bowker; Des Moines – IA04</p> <p>_____ Pam Deichmann; Winterset – IA04</p> <p>_____ _____ Region _____</p>
---	---

ANA Membership Assembly Ballot

Must be paying dues to the American Nurses Association

- Tentative
- Location Washington, DC

For nominations from the floor, CONSENT TO SERVE forms, must be given to the Chief Teller.

For WRITE-IN CANDIDATES, member must write in the name AND place a check mark in front of the name for the selection to be count as being elected.

Top two vote getters will be delegates, alternates will be called if highest vote getters cannot participate. Elected Alternates are always welcomed, even with one vote to elect.

ANA Delegates (Vote for one)

Three year term

*The President and top vote getter will attend. If unable to attend will go in order by the votes received for the next participant to attend.

_____ x _____ Jann Ricklefs; Gilmore City – IA01
(Presidential Candidate: Note President is to be elected as delegate to membership assembly)

_____ x _____ Lisa Caffery; Davenport – IA05
(President-elect Candidate: Note President-elect is to be elected as delegate to membership assembly)

_____ Brian Cooley; Council Bluffs – IA02

_____ Carol Chesterman; Peosta – IA02

_____ Brenda McAllister; Palo – IA05

NOW HIRING: Pediatric Nurses

- Children with special health care needs
- Iowa's only pediatric inpatient rehab unit
- Interdisciplinary team approach to care
- Focus on well-being of the whole child
- Located in the Des Moines metro area
- Make a difference in the life of a child!

Competitive Benefits and Education and Development Opportunities Offered!

APPLY ONLINE at childserve.org/careers

OPENINGS:

- Pediatric Inpatient Rehabilitation RN/LPNs, CNAs
- Respite RN/LPNs
- Homecare RN/LPNs
- Pediatric Long-Term Care RN/LPNs, CNAs
- Day Health RN/LPNs

GREAT NURSING CAREERS START AT

Des Moines Area Community College

+ NURSING

▶▶ **RN**—Traditional and Part-time program options Apply now for January 2018, Part-time option at our Urban Campus.

▶▶ **Nationally-Accredited** Nursing Program

▶▶ **LPN**—3 semesters or complete in a year. Apply now for January 2018 at our Boone Campus

▶▶ **State-of-the-Art** Facilities and Labs

▶▶ **Financial Aid/** Job Placement

APPLY TODAY! DMACC.EDU/PROGRAMS/NURSING

Des Moines Area Community College (DMACC) shall not engage in nor allow discrimination covered by law against any person, group or organization. This includes in its programs, activities, employment practices, hiring practices or the provision of services. The full DMACC Nondiscrimination policy is available online at <https://hd.dmacc.edu>

DMACC
DES MOINES AREA COMMUNITY COLLEGE
Life's Calling

10098-017-M

Registered Nurses

Newton Correctional Facility is seeking applicants for RNs. Extensive benefit package, evening and night differential.

Apply online: <https://das.iowa.gov>
Click on Human Resources then State employment

STATE OF IOWA
DEPARTMENT OF CORRECTIONS
Newton Correctional Facility
307 S. 60th Ave W, Newton, IA 50208

STATE OF IOWA

EEO/AA Employer
Minorities, Females and Persons with Disabilities
Encouraged to Apply

ADVOCACY NEWS

Highlights of the 2017 Legislative Session

Carol Chesterman

This is how INA lobbyists, Bob Mulqueen and Jim Obradavich responded when asked to characterize the 2017 legislative session:

“The 2017 session of the Iowa Legislature will not be forgotten for quite some time. With the GOP controlling the House of Representatives, Senate and Governorship, many of the topics of debate which were blocked from being voted upon by the Democratic majority last year in the Senate, were considered.

In short, the 2017 legislative session was one which, for good or bad, enacted legislation which will affect significant numbers of people in a variety of ages and occupations.”

As my first year as Chair of the Public Policy Committee it was quite a whirlwind of activity. Early in the session the Public Policy Committee was monitoring up to 70 bills related to the healthcare of Iowans and nursing practice. It quickly became apparent that we had to be prepared to respond proactively to bills to have nursing’s voice heard. I would like to highlight some of the most significant bills of the 2017 session. A full listing of the bills the committee monitored is included.

A bill of great concern to Iowa nurses, the enhanced Nurse Licensure Compact (eNLC), passed both the Iowa house and senate. In July, North Carolina was the 26th state to enact the legislation which triggered the enactment of the eNLC. Representatives of the 26 states that make up this new compact will form the eNLC Interstate Commission. Their first priority will be to adopt operational rules and set implementation dates which will then be shared with licensed nurses and the public. Next year, the hope is that many other

states will also pass legislation with the goal of all 50 states being part of the compact. Kathy Weinberg, Executive Director of the Iowa Board of Nursing worked tirelessly on the passage of this legislation and deserves much credit for all her hard work.

Unfortunately, we were unable to pass legislation for an eNLC for ARNPs in Iowa this year. The bill did not move forward due to opposition by the anesthesiologists. So, a priority for the upcoming legislative session will be to get the eNLC for advanced practice nurses put into legislation fulfilling part of the INA’s mission to “connect, advocate and support nurses.” Also the title of ARNP (Advanced Registered Nurse Practitioner) will change to APRN (Advanced Practice Registered Nurse).

Two children’s health bills were prevented from being put into legislation. The first, SF 475 would have repealed dental and vision screening among other provisions for students. The INSO (Iowa School Nurse Organization) was very vocal about the need to screen students. INA also opposed the bill and the bill died. The second bill, HF 7 would have allowed students to be exempt from school vaccinations based on personal convictions of the parent or guardian. Although INA, INSO and many health care organizations opposed the bill it passed out of subcommittee, but then went no further.

INA and most health care groups opposed SF 489 Fireworks Sales due to the potential for injury for Iowa residents. In a *Des Moines Register* editorial on February 18, 2017 INA was recognized for its opposition to the bill. Regrettably the bill passed.

Of significant concern to Iowa nurses and residents is the substantial reduction in budgets for the Department of Public Health and Human Services. The Department of Public Health had a decrease of \$5.7 million from FY2017. Addictive disorders was decreased by \$1.3 million; Healthy Children and Families suffered an \$112,000 loss of funding;

Youth Suicide Prevention funding and ACEs (adverse childhood experiences) were cut; Chronic Conditions lost \$658,000; and the Direct Care Worker programs were cut \$237,356.

The Department of Human Services had an \$18.8 million decrease from FY2017. The HAWK-I Program budget was decreased by \$917,000, Funding for two MHIs was decreased by \$1.7 million. The Regional Mental Health Grants were reduced by \$3 million with no funding for FY2018. This is only a partial listing of Health and Human Services appropriations.

The 20 nurses on the Public Policy Committee represent a wide variety of specialties in nursing. Their knowledge and expertise provide the insight as to how to respond to the bills to protect the healthcare of Iowans and to protect the practice of nursing. Those nurses include: Sue Whitty (Dubuque), Nan Ambrosy (Waterloo), Colleen Brems (Iowa City), Betty Lord Dinan (Elkader), Ginny Wangerin (Clive), Raelle Heister (Dubuque), Lynn Colberg (East Moline), Lisa Caffery (Davenport), Robin Carmichael (Brooklyn), Pam Deichmann (Winterset), Deb Gingrich (Cedar Falls), Sharon Guthrie (Cedar Rapids), Rosemary Holland (Des Moines), Lynne Himmelreich (Oxford), Mary Kovarna (Merrill), Rhonda Price (Solin), Teri Schloss (Winthrop), Kristi Schroeder (Fort Madison), and Carol Chesterman (Peosta).

Also, we could not do the work we do without Linda Goeldner, who monitors and tracks all our bills as well as monitoring the administrative rules and Lynn Boes, RN, JD who provides the committee with her legal expertise. INA lobbyists, Bob Mulqueen and Jim Obradavich provide the committee with over 50 years combined experience as lobbyists, while representing INA on Capitol Hill and providing the committee members with their valuable insights. Please join me in thanking them all for their willingness to devote their time and talents to represent nursing and protect the healthcare of Iowans.

2017 Proposed INA Bylaws Changes

On behalf of the Bylaws Committee, submitted for your consideration are the proposed bylaw amendments. These amendments include various clean-up items as well as substantive changes that reflect our ongoing commitment to this organization as it continues to evolve.

Membership will vote on these proposed amendments at the upcoming INA/INF Annual Assembly, which will be held on Friday, October 20th at 2:00 p.m. at the Courtyard Marriott, Ankeny, Iowa

Thank you to the Bylaws Committee:

- Susan Whitty, Chair Region 2
- Linda McFarland, Region 2
- Barb Gano, Region 4
- Peggy Khan, Region 2
- Deb Crawford, Region 2
- Lynn Boes, Legal Counsel, Region 4

Proposed amendments to the bylaws are presented in the order of suggested consideration:

- **Proposed Amendment #1: Insert Articles of Incorporation per ANA Request.**
- **Proposed Amendment #2: ANA Representatives Election Process**
- **Proposed Amendment #3: Update Language – House of Delegates to Membership Assembly, Delegate to Representative, Leadership Assembly to Add Successor**
- **Proposed Amendment #4: Change Vice President to President-Elect to co-inside with ANA**
- **Proposed Amendment #5: Update Language – House of Delegates to Membership Assembly, Delegate to Representative, Leadership Council to Add Successor and Change Vice President to President-Elect to co-inside with ANA**

To view the complete amendments in their entirety, visit www.iowanurses.org. If you have any questions or need further information regarding the proposed amendments, please contact, Chair, Susan Whitty at susan.whitty.work@gmail.com.

NORTON SOUND HEALTH CORPORATION

Grounded in traditional values

exceptional people, extraordinary care

Come share your passion for healthcare with the people of Alaska's Bering Strait Region!

NOW HIRING: RN/OB, RN/ER, LPN, RN/Wellness Case Manager, RN/Staff Audit, Dentist, Emergency Medical Services (EMS) Trainer, Occupational Therapist, PA/NP Health Resources & Services Administration (HRSA) Coordinator

- Competitive Wages
- Hiring Bonuses
- Generous Benefits
- Loan Repayment Eligibility

APPLY NOW
877.538.3142

CONTACT ROSE MARIE:
rmmayer@nshcorp.org

NSHC is an equal opportunity employer affording Native preference under PL93-638. AA/M/F/D. We are a Drug Free Workplace and background checks are required for all positions.

VISIT: www.nortonsoundhealth.org

MOUNT MERCY UNIVERSITY
CEDAR RAPIDS, IA

A TRUSTED NAME IN NURSING.

- » **BSN** (on campus)
- » **RN-BSN** (on campus or online)
- » **MSN** (on campus)

MSN AREAS OF EMPHASIS:

- Forensic Nursing (new)
- Health Advocacy
- Nursing Administration
- Nursing Education
- Nursing Informatics (new)

mtmercy.edu/inr
nursing@mtmercy.edu | 319-286-4435

WELCOME NEW MEMBERS

Jacklyn Barber
 Laura Boheman
 Marlene Broek
 Kasie Christensen
 Ruth Daumer
 Mary Dermit
 Jeanette Hoover
 Carol Kleyer
 Debra Molstad
 Angela Reynolds
 Kiyra Stroebel
 Carolyn Wright
 Theresa Barbeau
 Pam Brahn
 Emily Bush
 Brandy Cowell
 Justine Elmer
 Brianna Farley
 Sarah Hartman
 Bettina Hoffmann
 Andrea Jeffries
 Justin Meier
 Agness Mpundu
 Gwen Riordan
 Barbara Salisbury
 Jacque Smith
 Phyllis Stevenson
 Karen Tieman
 Natasha Carter
 Collette Krutsch
 Christina Naberhaus
 Greg Opseth
 Kari Paulson
 Kathleen Pepin
 Carol Segebart
 Heather Wilson
 Amanda Allan
 Brittany Appelgate
 Elizabeth Atajic
 Stephanie Auxier
 Shannon Biris
 Dawn Bowker
 Diane Burkert
 Janeen Busch
 Julie Carlson
 Kayla Carlsten
 Joscelyn Chronopoulos
 Rebekah Clark-Bryner
 Michelle Collette

Sioux City, IA – IA01
 Milford, IA – IA01
 Cherokee, IA – IA01
 Belmont, IA – IA01
 Orange City, IA – IA01
 Sioux City, IA – IA01
 Gowrie, IA – IA01
 Orange City, IA – IA01
 Merville, IA – IA01
 Sioux City, IA – IA01
 Armstrong, IA – IA01
 Cherokee, IA – IA01
 Cedar Falls, IA – IA02
 Nashua, IA – IA02
 Dubuque, IA – IA02
 Waterloo, IA – IA02
 Waverly, IA – IA02
 Denver, IA – IA02
 Dubuque, IA – IA02
 Fertile, IA – IA02
 Osage, IA – IA02
 Waterloo, IA – IA02
 Cedar Falls, IA – IA02
 Oelwein, IA – IA02
 Waterloo, IA – IA02
 Rockford, IA – IA02
 Waterloo, IA – IA02
 Waterloo, IA – IA02
 Council Bluffs, IA – IA03
 Carroll, IA – IA03
 Council Bluffs, IA – IA03
 Guthrie Center, IA – IA03
 Dana, IA – IA03
 Papillion, NE – IA03
 Denison, IA – IA03
 Paton, IA – IA03
 Roland, IA – IA04
 Marshalltown, IA – IA04
 Urbandale, IA – IA04
 Grimes, IA – IA04
 Des Moines, IA – IA04
 Polk City, IA – IA04
 Urbandale, IA – IA04
 Ames, IA – IA04
 Ankeny, IA – IA04
 Winterset, IA – IA04
 Johnston, IA – IA04
 Ames, IA – IA04
 Urbandale, IA – IA04

Carissa Cox
 Sandra Doerring
 Jamie Flynn
 Danielle Grooms
 Margaret Hansen
 Jill Hardy
 Karin Hasselblad
 Chrystal Hatcher
 Meghan Kinnetz
 Zoe Kisner
 Jennifer Kluitier
 Vicki Lande
 Christine Langel
 Kelly Maxwell
 Georgianna McKnight
 Hillary Meyer
 Prudence Mpofo
 Katharine Pace
 Bethanne Pearson
 Andrea Pratt
 Sharon Scandrett-Hibdon
 Darla Schaben
 Lynnette Shafer
 Mari-Jo Shaw
 Kim Smith
 Nicole Smith
 Jacquelyn Swim
 Emily Teater
 Izzy Test
 Natalia Thilges
 Grace Turner
 Karen Vermillion
 Esther Walsh
 Sherri Watts
 Katelyn Ahmann
 Tosha Allen
 Kathleen Andresen
 Holly Andringa
 Brooke Arey
 Joyce Barnes
 Pamela Behrens-Looney
 Elena Bethel
 Sabrina Blackburn
 Cassie Bosch
 Shari Brase-Smith
 Tami Breen
 Bettina Buck-Luton
 Molly Burma
 Sara Bytnar

Corydon, IA – IA04
 Des Moines, IA – IA04
 Grimes, IA – IA04
 Des Moines, IA – IA04
 Ames, IA – IA04
 Ames, IA – IA04
 Bondurant, IA – IA04
 Ames, IA – IA04
 Johnston, IA – IA04
 Des Moines, IA – IA04
 Ankeny, IA – IA04
 Lucas, IA – IA04
 Norwalk, IA – IA04
 West Des Moines, IA – IA04
 Osceola, IA – IA04
 Indianola, IA – IA04
 Des Moines, IA – IA04
 Des Moines, IA – IA04
 Winterset, IA – IA04
 Marshalltown, IA – IA04
 Ogden, IA – IA04
 Grimes, IA – IA04
 Winterset, IA – IA04
 Johnston, IA – IA04
 Urbandale, IA – IA04
 Boone, IA – IA04
 Indianola, IA – IA04
 Lovilia – IA, IA04
 Des Moines, IA – IA04
 Ankeny, IA – IA04
 Urbandale, IA – IA04
 West Des Moines, IA – IA04
 Ankeny, IA – IA04
 Nevada, IA – IA04
 Iowa City, IA – IA05
 Bettendorf, IA – IA05
 Davenport, IA – IA05
 Long Grove, IA – IA05
 Andover, IA – IA05
 De Witt, IA – IA05
 Long Grove, IA – IA05
 Davenport, IA – IA05
 Bettendorf, IA – IA05
 Iowa City, IA – IA05
 Cedar Rapids, IA – IA05
 Cedar Rapids, IA – IA05
 Solon, IA – IA05
 Cedar Rapids, IA – IA05
 Iowa City, IA – IA05
 Bettendorf, IA – IA05

Rebecca Chomycia
 Teresa Claeys
 Dana Cook
 Jill Dao North
 Erica Davison
 Pamela DeMoss
 Kristin DeNike
 Katrina Detoye
 Rebecca Dykstra
 Angela Easley
 Kimberley Eilers
 Julie Emerick-Kundel
 Dana Fowler
 Marla Grosvenor
 Nathalee Grue
 Anne Hartman
 Sheri Heber
 Audrey Helt
 Paula Hermesen
 Jeanna Hivert
 Hannah Hurlbert
 Justine Janssen
 Karreen Kephart
 Karrie King
 Lisa Kongable
 Connie Lendt
 Jennifer Livermore
 Joan McCann
 Maggie McElmeel
 Cynthia Merulla
 Rebecca Moore
 Deborah Ortiz
 Tonya Perkins
 Annette Qualben
 Bree Rehder
 Rob Richards
 Julie Rohrssen
 Jeanne Schmidt
 Kathleen Schnoor DE
 Lori Schwarm
 Bethany Smith
 Kathleen Sparbel
 Daniel Sterner
 Clay Surom
 Carolyn Swamberger
 Dolletha Taylor
 Valerie Thompson
 Kathryn Trautman
 Constance Wagner
 Debra Ward
 Tara Weir
 Amelia Wenner

Tiffin, IA – IA05
 Marengo, IA – IA05
 Coralville, IA – IA05
 Liberty, IA – IA05
 Coralville, IA – IA05
 Monmouth, IA – IA05
 Bettendorf, IA – IA05
 Davenport, IA – IA05
 Tipton, IA – IA05
 Martelle, IA – IA05
 Anamosa, IA – IA05
 Muscatine, IA – IA05
 North Liberty, IA – IA05
 West Branch, IA – IA05
 North Liberty, IA – IA05
 Cedar Rapids, IA – IA05
 Davenport, IA – IA05
 Parnell, IA – IA05
 Cedar Rapids, IA – IA05
 Davenport, IA – IA05
 Iowa City, IA – IA05
 New Liberty, IA – IA05
 Fairfax, IA – IA05
 Clinton, IA – IA05
 Mount Union, IA – IA05
 Coralville, IA – IA05
 Muscatine, IA – IA05
 Davenport, IA – IA05
 Cascade, IA – IA05
 Coralville, IA – IA05
 Cedar Rapids, IA – IA05
 Muscatine, IA – IA05
 Clinton, IA – IA05
 Cedar Rapids, IA – IA05
 Julie Rohrssen
 Jeanne Schmidt
 Kathleen Schnoor DE
 Lori Schwarm
 Bethany Smith
 Kathleen Sparbel
 Daniel Sterner
 Clay Surom
 Carolyn Swamberger
 Dolletha Taylor
 Valerie Thompson
 Kathryn Trautman
 Constance Wagner
 Debra Ward
 Tara Weir
 Amelia Wenner

Is it Time for a Change?

RN & LPN SUPERVISOR
 Full-time & Part-time, second & third shift.

32 hrs. - 80 hrs/pay period. Top wages.
 Apply on line or in person.
 Pre-employment drug screening required. EOE

Denver Sunset Home | 235 North Mill St. | Denver, IA 50622 | Phone: 319-984-5372

www.denversunsethome.com

Opportunity Living
 Serving Lake City and Rockwell City

Now Seeking RNs and LPNs

Contact Patty Sharkey Director of Health Services
 at (712) 464-8961 for more information.

Opportunity Living cares for adults with Intellectual Disabilities.
 Visit www.opportunityliving.org to learn more about Opportunity Living.

Grow with us... **Salem Lutheran Homes**
 & REHABILITATION CENTER
 Managed by the Evangelical Lutheran Good Samaritan Society

Elk Horn, Iowa | salem.lutheranhomes.org

We value our resources as much as we value our residents.
 We offer an incredible range of opportunities and benefits.

Join Our Team of Caregivers!

RN to BSN or MSN

Entirely Online

Redefining online!

Personal • Flexible

Affordable

GRAND VIEW UNIVERSITY

www.grandview.edu

Advance your nursing career.
 Earn a post-grad certificate in one year at 50% of regular tuition.

- AGNP: acute care or primary care
- FNP
- Health systems/administration
- PNP: acute care or primary care
- PMHNP

IOWA NURSING

Erin, RN, Cardiovascular Lab

facesofmercy

“There are not enough words to describe this dedicated nurse.”

Erin's unique approach to caring for patients during their toughest times has led to dozens of creative ways they choose to describe her. Caregiving from the heart, for the heart, rarely leaves her patients speechless. **This is the face of compassionate, exceptional care. These are the faces of Mercy.**

Healing is our *purpose*.
 Quality is our *promise*.
 That's *The Mercy Touch*®.

mercy.org/facesofmercy

2017 Membership Assembly and Lobby Day Report

Lisa Caffery, Jann Ricklefs and Sue Whitty

In June, Lisa Caffery, INA's voting Representative to Membership Assembly; Sue Whitty, Iowa Nurses Association (INA) Vice-President and INA Representative; along with Jann Ricklefs, INA President and MA Observer, had the privilege of attending the American Nurses Association's (ANA) Lobby Day and Membership Assembly (MA) in Washington DC. It was a quick, but packed event. Lobby Day started with representatives from ANA prepping participants for the conversations they would be having with House and Senate representatives. The Iowa group then spent the rest of the day literally running between appointments and relating nursing perspectives and experiences to Iowa legislators. Unfortunately, the Iowa group was not able to participate in the ANA group picture on the Capital steps, because they were visiting with a healthcare staffer in Joni Ernst's office discussing important nursing and health care issues that are affecting Iowa.

While not newcomers to the sites and activities of Washington DC, this was a first experience at Lobby Day for Lisa and Jann. Sue has attended previously and was able to help guide the group through the grand historic halls that house the federal government. It was exciting to see how things work behind the scenes. Attending ANA Lobby Day was an enlightening and educational experience and all INA members would find it highly motivational to attend the annual event held in June. Next year's Representatives to Membership Assembly would certainly appreciate having more people with them to tell their stories. While there, take a few days to enjoy all the beauty of our Nation's Capital.

At Membership Assembly, the Iowa delegation met nurses from across the United States and its Territories. It was exciting to see the number of nurses just beginning their journey in the profession and based on what was observed, the future is in good hands! Membership Assembly participants worked hard centering on updating of the ANA By-Laws and deciding the structure and makeup of the Membership Assembly for the future. While the current format of Membership Assembly will not change, the number of representatives will increase with a total of 300 people representing all states and a total of 400 votes cast. The number will be based on a weighted system. With this increase, it is likely that state associations (C/SNA's) will once again need to plan to assist with the additional cost.

We are blessed as a national organization to have an ANA President who is able to inspire from the microphone. Pam Cipriano's thoughts run deep. She has a gifted ability to communicate and spoke about how the deep divisions that are currently present in our country and are causing an unhealthy level of stress. She reflected back to her early nursing education and Hans Sele's stress response model. She suggested we use the model

to find a maintenance state vs. allowing unhealthy stress responses to take its toll. How appropriate. She stressed that nurses need to know what is going on to respond positively but stated, "my desire to be well informed is currently driving me insane." Then, quoting Dorthea Dix who said, "Be of good cheer because sadness cannot heal the national wounds." President Cipriano also discouraged us from wallowing in the "ain't it awful" way of thinking and instead encouraged nurses to:

- Fight for your highest attainable aim but never put up resistance in vain; make resistance lead somewhere.
- Remember, kites rise highest against the wind not with it; we have strong headwinds right now.
- Remember, if you are not at the table, you may be on the menu. Nurses, more than ever before, need to be at the table or our viewpoints will be overlooked.

Throughout both days, there were a number of opportunities to discuss topics of concern with other nurses, including member engagement, advocacy, and recruitment of new members. Some activities that stood out to the Iowa delegation were discussions on the use of social media when connecting with key stakeholders in healthcare policy and engaging member interest. Also, a powerful presentation by former ANA President Karen Daley was a particularly inspiring.

She shared her involvement with HIV (called AIDS at that time) and blood borne pathogen advocacy after she was exposed to the virus in her emergency room work.

We appreciated having our Interim Executive Director, Tobi Moore with us for the first time. Her leadership at the ANA level is clearly present. It was particularly enlightening to watch Tobi advocate for MaryLee Pakiser's candidacy. MaryLee, immediate past president in Michigan and was elected as an ANA board member giving the Midwest states a voice at the table. Overall, it was a busy and engaging three days with many worthwhile outcomes!



L to R: Jann Ricklefs, INA President; Sue Whitty, INA Vice-President; ANA President Pam Cipriano; Lisa Caffery, INA Delegate



L to R: Jann Ricklefs, INA President; Sue Whitty, INA Vice President; Lisa Caffery, INA Delegate



L to R: Lisa Caffery, INA Delegate; Jann Ricklefs, INA President; Sue Whitty, INA Vice-President



2017 INA Membership Assembly

ELM CREST
SENIOR LIVING COMMUNITY

Apply online at elmcrest.net.

Questions?

Contact HR at 712-755-5174 or abladt@abhomes.org

2104 12th Street | Harlan, IA 51537

Located in Beautiful Lake of the Ozarks

Lake Regional Health System is seeking **RNs and LPNs**.

For more information or to apply online, visit lakeregional.com/careers.

54 Hospital Drive
Osage Beach, MO

LAKE REGIONAL
HEALTH SYSTEM

Department of Veterans Affairs

VA Central Iowa Health Care System

COME CARE FOR OUR NATION'S HEROES!

Nursing opportunities available for all US citizens at the VA in Des Moines, Iowa and its Community Based Outpatient Clinics located in Carroll, Fort Dodge, Knoxville, Marshalltown, and Mason City can be found at the website below. Remember, you don't have to be a Veteran to serve our nation's Veterans.

Excellent salary/benefits, guaranteed 40 hour work week, up to 26 vacation days per year, matching 401(k) type plan, shift/weekend differentials, holiday pay, reward/recognition programs, preceptor orientation, and scholarship/tuition support programs.

Call 515-699-5999, ext. 4912 for more information.
Submit applications: www.usajobs.gov (keywords: Nurse, Iowa) EOE



Northwest Region (IA01)



The members attending the 2016 INA Annual Meeting joined in the Dine-around event for an informal meeting in October. We decided to do a Spring Event and offer CEUs.

Planning for the Spring Event was done via email between the officers. On March 29, our Spring event, Creating and Sustaining Healthy Nurses: Making Personal Self-Care a

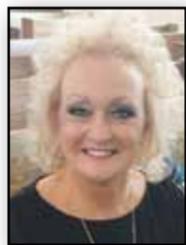
Priority was held at Morningside College with over 20 in attendance.

Correspondence between officers has been through emails and no further formal meetings were held.

Current officers are: Mary Kovarna as President, Christina Petersen as secretary/communications officer. The two officers elected to serve again are Diane Anderson as Treasurer and Linda Opheim as Representative to the Board.

Respectfully submitted,
Mary Kovarna, EdD, RN
INA NW Region 1 President

Northeast Region (IA02)



The INA Northeast Region 2 met by teleconferences and face-to-face during this past year. Northeast Region (ia02)

Throughout the past year there has been much discussion amongst our region members during meetings about developing creative ways to increase the INA

membership, improving membership participation and attendance at the INA Annual Meeting. A toolkit was organized by council member Jan Neal and INA statewide members of the membership committee. This toolkit was utilized in hosting local events in Dubuque and Independence for INA recruitment efforts.

Sue Whitty continues her legislative leadership in working effortlessly with public policy. Her expertise continues to be admirable.

Nan Ambrosy served as the INA Board representative keeping the region members updated on state and Midwest INA happenings.

Northeast Region (ia02) 2017 council members include: Margie O'Neill, INA NE Region 2 Chair; Peggy Khan- Finance Chair; Julie Kolker-Communication Chair; Nan Ambrosy- INA Board Representative; Peg Murphy, Brenda Helmuth. Newly elected; Michelle Ficken and April Quandahl. Nominating Committee consists of Sue Bushman, Deb Crawford and Paula Anderson.

Long time INA NE Council members Jan Neal and Donna Kirschenmann are newly retired and enjoying their free time. They have dedicated their careers to nursing and have been strong INA members. We will miss their friendship and leadership tremendously! Join us in wishing them Happy Retirement!

Respectfully submitted,
Margie O'Neill, MSN, RN
INA NE Region 2 Chair

Southwest Region (ia03)

Looking for active members to participate in region meetings. Please let Brian Cooley know if interested at nursenaib@yahoo.com.

Thank you,
Brian
Treasurer and interim President

Central Region (IA04)



Central region continue to watch developing steps working with ANA as dues structure changes in 2016-2017. Member discussions voiced a positive change for INA including the website, however continue to get questions related to outcomes and services. Our region has struggled with low attendance at region meetings; although several of our members remain very active at the state level. We attempted destination meetings but very poor attendance. INA Central Region changes back this year

to hosting meetings at Waterfront Restaurant in Ankeny spring and fall. Current agendas included steps to review annual meeting resolutions, and public policy activity; as well time for networking.

Andrea Wilhite was recognized as our region nurse of the year at the last convention. Central Region supported new member recruitment efforts and hosted Regional Dine-Around at the Annual Meeting but had to cancel a regional meeting scheduled in conjunction with Strategic Planning this year. The region plans to meeting in September including nomination committee and will select 2018 ballot at that time.

Region Board Members are as follows: President: Pam Deichmann; Secretary: Janis Adams; Treasurer: Rhonda Carney; Regional Representative: Barb Gano; Vice President vacant at present

Respectfully submitted,
Pam Deichmann, MPH, BSN, RN
Central Region Chair

Southeast Region (IA05)



The SE Region held one face-to face meeting in Davenport. There were 22 members and non-members in attendance. The group enjoyed networking, dinner and a presentation by Michelle Robnett. Michelle is a member of our region and her presentation titled "The Opioid Crisis and Guidelines for Managing Chronic Pain generated a lot of discussion on the topic. Thank-you Michelle for sharing your expertise! The group indicated that they would like another meeting in the Davenport area. One will be planned for 2018.

SE Region Board members are as follows; Darcy Koehn, President, Mary Tarbox, vice President, Sheila Crook-Lockwood, Secretary, Deann Short, Treasurer. Becky Lewis, SE Region Board representative and Lisa Caffery, Membership Assembly representative. Thank-you to all Region 5 members serving on INA committees. A special thank-you to Darcy Koehn for her leadership and dedication to the SE Region and to INA/INF.

Respectfully submitted,
Mary P. Tarbox, RN, EdD



Registered Nurse/Wellness Coordinator

Needed to Love and Care for Seniors in a Beautiful Assisted Living Community

Prairie Hills Des Moines Symerica Senior Living

3-5 years of management experience in Long Term Care / Assisted Living / Dementia care required. Must be a Registered Nurse.

For more information send resume to Patti Hayes, Executive Director; eddesmoines@symericasl.com



Behind every patient story is a dedicated nurse.

If you're looking to join a passionate team with opportunities to learn and grow, we encourage you to apply at one of our Iowa locations.

We are seeking full-time, part-time, and PRN RNs and LPNs at the following Iowa ManorCare locations:

Davenport - (563) 324-3276
Waterloo - (319) 234-7777
Cedar Rapids - (319) 364-5151

West Des Moines - (515) 222-5991
Dubuque - (563) 556-1161
Utica Ridge, Davenport - (563) 344-2000

Here are a few ways we stay committed to our employees:

- Flexible Schedules
- Comprehensive Benefits
- Education-Assistance Programs
- 401K
- Competitive Wages
- Sign-on bonuses available at certain locations

For more information, or to apply online, visit us at www.jobs.hcr-manorcare.com today.

Equal Opportunity Employer





INF NEWS

INF PRESIDENT'S REPORT

Members: Lorinda Inman, Chair; Pam Hill, Secretary; Darcy Koehn, Treasurer (resigned); Christina Peterson; Christine Kessel; and Kris Winter. The Iowa Nurses Foundation held bimonthly meeting commencing October 2016 and subcommittee meetings for investment review, marketing, scholarship review and convention planning.



**Lorinda Inman
RN, MSN, FRE**

Goals for the year continued as the previous year. The goals were to focus on quality continuing education at convention and legislative days, continue to promote attendance at the annual convention, explore fundraising ideas and develop goals and strategies for marketing and the fundraising functions of the Foundation. It continues to be critical that INA members give to the INF on an annual basis to address the financial needs of the association.

The Foundation is an IBON Continuing Education Provider as approved by the Iowa Board of Nursing. INF approved 3.6 contact hours (0.36 CEU's) for the Iowa Nurses Association Legislative Day February 15, 2017 and 4.8 contact hours (0.48 CEU's) for the INF/INA Conference & Annual Meeting focusing on "Healthy Nurses, Healthy Iowa." Christina Peterson, INF, participated in convention planning. Healthy Nurse, Healthy Iowa CE programs were developed to provide quality CEU's at Convention.

INF and INA participated with the University of Iowa, College of Nursing and several other nursing organizations in the 13th annual 100 Great Nurses event held on May 7, 2017. This event provides opportunity for recognition of Iowa Nurses. Scholarships were given to DNP candidates Dawn

Bowker, Tenaee Jeppeson and Trudy Laffoon. Nominations for 2018 may be submitted through the 100 Great Nurses website.

INF awarded thirteen scholarships in 2017. The recipients are: Mary Paulson-Candace Chihak, Andrea Wilhite, Jaci Brungardt, Gina Kubik, Jamie Briar, Letha Patterson and Rose Hedges; INF Scholarship-Candace Chihak, Andrea Jimmerson; Anderson Scholarship-Rachel Baker, Jaci Brungardt; American Nurses Foundation-Candace Chihak and Andrea Wilhite.

Current activities include the convention, memorials, donations, CEU fees and interest bearing accounts. We are working to raise funds for scholarships.

INF is the charitable and philanthropic arm of the INA with a mission to promote and support the professional and educational development of the registered nurses in Iowa.

Fundraising for INF Scholarships

Help "Raise The Thermometer" on Nursing Scholarships and Our Profession

Goal Set for 2017 INA/INF *Healthy Nurse, Healthy Iowa* Conference in October

As nursing professionals, we all remember the slight sense of fear that accompanied us as we started our first day of school as a nursing student. How hard would it be? Would I like my professors? Am I cut out for this? And for some, the challenge of paying for this education only added to the fears. Today, inability to afford a nursing education is preventing many bright, talented individuals from entering our noble profession.

As an INA member, you understand the importance of raising awareness of our profession and the benefits we provide to so many Iowans. The Iowa Nurses Foundation supports that mission by offering continuing education programs and most importantly, nursing scholarships. This year, we need to raise \$6000 to fund scholarship requests. In lieu of a silent auction or raffle to raise funds for the INF Scholarships, we are asking members to make a cash donation to our "Raise the Thermometer" on Nursing Scholarships and Our Profession.

Our hope is to start now and reach our goal by the end of the 2017 INA/INF "Healthy Nurse Healthy Iowa" Conference on October 20 in Ankeny, Iowa. Would you consider making a donation of \$25, \$50, \$75 or more to help the INA show prospective nurses that we care. For more information and to donate securely on-line, please visit www.iowanurses.org or mail your donation to Iowa Nurses Foundation, 2400 86th Street, Suite 32, Urbandale, IA 50322-4306. If mailing please notate thermometer in the memo line. Thank you!

GOAL: \$6,000



INF
IOWA NURSES FOUNDATION

STATE OF IOWA

Registered Nurses and Licensed Practical Nurses

Glenwood Resource Center (GRC) is seeking applicants for RNs and LPNs caring for the mentally and physically challenged.

Apply online:
<https://das.iowa.gov>
Click on Human Resources then State employment

RN – Patient Care Unit
Iowa License- full time, 12 hour shifts with a defined Holiday and Weekend rotation. Will work on EPIC electronic health record and will be assisted to gain professional credentialing necessary to work in Med/Surg, ED, and Obstetrics over a structured orientation period. Our nursing team will welcome an experienced hospital RN but professional proctoring and mentoring are in place to support a novice nurse interested in exploring the diversity of rural hospital care.

NP/PA – Urgent Care/Clinic
Two years experience in an Urgent Care or Clinic preferred. Responsibilities include implementing treatment modalities in collaboration with a Physician or as per protocol. Iowa license, DEA, CSA, ACLS, and ATLS preferred. This could be a full-time or part-time position. Must be a team player and flexible.

Send resume' to chelsea.greene@guttenberghospital.org
or mail to **Chelsea Greene, Guttenberg Municipal Hospital, P.O. Box 550, Guttenberg, IA 52052-0550**

Guttenberg Municipal Hospital
AN AFFILIATE OF UNIPONT HEALTH

Do the Work You Love

University of Iowa Hospitals and Clinics

#1 WITH AMERICA'S HEALTH CARE EMPLOYER!

University of Iowa Hospitals and Clinics ranked #1 in health care, #7 overall in Forbes Magazine - America's Best Employers 2016!

- 100% Healthcare and Dental Coverage for individuals
- 10% Employer Retirement Contribution
- \$1000/year General Benefits Credit
- 320 hours/year paid vacation, sick, and holiday time

UNIVERSITY OF IOWA HOSPITALS & CLINICS
University of Iowa Health Care

University of Iowa Stead Family Children's Hospital

UIHealthcare.org/nursing
319-356-2285

WILLIAM PENN UNIVERSITY

RN-BSN DEGREE PROGRAM

Classes now forming in Oskaloosa, Creston, and Marshalltown!

- Face-to-face courses! Now offered Online!
- Affordable tuition
- Multiple locations with on-site instructors
- Flexible preceptorship placement close to home
- Generous credit transfer

CCNE ACCREDITED

www.wmpenn.edu/nursing • 800-779-7366

The baccalaureate program at William Penn University is accredited by the Commission on Collegiate Nursing Education (<http://www.aacn.nche.edu/ccne-accreditation>).

Healthcare Staffing Division

A-1 CAREERS

RN, LPN and CNA Opportunities Available
Includes PRN, part and full time positions

We staff Hospitals, Home Care, Nursing Facilities, Hospice, and more!

www.A-1CAREERS.com or call 1(800) 365-8241



CONGRATULATIONS!

Scholarship Winners 2017

Iowa Nurses Foundation Scholarship

(Funded by yearly fundraising projects of Iowa Nurses Foundation)

- Candace Chihak, Mt. Vernon – Ph.D. Educational Leadership
- Andrea Jimmerson, Indianola – Masters, Transcultural Nursing

American Nurses Foundation Scholarships

(Funded by proceeds from American Nurse Movie)

- Andrea Wilhite, West Des Moines – DNP, Adult Acute Care Gerontology
- Candace Chihak, Mt. Vernon – Ph.D. Educational Leadership

Michael Anderson Scholarship

(Limited to nursing students at specified nursing programs in memory of nursing care)

- Rachel Baker, Des Moines – BSN, Anesthesia/CRNA
- Jaci Brungardt, Fort Dodge – BSN, Critical Care

Mary Paulson Scholarship

(In memory of 30-year nurse at Mercy Medical Center and Surgery Center Des Moines-West)

- Candace Chihak, Mt. Vernon – Ph.D. in Educational Leadership
- Andrea Wilhite, West Des Moines – DNP, Adult Acute Care Gerontology
- Jaci Brundgardt, Fort Dodge – BSN, Critical Care
- Gina Kubik, Waterloo – DNP, Neonatal Nurse Practitioner
- Rose Hedges, Mt. Vernon – DNP, Education and Leadership
- Jamie Briar, Norwalk – BSN, Orthopedics

If you would like to bequeath or fund a scholarship for nursing in Iowa, please contact the Iowa Nurses Foundation, 515.225.0495 or email info@iowanurses.org. The Foundation has criteria and a process for reviewing the applications submitted.

Iowa Nurses Foundation

The Iowa Nurses Foundation (INF) is a 501(c) (3) – charitable non-profit, public benefit organization which was established in 1972. It may solicit tax-deductible contributions from individuals, corporations and foundations for its activities. It draws its board from the election of membership of the Iowa Nurses Association; Board members are not appointed by INA.

The mission of the Iowa Nurses Foundation is: **INF is the charitable and philanthropic arm of the Iowa Nurses Association with a mission to promote and support the professional and educational development of registered nurses in Iowa. (Adopted March 22, 2016)**

Vision Statement: "To be recognized as the entity for the advancement of the nursing profession in Iowa."

The Foundation is an IBON Continuing Education Provider as approved by the Iowa Board of Nursing. INF approved 3.6 contact hours (0.36 CEU's) for the Iowa Nurses Association Legislative Day February 15, 2017 and 4.8 contact hours (0.48 CEU's) for the INF/INA Conference & Annual Meeting focusing on "Healthy Nurses, Healthy Iowa."

The Scholarships Available

Iowa Nurses Foundation Scholarship (est. 1972)

Applicants can be full or part-time students attending an approved program leading to an RN-BSN or MSN in nursing, DNP, or a PhD in Nursing or a related field such as education and also a member of the Iowa Nurses Association. RN-BSN students must have successfully completed at least 50% of the nursing program curriculum with a career plan to work in Iowa. MSN, DNP or PhD students must have completed at least 12 semester hours of graduate work leading to a Masters Degree in Nursing or Doctoral Studies in nursing or nursing related field and must have a career plan to work in Iowa.

Gerald (Mike) Anderson Scholarship (est. 2010)

Applicants need to be full or part-time students currently enrolled at Des Moines Area Community College (DMACC), Grand View University or the University of Iowa, College of Nursing. (Only these students are eligible to apply.) The Iowa Nurses Foundation is the administrator of funds donated by Mr. Gerald (Mike) Anderson for scholarships for students interested in the nursing profession.

Mary Paulson Scholarship (est. 2017)

This nursing scholarship was established in memory of Mary Weihs Paulson who was an RN at Mercy Medical Center and Surgery Center Des Moines-West for 30 years. Mary loved being a nurse and was very passionate for her profession. She cared for her patients with the upmost grace and compassion. The scholarship is a way for her family to help carry on her legacy and is to help current nurses further their education and advance their nursing careers.

Claire Hammond Diercks Scholarship (est. 1986)

This nursing scholarship was established by John Diercks in memory of his wife, Claire Hammond Diercks. It is directed to support the education of RNs and potential RNs who live in Northwest Iowa counties.

American Nurses Foundation Scholarship (started 2015)

From among the applicants, for INF scholarships, monies are sent from the American Nurses Foundation to be awarded to individuals who show leadership in nursing or diversify the nursing workforce.

INF Scholarships

- 2014 Sherri Kerr of Hull Dan Lose of Iowa City
- 2015 Terri DeClerk of Davenport Jeanne-Marie Fournier of Cedar Rapids
- Christina Peterson of Dows Erica Davisson of Coralville
- 2016 Terri DeClerk of Davenport Jeanne-Marie Fournier of Cedar Rapids

Gerald (Mike) Anderson Scholarships

- 2014 Derick Mbachen of Des Moines Signe Newman of Des Moines
- Traci Rosenau of Carrol Aricka Sibenaller of Glidden
- Amanda Smouse of Carroll
- 2015 Jacquelyn Brungardt of Fort Dodge Emily Musumhi of Ames
- 2016 Rachel Brandt of Davenport Jacquelyn Brungardt of Fort Dodge
- Emily Mushumhi of Ames

American Nurses Foundation

- 2015 ANA Funds-Leadership Terri DeClerk of Davenport
- ANA Funds-Minority Nurse Emily Mushmhi of Ames
- 2016 ANA Funds-Leadership Christina Peterson of Dows
- ANA Funds-Minority Nurse Emily Mushmhi of Ames



Nurses are the heart of our mission.

When you join Avera, your career opportunities are endless

- Leadership opportunities
- Award-winning facilities
- Innovative technology
- Continuing education

Nursing opportunities in a variety of settings, including:



Hospitals and Clinics



Long-term care and home health (Avera@Home)



Telemedicine (Avera eCARE™)

Avera is an Equal Opportunity/Affirmative Action Employer, Minority/Female/Disabled/Veteran/Sexual Orientation/Gender Identity

JOIN OUR TEAM!

Learn more about our career opportunities at Avera.org/careers





Seeking Registered Nurses and LPNs

We are looking for like minded nurses who want to help us create a meaningful difference in people's lives.

New graduates welcome to apply. Flexible schedule.
Be part of something greater than ourselves.

recoverhealthhr@recoverhealth.org | 844-710-3733
www.recoverhealth.org

ANA NEWS

Stepping Into a Culture of Safety Onboarding programs help retain nurses, strengthen patient care



Reprinted with permission of
The American Nurse

Retaining newly hired, competent nurses — whether new graduates or experienced RNs — is good for everyone: employers, staff, patients and the new employees, themselves. What is vital to their tenure, however, may be how they are transitioned into the workplace and whether the organization is committed to a culture of safety.

“Orientation is the first step in retaining nurses,” said Dennis Sherrod, EdD, RN, professor and Forsyth Medical Center Endowed Chair of Recruitment and Retention at Winston-Salem State University and a member and past-president of the North Carolina Nurses Association. “Although it’s difficult when working with a large group of new employees, it’s important that the orientation be nurse-centered, meaning individualized as much as possible to their needs, that there is a mentorship piece in place and that newly hired nurses are introduced to the culture of the workplace early on.”

Nurse turnover is an ongoing issue — with some health care facilities faring better than others. According to the 2016 National Healthcare Retention & RN Staffing Report by Nursing Solutions, Inc., (NSI) the turnover rate for bedside RNs rose to 17.2 percent in 2015, an increase from 16.4 percent in 2014.

According to a 2014 article in Policy, Politics, & Nursing Practice, New York University College of

Nursing Professor and researcher Christine T. Kovner, PhD, RN, FAAN, and colleagues reported that about 17.5 percent of new nurses leave their initial job within the first year.

Beyond the upheaval on units, nurse turnover is costly. The NSI Nursing Solutions, Inc., (NSI) report noted “the average cost of a turnover for a bedside nurse ranges from \$37,700 to \$58,400, resulting in the average hospital losing \$6.6 million. (Some reports place turnover costs even higher.)

Offering smoother and safer transitions

An overarching goal of Southeastern Health’s orientation program is promoting a culture of safety in newly hired employees — both new grads and experienced nurses, according to Cynthia McArthur-Kearney, DHA, MSN, RN, NE-BC, manager of Education Services at the North Carolina hospital system and NCNA member. This is accomplished, in part, by using concepts outlined in TeamSTEPPS.

TeamSTEPPS is a system aimed at assisting health care professionals to provide higher quality, safer patient care by strengthening their skills around teamwork, communication, conflict resolution and eliminating barriers to ensuring the best clinical outcomes for patients.

All RNs going through the nursing services orientation are exposed to the program’s concepts, and all preceptors receive specialized TeamSTEPPS training so they can reinforce important concepts specifically to new grads during orientation and in their residency program.

“We don’t need to train new grads on how to insert catheters or change dressings,” McArthur-Kearney said. “Although the tasks are important, we want to teach them critical thinking. And the focus needs to be

Culture of Safety continued on page 16

Currently accepting applications for:

RNs/LPNs

Full-Time & Part-Time



Bonuses come and go, but
HIGHER STARTING WAGES stay with you!

Come check out the benefits and higher starting wages with **EASTERN STAR MASONIC HOME** in Boone.

For more information or to apply go to
www.iowaeshome.com



NEWALDAYA LIFESCAPES

You'll Live Better

Now Hiring RNs

Stop in or call for more information
7511 University Avenue 319-268-0401
Cedar Falls, IA 50613 www.newaldaya.org

Preparing Confident Leaders

Mercy College of Health Sciences in Des Moines, Iowa offers three program options to become a nurse or continue your education. You can make a smooth transition to Mercy College with their eligible liberal arts and science coursework. Scholarships and other financial aid options are also available. Visit us online or on campus to learn more.

3 Program Options for Nursing:

Associate of Science in Nursing

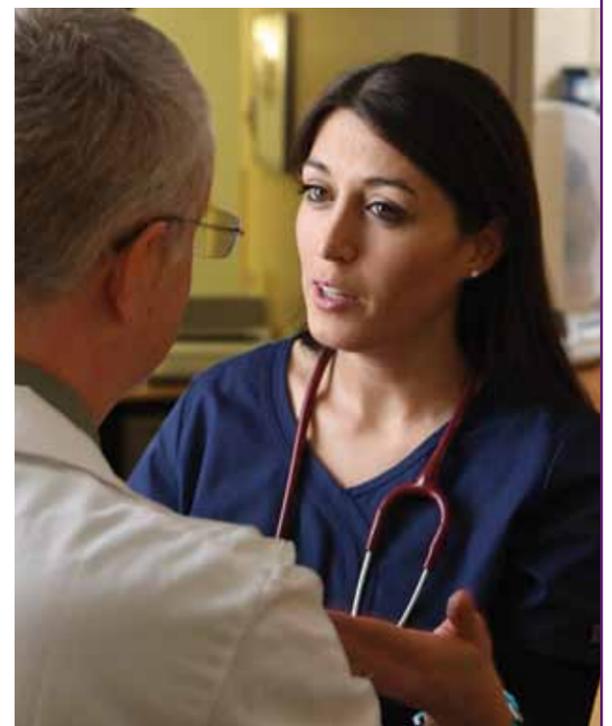
- Evening Classes & Weekend Clinicals course format
- Prepare for a nursing career as a part-time student depending on prior college success
- Clinical experiences at Mercy Medical Center – Des Moines and other leading healthcare providers in central Iowa

RN to BSN

- 100% online program provides flexibility
- Graduates will be ready to assume roles involving leadership, education, research, and community health
- Immersion trip options with Native Americans in South Dakota and Mayan and Latino populations in Yucatan, Mexico

Bachelor of Science in Nursing

- 3-year program of study (year round)
- Innovative concept-based approach to learning
- Clinical experiences at Mercy Medical Center – Des Moines and other leading healthcare providers in central Iowa
- Local community-based experiences and immersion trip options include understanding health care with vulnerable populations



Join us for a
Campus Visit Session!

Visit mchs.edu/visit to learn more.

It is Mercy College of Health Sciences' policy to conduct all academic programs and business activities in a manner that is free from unlawful discrimination and to provide equal opportunity for and equal treatment of students and employees regardless of race, color, age, ethnicity, religion/creed, national origin, pregnancy, sexual orientation, gender, gender identity, genetic information, sex, marital status, disability or status as a U.S. veteran or any other factor protected by law. Inquiries regarding nondiscrimination policies may be directed to the Vice President, Enrollment Management and Student Affairs or the Human Resources' Business Partner at (515) 643-3180, 928 6th Avenue, Des Moines, Iowa 50309, mchshr@mercydesmoines.org.



Learn more and register at
MCHS.EDU/IBON



Join our Team

Ask us about our
Nurse Residency Program™



EEO Employer F/M/Veteran/Disabled

Visit www.mercynorthiowa.com

ANA NEWS

Culture of Safety continued from page 15

on safety. We need to make sure new grads – and all our nurses – understand what a culture of safety looks like and why it’s important.”

For example, preceptors working with new grads emphasize the importance of teamwork to achieving positive patient outcomes, understanding the roles of each team member, and how to communicate effectively with team members, including patients and their families. Role playing is often employed, such as learning how to have an effective conversation with a team member who may want to do a clinical task in an outdated way, explained McArthur-Kearney.

“To have a culture of safety, nurses also need to be aware of their environment, what’s going on around them,” McArthur-Kearney said. “So we emphasize that if a nurse sees a team member who is not filling a role during a code or who appears overloaded with an influx of patients, for example, that nurse must step up to ensure the best patient outcomes.” They also are taught how to identify when a situation may be getting out of control, as well as de-escalation strategies.

Another important component of on-boarding at Southeastern Health is orienting all newly hired staff on concepts outlined in the hospital’s strategic pillars. These concepts focus on embracing a language of caring, being fully present when interacting with colleagues, patients and family members, and showing kindness, including through non-verbal cues.

Added McArthur-Kearney, these strategies not only help to create and maintain a culture of safety, but also help with staff retention.

Another approach to quality and safety

The University of Alabama at Birmingham Medical Center changed the way it conducted its orientation and residency programs for new hires about four years ago, according to David James, DNP, RN, CCRN, CCNS, who previously served as the advanced practice nurse coordinator for Clinical Nursing Excellence at UABMC and is an Alabama State Nurses Association member.

“Orientation used to be more of an inservice-type model with a lot of content and a ‘parade of stars,’ where staff from various departments were given a few minutes to discuss their roles,” James said. “Now we’ve moved to a different model, taking the Quality & Safety Education for Nurses competencies used at the UAB School of Nursing and using them for our orientation schema.”

Developed by nurse leaders involved in the QSEN initiative, the competencies address quality and safety education around patient-centered care; teamwork and collaboration; evidence-based practice; quality improvement; safety; and informatics. (Please see the QSEN Institute website at www.qsen.org.)

Each day of the UABMC orientation is linked to one of those core competencies, James said. And although having everyone understand that patient safety is essential, it’s extremely important that nurses know what systems are in place to support patient safety – whether it’s evidence-based practice or the use of technology.

In terms of structure, all newly licensed RNs attend the five-day orientation, which also addresses UABMC workplace culture, and then participate in a yearlong residency program to help ease their transition into practice and hardwire key competencies, according to Connie White-Williams, PhD, RN, NE-BC, FAAN, the director of UABMC’s Center for Nursing Excellence and an American Nurses Association member.

“Our onboarding process for experienced nurses beyond the orientation is unit-based and individualized to their needs,” she said. For example, a nurse who has 15 years in cardiac care and is hired onto a neuro unit should not be expected to take a full workload as quickly as someone who was hired onto a unit they have vast experience in.

Further, White-Williams added that about a month after their employment, she and Chief Nursing Officer Terri Poe, DNP, RN, NE-BC, meet with these experienced nurse hires to get their input about what went well, where improvements can be made and whether they feel welcomed. And experienced nurses, like new grads, are assigned preceptors who serve as an ongoing resource.

But to ensure a culture of safety and to retain staff takes more.

“We have probably 900 new nurses this year who we are trying to successfully orient and onboard,” White-Williams said. “We’re no different than anyone else in terms of trying to retain folks. It really does take a village to do this successfully, and it takes a lot of resources.”

A journey toward safety

“We say let’s hire for attitude and train for skill,” said Clyde A. Bristow III, MSN, RN, CENP, chief nursing officer at Wake Forest Baptist Health Lexington Medical Center and director of Clinical Education. “We can teach nurses how to insert an IV, but what we’re looking for are things like how does the nurse engage and communicate with patients, do they make them feel safe.”

Safety is an ongoing theme at WFBH. All newly hired staff must attend a four-hour program called Safety Starts Here within their first 90 days of employment, according to Bristow.

EDUCATION BUILT FOR You

“I owe all the BSN instructors at UIU a great deal of gratitude for providing me the motivation, courage, and the wisdom to complete my degree and achieve my dreams as a BSN.”

-Stephanie Andrew (15 RN-BSN Program)

Advance your career with an RN-BSN degree

- Attend full time or part time depending on your schedule; flexible 8-week classes.
- Completely online or as classroom/online option.
- Finish in as little as one year.
- No prerequisites required
- CCNE accredited.



CLASSROOM ONLINE SELF-PACED

800.553.4150 – UIU.EDU/IABDNURSING

605 Washington Street - Fayette, IA

Nursing Career Opportunities at MUSC Health

MUSC Health was named by U.S. News & World Report for the third year in a row as the number one hospital in South Carolina



The Medical University of South Carolina has an immediate need for talented Nurse Managers and Registered Nurses in a variety of areas including the Operating Room, ICUs, Ambulatory, Radiology, Procedural, Med/Surg, and Mental Health areas!

We offer the following:

- Competitive Compensation and Benefits Package
- Generous tuition assistance
- Nursing Clinical Ladder
- Relocation Assistance
- Hiring Incentive Bonus for select positions
- A wonderful opportunity to work in a fast paced academic environment in beautiful Charleston, South Carolina

Medical University of South Carolina
Medical Center Human Resources
1-843-792-0819

www.musc.edu/careers



Promoting Workplace Diversity
EOE M/F/Disabled/Vet

The Magnet Recognition Program®, ANCC Magnet Recognition®, Magnet® names and logos are registered trademarks of the American Nurses Credentialing Center. Journey to Magnet Excellence® and National Magnet Conference® are trademarks of the American Nurses Credentialing Center. All rights reserved.

ANA NEWS

"We start early by weaving in culture of safety principles – those based on high reliability and best practices – throughout our [orientation and new grad residency] programs, and all newly hired nurses must integrate them into their care," Bristow said. Those principles range from engaging in daily safety huddles to maintaining patient privacy to working collaboratively with all disciplines, and they are constantly reinforced.

All new hires also must commit to WFBH's "patient and family promise," according to Phyllis Knight-Brown, MSN, RN, WFBH clinical education manager and a member of the Association of Nursing Professional Development, an organizational affiliate of the American Nurses Association. That promise speaks to staff pledging to patients that they will keep them safe, care for them, involve them and their families in care, and respect them and their time.

"We also try to empower all our nurses to feel they can say, 'I have a concern' or 'I need help,' especially new nurses so they are not struggling alone," she said.

Looking specifically at newly hired, newly licensed RNs, WFBH provides them with a yearlong, residency-type program called Journeys. It consists of a general and a unit-based orientation; a structured preceptorship; quarterly workshops, which include simulated practice and didactic sessions; and the opportunity to network and gain support from their co-hort. Workshop content is specific to new nurses' units, however, the eight-hour sessions also cover issues such as stress management and self care, cultural competence and diversity, safety terminology and resources, patient instability, and shared governance.

"We have some flexibility in the program so we can tailor it more to the needs of our new nurses," Bristow said. "We don't want to find out on the 89th day that they don't get along with their preceptor or haven't learned how to do x, y or z. So preceptors and nurse managers meet often to determine where someone might need training.

Then that nurse is placed in a situation where he or she can learn, which really benefits them as new nurses."

WFBH also has a network of resource nurses, including preceptors, who can continue to provide guidance and information after the orientation and residency is complete.

Final comments

There is no secret recipe to creating a good orientation and onboarding program to retain competent and safety-focused nurses, according to Sherrod. However, it needs to be competency-based, nurse managers and staff need to celebrate and welcome new hires, and everyone should have a mentor.

Beyond orientation and residencies, retention also is dependent on factors such as workload, effective collaboration, strong professional practice roles and a healthy work environment.

"Having this retention culture is a way to help prevent a revolving door of new hires and strengthen

an organization's culture of safety and retention by providing nurse-centered orientations and work policies," Sherrod said. "And retention is everyone's responsibility."

– Susan Trossman is a writer-editor for the American Nurses Association.

Award-Winning Care

- * 62 Critical Access Hospitals to Know 2017
- * Top 100 Critical Access Hospital 2017
- * Hospice Honors Awards



Join our Team!

Visit our Employment page at myrtuemedical.org and apply online.

MYRTUE
Medical Center



**FEDERAL MEDICAL CENTER
ROCHESTER, MINNESOTA**

**Psychiatric and Clinical Nurses,
NPs and PAs**

**New Graduates Welcome!*

**We also have openings for Medical Officer,
Medical Technologist, Psychiatrist and
Psychologist.**

The scope and complexity of patient care needs range from medical/surgical and psychiatric evaluation to acute or chronic care and/or end of life care.

Optional early retirement
(any age with 25 years service or at age 50 with at least 20 years of service)

Pre-tax retirement savings w/matching government contributions up to 5% of base pay

10 paid holidays, 104 hours of paid vacation
and 104 hours of paid sick leave/year
12 hour shifts

Excellent health and life insurance options.

The Federal Bureau of Prisons is an Equal Opportunity Employer.

Apply online at www.usajobs.gov



WOLFE CLINIC

Attention Registered Nurses

Are you looking for a career in health care providing patients with excellent service, technology, value, and compassion? Since 1919 this has been our mission at Wolfe Eye Clinic. If so, become a part of Iowa's leading Ophthalmology Practice!

Wolfe Eye Clinic is continuing to grow and expand! With the following clinic locations we are able to serve our patients throughout Iowa. West Des Moines, Ames, Fort Dodge, Spencer, Marshalltown, Cedar Falls, Waterloo, Ottumwa, Iowa City and the Cedar Rapids clinic is moving into a new state of the art medical office building in Hiawatha.

We are also able to serve our patients surgical needs at Wolfe Surgery Center located in West Des Moines and soon we will be able to perform surgery in our new Hiawatha building as well!

Please visit our website for current nursing opportunities: www.wolfeeyeclinic.com
Email: jthomas@wolfeclinic.com
Phone: 641-754-6262 ext. 1202
Fax: 641-754-6205



SHELL ROCK SENIOR LIVING

920 N. Cherry Street | Shell Rock, IA 50670 | 319-885-4341

**We have opportunities for
LPNs and RNs.**

For more information, contact
Jody Lenstra, Director of Nursing Services,
jody.lenstra@twsl.com.



Tealwood SENIOR LIVING
...because the journey matters

Apply online at www.twsl.com



"Recognized nationally by the American Nurses Credentialing Center (ANCC) as a leader in quality patient care, nursing excellence and innovations in professional nursing practice."



UnityPoint Health
St. Luke's Hospital

www.unitypoint.org/cedar Rapids/proud-to-be-a-magnet-hospital.aspx

Mercy Nurses Rock!



We're looking for awesome nurses to be part of our care team at Mercy-Sioux City! We are growing and we want the best and the brightest to come work with our team of great caregivers and doctors to provide the best care to our patients. There are some exciting times ahead for Mercy-Sioux City and we want you to be a part of it!

Mercy is looking for full and part time Nurses throughout our hospital including ER/Trauma, Surgery, Rehab and our brand-new ICU!

Ask us about our **NEW** Nurse Residency Program.
It's all about your future!

Competitive wages, benefits, and education reimbursement!

Please visit our website at <http://www.mercysiouxcity.com> or apply online at www.mercysiouxcity.com/careers.

EEO Employer F/M/Veteran/Disabled.



Nurses Educational Funds, Inc. - Two Goals - Support of Graduate Nursing Education Through Annual Scholarship Awards and Mobilizing a Give Back Spirit

Nurses Educational Funds, Inc., (NEF) is the largest professionally endorsed source of scholarships for advanced nursing study in the US. The NEF mission and vision encompass our two goals:

First: To promote leadership through scholarship support for professional nurses seeking masters and doctoral degrees in nursing education, practice, service and research. Second: To be the national leader in providing graduate funds for nurse leaders in education, practice, service and research.

The need for nurse leaders is critical. NEF- funded scholars have become outstanding faculty and deans of schools of nursing, renowned researchers, and experts in healthcare delivery, administration, and policy – all leading change in every arena across the country and globally. Funding scholarships for graduate nursing education is an ongoing and challenging process that has been the key focus of NEF's volunteer board of directors.

If you are seeking to elevate your career by returning to school for a master's or doctoral degree and seek financial assistance, our annual completely online application process at www.n-e-f.org begins on October 1 of each year and closes on February 1 of the following year. A description of the requirements for NEF Scholarship application follow.

About the Scholarships:

- Scholarships are based on academic performance, a personal essay, reference letters, and validated study already in progress in graduate programs throughout the United States.
- Scholarships are provided directly to students for their use in supporting their studies.
- A long list of named endowed scholarships is available on the NEF web-site, at www.n-e-f.org. Since 1912 over 1200 professional nurses have received a Nurses Educational Funds, Inc. Scholarship.
- Each student's application is reviewed and scored by two separate nurse reviewers from



Brittney Sullivan, NEF Scholar, 2016-2017, on top of Table Mountain in Cape Town after presenting at the Sigma Theta Tau International Nursing Research Congress, July 2016.

NEF Board of Directors who do not consult with each other regarding their reviews. The review scores are then tabulated by the Criteria and Eligibility Committee nurse members for the final scholarship application determination.

About the criteria:

- GREs are not required as part of the application process.
- Student applicants must be licensed registered nurses with a bachelor of science in nursing degree.
- References are required from the student's academic, employment, and professional colleagues.
- Scholarship awards are given to students in nursing research, clinical practice, education, and administration.

About our funding:

- Each year in spring and winter NEF sends letters to nurses, nursing schools and colleges, medical centers, corporations, foundations, and individuals asking for financial support for the annual scholarships.
- Our annual Fall Gala, this year scheduled for November 1, 2017, seeks sponsorship from schools or Colleges of Nursing, medical centers, corporations, foundations, and individuals at varying levels: \$50,000, \$25,000, \$10,000, \$5,000, \$2,500, and \$1000. NEF Gala Reception tickets are \$100.
- NEF Gala Sponsors will be acknowledged on the invitation, on the Gala Program, and during the Gala, November 1, 2017.



Nurses Educational Funds, Inc. Gala Reception, New York City, November 2, 2016, from left to right Susan Bower-Ferres, NEF President, Diane Mancino, Executive Director of NSNA and Honoree, and Cynthia Sculco, NEF Vice President.

Nurse Philanthropy:

As professionals, we can also be philanthropists, while helping others understand the need for philanthropy. Nurses Educational Funds, Inc. will only continue to be a successful graduate nursing scholarship provider if we can mobilize a give-back spirit among our colleagues. Individual nurses can give as part of their legacy. Nurses are essential to their communities and health care but need to help their communities understand their vital health care delivery contributions. It is imperative that NEF continue to expand the number of graduate nursing scholarships if we are to facilitate and sustain nursing faculties, nurse researchers, and nursing leaders. With a give-back spirit nurses can greatly contribute to graduate nursing scholarship support.

For further information, see our web site at: www.n-e-f.org or contact our Executive Director, Jerelyn Weiss, at: jweiss@n-e-f.org, (917) 524-8051, Nurses Educational Funds, Inc., 137 Montague Street, Ste. 144, Brooklyn, NY 11201

Resources:

Jerelyn Weiss, Executive Director
Susan Bower-Ferres, PhD, RN, NEA-BC, President of Nurses Educational Funds, Inc., April, 2012- April 2017.
Bower-Ferres, S., Fitzpatrick, M.L., McClure, M.L. (2014, October). One hundred years and still counting, The story of NEF: yesterday, today, and tomorrow. *Nursing Administration Quarterly*, 38, (4) 303-310.

GREEN HILLS™ Charge Nurse Position
Retirement Community

Green Hills Retirement Community, an upscale retirement community, is currently seeking individuals for **CHARGE NURSE**

Additional information and applications can be found on our web-site. Negative pre-employment drug screen and criminal background check required.

Green Hills Retirement Community
2200 Hamilton Drive, Ames, Iowa 50014
www.greenhillsrc.com

Preparing leaders in nursing

Why RNs choose Clarkson College:

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

Accredited, online programs for advancing professionals.

- › RN to BSN: 1-2 years; no clinical requirements
- › RN to MSN: As few as 3 years; earn MSN credit while completing BSN
- › MSN: complete in 3-4 years; choose from four specialties
- › DNP: 31 credit hours; transfer clinical hours from your MSN degree (ACEN candidacy through January 2019)
- › Ed.D.: As few as 2-3 years; become a leader in health care education

Clarkson College
Prepare to be the best.

Proud to be nationally recognized six years in a row.



Enhanced Nurse Licensure Compact (eNLC) Enactment: A Modern Nurse Licensure Solution for the 21st Century

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.

Morningside College Nylen School of Nursing offers online courses that lead to a **MSN degree** in the following tracks:

- **Clinical Nurse Leader**
- **Family Primary Care Nurse Practitioner**
- **Adult Gerontology Primary Care Nurse Practitioner**
- **Post-Master’s Certifications in all of the above**

For more information contact
Dr. Jackie Barber, Dean of Nursing
barber@morningside.edu or
712-274-5297

www.morningside.edu



MARENGO MEMORIAL HOSPITAL
Neighbors Caring for Neighbors

An Affiliate of
 UnityPoint Health

We are looking for new or experienced RNs to join our team who possess a positive attitude, a passion for rural healthcare and a commitment to “community.”

Marengo Memorial Hospital offers:

- ✓ Aggressive and competitive wages
- ✓ Outstanding benefits package, including 100% EMPLOYER PAID HEALTH INSURANCE

View our current openings and apply online at marengohospital.org.

Marengo Memorial Hospital
Attention: **Lesa Waddell**
300 W. May St., Marengo, IA 52301
phone: 319-642-8026 | fax: 319-642-8009
email: lwaddell@marengohospital.org

Do Your Patients Know Their Status?

- 1.2 million people are living with HIV in the U.S.
- 45,000 people are newly infected annually
- 14% of Iowans infected with HIV have not been diagnosed

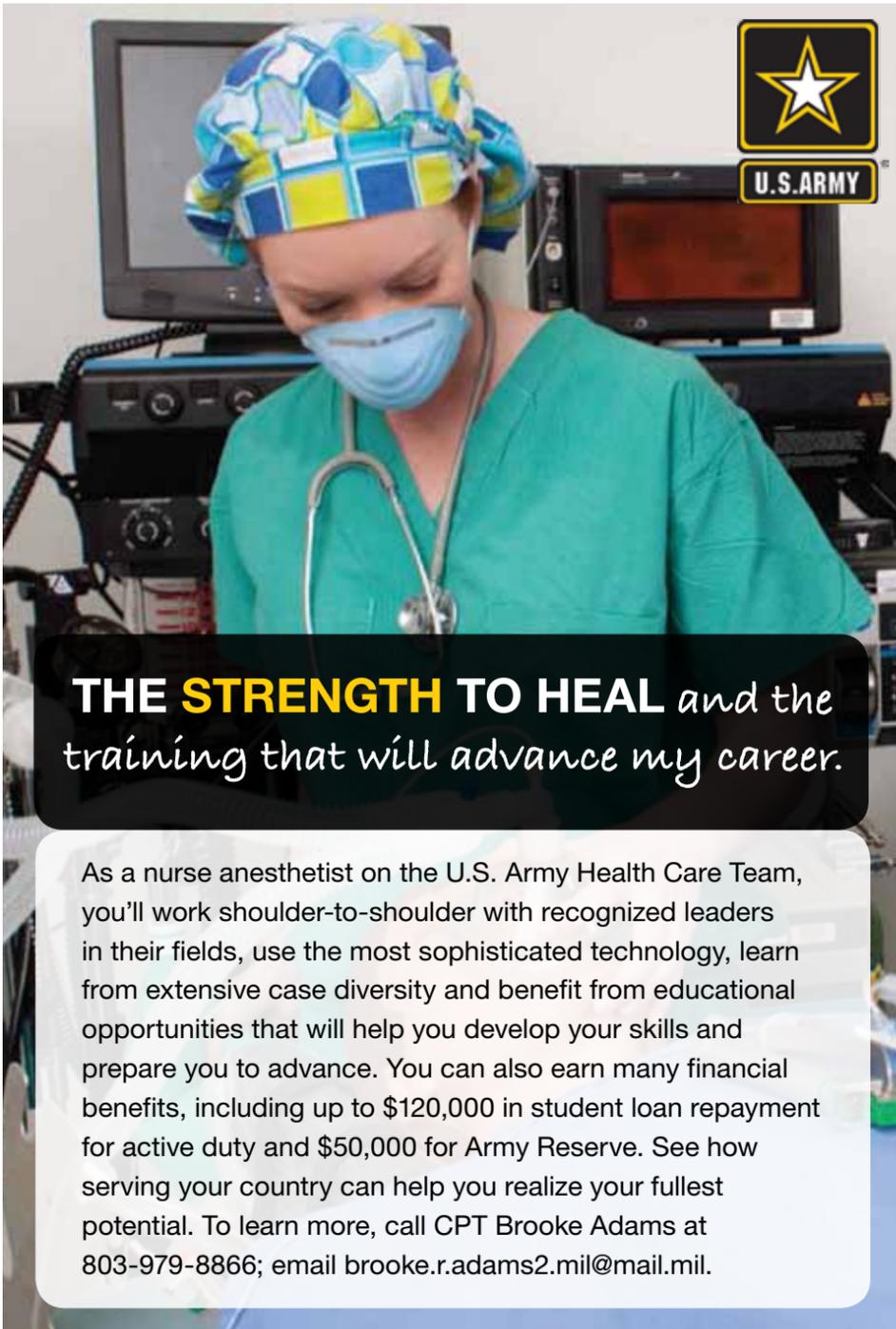
HIV Screening Is Standard Care.
Every Patient Should Be Tested.

- The CDC & USPSTF recommend individuals get screened for HIV at least once in their lifetime

PREVENTION IS CARE

Care IS Prevention

ACT
against
AIDS



THE STRENGTH TO HEAL and the training that will advance my career.

As a nurse anesthetist on the U.S. Army Health Care Team, you'll work shoulder-to-shoulder with recognized leaders in their fields, use the most sophisticated technology, learn from extensive case diversity and benefit from educational opportunities that will help you develop your skills and prepare you to advance. You can also earn many financial benefits, including up to \$120,000 in student loan repayment for active duty and \$50,000 for Army Reserve. See how serving your country can help you realize your fullest potential. To learn more, call CPT Brooke Adams at 803-979-8866; email brooke.r.adams2.mil@mail.mil.

Rest Assured

with Professional Liability Coverage through **proliability**

Every time you step into work . . . every time you are helping your patients . . . the Professional Liability Coverage through **proliability**, will be there for you.

Proliability gives nurses an affordable professional liability coverage option.

This plan includes*:

- Limits of \$1 million per incident/ \$6 million annual aggregate
- Coverage for licensing board hearings up to \$10,000 per incident/ \$25,000 annually
- Up to \$25,000 in coverage for HIPAA fines, penalties and notification costs
- And much more!

Applying for this comprehensive, affordable professional liability coverage takes just a matter of minutes. You'll rest easier knowing you have this professional liability coverage protecting your career.

For more information call 1-800-375-2764 or visit proliability.com/7802902

Underwritten by Liberty Insurance Underwriters Inc. *Liberty International Underwriters is the marketing name for the broker-distributed specialty lines business operations of Liberty Mutual Insurance. This literature is a summary only and does not include all terms, conditions, or exclusions of the coverage described. Please refer to the actual policy issued for complete details of coverage and exclusions.

proliability
powered by Mercer

Program Administered by Mercer Health & Benefits Administration LLC
AR Insurance License #100102691 | CA Insurance License #0G39709
In CA d/b/a Mercer Health & Benefits Insurance Services LLC
78029 (9/17) Copyright 2017 Mercer LLC. All rights reserved.

Improving Care Is at the Heart of Our Advanced Nursing Programs.

Ready to take your nursing career to the next level?

From bachelor's to doctoral degrees, Kaplan University's nursing programs help you gain the knowledge and credentials you need to provide a higher level of care to patients, families, and communities. Learn from nursing professionals who understand your needs and objectives.

Choose the online program that's right for you:

- Bachelor of Science in Nursing
- Master's Degree and Post-Master's Certificates:
 - Adult Gerontology Nurse Practitioner
 - Family Nurse Practitioner
 - Executive Leader
 - Nurse Educator
 - Informatics
- Doctor of Nursing Practice



Accredited by the CCNE
The baccalaureate degree in nursing, master's degree in nursing, Doctor of Nursing Practice program, and the post-graduate APRN certificate programs at Kaplan University are accredited by the Commission on Collegiate Nursing Education (www.ccneaccreditation.org).

Learn more at kaplan.edu/ns



For comprehensive consumer and gainful employment information, visit kaplan.edu/info. Please note that most states require nurses to be nationally certified in order to obtain licensure as a nurse practitioner. Students are responsible for determining whether they will be eligible for state Board of Nursing approval and certification as a nurse practitioner or advanced practice nurse in their state. Students can obtain additional information from their state's Board of Nursing, the American Nurses Credentialing Center (ANCC), and the American Academy of Nurse Practitioners (AANP).

