The world around us has undergone dramatic transformations in the past 60 years. In the past few decades, changes have created a more diverse workforce. Although we commonly think of diversity as multi-racial or multi-ethnic, diversification also occurs when nurses from different generations work together. Just as individuals from diverse racial, ethnic, and gender backgrounds need to learn to respect and value differing perspectives and contributions, so do people from various generations.

Although nurses from different generations work closely together, tension may occur as the different generational perspectives result in misinterpretation and misunderstanding. Learning to create collegial relationships with people from different generations is a critical skill for nurses who work in multigenerational teams.

It seems that the broad term “millennial” has become a substantial topic of discussion in America over the past couple years, eliciting a mental picture of a twentiesomething with “wanderlust,” a whimsical obsession with creating an aesthetically pleasing lifestyle, or perhaps even the need for “safe spaces.” According to census.gov, millennials are the generation born 1981-1997, who now account for more than 25% of the American population. A study performed by Health Affairs in 2017 found that compared to the baby boomer population, millennials are almost twice as likely to become registered nurses. As the baby boomer population of RNs continues to move into retirement over the next few decades, the millennial generation of RNs becomes vital to the continuity of our extremely trusted and well loved profession.

Lauren Harrell, BSN, RN
Staff Nurse, Phoenix Children’s Hospital

Marla Weston, PhD, RN, FAAN
Former executive director of both the Arizona Nurses Association and ANA Enterprise

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The Power of One

No one is too small to make a difference. Great initiatives have been known to start with one person. They usually start with an idea or conviction and an individual who makes a difference.

Take for example Neva Farmer. I had the privilege of hearing Neva and Professor Misty Marshall speak at the Student Nurses Association of Arizona (SNAAZ) on the topic of engaging students in leadership development in and outside of the classroom. What I learned was that while a nursing student at Scottsdale Community College, Neva noticed there was not a student nurses association (SNA) for her to join. Neva contacted her professor Misty Marshall who, along with Neva, inspired faculty and colleagues to begin a student nurses association (SNA). Neva is now a graduate, active in the Arizona Nurses Association (AzNA) while the Scottsdale Community College has an active SNA of 50 plus members. The strength of association begins with one and Nurse Neva has set an excellent example.

Another nurse who is making a difference is Alex Wubbel, the nurse from Utah who was a victim of abuse and wrongful arrest last year now speaks about ending nurse abuse in healthcare. In response to her story, and the many other stories of nurse abuse we see in the news, the American Nurses Association (ANA) is launching a pledge you can sign to help end abuse in America (found on Twitter at #EndNurseAbuse or on the ANA website at http://p2a.co/apLwMm). This campaign that Nurse Alex has started seeks to reduce nurse abuse by promoting the reporting of incidences of violence and abuse within health care, strengthening a “zero tolerance” policy for violence, reduction and security procedures and policies, adopt an innovation such as providing support, prevention, and increase response to incidences of violence and abuse. Signing the pledge means supporting zero tolerance policies for abuse against nurses, reporting abuse when it’s witnessed, and asking others to sign the pledge as well. At the time of this writing, there are more than 6,000 signers who have taken the pledge and think, bringing this movement forward to the public was started by one person!

Making a difference in healthcare means being involved to advocate for ourselves, public policy, and other healthcare professionals. Of those two healthcare professionals, neither is a nurse. The Arizona Legislature passes laws that directly affect the nursing profession and patient care, yet do they realize what a nurse does?!! That is where we come in to help provide the background and knowledge needed for our legislators to craft bills that affect healthcare. We all know that nurses spend each day educating patients and families about disease processes, treatment options, and discharge plans, so why not use our expertise to educate our legislators. With over 86,000 licensed registered nurses in the state of Arizona, we have the unique opportunity to advocate for our profession, patient safety, and the future of healthcare. If nursing is not at the table when decisions are made, the voice of nursing will never be heard.

How can you take advocacy to the next level by involvement at the state level? The AzNA makes it easy by providing the means to be involved in public policy using three different ways in which members can get involved. First, as a nurse you have the opportunity to participate in public policy by joining the AzNA Public Policy Committee. This is an exciting time of year as the 2018 Second Session of the Fifty Third Arizona State Legislature is starting. Denice Gibson is the AzNA Governmental Affairs Officer for the AzNA Public Policy Committee. On this committee, she will walk you through reviewing bills in the area of your interest where you can recommend if we should support, monitor, or oppose and why. If you are interested in providing input in the legislative process, contact Denice at denice.gibson@gmail.com and she will start you there.

The second method by which you could participate in public policy across the state is by getting involved in the AzNA Political Action Committee (AzNA-PAC). The purpose of the AzNA-PAC is to educate our legislators. With over 86,000 licensed registered nurses in the state of Arizona, we have the unique opportunity to advocate for our profession, patient safety, and the future of healthcare. If nursing is not at the table when decisions are made, the voice of nursing will never be heard.

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Are You Wearing Your Badge of Pride?

I don’t know about you, but I couldn’t be more passionate or proud to be a nurse and wear my Badge of Pride every day. It is comforting to know that as we travel through changes in our nursing careers (new grad, new job, advanced degree, etc.) that there is a consistent and familiar place that we can call home, our professional home that is. A place where our Badge of Pride resides!

So, what exactly is the Badge of Pride and how does one acquire it? It is a cost-effective membership in the largest and most recognized nursing organization in Arizona: The Arizona Nurses Association (AzNA). Joining AzNA automatically makes you a member of the state, your local geographic chapter AND a member of the national American Nurses Association (ANA). That’s 3 levels of membership for just $15/month! Membership shows commitment to your profession and supports state-based work that affects your job and your career. The Badge of Pride is something that looks a bit different on each nurse. After all, with over 86,000 RNs in Arizona, diversity is one of the keys to association engagement and success. Here are some of main reasons why so many of you are already members and why, if you are not a member you will want to join and wear your Badge of Pride;

Advance your Career
• As one member stated “I attended the annual AzNA convention and sat next to a nurse leader from a hospital where I wanted to work. She helped me get an interview and I was hired!”
• Attend local and national conferences at a discounted rate
• Sit on local boards and committees
• Attend free webinars
• ANCC certification discounts
• Attend leadership courses

Stay Current with these publications
• Arizona Nurse and American Nurse Today
• OJIN – Online Journal of Nursing Issues (peer-reviewed)
• Foundation of Nursing (Code of Ethics, Social Policy Statement)
• Professional Tools: CINAHL, Drug Name Error Finder Tool, PubMed Citations

Influence decisions that impact nurses at the state and national level
• It’s all about using your voice. Meeting with Arizona representatives and senators at our state Capitol continues to be one of the most powerful experiences that our nurses have year after year. One nurse stated: “This was such an awesome experience; it made me realize there is more to nursing than just 12-hour shifts.” February 8th is our RN Advocacy Day. See page 6 and visit www.aznurse.org to sign up. Also, did you know that nurses from ANA are on Capitol Hill regularly where issues like safe nurse staffing are being addressed with members of congress?

Save Money
• Discounts on ANA-published books
• Protect yourself with ANA personal benefits: Professional Liability, Financial Planning, Auto Insurance and more
• Priceless has a price and this one is only $15 a month! Visit the AzNA (www.aznurse.org) and ANA (www.nursingworld.org) websites to learn about the work of nursing on the local and national level. Membership process is online or printed on page 15.

Thank you for choosing our great profession of nursing. Thank you to our thousands of AZ nurses who are already AzNA/ANA members. To those that are not members, thank you for reading this article; there is nothing I would like more than to see your name on our next new member list.

-Robin

President’s Message continued from page 2

AzNA-PAC is to endorse candidates for the Arizona Legislature based upon the principles of the AzNA Public Policy Agenda. The AzNA-PAC encourages nurses to become active and effective in shaping public policy through the electoral process. The AzNA-PAC raises funds to endorse political candidates that support the nursing profession. The AzNA-PAC further evaluates, endorses, and contributes to candidates for the State Legislature in Arizona who have clearly demonstrated responsible awareness of nurses’ needs. You can be an ambassador from your legislative district. For more information visit the AzNA website.

Finally, you can participate in public policy by joining AzNA at Nurse Advocacy Day February 8th. During this event you will learn of the crucial difference starts with one person. It can start with

Call for Article Submission

Submit your article or research for publication in AzNA's quarterly print publication. The Arizona Nurse is mailed to all 86,000+ RNs in the state.

AzNA welcomes submission of nursing and health related news items and original articles. We encourage short summaries and brief abstracts for research or scholarly contributions with an emphasis on application.

To promote inclusion of submitted articles, please review the Article guidelines available on the AzNA website at www.aznurse.org/Guidelines.

An “article for reprint” may be considered if accompanied by written permission from the author and/or publisher as needed. Authors do not need to be AzNA members.

Submission of articles constitutes agreement to allow changes made by editorial staff and publishers.

Submit your article to info@aznurse.org.

President – AzNA

Selina Bliss

President - AzNA

IS NOW RECRUITING!

Sells Hospital – Sells, AZ:
• Supervisor Clinical Nurse/Ambulatory Care
• Lead Clinical Nurse/Ambulatory Care

San Simon Clinic – San Simon, AZ (near Ajo, AZ)
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• Supervisor Clinical Nurse/Ambulatory Care

Tohono O’odham Nation Healthcare

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• Nurse Specialist/Care Manager
• Clinical Nurse/Emergency Care
• Medical Instrument Technician
• Medical Laboratory Technician

San Xavier Clinic – Tucson, AZ
• Nurse Specialist/Care Manager

San Simon Clinic – San Simon, AZ (near Ajo, AZ)
• Nurse Specialist/Care Manager

For more information, contact Melissa Pablo at: 520-383-6540 or melissa.pablo@tonation-nsn.gov

You may also visit our website: http://tonation-nsn.gov Follow the “Employment” link and click on “Healthcare Opportunities”!
Meet the New 2017-2018 AzNA Board of Directors

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For more information, please visit aznurse.org/Board.

Multigenerational Nursing continued from page 1

As a millennial RN myself, I have seen articles and heard conversations that portray millennials as fragile, not well invested in their workplaces, or even “flight risks.” While a geographically flexible lifestyle is attractive to this ultimately diverse and energetic generation, there are several strengths we uniquely bring to the nursing profession.

Tips for Getting the Best from the Millennial Generation:
1. Upon hire, assist us in creating a plan for career growth and milestones within the organization. We are more than willing to pour into an organization that is also contributing to our professional growth.

Millennial RNs are very goal oriented and are trying to be best plan how to reach their ultimate goal while working their current jobs. From orientation, to continuing education, to specialty certifications, to training for leadership positions, we desire to grow and have a plan in place.

2. When it comes to training new millennial nurses, create a hands-on and open forum environment. While previous generations of nurses may place.

We are recruiting for:
• Technicians
• Community Outreach Professionals
• Clinical Research Coordinators
• Associate Directors
• Technicians

The University of Arizona Health Sciences
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Career Opportunities across the State of Arizona:
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We are seeking dynamic professionals to work in a team-based, fast paced environment to support our statewide efforts to engage and enroll participants into a research cohort of one million or more individuals in the NIH Precision Medicine Initiative® All of Us Research Program.

Together, we can provide greater insights to disease prevention and treatment, making medical advances available to traditionally underserved populations.

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Email resume to precisionmedicine@email.arizona.edu

As millennial RNs continue to join the profession, we will undoubtedly interact with RNs from other generations, such as the baby boomers and generation X nurses. They will be our directors of nursing, our managers, our preceptors, our mentors, and our side-by-side colleagues. As they retire, they will pass the baton to us, but first, we need to learn all we can from them. Their invaluable experience communicating with other disciplines, advocating for practice changes, and knowledge of historical nursing profession events are an absolute wealth of information which we should glean from. So, next time we, as millennial RNs, are working with nurses from a previous generation, let us use that time to learn from them. Even just conversing with RNs from other generations can significantly grow us as nurses, as they have embraced more change in their careers than we can even imagine. From paper charting to computer charting, from paper medication administration recording to electronic medication administration recording/smart pump technology, and from electronic monitors to electronic pump programming, they have seen the profession grow in many ways. As a tech savvy generation, let us also be graciously eager to share with them our technological advances in patient safety, and willing to embrace potentially overwhelming changes as a team. Working together as a multigenerational, diverse nursing profession creates a strong and well rounded team – one that is most qualified to serve our patients well.

References:
Baby Boomers, born between 1946 and 1964, no longer represent the majority of the U.S. workforce. Boomers were born into post-World War II economic prosperity and opportunity. The attention and prosperity afforded the Baby Boomer generation, along with changing world and societal values, created an emphasis on freedom to be yourself and the “me” generation. Lack of conformity to the old rules became an established pattern. Societal rules and expectations were examined and altered. Watergate confirmed to Baby Boomers that people in positions of authority were not to be trusted. They desire financial prosperity but long to make a significant contribution with their experience and expertise. Although they continue to be suspicious of people in positions of authority, they equate work with personal fulfillment and self-worth and believe that the status quo can be transformed by working together.

Often described as America’s “neglected middle child,” Generation X children, born between 1965 and 1980, lived in two-career households. Rising divorce rates resulted in 40% of Generation X children being raised in a single parent household. Support for working mothers and single parents remained underdeveloped, resulting in a “latch key” generation. Many Generation Xers grew up as under protected children in overly permissive homes where parents were frequently absent. As a result, they learned to manage on their own, becoming adept, clever, and resourceful. Their friends became increasingly important, as well. Without the support of a large and extended family, teenage members of Generation X developed a reliance on a cadre of long-standing, close friends. Often allowed to be equal participants in family discussions, they learned at an early age to participate in conversations, advocate for their point of view, and expect to have their opinions considered.

Generation Xers understand employment in a very different way than their predecessors. They expect success from shorter-term employment with less permanent relationships. They have often been maligned as disloyal and uncommitted. However, members of this generation are extremely loyal to their profession and career, but just not to the point of compromising their personal, professional, or family wellbeing. As a result, rather than working for a single employer in a traditional relationship, members of this generation increasingly seek more temporary partnerships, such as “free agent” float pool, registry, or travel nurse positions where they have more control over their schedules.

Generation Xers are rapidly becoming a mainstay of organizations. They possess resourcefulness, independence, strong peer friendships, technical sophistication, and adaptability to change are increasingly valued. More than that, Generation Xers have an intrinsic focus on outcomes, rather than process. As a result, they often can analyze bureaucratic barriers and identify innovative processes which produce better and more cost-effective outcomes.

In 2015 the Millennial Generation, born between 1981 and 1997, became the largest segment of the workforce, barely inching out Gen Xer’s. Once again with a large generational cohort, the spotlight has returned to children. During their youth, “baby on board” signs in automobiles signaled a resurgence of protectiveness and family values. Largely born to older mothers, their births were well attended by both parents with 70% of fathers watching their children’s delivery. Although 60% of Millennials were born into a home where both parents worked, in contrast to the experience of Generation Xers, an established infrastructure supported them and their parents. Childcare, preschool, and after school programs flourished. As a result, the lives of young Millennials were highly structured and scheduled with everything from soccer camp to piano lessons. In addition, with fewer children to attend to, their parents wanted to be active and involved, mentoring, teaching, and serving as an ongoing advocate for the Millennial child’s well-being.

Recognizing and appreciating different generational perspectives can both decrease tension and enhance personal and professional growth. For example, in light of each generation’s historical background, recognizing these different perspectives of both long-term and short-term employment, can help members of differing generations understand and appreciate the strategies others use when making career decisions. When older nurses can realize the inherent logic of their younger colleagues’ frequent job changes from the background of Xers’ and Millennials’ experiences, and younger nurses’ understand why their older colleagues have remained so long at one agency, they can respect each other more fully.

For these processes to work, older nurses need to learn to welcome input from their younger colleagues, even encouraging their younger peers to use their fresh viewpoints to identify where opportunities exist. Long-standing processes should be reevaluated in light of the Information Age, and young nurses can help identify where computerization can streamline or support nursing operations. Simultaneously, younger nurses need to be taught and learn to value the experience and expertise of more senior nurses who have a wealth of lived experiences to share.
Nurse Advocacy Day
Thursday, February 8, 2018

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Representative, Idaho Legislature (1996-2008)
Guest Speaker

“Nurses and Politics: A Nurse’s Place is in the HOUSE”

- Speaking the Legislative Language: Statutes, Rules and the Arizona Nurse Practice Act
- Best Practice Political Advocacy Vignettes
- AzNA-PAC
- AzNA Vision: A Nurse for Every Legislator
- Group Planning Strategy for RN Advocacy Week at The Capitol
- Real Time: Nurse Focused Legislation for 2018

Detailed Agenda Available at Aznurse.org

Registration Fees
- Lunch is included in the registration fee
- AzNA Members: $35
- Non-Members: $70
- Students: $25
- Student MUST be pre-RN license. If you already have an RN license, please select an alternate ticket option.

Visit AZNURSE.ORG/EVENTS to register!

Path to Resilience
AzNA 4th Annual Nurse Renewal Retreat – April 27-29, 2018

Thank goodness it’s that time again. Time to start thinking about the upcoming AzNA Renewal Retreat for Nurses. My mind immediately goes back to the last 2 years when I attended the newly organized retreat. I wouldn’t think of missing it! AzNA Chapter 30 leadership is to be commended for its initiative in developing this annual forum for nurses to learn or refine self-help skills, to not only survive, but thrive in today’s busy nursing arena.

We’ve all heard it before: put your own oxygen mask on first, and then help your child or others with their mask. The airline industry recognizes that care-givers must protect and meet their own needs before they can help others. Nurses have struggled in applying this concept into practice. Working too many days, too many hours, too many patients, etc. has been encouraged and applauded for too long. We now recognize the burnout, stress, and poor health of our colleagues and we realize that it’s time for a culture change. ANA has shown the way through their 2017 Healthy Nurse, Healthy Nation campaign. AzNA Chapter 30 and Chapter 1 will be doing their part by hosting the 4th Annual Renewal Retreat for Nurses.

This year’s theme, Path to Resilience, will provide tools to assist nurses to bounce back from adversity with positive change. The 2018 Renewal Retreat for Nurses will focus on ways to build resiliency in your relationships and challenging situations. The weekend is designed to provide time for nurses to rejuvenate and reflect on finding purpose, setting realistic goals, and navigating the environment to find the best you.

Mark your calendar, and save the date: April 27-29, 2018. The 4th Annual AzNA Renewal Retreat for Nurses is taking place in the relaxing environment of The Franciscan Renewal Center located in Scottsdale. Tucked in the mountains, it provides a much more isolated and quiet feeling than one might expect. The extended check in time on Friday from 1-4 allows ample time to get settled into your room, check out the grounds, maybe walk the labyrinth, socialize with other attendees, and morph into a relaxed and slower pace. Classes are geared toward healthy practices with lots of interaction. All nurses are invited; membership in AzNA is not a prerequisite. More information is available on aznurse.org/events!

I’m feeling less stressed and resilient just thinking about the Retreat. Register early, space is limited – see you there!
The Power of Professional Collaboration

Karin J. Sherrill MSN, RN, CNE, ANEF, FAADN, Heidi Sanborn MSN, RN, CNE, Dawna Cato PhD., MS, Ned, RN
Karin J. Sherrill MSN, RN, CNE, ANEF, FAADN
Dawna Cato PhD., MS, Ned, RN
Karin J. Sherrill MSN, RN, CNE, ANEF, FAADN

The professional nursing footprint in Arizona is strong, resilient and innovative. It is also diverse and complex, as we work within and across practice and academic settings to ensure safe quality care delivery for the patient populations we serve. Our profession requires a strong personal and professional commitment to stay current and ahead of dynamic disruptive changes in the healthcare environment. To support our work and stay connected, it is vital that nurses participate in professional organizations, collaboratives, or special interest groups that meet internal and external motivation.

How can you get involved? This article will introduce you to the work of several professional nursing groups that have united to foster individual strengths and collective talents, resulting in stronger professional nursing practice within the state of Arizona. The Nursing Education Collaborative (NEC) formed as a partnership between and the Arizona Nurses Association (AzNA) Nurse Educator Special Interest Group (SIG) and the Arizona League for Nursing (AzLN). It has expanded to include the Education-Practice Collaborative and the Arizona chapter of the Organization of Associate Degree Nursing (OADN). NEC strives to discover better solutions and build broader knowledge by providing opportunities for professional development, networking, and partnership of nurses and educators from a variety of settings across Arizona. Through mutual cooperation, these organizations provide a forum for all Arizona nurses to become involved in their professional organizations, give back to the profession, and promote nursing as the most trusted profession.

By joining AzNA and one or more of the NEC partner organizations, you will have opportunities to work together and share knowledge that will directly impact the patients and students we serve.

Professional Organizations Unite for One Common Goal

The Nurse Educator SIG was created as a chapter of AzNA in 2005. AzNA members involved in any aspect of nursing education may join the SIG to build connections and share ideas with colleagues. The SIG mission is to help ensure the delivery of quality care to Arizona’s citizens by fostering and advancing the professional and educational development of nurses to the end that all people may have better nursing care (Arizona Nurses Association, 2017). The group has grown significantly in the past decade, now with nearly 700 nurses across the state practicing in many capacities across hospitals, schools of nursing, and health care organizations.

The AzLN was formed in 2010 as the state’s first Constituent League (CL) of the National League for Nursing (NLN). The goal of AzLN is to support the mission of NLN which promotes excellence in nursing education to build a strong and diverse nursing workforce to advance the health of our nation and the global community. The membership ballooned in 2014 with the creation of a joint collaboration with OADN and the Nurse Educating SIG. These three organizations combined efforts to host Diane Billings for a Certified Nurse Educator Conference in the East Valley. It was discovered that by combining professional talents, a high-quality, semi-annual conference could be offered in Arizona at minimal cost to the attendees. With this, NEC was born.

Since 2014, NEC has included collaboration with other professional organizations within the state including the Arizona Simulation Network, the Education-Practice Collaborative, and Healing Communities. Topics for presentation are based on the feedback from each conference and have included topics on clinical education, stimulating critical thinking in students, simulation, bridging the education-practice-gap, and public policy in nursing. The NEC has led to an elevated professional practice and a greater opportunity to meet the needs of Arizona’s professional workforce.

How will you get involved?

We invite nurses across the state to act by joining their professional organizations. Through active membership, you will benefit from the many opportunities provided by NEC. The united philosophy of NEC recognizes the critical contributions individual nurses provide to emerging trends and issues in Arizona’s professional nursing platform. Nurses in our state are facing critical challenges and we must be part of the solution. We challenge all nurses to join a professional organization and become a participatory member. A good start would be to join AzNA and a NEC member organization.

AzNA is looking for more nurses to become involved. If you are currently serving in an educator role (across practice and academia) or are considering nursing education, we invite you to add the education special interest group to your AzNA membership – it is free for all AzNA members to join the SIG! As we think of ways to address the looming nursing shortage, nurse educators will be front and center providing the necessary skills to grow the ranks of new nurses in our state.

The Arizona League for Nursing offers opportunities for nurse educators in leadership and committee involvement in scholarships, mentoring, and NEC conference participation. Members are provided with access to multiple continuing education opportunities at a low or no cost. Your school of nursing may have a membership to the National League for Nursing, but there is an additional process to become a member of the Arizona League. Find more information on the website: http://nln.org/membership/constituent-leagues/arizona.

The next NEC conference scheduled for April 6th 2018 will feature Ainslie Nibert, PhD, RN, FAAN speaking on Improving Prociency with Test Item Writing and Exam Creation. Whether you are in practice or academic education, cognitive assessment relies on valid and reliable test questions. Whether you are an individual seeking to join an organization to make a difference or you are a professional organization interested in joining our efforts, the NEC can help.

Registration for the April 6th test item writing seminar is available at the AzNA website at www.aznurse.org or through Eventbrite at https://tinyurl.com/nec-spring2018conference.

For more information on the NEC partner organizations:
Dawna L. Cato, PhD., RN, President AzNA Nursing Educator SIG http://www.aznurse.org/page/AN Nurse Educator SIG
Karin J. Sherrill, MSN, RN, CNE, ANEF, FAADN, President AzLN http://nln.org/membership/constituent-leagues/arizona
Joseph Carr, EdD, MSN, BSN, RN, President OADN jgaw@pima.edu

References

Karin J. Sherrill, MSN, RN, CNE, ANEF, FAADN, Dawna L. Cato, PhD., RN, President AzNA
February, March, April 2018 Arizona Nurse  •  Page 7

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Certiﬁcation and licensure programs are accredited by the Accreditation Commission for Education in Nursing (ACEN), 10600 North Riverside Pkwy, Suite 200, Itasca, IL 60143-3202. (847) 682-6400.
A nurse’s insights

The late nurse leader Connie Curran told the story of a nurse on a hospital board asking significant questions when financial cuts were needed. The proposed solution was to discontinue pharmacy services in remote parts of the facility during off shifts. The nurse board member asked, “Who would go to the central pharmacy when patients need medications in the middle of the night?” Her next question: “Who will do the nursing care while the nurse is transporting the medicines?” By the end of the conversation, the board realized that the proposed and budget solution would actually increase costs.

Because of her intimate knowledge of bedside care delivery and her understanding of the relevant systems, this nurse board member prevented her hospital from making a costly mistake. Clearly, the nursing voice is critical at the board level to help hospitals make effective, financially viable and sustainable healthcare decisions.

What’s stopping you?

So why don’t nurses serve on hospital boards? Do policymakers not appreciate the value nurses can bring, or are nurses not stepping forward to join? If they’re not stepping forward, is it because nursing culture is built on serving in the background? Or bring, or are nurses not stepping forward to join? If policymakers not appreciate the value nurses can bring, or are nurses not stepping forward to join? If you’re deficient in any area, don’t let that stop you from serving; take the time to develop your skills. (See Get ready to serve.) Patents and nursing organizations deserve your expertise at the bedside and in the boardroom.

Count and be counted

Ready to be counted as someone who wants to serve? Visit the national Nurses on Boards Coalition website (www.nursesonboardscoalition.org) and let boards know you want to serve. If you’re already serving, you can help the Future of Nursing: Campaign for Action reach its goal of 10,000 nurses on boards by 2020 by visiting www.nursesonboardscoalition.org to make sure you’re counted. Ultimately, nurses serving on boards bring a voice for and improve the health of their communities across the country.

Nurses on Boards

Use the skills you have—and learn new ones—to advance health care and your career.

You’re educated and prepared to lead in safety and quality of care, and working to improve care. However, decisions about the allocation of resources for caregiving are made at the board level, and there’s a dearth of nurses in board positions. Why?

Skills, skills, skills

For the benefit of patients and the financial health of hospitals and other healthcare organizations, boards need to harness the safety, quality, and evidence-based practice of nurses; nurses need to join healthcare agency boards. To achieve this national goal, nurses also need to become more comfortable with the skills they already possess that translate well into board service. For example, nurses are experts at communication and reading nonverbal cues. They’re good at establishing relationships, making others feel comfortable, using data for decision making, and, as we’re often reminded by the yearly Gallup Poll, perceived as honest and ethical.

Walten and Mullinix developed a list of board-readiness skills that can help you assess your ability to work successfully on a board. A single individual can’t be expected to have all the skills, but you can check yourself against this list of overall competencies.

- Understand the difference between management and governance.
- Comprehend financial statements presented to board members each time they meet.
- Possess social etiquette proficiency for business and social settings.
- Know Robert’s Rules of Order so you can contribute to accomplishing the board’s work.
- Bring influence and work to gain power.
- Possess negotiation skills.
- Speak comfortably in public.

Where are you strong and where do you need more refinement? If you’re deficient in any area, don’t let that stop you from serving; take the time to develop your skills. (See Get ready to serve.) Patents and nursing organizations deserve your expertise at the bedside and in the boardroom.

The nursing voice is critical at the board level to help hospitals make effective, financially viable and sustainable healthcare decisions.

Selected references


PAC Mentality: Gathering the Nurses of Arizona

Colleen Hallberg, RN, MSN

The older I get, the more political I get. Fortunately, I finally realized that ranting and raving was wearing me out and serving no purpose. So, a few years ago I joined the AZNA PAC, then the PAC Board, and now I find myself the Chair of the PAC Board. I am still very political, but I have learned to be more effective by asking questions in a better way and listening with a more open mind. I believe that my actions do make a difference in electing candidates in AZ who will help advance nursing and health care in our state.

Here are a few things I learned by being in the PAC:

- My vote in the Primary election is critically important to get the right candidate on the ticket
- The actions of our legislators directly impact my work as a nurse leader, the working lives of nurses, and the health of citizens
- When AZNA sends a call for help to send letters, emails and phone calls to legislators, I need to respond because citizen input is important and does drive opinion and votes by our elected legislators.

The work of your AZNA PAC:

- Stimulates nurses and others to become actively involved in governmental affairs and public policy decisions;
- Assists nurses and others in organizing for effective political action;
- Educates candidates about professional nursing and general health care issues;
- Endorses, raise funds for, and make contributions to candidates for public office in Arizona who have clearly demonstrated a responsible awareness of nurses needs and the health of the people
- Educates nurses and others regarding the elective process, the legislative positions of office-holders and candidates, and the important political issues related to nurses, nursing, and the health of Arizonians.

Advocacy is our talent and duty as nurses. We advocate for patients, for our profession, and now it’s important to advocate for the right thing for healthcare in our state. I’ve worked as a Staff Nurse, Nursing Director, Chief Nursing Officer, and Chief Executive Officer. Now retired, I have the time for active leadership in the PAC. For years I didn’t have much time, so my $15 a month membership in AZNA and my annual $25 membership in the PAC was what I could do. I invite all Arizona nurses to do what you can do. All AZNA members, join the AZNA PAC. And if you are not a member of AZNA, it’s time to join. Together we can influence health policy and make a difference for all Arizona nurses and the citizens of our state!

For information on how to join: AZNA Membership info..., go to page 15. For AZNA-PAC information, please visit aznurse.org/PAC.

Call for Bylaw Changes

May 15, 2018

Bylaw amendments to be considered by the membership at the September 27-29, 2018 membership meeting are now being accepted. The meetings will be held at AZNA’s Annual Convention. To review AZNA’s current bylaws go to our website page www.aznurse.org and click on AZNA and then AZNA Bylaws. Please submit bylaw amendments to the AZNA Office by May 15, 2018.

July 29, 2018

Call for nominations: If you are planning to run for one of the AZNA Board of Directors positions, you must have your bio consent to serve submitted by July 29, 2018. Forms are available at www.aznurse.org/page/2018Elections.

September 27-29, 2018

AZNA’s Annual Convention

Wild Horse Pass Hotel and Casino

5040 W. Wild Horse Pass Blvd, Chandler

Please contact AZNA with questions: info@aznurse.org or by calling 480.831.0404

Open Positions Available for Leadership – Call for Nominations

We are especially seeking staff nurses to join our board and provide their critical perspective to our leadership. AZNA’s Board members oversee the direction of the association, take responsibility for specific projects and teams, recruit new members, ensure a balanced budget, and represent AZNA members at the American Nurses Association. AZNA’s Board of Directors is an active board that makes a difference in our profession.

Board members have been elected annually for two year terms. A recent bylaws change requires that board positions are elected in a staggered fashion. Last year to accommodate the change, the Vice President and Treasurer were elected for one year terms. This year these positions are will be elected to two year terms. Job descriptions and additional information are posted at www.aznurse.org/page/2018Elections.

If you wish to run for one of the AZNA Board of Directors, please submit a bio consent to serve form, available at www.aznurse.org/page/2018Elections. Deadline for submission is July 29, 2018.

The committee is seeking nominations for the following:

Officer Positions Two Year Term:

- **President**
  Supervises event planning committees and serves as ANA Alternate Delegate

- **Treasurer**
  Monitors the association’s fiscal affairs and long range strategic financial planning and serves as ANA Alternate Delegate

AZNA leadership positions provide opportunities for career advancement as well as being professionally and personally rewarding. Volunteer to take a seat at the table.

Nominations Committee: Jason Bradley, Jane Carrington, Debbie Dyjak, Olivia Holt, & John Risi board liaison, Charlotte Russell.

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MEMBERS ON THE MOVE

**Appointments to ANCC Board of Directors**

Congratulations to Anne McNamara, PhD, RN and Rhonda Anderson, DNSc(h), MPA, BS, RN, FAAN, FACHE for their appointments to the ANCC Board of Directors. They will serve on the ANCC board January 1, 2018 – December 31, 2019.

If you or an AzNA member you know deserves recognition, please send an email with pertinent information to info@aznurse.org – we love to honor our members for the amazing work they are doing and recognition they are receiving!
Strengthening Nurses’ Role in Antibiotic Stewardship
Sharon A. Morgan, MSN, RN, NP-C

The recent worldwide outbreak of Candida auris, a multidrug-resistant fungus, underscores the criticality of robust institutional and community-based antibiotic stewardship programs. Improving antibiotic use is a patient safety issue. As frontline healthcare providers, nurses can become more engaged and take a leadership role to enhance a facility’s antibiotic stewardship program. The nurse’s role with patient and family as the hub of communication among all stakeholders in antibiotic delivery puts nurses in a unique and vital position to optimize antibiotic use. Unfortunately, the nurse’s role in stewardship activities often goes unnoticed, even among nurses themselves.

These points are highlighted in a new white paper from the American Nurses Association (ANA) and the Centers for Disease Control and Prevention (CDC), which details recommendations on how nurses can address this patient safety issue.

A call to action
In late 2015, ANA sought members to collaborate with the CDC to better define the role of bedside nurses in acute care hospitals’ antibiotic stewardship efforts. About 30 healthcare professionals were selected to serve on an expert advisory committee, which represented a diversity of geographic locations and expertise in acute care hospital settings. The workgroup held a series of virtual meetings, culminating in a 1-day in-person conference in July 2016. Attendees outlined key priorities: publish a joint position statement, identify and incorporate national nursing standards and metrics, identify education and gaps, and develop resources for nurses to seamlessly engage in hospital antibiotic stewardship programs.

Nurses already engage in stewardship activities, so the workgroup’s goal was to help codify and strengthen the role of nurses in antibiotic stewardship. To that end, the ANA/CDC Workgroup proposed that the ANCC Magnet Recognition Program endorse two clinical indicators specifically related to antibiotic stewardship. As a result, methicillin-resistant Staphylococcus aureus and Clostridium difficile infections will be added as optional unit- or clinic-level nursing-sensitive clinical indicators beginning with the 2019 Magnet Application Manual, as noted in the white paper.

The ANA/CDC white paper
The first comprehensive snapshot of the problem was identified in the CDC report, “Antibiotic resistance threats in the United States, 2013.” Using conservative estimates, the CDC determined that each year more than 2 million Americans develop serious infections with bacteria that are resistant to one or more antibiotics, and at least 23,000 people die each year as a direct result of these infections. According to the CDC report, improving antibiotic use is one of the most important needs in reducing antibiotic resistance.

In the white paper, ANA and the CDC note a growing body of evidence that supports formalized stewardship programs as a viable avenue to decrease unnecessary exposure to antibiotics, improve infection cure rates, reduce adverse drug reactions, and slow the emergence of antibiotic resistance, with resultant significant cost savings for hospitals. To help hospitals implement antibiotic stewardship programs, in 2014 the CDC developed the core elements of hospital antimicrobial stewardship programs, outlining seven components that have been linked with other successful programs. Using the tasks or activities identified by the core elements, the workgroup was able to align the tasks with current, common nurse functions, thereby underscoring the unrecognized nurses’ role in stewardship functions, the ANA/CDC white paper states.

While the ANA/CDC white paper is an excellent beginning, gaps exist in nurse perceptions of their roles in antibiotic stewardship initiatives. In nurse education, those gaps include microbiology and pharmacology, and in hospitals it’s the need to involve nurses in antimicrobial stewardship. More work is underway. That said, the ANA/CDC white paper paper provides a playbook that illustrates how nurses can incorporate antibiotic stewardship into their daily activities and how nurses can take a leadership role in defining a robust stewardship program.

Sharon A. Morgan is a senior policy advisor in Nursing Practice & Work Environment at ANA. Below is information on the ANA/CDC white paper on the nurse’s role in antibiotic stewardship.

Expanding the Global Footprint of Safe Quality Care

Dawna L. Cato PhD., RN
Vice President Clinical Care Services
PreferUS Healthcare

As a professional nurse of 20 years, my passion has not diminished over time, but grown from an individual silo perspective to a global perspective with a moral imperative to share my knowledge to improve safety and quality at local, national, and global levels. It is important to recognize that China has embarked on the largest health system reform the world has seen (WHO, 2016). Global health leaders have ignited initiatives and conversations to bring care to China 2030 and future the future role of the U.S. in global health, our work has just begun.

In February, March, April 2018 I travelled to China to begin an in-depth exploration of the healthcare system. The goal was to understand best practices proven to improve patient care delivery processes, roles and responsibilities in the privately-owned China hospitals where I have been working, it has been impressive to watch the Chinese healthcare workforce embrace disruptive change and demonstrate a commitment to fundamental goals, “to provide safe quality care to the patients they serve.”

As a PhD prepared nurse expert, my China nurse colleagues were eager and ready to accept any suggestions and recommendations I could offer. However, I viewed my role as transformative. It was important to provide them the knowledge, skills, and attitudes to develop and effectively change their own practice environment. Accepting the Chinese culture, we began with leadership. The sphere of influence to change longstanding cultural norms comes primarily from the institutional leaders. When working with other cultures it is imperative to understand the local values and norms while demonstrating how working in new ways brings about the outcomes they seek. The executive leadership and staff of Gou Long Hospital have made effective sustainable changes with documented improved patient care outcomes. Although some of the changes may be considered small from a U.S. perspective, they are significant in China considering that some of the cultural norms in clinical practice have been in place for decades. For example, interdisciplinary collaboration is a new concept and challenges the traditional hierarchical structure. In fact, a very prominent sign posted in the nurses training center states: “Physicians serve the patients, nurses serve the physicians.”

One basic change immediately recognized was the need for standardized communication between nurses and physicians. This is your opportunity to make a satisfying career even more rewarding. We have a passion for providing the highest quality care. So, we take care of our people with competitive wages and great benefits! To start your meaningful career in correctional healthcare, visit us at jobs.corecivic.com.

References
World Health Organization. (2016). Healthy China 2030 parallels the US Healthy People 2020 initiative to improve the health and well-being of the population by ensuring healthier, sustainable environments where people live, work, study, and play. In addition, the National Academies of Sciences, Engineering and Medicine (2017) report: Global Health and the Future role of the United States advocates for a commitment to global health “to secure protection against global health threats, and to promote productivity and economic growth in other countries” (pg. S-1). Considering Healthy China 2030 and the future role of the U.S. in global health, our work has just begun.

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- Certified Nurses Aides
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Left to right: Fuyang Liu, CNO, Dawna Cato, Anne McNamara, and Dr. Jing at the 7th Annual Arizona Simulation Network Conference

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  - RN: $10,000
  - LPN/SLN: $7,500
  - CNA: $3,000

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Rio Colorado Yuma Chapter 7 of the Arizona Nurses Association (AZNA) is an extremely active, local chapter that hosts a variety of regular and annual events to support the profession of nursing throughout the communities of Yuma County and north along the Colorado River. During 2017, the chapter held six in-person chapter meetings.

The last semester for student nurses is busy and filled with questions, so in March we hosted the 6th Annual New Graduate Forum. Participants say the Forum is very helpful as they transition to the workplace. Soon-to-be nurses were given tips on interviewing skills and resume writing and other information to support new graduates with transition to the workforce and obtaining advanced nursing degrees.

In May 2017, in collaboration with the Angeles del Desierto Chapter of the National Association of Hispanic Nurses, we hosted the 9th Annual Yuma County Nursing Celebration. Each year, during Nurses Week, this event highlights the accomplishments of nurses throughout Yuma County with five awards and dozens of impressive nominees. The 2017 Nursing Celebration award winners were: Excellence in Nursing Leadership: Sylvia Pelroy, RN; Excellence in Nursing Mentorship: Carolyn Hull, APRN; Excellence in Clinical Nursing: Danielle Miller, APRN and the Christi Brito, Light of Nursing Award: Amber Ortega, RN. The 2017 Yuma County Nurse of the Year is Danielle Miller, APRN.

With a nod to Healthy Nurse, Healthy Nation, the chapter hosted the 2nd Annual Nurses Promoting Wellness and Self-Care Symposium. Open to all healthcare professionals, speakers focused on wellness and positive self-care. One lucky raffle supporter, Karen Watts, FNP-C, won registration for the state-wide Nurse Renewal Retreat scheduled April 27-29, 2018 in Scottsdale.

We invite all nurses in southwest Arizona to join ANA, AZNA and Chapter 7, for $15 a month. Visit www.aznurse.org/Join. Rio Colorado Yuma Chapter 7 is open to new ideas to engage nurses throughout our community in continual building of our organization and the profession of nursing. Meetings start at 6:00pm and are held in the banquet room of Brewer’s Restaurant and Sports Bar, located at 2331 S. Avenue B, Yuma AZ. Winter & Spring meetings for 2018 are scheduled for Tuesday, January 23rd, Tuesday, February 20th and Tuesday, April 17th. Please feel free to contact Chapter President, Jason Bradley to inquire about chapter events or to get involved. I can be reached via jbradleyaz17@aol.com or 928-246-3355.

Thank You for Your Donation to the AzNA Building Fund

Time with friends and family is so valuable during the holiday season, AzNA decided to host a “holiday non-party.” Attendees to the event were asked to make a non-reservation for the event that would not take place in order to support the AzNA Building Fund. No membership dues are used for building maintenance. AzNA extends heartfelt thanks to the following members who could not attend for the following reasons:

- Would Rather be in the Snow
  - Mary Herring
- Still Had Shopping to Do
  - LoAnn Bell
- Loves a Desert Winter
  - Joyce Benjamin
  - Holly Carlson
  - Mary Griffith
  - Carol Houggard
  - David Hrabe
  - Pat Mews
  - Nathalie Rennell
  - Carol Stevens
- Was Wishing for a White Christmas
  - Rhonda Anderson
  - Selina Bliss
  - Scarlette Kronenbitter
  - Kathleen Malloch
  - Anne McNamara
  - Barbara Miller
  - Carol Moffet
  - Shannon Perry
  - Cheryl Schmidt
  - Linda Tinker
  - Shawn Harrell
- Loves a Desert Winter
  - Joyce Benjamin
  - Holly Carlson
  - Mary Griffith
  - Carol Houggard
  - David Hrabe
  - Pat Mews
  - Nathalie Rennell
  - Carol Stevens
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  - Rhonda Anderson
  - Selina Bliss
  - Scarlette Kronenbitter
  - Kathleen Malloch
  - Anne McNamara
  - Barbara Miller
  - Carol Moffet
  - Shannon Perry
  - Cheryl Schmidt
  - Linda Tinker
  - Shawn Harrell
- Loves a Desert Winter
  - Joyce Benjamin
  - Holly Carlson
  - Mary Griffith
  - Carol Houggard
  - David Hrabe
  - Pat Mews
  - Nathalie Rennell
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  - Rhonda Anderson
  - Selina Bliss
  - Scarlette Kronenbitter
  - Kathleen Malloch
  - Anne McNamara
  - Barbara Miller
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Welcome New & Returning Members

New & Returning AzNA Members
September – November 2017

Anthem
Carrie Durbin

Apache Junction
Brenda Vigue

Avondale
Jam Abilar
Lane Griswold
Lori Mustapha

Benson
Debra Haber

Casa Grande
Brandi Garcia
Corrine Jacobs
Anne Jane Ndegeva

Chandler
Kim Berger
Jacqueline Gualtieri
Samantha Lines
Khristin Litten

Chinle
Loretta Craig

Chino Valley
Rebecca Risaliti

Cottonwood
Shelley Gosnell
Jessie Peters

Dewey
Phillip Sonnier

Douglas
Martha Van Driel

Flagstaff
Holly Blankenship
Moriah Kirkman
Dawn Rivas
Donna Venters

Florence
Tress Coff

Gilbert
Denise Atwood
Lori Best
Koryn Boehm

Goodyear
Corin Herrell

Gold Canyon
Maureen Mortensen

Goodyear
Corin Herrell
Dan Lingle
Ruth Longenecker
Heather Morales
Paula Piccoli

Kingman
Laurie Hall

Lake Havasu City
Kaisi Fisklen
Shannon Plane

Lakeside
Kim Taylor

Litchfield Park
Phillip Hinkel

Lukachukai
Verlincy Dempsey

Maricopa
Kelly Hufnstutler-Petty
Tracy Real

Mesa
Kelly Arthur
Christina Avakian
Ruth Brooks

Diane DeVoll
Susan Dziegielewski
Debbie Evans
Maureen Gaston
Kenyon Morris
Patricia Reynolds
Melanie Oglesby
Danielle Putrow
Tess Davis
Janet O’Brien
Allison Stokes
Caryn Unterschuetz
Linda Ross
Michelle Smirth
Michelle Waddell
Marlene Wilson

Palmdale, CA
Shirelne Gines

Parker
Andra Matthews

Peoria
Jacqueline Andres
Jeanne Aragon
Vicki Bradshaw
Eric Buzdinski
Minnerva Carroz
Tavriere Freeman
Jo Lynn Groening
David Gutierrez
Caroline James
Alice Kimling
Crystal McCarthy
Erica Mendez
Austin Moore
Dawn Olson
Michelle Robinson-Juyle
Rachel Hoffman
Kathleen Hutter

Phoenix
Isela Alapizco
Piedad Blake
Brandi Breuker
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Queen Creek
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Tracy Chesney
Jacqueline Hoffmann
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Laci Cain
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Emilia Speer
Bobbi Winter
Lorrin Zepher
Jennine Ziomek

Sierra Vista
Arleene Djordjevic
Claudia Garcia
Marybeth Harper

Snowflake
Kendra Brimmah

Somerton
Zamira Hernandez

Sun City
Holly Luk
Mary Walsh

Sun City West
Tanya Carroccio

Surprise
Francis Abah
Bose Anifowose
Martha Carson
Jessica Coats
Kyle Colburn
Stephanie Cooper
Sheila Dougall
Wayne Johnson
Victor Moga
Jennifer Noelte
Mary Oakes
Jackelyn Martin

Tempe
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For more information contact: Ernasha Mcintosh, RN, BSN, DON, 928-755-4501, ernsha.mcintosh@sagememorial.com.

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Dusty Pickering
Katharine Roberts
Jolene Thweatt
Arizona City
Cheryl Lake
Casa Grande
Florence Oladokun Bettijane Twiss
Chandler
Tammi Ankrah
Janet Boston
Megan Packer
Angela Rush
Jasmine Wanders
Coolidge
Sarah Deshler
Cottonwood
Sandra Johnson
Cushing, ME
Michelle Morgan
Flagstaff
Allison Crow
Berkeley McMurray
Flagstaff
Allison Crow
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Fountain Hills
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Kelley Kieffer Gaylene Lucien
Randy Quinn Ginja Radhamaniamma Anu Thomas George
Glendale
Carol Bryant
Melissa Zaranec
Goodyear
Debbie Barrett-Bryson
Deborah Crabill
Dominic Demello
Lynna Villa
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Sarah Bone
Cristen Carpenter
Elizabeth Demar
Mitchell Garrett
Ashleigh Gleason
Debra Goldman
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San Luis
Rudy Valenzuelua
Scottsdale
Diana Alter
Krista Cash
Brenda Jordan
Irene Lewis
Brenda Schilk
Sun City
Bernadine Huff
Surprise
Angela Allen
Tempe
Nicole Martinez
Janice Putnam
Tucson
Nichola Cammack
Janet Heckman
Elizabeth Hoffman
Patricia Jalomo
Susan Jones
LeAnn Leslie-Larson
Debra McPherson
Nichole Pelan
Terry Perle
Laurie Quiroz
Rebecca Sanora-Paredes
Elizabeth Stickler
Caylin Stroupe
Louann VanFossen
Vail
Diane Irving
Whitehall, MI
Erin Craft-Otterbacher
Window Rock
Gwen Sorrell
Yuma
Kelly Fitzpatrick
Jackelyn Hixon
Bryanna Krukoski
Julianne Moreno
Mika Naranjo

AZONA’s Superstars

Happy Anniversary to our dedicated
AZONA members celebrating these special
milestones for this past quarter:
September – November 2017

5-Year Members
Brynn Anderson
Gloria Barrett
Margaret Branham
Maria Victoria
De Guzman
Deborah Dunlap
Michael Edwards
Kellie Engen
Olivia Holt
Leilani Jackson
Deborah Kohm
Georgianna McDonald
Jennifer (Jen) McGrew
Mary Miquad
Judith O’Haver
Cheryl Roth
Linda Sharp
Lori White

10-Year Members
Laura Blank
Pamela Edens
Bronwynne Evans
Kathleen Florea
Mary Heffler
Claudia Heredia
Lucinda Jones
Rosemarie Roesler
Lisa Williams
Kenneth Wysocki

15-Year Members
Sallee Britton
Geraldine Greaves
Sharon Hernly
Jane Houdeshel
Jennifer Mensik
Susan Roads
Sandra Thompson
Stephanie Van Ham

20-Year Members
Lynn Browne-Wagner
Susan Collins
Marilyn Davidson
Shelley Dooley
Judith Effken
Nicole Estrada
Mary Fisher-Pinson
Mary Hallett
Vicki Hansen
Barbara Herber-Baumann
Kyle Herman
Norma Hernandez

Kathleen Hull
Patricia Johnson
Maureen Kane
Mary Koithan
Lauri McCanless
Marylin Neibergall
Sheila O’Day
Patricia Saathoff
Gloria Schmidt
Patricia Shannon
Nona Siegel
Cathie Slater-Eroh
Diana F. Smith
Mary Tharalson
Jacqueline Viquesney
Melinda Weisser-Lee
Corinne Wilhoit

25+-Year Members
Marsha Ashurst
Maryann Bagwell
Stanley Blanchard
Mary Bruner
Debra Claycomb
Eleanor Consoli
Kathryn D’Pierro
Rose Emery
Dana Epstein
Barbara Fargotstein
Carol Feingold
Theresse Flood
Judith Gallib
Carol Heimann
Judy Herriman
Mary Herrig
Karen Holder
Denise Johnson
Patricia King
Mary Lindell
Patricia Maurer
Susan Motta
Deidre Mountjoy
Peter Peil
Pamela Reed
Dorothy Riley
Anne Rosenfeld
Patricia Roth
Cheryl Schmidt
Sharon Sheehan-Bifano
Carol Stevens
Mary Walters
Jean Victor
Frances Wojculewicz
Roxena Wotring

Arizona Nurse
ATTORNEY
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Arizona Nurse Association
10000 N 31st Avenue, Suite D200
Phoenix, AZ 85051

Foundations of Faith Community Nursing Course

When: Friday and Saturday
April 13-14 and May 4-5, 2018

Location: Duet
10000 N 31st Avenue, Suite D200
Phoenix, AZ 85051

Register online: www.duetaz.org
Phone: (602) 274-5022

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Phoenix, AZ 85051
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Because of AzNA nurses can say YES

YES there is a strong state-wide voice for nursing
YES nurses influence laws, rules and Scope of Practice
YES collaboration on the local and national level
YES promotion of a healthy Arizona
YES nationally accredited continuing education
YES nurses have access to mentors and role models

www.aznurse.org

AmeriCAN Nurses Association


If you’ve never thought of membership as a competitive advantage in your career, you may want to reconsider. The right membership can help you be the best nurse you can be. It can connect you with new knowledge; open the doors to new relationships; provide new perspectives on patient care; and so much more.

And, now, with lower dues for joint membership in AzNA and ANA, an annual membership is more affordable than ever; at just $15/month or $174/year.

Join us and:

• Strengthen your leadership skills through free, monthly, Navigate Nursing webinars.
• Stay current on issues impacting nurses through free members-only publications, including American Nurse Today, ANA SmartBrief, and OJIN: The Online Journal of Issues in Nursing.
• Build connections with nurses in your state and across the country.

Yes there is a strong state-wide voice for nursing, nurses influence laws, rules and Scope of Practice, collaboration on the local and national level, promotion of a healthy Arizona, nationally accredited continuing education, nurses have access to mentors and role models.

ANA is the only professional association that serves the interests and professional needs of all 3.6 million registered nurses in the United States. As an RN, you have a lot at stake. Membership in AzNA and ANA gives you the tools to take the best care of your patients. In addition we help you stay safe on the job and keep a healthy balance between your work and lives.

Sign up online today at JoinANA.org. Now you can join AzNA and ANA for only $15 a month!

AzNA/ANA Membership Activation Form

Essential Information

First Name/MI/Last Name

Date of Birth

Gender: Male/Female

Mailing Address Line 1

Credit Card

Mailing Address Line 2

Phone Number

City/State/Zip

Check preference:  Home  Work

County

Email address

Professional Information

Current Employment Status: (eg: full-time nurse)

Current Position Title: (eg: staff nurse)

Employer

Current Position Title: (eg: staff nurse)

Required: What is your primary role in nursing (position description)?

Employer

Clinical Nurse/Staff Nurse

Type of Work Setting: (eg: hospital)

Nurse Manager/Executive (Including Director/CNO)

Practice Area: (eg: pediatrics)

Nurse Educator or Professor

Ways to Pay

Not currently working in nursing

Type of Work Setting: (eg: hospital)

Advanced Practice Registered Nurse (NP, CNS, CRNA)

Other nursing position

Monthly Electronic Deduction/Payment Authorization Signature

Membership Dues (Price just reduced $15 monthly/ $174 annually)

For assistance with your membership activation form, contact AzNA’s Membership Billing Department at (503) 923-7200 or e-mail us at membership@azana.org

Check... Credit Card...

HOSPITALITY

Credit Card Number

Check Card Authorization Signature

Visa  Mastercard  AMEX  Discover

Expiration Date (MM/YY)

Month/Year

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MEMBERSHIP BILLING

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FREE to Nurses!
Milk is nutrient-rich, with nine essential nutrients. It is the #1 food source of three of the four nutrients the 2010 Dietary Guidelines for Americans (DGA) identify as falling short in the diets of both children and adults – calcium, potassium and vitamin D.

Motivate parents to be role models. Parents are important influences on children’s behavior, including eating right and being physically active. So encourage them to eat fruits and vegetables and drink milk. Their actions speak louder than words.

The DGA recommends low-fat or fat-free milk and milk products daily:
- 3 cups for 9 years or older
- 2 1/2 cups for 4-8 year olds
- 2 cups for 2-3 year olds

By the age of 4 children do not consume the recommended number of servings from the Dairy Group.