Virginia Nurses Today

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VNA VIRGINIA NURSES ASSOCIATION VNF VIRGINIA NURSES FOUNDATION

We are pleased to provide every registered nurse in Virginia with a copy of Virginia Nurses Today. For more information on the benefits of membership in of the Virginia Nurses Association, please visit www.virginianurses.com!

Continuing Education: Workplace Stress

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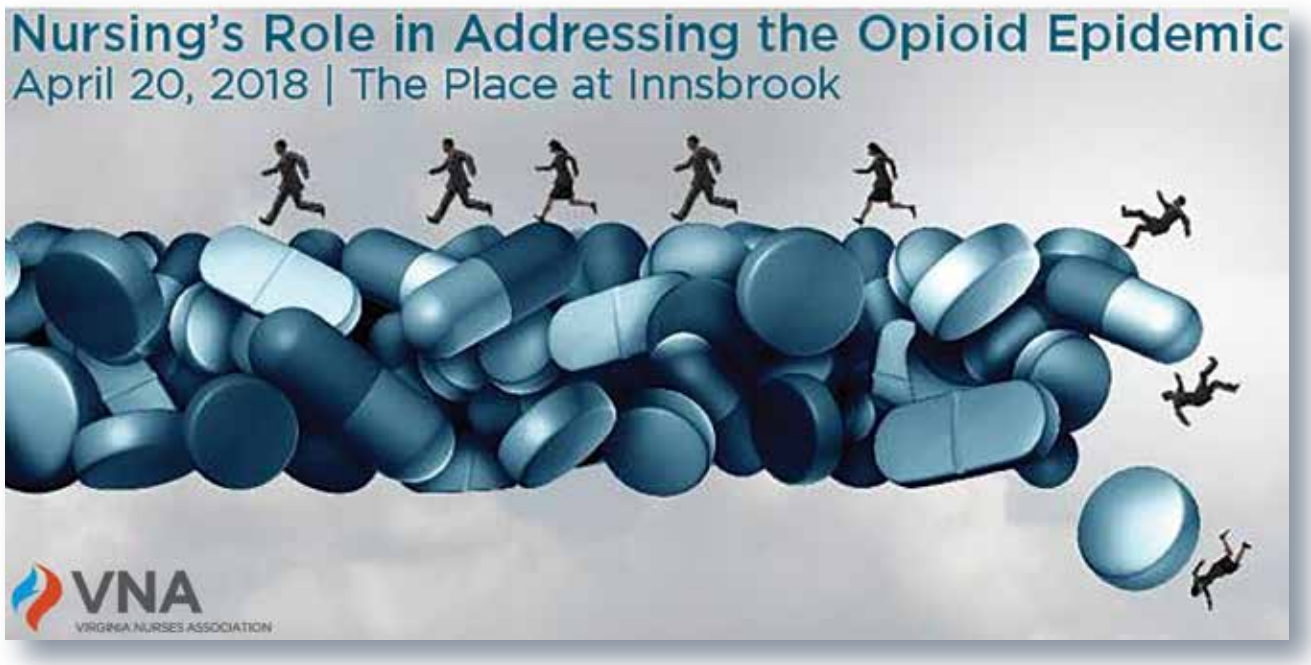
Join Us for VNA's March Chapter Education Program: Mindfulness and Mindfull-Us

We are very excited to be offering four VNA Chapter Education Programs in 2018! The topics for these programs were selected based on what you told us in our recent VNA Educational Needs Assessment. The first session will be, *Mindfulness and Mindfull-Us: The Awareness and Impact of Team Wellness*, presented by Drs. JoAnn Conroy and Billinda Tebbenhoff from George Washington University School of Nursing. Dr. Conroy and Dr. Tebbenhoff have written an article, *Workplace Stress: Name It, Reframe It, Tame It*, to help us begin exploring our self-care strategies. This article can be found on page 6. Drs. Conroy and Tebbenhoff will present *Mindfulness and Mindfull-Us: The Awareness and Impact of Team Wellness*, at our March chapter education program, to be held on March 7, 2018 from 6 to 7 PM at George Washington University's Ashburn Campus! If you live in the Northern Virginia area, we would love for you to join us at George Washington University, but if you do not we will be live streaming this activity to various locations across the state where VNA Chapters will be hosting! VNA Members will receive nursing contact hours for this program FREE as a benefit for being a VNA member! Non-members will pay $15 for the continuing education. You can find a location near you and register by going here: http://tinyurl.com/VNAVNFupcoming.



OPIOID CONFERENCE SPEAKERS

David Brown

Georgia Rosenblatt

Amanda Wilkins

Megan Hebdon

Kathy Baker

Make plans now to join VNA for our spring Opioid Conference. The conference will be held on Friday, April 20 at the Place at Innsbrook in Glen Allen, VA, and streamed to satellite locations in Southwestern and Northern Virginia.

We're excited to announce our keynote speaker, Dr. David Brown. Dr. Brown is the director of the Virginia Department of Health Professions, appointed by Governor Terry McAuliffe in 2014. Dr. Brown is a former member of the Virginia Board of Medicine (BOM) and the Board of Advisors to the American Board of Independent Medical Examiners. He also served as Mayor of the City of Charlottesville between 2004 and 2008, continuing on city council until 2012. Dr. Brown began his healthcare career in 1982 when he established his chiropractic office in Charlottesville. Most recently, he was special assistant for two years to Delegate David Toscano (D-VA). Dr. Brown holds degrees from the University of Virginia and Western States Chiropractic College.

In addition to Dr. Brown, we look forward to welcoming four nurse leaders from across the state. A panel presentation on the nurse's role in addressing the opioid epidemic will be facilitated by Georgia Rosenblatt, MS, APRN, PMHCNS-BC, with remarks from Amanda Wilkins, CNM, and Dr. Megan Hebdon, DNP, RN, FNP-c.

Georgia Rosenblatt is the Nurse Clinician for VCU Substance Abuse Services. She has 30 years of experience in Psychiatric-Mental Health Nursing, with many of those years spent focusing more specifically on substance abuse. She helped create a crisis intervention detox unit at Johns Hopkins Hospital in 1993 before going on to be the Nurse Manager at Johns Hopkins Bayview Hospital for an inpatient substance abuse rehab unit, an outpatient methadone clinic, and two outpatient drug research units. Before leaving Hopkins in 2014 to come to VCU, she worked as a Clinical Case Manager and Assistant Program Director for 6 years for the same crisis intervention detox unit she helped create in the nineties. Gigi is currently the Nurse Clinician for Substance Abuse Services at VCU Health providing education house-wide to providers and staff. She works both with the inpatient services to improve care of persons with substance use disorders and works at the MOTIVATE Clinic, an outpatient addiction treatment program. Gigi has presented

Opioid Conference continued on page 4

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President's Message

Richardean Benjamin

I'm pleased to note that for the sixteenth year in a row, a Gallup survey rated nursing as the most honest and ethical profession in America, with an 82 percent rating of high or very high. Nurses have held the top spot every year since 1999, with the exception of 2001, when firefighters were rated most trusted in the wake of September 11th.

The value that nurses add to the patient care experience is highlighted when nurses are leading and working to the full scope of their education. A 2014 study funded by the National Institutes of Health found that patients with heart disease were almost 50 percent more likely to receive optimal care when teams led by nurses coordinated their care. Nurse-led teams not only ensured that patients received all recommended care in the hospital, but also identified helpful community resources and served as a liaison with families and care providers after patients were discharged from the hospital. One of our most important jobs as nurses is to be our patients' best advocate.

ANA has declared 2018 the Year of Advocacy – At the Bedside and Beyond. In support of this initiative, ANA will be featuring examples of members advocating for patients and the profession in various roles and settings. Hosted at www.RNAction.org, the stories of advocates will be shared throughout the year. We encourage you to consider sharing your story. Send either a brief written description of under 150 words or a video of less than a minute capturing your experience: actions, challenges, and barriers, as well as strategies and any words of wisdom or tips for colleagues. If providing in writing, please include a high-resolution picture of yourself.

We nurses begin 2018 faced with numerous challenges related to both our profession and the health and well-being of individuals in the Commonwealth. This year's General Assembly session is sure to have many pieces of legislation that impact Virginia nurses and our patients alike. Ongoing public policy issues that remain central to our advocacy role include Advanced Practice Registered Nurses (APRNs) practicing to their full scope of education and training, improving students' access to school nurses to bridge the gap between healthcare providers and families and supporting the health of our citizens as outlined in Virginia's Well-being Plan.

Moving forward, we are reminded that safe nursing practice requires health care providers to engage in wholesome self-care practices in order to be the best care providers we can be. Our goal for this year is to advocate for not only our patients, but ourselves, our profession, and our communities.

Sincerely,

Richardean Benjamin

Richardean Benjamin, PhD, MPH, ANEF, FAAN
President, Virginia Nurses Association

Virginia Nurses Today

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The opinions contained herein are those of the individual authors and do not necessarily reflect the views of the Foundation.

Virginia Nurses Today reserves the right to edit all materials to its style and space requirements and to clarify presentations.

VNF Mission Statement
The mission of VNF is to continue programs of support and innovation for nurses and nursing in the Commonwealth.

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The successful candidate will have teaching and clinical experience in medical-surgical and/or critical care; and an interest in scholarship endeavors. Salary, rank, and faculty status are commensurate with experience and educational credentials. A terminal degree is preferred, master's degree is required. Candidate must successfully pass a background check that is satisfactory to the College.

The Lynchburg College nursing program is approved by the Virginia Board of Nursing, 9960 Mayland Drive, Suite 300, Henrico, Va. 23233-1463804.367.4515. The bachelor of science and master of science degree in nursing at Lynchburg College are accredited by the Commission on Collegiate Nursing Education, One Dupont Circle, NW, Suite 530, Washington, DC 20036, 202-887-6791.

Roles and Responsibilities - include but are not limited to the following: Participates in classroom and clinical teaching; Advises nursing and non-nursing students regarding choice or courses, mid-semester and semester grades, planning to meet major and degree requirements, formulating realistic plans for graduate education and/or vocation, and other concerns as necessary; Completes workload plan and evaluation reports as described in College Faculty Handbook; Attends regularly scheduled faculty, school and program meetings; Participates in convocations and commencement exercises; Participates in standing and ad hoc committees within the college; Participates in committees, projects, and program assessment in the nursing program; Maintains expertise in clinical practice; Participates in professional organizations; Engages in professional development activities; Participates in community service; Maintains professional ethics and personal conduct congruent with Professional Standards and the College Faculty Handbook; Promotes rapport within the department, campus, clinical, and community settings; Model evidence based practice, critical thinking, and ethical behaviors through consistent professional conduct whenever function as an employee of Lynchburg College.

Qualifications and Education Requirements - Master's preparation in Nursing required; doctorate in nursing or related discipline preferred; Knowledge and experience in baccalaureate nursing education preferred; Active RN Licensure.

Interested candidates should send a statement of teaching philosophy, a current curriculum vita, graduate and undergraduate official transcripts, evidence of teaching effectiveness and three letters of reference to the Jenna Lloyd, Director of Nursing, Lynchburg College, 1501 Lakeside Drive, Lynchburg, VA 24501-3113. Electronic submissions are also welcome and should be sent to **lloyd.j@lynchburg.edu**. Review of applications will begin immediately and continue until position is filled. For more information about Lynchburg College, visit our website at **www.lynchburg.edu**. EOE.

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CEO Report

Janet Wall

We've made tremendous strides in recent years as the professional association representing the interests of Virginia's 104,000+ RNs, and our future path is equally exciting.

In the past five years, we have worked to advance nurses and the profession of nursing through advocacy and education, and have strived – particularly through the work of our Virginia Nurses Foundation (VNF) – to ensure the optimal health of our communities. Among the highlights, we have:

- ✓ Grown VNA membership by 90% at a time when the total number of RNs in Virginia has increased by only 6%.
- ✓ Developed a robust advocacy program which last year resulted in passage of workplace violence legislation.
- ✓ Exponentially increased the quantity, quality, accessibility, and revenue generation of CNE programming and achieved ANCC Accredited Provider status.
- ✓ Rebuilt our CE Approval Unit to incorporate a client-centered, staff-led business model.
- ✓ Secured $250,000 in RWJF grant monies for academic progression and interprofessional collaboration.
- ✓ Strategically set in place plans for a multi-month, multi-modal Nurse Leadership Academy that will be unveiled later this year.
- ✓ Worked with local leaders to grow our chapter presence statewide through government relations and advocacy, as well as student outreach.
- ✓ Consistently met and exceeded the strategic plan goals for advocacy, education, and engagement you helped us define.

None of this, of course, could be achieved were it not for the commitment and vision of our VNA Board of Directors and VNF Board of Trustees; the engagement of members eager to roll up their sleeves, share their expertise, and make a difference; a strong staff; and industry partners that support our work.

There's much to be done in the year ahead and we look forward to working both with and for you as we:

- ✓ Make our educational programming far more accessible to you, both geographically and financially.
  - o Our on-demand continuing education programs are now available FREE to members and for $15/contact hour to non-members. This is a new benefit you can take advantage of at http://tinyurl.com/VNACEondemand.
  - o Next month we will present the first of four annual webinars available at the chapter level. These are being presented FREE to VNA members and for $15/contact hour to nonmembers (plus food costs, as necessary). For more information on the March program, "Mindfulness and Mindful-Us: The Awareness and Impact of Team Wellness," with Dr. JoAnn Conroy and Dr. Billinda Tebbenhoff's of George Washington University's School of Nursing, please refer to the article on page 1.
  - o Our spring conference, which will examine nursing's role in addressing the opioid epidemic, will be available via livestreaming in two satellite locations: Radford University in southwestern Virginia and George Mason University in northern Virginia. This is in addition to our Richmond venue, which will host the speakers and exhibitors. *Many thanks* to our university partners. Registration is open, at http://tinyurl.com/2017VNASC.
  - o In each issue of *Virginia Nurses Today*, beginning with this issue, we will include an article eligible for one contact hour. Get started today with *Workplace Stress: Name it, Reframe*

CEO Report continued on page 5

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- MSN Psychiatric Mental Health Nurse Practitioner (Winchester & Fairfax Sites)

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- Adult Gerontology Primary Care Nurse Practitioner (Fairfax Sites)
- Family Nurse Practitioner (Winchester Campus)
- Psychiatric Mental Health Nurse Practitioner (Winchester & Fairfax Sites)
- Nurse-Midwifery (Winchester & Partnering Universities*)
- Nursing Education (Winchester Campus)

* See website below for complete university list

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FALL INNOVATION CONFERENCE

Save the date for VNA's 2018 Fall Conference!

This year's Fall Conference will be held September 21 and 22 at the Hilton Richmond Short Pump Hotel and Spa. We'll be focusing on innovations in nursing. For the first time ever, we will be holding concurrent sessions, enabling nurses to focus on an area of interest. More details, including programming and speakers, will be made available in the coming months.

Stay up to date on the latest VNA event information! Visit https://tinyurl.com/VNAeventinterest to sign up for our event interest list.

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Opioid Conference continued from page 1

numerous lectures on a variety of substance abuse topics, has presented internationally on substance abuse, and is the author of a chapter entitled Substance Use Disorders in the Adult Population in the Hoffman-Sullivan Medical Surgical Textbook Making Connections to Practice. She holds a Master's Degree in Nursing from East Carolina University.

Amanda Wilkins is a Certified Nurse Midwife at Centra Medical Group. She has been a nurse for 7 years. Prior to becoming a midwife, she worked on the antepartal unit at UNC Medical Center and in labor & delivery at Duke University Medical Center.

Dr. Megan Hebdon is an Assistant Professor of Nursing at Radford University. She has practiced as a registered nurse and nurse practitioner in various settings including: oncology, pain management, internal medicine, employee health, urgent care, and primary care for uninsured clients. The promotion of health and wellness for individuals with chronic disease is a primary emphasis of her practice, teaching, and research activities. Her interest in substance abuse and holistic pain management has dated back to her nurse practitioner training at the University of Utah where she participated in substance abuse seminars, a training conference, and patient teaching activities. She most recently has been part of an Access to Care group that developed community training on pain management.

Dr. Kathy Baker, Nursing Director for Emergency Services and Patient Care Support at VCU Health, will be presenting a case study on chronic pain. Dr. Baker holds Master's and PhD degrees from Virginia Commonwealth University with a focus on Nursing Systems. She is also a nurse scientist at VCUHS with a research focus in work environments and top of license practice. Her clinical background includes critical care, cardiovascular and emergency nursing with experience in both adult and pediatric populations.

Further details, including our closing speaker, will be announced in the coming weeks. Be sure to check VNA's website and Facebook page for more information. We look forward to seeing you!

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Virginia Nurses Association Holds Annual Legislative Summit

Richmond, VA – The Virginia Nurses Association held its annual Legislative Summit on November 14, 2017, at the John Marshall Ballrooms in Richmond, VA.

The day began with a keynote address from CNN Washington correspondent Ryan Nobles. Prior to joining CNN, Nobles served as an anchor and political reporter for NBC12 in Richmond. Nobles' address focused primarily on the need for nurses to be active participants in our democracy. Noting the considerable divisions in politics, Nobles suggested that Americans have retreated to their comfort zones. "We have to trust each other a little bit more," said Nobles, "and that starts with believing the other guys are acting in good faith."

Nobles said that the instability in our government has provided an opportunity for more people to get involved, and encouraged nurses to do so by engaging their state and local legislators. He also said that more nurses should run for office.

Janet Haebler from the American Nurses Association shared her thoughts on the importance of nurses speaking with one voice as advocates, supporting each other as colleagues, and pushing for change within their institutions. "Making change takes time, and you have to be persistent. If you won't experience the change, do it to help future nurses," said Haebler.

Later, Andrew Lamar of Lamar Consulting offered attendees a legislative primer, followed by healthcare updates from each party. State Senators Amanda Chase (R-11) and Rosalyn Dance (D-16) shared their parties' healthcare priorities for the upcoming General Assembly session, as well as their respective takes on the recent statewide election. Both were optimistic that the parties would be able to work together on issues important to nursing. Delegate Roxann Robinson (R-27) spoke on the importance of consensus building

Drs. Deb Zimmermann and Shelly Smith of VCU presented a case study based on their own work as nursing advocates. Zimmerman and Smith impressed the importance of coalition building not only to move an idea forward, but to understand the perspective of "naysayers." They stressed being honest about an idea, assessing what the actual impact of it would be, and being able to back it up with evidence and data. As Haebler had early in the day, Zimmermann and Smith told nurses to be persistent.

The session closed with an address from Dr. Chelsea Savage, detailing her path to nursing and decision to run for a seat in the Virginia House of Delegates during the 2017 primaries. Savage encouraged the nurses in attendance to run for office, echoing Nobles' sentiment from earlier in the day.

Keynote speaker Ryan Nobles of CNN

State Senator Amanda Chase (R-11)

Drs. Deb Zimmermann and Shelly Smith of VCU Health

CEO Report continued from page 3

it, Tame It, by Dr. JoAnn Conroy and Dr. Billinda Tebbenhoff's article, on page 6.

- ✓ Invite you to connect with your peers and topic experts through a growing number of virtual communities. The first, which is a continuation of our Staffing Summit held last November, will launch this month. Our second community, focusing on incivility, will commence in the spring.
- ✓ Launch our Nurse Leadership Academy. This multi-month, multi-modal program will be geared toward managerial-level nurses and emerging nurse leaders.
- ✓ Ensure nurses are at the table to advance population health initiatives, including the opioid epidemic, at the local level.
- ✓ Develop a database of nurses interested in assuming leadership roles in VNA, VNF and in the public policy arena via government boards and committees.

We hope you will lend us your voice and your expertise to ensure our continuing success. If you're not already a VNA member, joining is a click away, http://tinyurl.com/joinVNA. Already a member and eager to advance our mission and work? VNA Director of Engagement Kristin Jimison is eager to hear from you, kjimison@virginianurses.com. And of course I'm always interested in hearing your questions and ideas, jwall@virginianurses.com.

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Continuing Education

Workplace Stress: Name it, Reframe it, Tame it

JoAnn Conroy and Billinda Tebbenhoff
The George Washington University
School of Nursing

Dr. JoAnn Conroy has been with The George Washington University School of Nursing since 2011 and is an Assistant Clinical Professor of Nursing in the Accelerated BSN program. Her background includes End-of Life care, Ethics and Psychiatric nursing. Dr. Conroy's longstanding interest in nurse well-being and teaching of self-care strategies to students has evolved into the creation of the Professional Well-being Initiative at the SON, which she leads.

Dr. Billinda Tebbenhoff is the Associate Dean for The George Washington School of Nursing BSN Program and Virginia Science and Technology Campus in Ashburn, Virginia. Her areas of focus include Higher Education and Child and Adolescent Mental Health. Dr. Tebbenhoff is committed to supporting stress management science across the lifespan.

Continuing Nursing Education:

- This continuing education activity is FREE for members and $15 for non-members!
- Virginia Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation.
- Nurses can earn 1 nursing contact hour for reading, *Workplace Stress: Name it, Reframe it, Tame It*, and completing the continuing education survey found at: http://www.virginianurses.com//Main-Menu-Category/Education/Upcoming-CE/On-Demand-Continuing-Education
- No individual in a position to control content for this activity has any relevant financial relationships to declare.
- Expiration: 2/1/2020

Preparing to face the challenges of providing high-quality patient care in fast-paced and diverse clinical settings is our most important challenge in nursing. The demands of a career in nursing can take a toll on even the hardiest of us, which is why we as nurses must cultivate resilience and self-awareness in the face of high patient acuity, variable staffing patterns, fatigued co-workers and other chronic and common workplace-related stressors.

In response to increasing concerns about the health of nurses, the American Nurses Association, in partnership with the Virginia Nurses Association and many other organizations, created the Healthy Nurse, Healthy Nation™ initiative. The goal of the Healthy Nurse, Healthy Nation™ is to improve the health of the U.S. by improving the health of nurses. Advancing the health of nurses may serve to model successful health behaviors for patients and families who are entrusted to their care (Virginia Department of Health Professions, 2016).

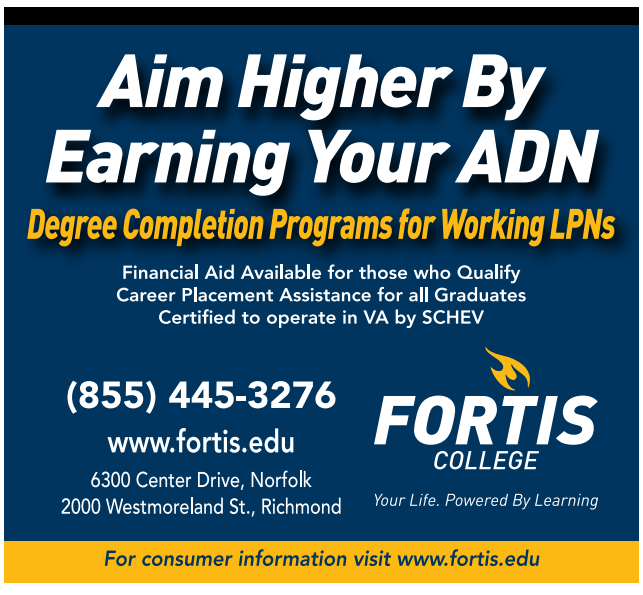
Chronic stress can have significant adverse effects on us. A 2015 Boston-based study linked chronic job-related stress to cognitive decline; a precursor to dementia, which effects both memory and the ability to recognize words (Agbenyikey et al., 2015). It's important to consider the role of stress in the fact that nurses in the U.S. have poorer overall health than most Americans in metrics such as body weight, hours of sleep, and frequency of physical activity. Nurses are above expected BMI, sleep less than even other shift workers, report more stress and exercise less than other Americans (VDH, 2016).

Resiliency is generally defined as incorporating the challenges of life to become wiser, stronger and more adaptable (APA, 2018b). Learning how to manage stress is a key component of resiliency. When we think about stress, we all have things that "push our buttons," we wonder if we are a "glass half-full" or "glass half-empty" person; just two examples of well-worn clichés that still prove relevant.

Two key concepts can help us better manage stress, both of which are directly related to how we perceive and respond to stress. First, some stress is positive in that it challenges us and makes us more productive. So when dealing with stress, consider ways to "reframe" the situation to make it work for us, to cast it in a more positive light? Studies show that people who are able to positively reframe stressful occurrences, often with the use of humor, are more resilient, better able to get back up after a strong (metaphorical) wind knocks them down (APA, 2018a).

Name It

Acknowledge your subjective experience of stress throughout the day. Start your day and check in throughout the day by identifying your own level of stress on a scale of 1 (low) to 10 (high) and why. Maybe you begin your day with a stress level of 1 because you had a great night sleep, a good breakfast and an easy commute, or perhaps you started the day with a stress level of 5 because your day started with family tension, a sore throat and a flat tire. Record your level of stress at 4 hour intervals for a few days and look for patterns. Also, identify the level of stress that triggers you to implement a stress reduction strategy. We recommend implementing a stress reduction strategy at a perceived stress level of 5 or above. Naming



Continuing Education

our stress, looking at patterns and triggers that cause our stress and setting a threshold that guides us to implement a stress reduction technique sets the stage for us to develop resiliency.

Reframe It

After identifying your stressor, think about your perception of the causative circumstance. When we are stressed it's easy to catastrophize the situation. For instance, if you are someone that values timeliness and are running late, you might decide that you can never catch up, that the day is ruined. Reframing to acknowledge the specifics of the situation and formulate a positive response strategy, such as shortening time spent on another activity, can help to lessen the related anxiety and put your day back on a positive course.

The experience of stress can also make us vulnerable to negative self-talk. When unhelpful, negative thoughts such as, "I'm a terrible nurse" or "no one can survive at this job" float by, acknowledge them, then re-focus and reframe them in a more positive light. Identify manageable goals for the immediate future moments and commend yourself with affirmation. Allow yourself to engage in encouraging self-talk such as "I can do this" or "I am making a positive impact" (Ellis, 1988).

Tame It

Breathe! Stress activates our sympathetic nervous system and the classic 'fight or flight' response. The faster and shallower we breathe, the more sympathetic activation occurs. Conversely, deep, full breaths activate our parasympathetic nervous system and promote more calm and clear thinking. Even when we are very busy, taking a micro-break (3 minutes or less) to focus on some deep breathing can help us tame our anxiety (Benson & Proctor, 2011).

Sometimes we can't change or reframe a situation, a diagnosis, or an adverse life event; all of which are perceived as stressors. Realities that aren't going to change take time to accept and integrate. Researchers have found that if we continue over time to resist "what is" instead of working toward adopting an attitude of "radical acceptance," that we cannot change what has happened, we cause ourselves unnecessary suffering and run the risk of adopting unhealthy coping behaviors (Rollin, 2017).

The Healthy Nurse Healthy Nation™ initiative has inspired many schools of nursing to develop tools to enhance student self-care and resilience right from the start. The knowledge, awareness and self-care practices learned from the academic environment are, by design, carried forward into professional nursing practice, creating a healthier nursing workforce over time.

One exemplar is the Professional Well-Being Initiative (PWBI) at The George Washington School of Nursing in Ashburn, Virginia. Under the direction of Dr. JoAnn Conroy, the Professional Well-Being Initiative was launched in the fall of 2017 and consists of nine live, interactive modules, delivered by content experts. All are aimed in some way at increasing resilience and coping skills in the face of stress.

Healthy, resilient nurses are more likely to be focused, mindfully present and prepared to provide safe and effective care to their patients and families. Nurse well-being is an imperative that we all must embrace to ensure the safety and quality of health care. Many schools of nursing, medicine and other healthcare disciplines as well as hospitals and other patient care settings are offering wellness and stress management initiatives to their providers. By beginning with ourselves and working together, we can make 2018 the year of a healthier Virginia.

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*The baccalaureate and master degree programs at South University are accredited by the Commission on Collegiate Nursing Education (http://www.aacnnursing.org/CCNE). For accreditation and licensing information, visit https://www.southuniversity.edu/whoweare/about/accreditation-licensing. Programs, credential levels, technology, and scheduling options vary by school and are subject to change. Not all online programs are available to residents of all U.S. states. Administrative office: South University, 709 Mall Boulevard, Savannah, GA 31406-4805. ©2018 South University. All rights reserved. Our email address is materialsreview@southuniversity.edu. South University, Richmond, and South University, Virginia Beach, are certified to operate in the Commonwealth of Virginia pursuant to Title 23, Chapter 21.1, §23-276.4 of the Code of Virginia by the State Council of Higher Education for Virginia (James Monroe Building, 101 North 14th St; Richmond, VA 23219; 804.225.2600; www.schev.edu).

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Gala Highlights

VNA Leadership Excellence Award winner Jason Hann

VNA Leadership Excellence Award winner Patricia Mook

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(L to R) VNA Leadership Excellence Award winner Terri Kanode, Virginia Magnet Consortium Award winner Jen Bath, VNA Leadership Excellence Award winner Aimee Wooldridge

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- Program Director, Adult Gerontology Primary Care NP program (Fairfax site)
- Psychiatric Mental Health Nurse Practitioner faculty (Fairfax site)
- Adult, Gerontology or Family Nurse Practitioner faculty (Fairfax site)
- Family Nurse Practitioner faculty (Winchester campus)
- Adult Health Faculty -other specialties considered (Loudon County Site)

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Scholarship Opportunity

The Virginia Nurses Association is offering a new scholarship opportunity for exceptional Virginia nursing students.

Beginning this year, each VNA chapter will award a $1000 scholarship to a student in their area who has completed two semesters at a state-approved, nationally accredited school of nursing. The application period opened on January 1, and will continue until February 27. Scholarship recipients will be notified on May 1.

Applicants will be reviewed blindly by a selection committee of three or more, with a point value system being used to evaluate each applicant. Required materials include an academic transcript, a personal essay on why the applicant is pursuing a career in nursing and explaining any financial need, and two letters of recommendation. The scholarship is a one-time gift that will be given directly to the recipient's school.

We encourage you to share this information widely with students and faculty in your area.

Good luck to all applicants!

Meet VNA's New Board Members

The following nurse leaders were sworn into their new positions during the Nurse Staffing Summit, held November 3-4, 2017, at the Omni Homestead Resort in Hot Springs, VA. Congratulations to all!

President-elect
Linda Shepherd, MBA, BSN, RN

Linda Shepherd

Ms. Shepherd is the Chief Nursing Officer and Assistant Administrator at Mountain States Health Alliance. She has been president of VNA's New River Valley Chapter since 2013. She is a former Treasurer of VNA.

Vice President
Kevin Shimp, DNP, RN, CCRN-K

Kevin Shimp

Dr. Shimp is Director of Patient Flow for VCU Health System. He is currently a member of ANA's Staffing Workgroup. Previous positions include VNA Commissioner on Government Relations, VNA Director-at-Large, and VNA Central Virginia Chapter Director-at-Large.

Treasurer
Jeffrey Doucette, DNP, RN, FACHE, NEA-BC, CENP, LNHA

Jeffrey Doucette

Dr. Doucette is Vice President of the Magnet Recognition Program and Pathway to Excellence at the American Nurses Credentialing Center. Prior to joining ANCC, he was Regional Vice President, Clinical Services and Chief Nurse Executive for Bon Secours South Hampton Roads Health System. He is a former Vice President of VNA.

Commissioner on Government Relations
Mary Kay Goldschmidt, DNP, RN, PHNA-BC

Mary Kay Goldschmidt

Dr. Goldschmidt is a Clinical Assistant Professor in VCU School of Nursing's Department of Family and Community Health Nursing. Her scholarly work is focused on population health initiatives and medically underserved communities. She has served as VNA Faculty Liaison for Student Lobbying Days and on VNA's Government Commission.

Commissioner on Resources and Policy
Jennifer Martin, DNP, RN, NEA-BC

Jennifer Martin

Dr. Martin is Senior Director of Nursing Quality and Clinical Informatics at Carilion Clinic Roanoke. Past positions at Carilion include Senior Director of Medical/Surgical Clinical Care, Nursing Performance Improvement Specialist, and Magnet Program Director. She is a member of many professional organizations, including the American Association of Critical Care Nurses.

Commissioner on Workforce Issues
Jennifer Shepherd, MSN, MHA, RN-BC, CHPN, CCRN-K

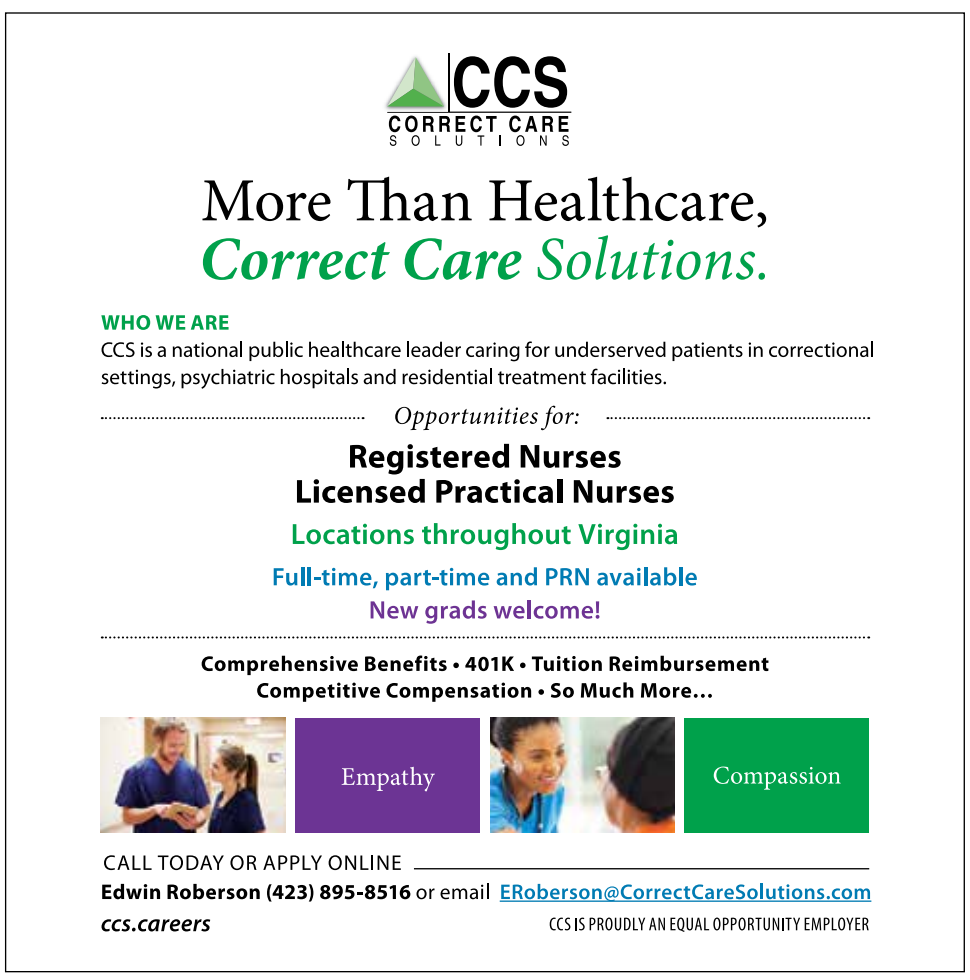
Jennifer Shepherd

Ms. Shepherd is the Director of Education at Capital Caring. She currently serves on ANA's Moral Resilience Professional Issues panel. She is certified in hospice and palliative nursing care, pediatric critical care, and nursing professional development.

Director-at-Large, Recent Graduate
Chelsea Hull, BSN, RN

Chelsea Hull

Ms. Hull is an RN Clinician 2 at UVA Medical Center. While a student, she served as First Vice President of the Virginia Nursing Students Association. She is a member of her unit's professional development committee and serves on her facility's RN Advisory Council.



40 Under 40

We're honoring 40 rising nursing leaders this year at our annual Gala! Don't miss this opportunity to nominate a nurse from your organization or facility for VNF's 40 Under 40 awards - nominations are due by June 30, 2018!

To be eligible for this award, nominees must be no older than 39 by December 31, 2018, hold a current valid nursing license, currently reside and practice in the state of Virginia, and not be a previous 40 Under 40 award recipient. Previous nominees who did not receive the award are eligible.

Nominees should be willing to participate in a leadership development program which will include board leadership development training, mentorship and networking, as well as opportunities for engagement in the work of the Virginia Action Coalition. **Nominees do not have to be members of the Virginia Nurses Association.**

Nominees should have demonstrable achievements in the following areas:

Professional Practice

- Significantly or uniquely contributes to leadership within the nursing profession through clinical practice, education/teaching, administrative leadership, research, writing, publishing, policy involvement, and/or healthcare innovation.

Leadership

- Demonstrates leadership in the practice setting, community affairs, and/or nursing professional organizations, and in growth and development of others in these areas.

Impact

- Positively promotes and advances the nursing profession beyond the practice setting, including but not limited to: presenting a positive image of nursing to their community (local/global), volunteerism/outreach efforts, and/or legislative work/policy development.

Nominations must be submitted online no later than 5 pm on June 30, 2018. Winners and their direct supervisors will be notified no later than by July 31, 2018. Awards will be presented at the Virginia Nurses Foundation Gala on September 22, 2018.

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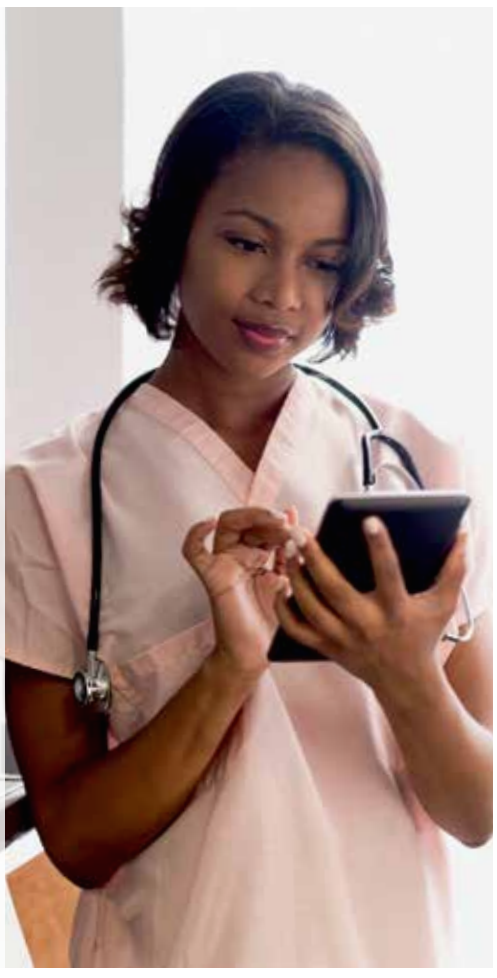

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Discussing the Unthinkable: Bullying in Nursing and Healthcare

Linda Thurby-Hay

Linda Thurby-Hay

The American Nurses Association recognizes that workplace violence exists and that measures are needed at all levels within nursing and healthcare to combat this societal phenomenon. One form of workplace violence is **bullying**, which is defined as a repetitive form of harassment (Bray, 2001), comprising negative acts that target one or more individuals (Salin, 2003). Research indicates that bullying adversely affects both patient care quality and patient safety, by disrupting the effectiveness of 1) individuals tasked with resolving the health problems of patients, families and communities, as well as 2) healthcare teams entrusted with the care of the vulnerable. In *Bullying in the workplace: Reversing a culture* (2012), Dr. Joy Longo shares that bullying has "long gone unchallenged." She describes the scope and consequences of this phenomenon and issues a call to action from individuals as well as health system leaders to change the practice environment to one that "respects the worth, dignity and human rights of all." As one who has been on the receiving end of bullying at both the beginning of and at the height of my career, this discussion must start now!

The first step in changing the practice environment is recognizing these destructive behaviors. There are three forms of bullying:

1. A personal attack, which includes isolation, intimidation and degradation;

2. Erosion of professional competence and reputation, which damages professional identity and can affect career options; and

3. Attacks through work orders and tasks, which includes obstructing work or denying due process (Longo, 2012).

The second step entails "creating and maintaining a culture that promotes quality patient care and a healthy work environment that protects staff members from inappropriate and disruptive behaviors" (ACHE, 2010). Joint Commission supports this crusade (2008). Employers are called to not only establish zero tolerance policies but also enforce them. Managers at all levels must be educated in the how's of disallowing corrosive behaviors and implementing their zero tolerance policies and disciplinary procedures.

Finally, individuals who have been the victims of bullying should be acknowledged, validated and supported by the organizations wherein the bullying took place. Discussions related to psychological and physical threats should not only be heard but also addressed in a manner that prevents further personal and professional damage. Additionally, those of us who have been victimized must educate and mentor others in changing their behaviors to eradicate this form of workplace violence.

The Virginia Association of Clinical Nurse Specialists (VaCNS) is hosting **Joy Longo, PhD, RNC-NIC** to speak about **Nurse-on-Nurse Bullying** at our April 6th conference, *"The Value of the Clinical Nurse Specialist Role in Creating Healthy Practice Environments for Patients, Nurses and Health Systems."* Ms. Longo is the Assistant Dean for Graduate Practice Programs and Associate Professor at Florida Atlantic University, Christine E. Lynn College of Nursing. She is committed to researching this phenomenon within nursing so that healthier practice environments may be established.

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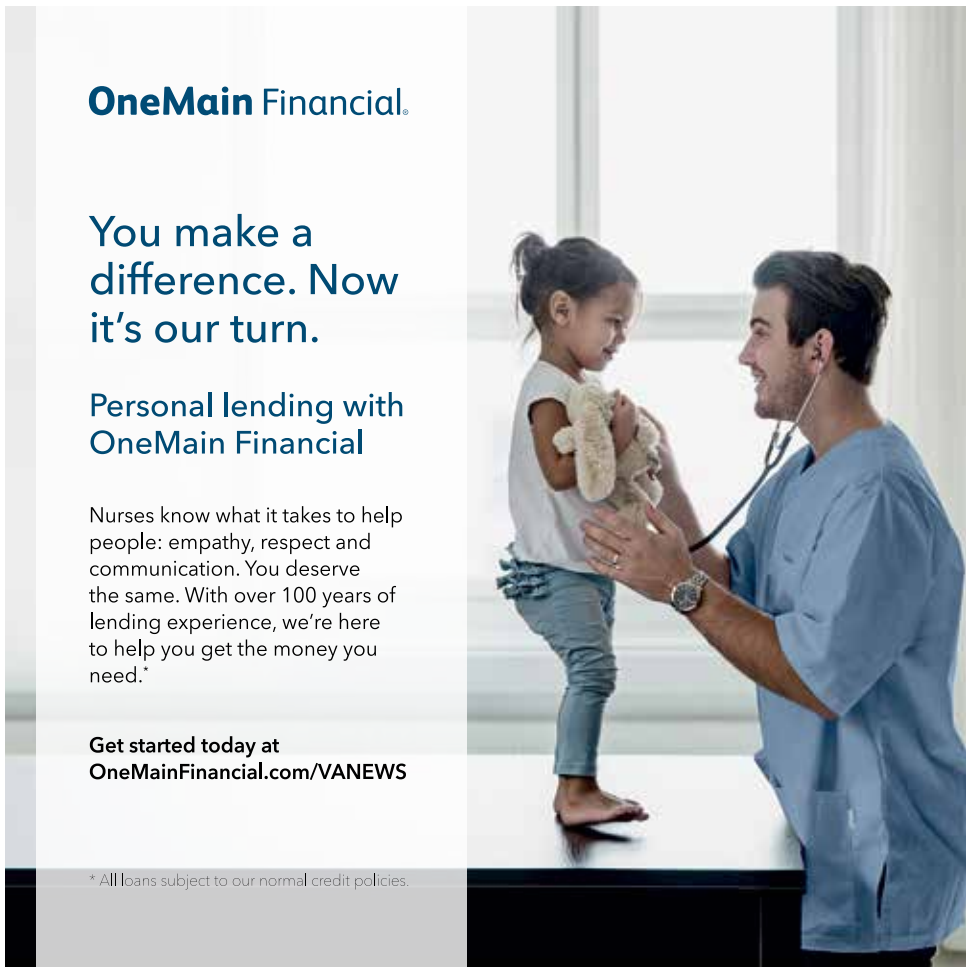

Diabetes and Chronic Pain Management Survey

Nurses play a vital role in the management and delivery of health care to patients in the Commonwealth of Virginia.

And while patients acknowledge the important role of the nurse by continually acknowledging nursing as the most trusted profession, they struggle at times to understand the "specific" contributions that nurses make.

We think it is important to change that.

By educating the public to specific ways that nurses at all levels (APRNs and frontline RNs) restore health and promote the healing of patients in their care, we believe we provide the citizens of Virginia the tools they need to make informed decisions about their own healthcare needs.

We hope to do this one community at a time and we hope you will join us!

The Virginia Action Coalition's task force on Access to Care (an initiative of the Virginia Nurses Foundation) has developed the following case study presentations:

1. Diabetes Management and the Role of the Nurse
2. The Management of Chronic Pain.

If you would like to present one of these case studies to a group in your community – we want to hear from you! Please complete our brief online form at https://tinyurl.com/diabeteschronicpain and we'll respond with information on how you can participate and improve the health of your community.

END NURSE ABUSE

The nation watched in horror last summer as Utah nurse, Alex Wubbels, was assaulted and wrongly arrested by a police officer. Unfortunately, Wubbels' story is not uncommon. In the last few months alone, a nurse in Massachusetts was stabbed by a patient, a nurse in Illinois was beaten and raped, and a nurse in Arkansas was pushed down a flight of stairs...and that's only what has made the news. The likelihood of healthcare workers being exposed to violence is higher than prison guards or police officers. In fact, 1 in 4 nurses have been assaulted at work.

Last year in Virginia, a bill was passed to expand workplace protections for healthcare professionals and increasing penalties for assaulting nurses or healthcare professionals at hospitals or facilities providing emergency care. That's a good start, but we can do better. Join ANA in their campaign to end nurse abuse. Pledge to:

- **SUPPORT** zero tolerance policies for violence against nurses.
- **REPORT** abuse against nurses whenever you safely can.
- **SHARE** this pledge and ask your friends and family to sign.

Together, we can end nurse abuse.
Take the pledge at https://tinyurl.com/vnapledge.

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