Greetings!

Each year during the months of January through March, professional nurses turn their focus toward proposed legislation and the Iowa law. The Public Policy Committee of the Iowa Nurses Association (INA) and INA’s lobbyists, have been active reading and analyzing proposed language that would make changes to the Iowa Code, and educating our legislators on the impact that these changes would have on nursing practice and the health of Iowans. During our recent and highly successful INA Lobby Day, nurses and nursing students had the opportunity to not only learn about the law and how everyone can make a difference, but to connect with their area legislators. Nurses as a profession are highly respected and well positioned to advocate for making structural changes within health care law.

Most nurses do not enter the nursing profession to become involved in legislative action and public policy. The most common reason nurses enter our profession is because they care and want to help other people. Students enter nursing school and become absorbed in learning knowledge of health and disease, performing tasks, problem-solving, and critical thinking. Prior to graduation, the focus is on successfully passing the NCLEX. Along the way, textbooks and instructors regularly discuss standards of practice developed by the American Nurses Association (ANA), but the student’s focus generally remains on becoming socialized to the work and skills of the profession and gaining the right to enter the workforce.

Once the nurse enters the workforce, life changes to family, finances, and social life soon fill the individual’s time and the part of socialization to the profession that includes the beliefs and values of our profession are set aside. Often, it is only when we are reminded of the commitment we made when we became a nurse to abide by one’s ethical obligation to the profession, that our attention turns to principals of professional practice that include advocacy. Advocacy in nursing can be in many forms from advocating in the clinical setting for our patients to advocating for our profession. Provision 7 of the ANA’s Code of Ethics includes the obligation of the nurse to contribute to their profession by participating as advocates in civic activities related to health care at all levels; local, county, state, federal, and global.

Challenges to the profession of nursing and safe, effective patient outcomes are directly linked to the role of social and ethical advocacy for the nurse. The nursing shortage; safe nursing staffing; funding for health care, especially for at-risk populations such as those with mental illness; bullying and workplace violence; and palliative care are among the hot topics challenging nursing practice today. It is only through public policy that these and other issues can be addressed.

Nurses can use the reverent power that society has placed on them as the most trusted and ethical profession to advocate for positive change. Among actions that a nurse may consider is joining professional associations. The ANA and INA serve our profession as the gatekeeper for professional knowledge, practice, and patient advocacy for all nurses. Specialty associations serve to support advocacy in safe patient practice and current specialty knowledge. Additional actions may include voting in elections, maintaining personal interest and focus on evolving healthcare policy and issues, and contacting and getting to know legislators. On the job networking with other nurses and encouraging them to advocate for policy change is a further action one might take.

Nurses hold the knowledge, influence, and experience to advocate for positive change. It is only through advocacy that our profession will continue to grow and laws impacting safe patient care will be assured. Make INA’s mission, “to connect, advocate, and support nurses and healthcare in Iowa,” your personal mission and be an inspiration and role model for others.

Jann Ricklefs, RN, MSN, PhD, CNE
Happy National Nurses Week!

May 6–12, 2018

New programs in Family Nurse Practitioner and Clinical Nurse Specialist!

Online MSN and DNP tracks in:

- Family Nurse Practitioner
- Clinical Nurse Specialist

Education
Administration

Some face-to-face and blended options also available.

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NATIONAL AMERICAN NURSES WEEK 2018

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Our strengths:

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- Strong interdisciplinary teams
- Leading edge of nursing research
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The “Iowa Nurse Reporter” is the official publication of the Iowa Nurses Foundation and the Iowa Nurses Association, a constituent member of the American Nurses Association, published quarterly every January, April, July and October.

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Minding the Gap – Your Master Benefits Checklist

In recent years, much has been said about the new “generation gap” between Baby-Boomers, Gen X, Gen Y, and Millennials. Yes, there are many differences between the age groups, but there are even more commonalities. Each generation worries about global issues like hunger, poverty, and war as well as personal issues such as family, career, health, and personal finances. There are more than 80 million Gen Y or Millennials (those born after 1981) in the world, making this the largest generation in American history. These professionals now make up a full third of the workforce, and it’s our job to understand the behaviors of these generations so we can continue to show value in why nurses should become members of Iowa Nurses Association or why it is beneficial to renew their membership.

The most successful organizations have embraced the disparities between the generations to help each one learn from the others. As Iowa Nurses Association continues to grow and become even more successful, we are also providing best-of-class tools to help all our members, regardless of generation, to grow in their careers, share their knowledge, and learn from others. While meeting and technology trends change, our human population is growing, and more generations are forming. As nurses, we want to stay in touch with what is important to them as we inspire the Millennials and stay true to social responsibilities while remaining high-tech/high-touch to meet their informational needs.

The younger Millennials, who are in their 20s, are your future members, supporters or donors. And the 30-something Millennials should already be participating in your events, committees and even your boards. If they aren’t, you might just have a “generation gap” on your hands.

As we are sure you know from your personal and family relationships, it’s a balancing act, but as the premier organization for nursing in the state, Iowa Nurses Association is embracing the diversity of our membership and building the community of nurses. At only $15/month or $174/year, we are providing the outstanding value of two memberships for one low price! Nursing for all specialties - Clinic/Hospice/ Long Term Care, Home Care settings; provide new relationships; provide new perspectives on patient care; and so much more.

Stay Current for ALL Generations

Access valuable professional tools such as CINAHUB®, Drug Abuse Foster Care Tool, Global Disease Alert Map, and PubMed Citations. Get the essential Professional Nursing Documents like the American Nurse Today, which features peer-reviewed clinical, practical, practice-oriented, career and personal editorial. This compendium includes a wealth of information, insight and ideas on Millennials. We enjoy hearing from our membership.

We welcome your interaction or stop by our Facebook page @ iowanurses to suggest ideas, content that matters to you or post nursing-relevant articles.

The ANA has partnered with CommonBond, a leading student lender, to help you save money through student loan refinancing. Refinancing your federal or private student loans to a lower interest rate can save you thousands. CommonBond saves their members $24,046 on average, in addition to offering award-winning service and a simple application process. Plus, ANA members get $300 cash back from CommonBond when you refinance!

Build Your Network

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

Excellent salary/benefits, guaranteed 40 hour work week, up to 26 vacation days per year, matching 401(k) type plan, shift/weekend differentials, holiday pay, reward/recognition programs, preceptor orientation, and scholarship/nation support programs. Call 1-515-699-5881 for more information. Submit applications: www.myVetsjobs.com (keywords: Nurse, Iowa)

Looking for a positive career change?

Nursing Opportunities

Nursing is a rewarding career. Mercy - North Iowa offers special benefits unique even to the health care field! At Mercy - North Iowa, we recognize that nurses are the backbone of a great health care organization. Nurses account for 30 percent of our workforce, and we value their talents and their time.

Mercy offers:

- Competitive wages, including weekend and night differentials
- Incentive pay for BSNs and other educational advancement
- Nursing for all specialties - Clinic/Hospice/ Home Care settings
- Educational assistance, including a loan repayment program
- Success Sharing - a bonus when the organization meets its goals
- We offer the Vizient/AACN Nurse Residency Program™, the nation’s top nurse residency curriculum trusted by more than 300 health care facilities.

www.mercynorthiowa.com/nurse-opportunities
INA LOBBY DAY

The 2018 INA LOBBY DAY was held Tuesday, February 13 at the Embassy Suites in Des Moines. There were 300 nurses and students in attendance with 15 nursing programs represented. Sharon Guthrie, PhD, ARNP, CNP, NCNS, RN-BC with Mount Mercy University reviewed "How to Critically Read a Bill." Katherine Obrodovich, Political Columnist for the Des Moines Register overviewed the mental health crisis in Iowa. A panel of Sue Whitty, RN, MA, ARNP, Therapist with Hillcrest Mental Health Center in Dubuque; Becky DiVine, DNP, ARNP, PMHNP-BC, Psychiatric Nurse Practitioner with Integrated Telehealth Partners and Colleen Brems, RN, MN, ARNP, PMHCNS-BC, Advanced Practice Provider Adult Psychiatry/Behavioral Health at University of Iowa Hospitals & Clinics, Iowa City responded to Obrodovich’s comments on the mental health crisis in Iowa.

Bob Mulqueen, INA Lobbyist, Capitol Group highlighted 2018 legislation that is of interest to nursing. An interactive process led by the INA Public Policy members portrayed how to communicate with your legislator. Mary Kovarna, EdD, RN, Professors/Chair Morningside College/Nylen School of Nursing in Sioux City provided the wrap-up and instruction on how to navigate the State Capitol. Attendees had the opportunity to then go to the State Capitol and meet with their legislators.

Sioux Falls VA Health Care System

Working with and for America’s Veterans is a privilege and we pride ourselves on the quality of care we provide. In return for your commitment to quality health care for our nation’s Veterans, the VA offers an incomparable benefits package.

The Sioux Falls VAHCS is currently recruiting for night RN and LPN healthcare positions in the following clinical areas. 8 hour, 12 hour and intermittent shifts available, depending on location.

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- Emergency Department
- Outpatient Clinics

Applicants can apply online at www.usajobs.gov or email a resume to: VHASUXCareers@va.gov

They all come together at the Sioux Falls VA Health Care System.

To be a part of our proud tradition, contact:

Human Resources Mgmt. Service
2501 W. 22nd Street
Sioux Falls, SD 57105
(605) 333-6852
www.siouxfalls.va.gov

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- 100% Healthcare and Dental Coverage for individuals
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Being a Mercy nurse is your calling.

A career at Mercy-Cedar Rapids gives nurses a professional boost with fantastic benefits and unique experiences in a compassionate atmosphere that’s one-of-a-kind in eastern Iowa.

Sign-on bonuses include:
- Up to $2,500 for Staff RNs
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Apply today at mercycare.org/careers
The Iowa Nurses Association will monitor and support legislation that safeguards the healthcare of Iowans and supports the practice of nursing allowing nurses to practice to the full extent of their education and licensure. INA will track and monitor legislation that impacts the health care of children, older adults, and women along with, public health, nurse and patient safety.

The bills listed below are the bills and bill numbers as of February 19. Bills that are moving their way to passage have had subcommittee assignments and recommendations by the subcommittee to the full committee and by full committee to the House or Senate. INA has tracked over 200 bills; many of which have died by the First Funnel. To find a bill go to https://www.legis.iowa.gov/legislation and enter the bill number.

In response to the current healthcare environment INA will focus its efforts this year on the four priorities listed below:

**Accessing Mental Health Services and Supports**
- Offering a full array of affordable, accessible treatment options including recovery-oriented systems for prevention, early intervention and treatment.
- Increasing the number of mental health treatment beds across the state.
- Increasing nurse providers through loan repayment and educational funding.
- Supporting reimbursement parity for mental health treatment.

**Bills Moving on Mental Health Services**
- Behavioral Health (HF 2327, SF 2252)
- Psychiatric Bed Tracking (SF 2251)
- Suicide Prevention Training (SF 2113, HF 2350)
- MH/SA Capacity (HF 2211, HSB 631)
- Behavioral Hospitals (SSB 3128)
- Integrated Health Homes (HF 2207)

**Comments**
- HF 2327 Involuntary Commitment is moving forward requiring specific changes in the commitment process directing DHS and IDPH along with representatives of interested stakeholders to review the commitment process requiring recommendations for improvement by December 2018. Additionally it included a review of the role of tertiary care psychiatric hospitals requiring recommendations by November 30, 2018 and adds many of the mental health redesign elements found in SF 2252.
- SF 2252 Mental Health and Disability (MH/DS) Services moved forward to further refine mental health redesign adding new required regional core services on or before July 1, 2021 that includes 22 assertive community treatment teams, six access centers, and intensive residential homes that serve up to 120 people. It also strikes the current unpopular requirement of 25% spend down increasing it to 30%. Regions will submit quarterly reports to DHS documenting milestones, and in the event goals are not reached, a plan of correction is required.
- SF 2251 Psychiatric Bed Tracking will move forward with the goal of more accurate psychiatric bed tracking, thereby reducing long waits in Emergency Departments. Currently some patients are waiting in the ED for up to 72 hours for a bed.
- Both the HF 2350 and SF 2113 Suicide Prevention Training made the funnel. Both bills require schools to implement training on suicide prevention for licensed school employees.
- HF 2331 Intensive Residential Services and SF 2207 Integrated Health Homes which would provide services for people with serious and persistent MI did not make the funnel and died.
- SSB 3128 Behavioral Hospitals which allows for conversion of a hospital license passed out 15-0.

**Responding to the Opioid Substance Use Disorder Crisis by providing:**
- Funding treatment and education/prevention measures.
- Expanding access to naloxone, an opioid overdose reversal drug with Good Samaritan protections.
- Removing barriers that limit non-physician providers to prescribe buprenorphine medication assisted treatment.
- Increasing effective provider use of prescription drug monitoring programs with across state border collaboration.
- Expanding drug take back and needle safety programs.
- Creating pretrial diversion options, including drug courts that assist those with substance abuse issues to obtain treatment in lieu of incarceration.

**Bills Moving on Opioid Substance Use Disorder Crisis**
- Regulation of Practice of Pharmacy (HF 2377)
- Prescription Monitoring Program (PMP) (3071)
- Needle Exchange Program (HF 2208)
- Controlled Substances (SF 2308)
- Electronic prescriptions (SF 2312)
- Pharmacist administration nalaxone (SSB 3146)
- Immunity in Alcohol/Over Dose Cases (SF 415)
Support Efforts to Strengthen the Nursing Workforce by:
- Recognizing and addressing the impending nursing shortage.
- Increasing nursing workforce funding and loan repayment.
- Increasing the number of nursing faculty through loan repayment and educational funding.
- Increasing the number of nurses with higher education as recommended by the Robert Wood Johnson Foundation's Future of Nursing report.
- Maintaining full practice authority for Advanced Practice Nurses.

Bills Moving on Strengthening Nursing Workforce
- Licensing and Refresher Courses (SF 2203)
- Genetic Counselors (SF 2228)
- Health Provider Loan Repayments (SSB 3168)
- Tele-Health Payments (HBF 2284)

The Institute of Medicine's evidenced-based recommendations recognize that patient needs have become more complicated and nurses must attain higher levels of education in order to have the requisite competencies to deliver high quality care.

In Iowa from 2015-2017, it is expected that 94 nursing faculty will retire and the shortage of faculty, clinical sites, classroom space, clinical preceptors and budget constraints according to AACN (2017).

SF 2228 Genetic Counselors maintains nurse genetic counselor’s ability to practice, but requires that they be licensed under the BOM. Passed out of committee 13-0.

SSB 3168 Health Provider Loan Repayments continues discussion on combining loan repayment programs of 2017. It moved out of committee on a 12-0 vote.

Background: This is a wonderful opportunity for an RN who enjoys the challenge of rural generalist nursing, where you draw on a wide range of skills needed to work in all areas of the facility including ER, Acute Care, and Long Term Care.

WMC and Wrangell, a great place to make a difference!

Support Efforts to Ensure Quality Care Healthcare Services to Medicaid Recipients:
- Support oversight of Medicaid contractors to ensure quality health care for this vulnerable population.
- Advocate for mutually collaborative relationships between Medicaid contractors and service providers that includes responsiveness to patient needs, flexible services and fair reimbursement practices.

Bills Moving on Ensure Quality Care Healthcare Services to Medicaid Recipients
- Medicaid Integrated Care (SF 2284)

Comments:
- Although several bills were introduced related to the MCOs only one bill, SF 2284 Medicaid Integrated Care made the funnel. The bill requires MCOs to deliver integrated health care services according to the state plan.
- HF 2104 Medicaid Managed Care which directed the DHS to terminate the Medicaid MCO contracts was never assigned to a subcommittee.
- HF 2292 Medicaid Managed Care MCO Reviews was not assigned to subcommittee. This bill would have required MCOs give certain documents to providers within 15 days of denying a claim and requires an MCO to pay 100% of the state rate for nursing facility residents on Medicaid among other provisions.

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

Davenport  (563) 324-3276 Cedar Rapids  (319) 364-5151
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Utica Ridge, Davenport  (563) 344-2000

Here are a few ways we committed to our employees:
- Flexible Schedules
- Competitive Wages
- Comprehensive Benefits
- Education-Assistance Programs

For more information, or to apply online, visit us at jobs.hcr-manorcare.com today.
Join a leader in health care excellence
Mercy Medical Center - Des Moines

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

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

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

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

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

NURSE PRACTITIONERS
Qualifications include:
- Graduate of an accredited ARNP program
- Currently licensed in the state of Iowa
- Willingness to work in an integrated setting with a team
- Passionate about helping patients in recovery

To apply, email cover letter and resume to micsguypick@ucsd.org

UCS Healthcare does not discriminate on the basis of race, religion, gender, sexual orientation or any other characteristic protected under federal, state, or local law.

REGISTERED NURSES
Qualifications include:
- Graduate of an accredited school of nursing
- Currently licensed in the state of Iowa
- Willingness to work in an integrated setting with a team
- Passionate about helping patients in recovery

For more information, visit ucsline.org

UCS Healthcare is expanding our successful Medication Assisted Treatment program through medication unit partnerships with existing substance use disorder and mental health providers in Iowa.

We are hiring RNs, nurse practitioners, physician assistants, and physicians for these locations to oversee our medication units. Our team enjoys scheduled M-F daytime hours (occasional Saturday mornings), with major holidays off plus receive a competitive, flexible benefits package including paid time off, medical, dental, vision insurance, 403(b), and other benefits including some tuition reimbursement programs.

For more information, visit ucsline.org

Join us at the National Reproductive Health Conference & Expo. 2018
- Re-energize your work to support the clients you serve
- Learn strategies to improve clinic efficiency, and
- Engage with more than 500 health professionals from across the U.S.

www.ctcdp.org/hrhc
INF NEWS

INF President's Report

The need for nurses in this country continues. The US Department of Labor stated in 2014, that there would be a need for 1 million more nurses in 2024. Increasing the availability of registered nurses by 1/3 over a ten year span is a major societal task. Registered Nurses continue to be the fastest growing profession in terms of need in the US. There is an adequate supply of nursing education programs. These programs will need to remain filled to capacity in order to meet the expected need. Students will need financial assistance to complete a nursing education. College debt for Iowa college graduates is 8th highest in the nation. This dynamic gives us cause to look for solutions. INA Public Policy has made several unsuccessful attempts to secure additional funding for the Loan Forgiveness Program administered by the Iowa College Aid Commission. It is time to look for other revenue sources.

In October 2017, the Iowa Nurses Association and the Iowa Nurses Foundation proposed to the Iowa Board of Nursing, that a portion of the licensee fees be used to fund loans, scholarships and loan forgiveness. This is a new concept to Iowa, but it is not new to nurse licensing in other states. It could be funded by a dedicated surcharge on licensee fees, or could be a line item from fees collected.

The Iowa Board of Nursing (IBON) staff established a committee to review the concept. The committee consists of two nurse educators, an INF member, an

Apply for Scholarships through Iowa Nurses Foundation — You Might Be Eligible

Application Deadline June 1, 2018

If you are a full or part-time students attending an approved program leading to an RN-BSN or MSN in nursing, DNP, or a PhD in Nursing or a related field such as education.

- RN-BSN students must have successfully completed at least 50% of the nursing program curriculum with a career plan to work in Iowa.
- MSN, DNP or PhD students must have completed at least 12 semester hours of graduate work leading to a Master’s Degree in Nursing or Doctoral Studies in nursing or related field and must have a career plan to work in Iowa.

Application Deadline June 1

Checks will be awarded at the Annual Meeting of the Iowa Nurses Association and Iowa Nurses Foundation.

The Iowa Nurses Foundation (INF) is a 501(c) (3) charitable, non-profit, public benefit organization which was established in 1972. Since its inception, it has solicited contributions and distributed funds in the form of scholarships for the purpose of assisting registered nurses in their education pursuits.

Once again this year, INF is looking for direct contributions to be used for scholarships. The direct donation request is being used in lieu of other methods to solicit donation of tangible items which are then sold to membership. This method takes out the middle part of the donation process. Please consider a tax deductible contribution to the INF scholarship fund.

Nurses Week is the perfect time to make a contribution to the future of nursing.

Lorinda Inman
RN, MSN, FNE

The Iowa Nurses Foundation is the administrator of funds donated by Mr. Gerald (Mike) Anderson for scholarships for students interested in the nursing profession.

To find the application go to http://www.iowanursesfoundation.org/Scholarships.aspx

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

Look for scholarships information in this newsletter. Check www.iowanurses.org. Application deadline is June 1, 2018. The Iowa Nurses Foundation (INF) is the charitable philanthropic arm of the Iowa Nurses Association with a mission to promote and support the professional and educational development of registered nurses in Iowa (March 2016). It is a 501(c)(3) charitable, non profit, public benefit organization which was established in 1972. Since its inception, it has solicited contributions and distributed funds in the form of scholarships for the purpose of assisting registered nurses in their education pursuits.

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100 Great Iowa Nurses Update

After receiving 500+ nominations this year – the highest number in the program’s history – the 100 Great Iowa Nurses of 2018 were announced on March 1. Each nomination is first reviewed by a team of three reviewers (former honorees); depending on the results of the first review, the nominations are then reviewed by a committee made up of representatives from the Iowa Nurses Association, Iowa Nurses Foundation, Iowa Emergency Nurses Association, Iowa Nurse Practitioner Society, Iowa Hospital Association, Iowa Organization of Nurse Leaders, and the University of Iowa College of Nursing.

Visit www.greatnurses.org to see the impressive list of 2018 honorees. And make sure to mark your calendars for the 14th annual 100 Great Iowa Nurses Celebration, where the 2018 honorees will be recognized:

Sunday, May 6, 2018
3:00 pm
Iowa Events Center/Community Choice Credit Union Convention Center
Des Moines

Celebration tickets are $10 in advance or $20 at the door. Tickets can be ordered by visiting www.greatnurses.org/event or calling 319-384-4701. This year, 100 Great Iowa Nurses also presented $1,500 financial education awards to deserving Iowa nurses who are headed back to school to further their education. Learn more about these nurses at www.greatnurses.org/education-award-winners.

100 Great Iowa Nurses Announces 2018 Honorees

Iowa City, IA (March 1, 2018) – The Great Iowa Nurses program is proud to announce the 2018 honorees have been selected and posted online. Nurses selected for this honor represent many sectors of health care, including hospitals, long-term care facilities, and schools and office nurses. These exemplary nurses are selected based on their concern for humanity, their contribution to the community and to the nursing profession, their leadership and mentoring.

On Sunday, May 6, we will celebrate the 100 Great Iowa Nurses at the Iowa Events Center – Grand Ballroom in Des Moines. This is the 14th anniversary of the program. The celebration is an annual prelude to National Nurses Week, which begins on May 6 and ends May 12 (the birthday of Florence Nightingale).

This year, the 100 honorees represent 42 Iowa counties, and were selected from a pool of more than 500 individuals who were nominated by colleagues, patients, doctors, friends, and family members. The field of nominees was narrowed to 100 by a panel of reviewers, including nursing professionals and previous honorees. The program has honored nurses from 96 of Iowa’s 99 counties over the past 14 years. This is a statewide event that belongs to the people of Iowa, and is made possible through the generous support of our sponsors. Additional funds raised for the program are used for financial awards for nursing education. We would like to thank the following sponsors:

Platinum ($7,500)
Care Initiatives
Mercy Health Network
University of Iowa Hospitals & Clinics

Gold ($5,000)
Iowa Nurse Practitioner Society

About 100 Great Iowa Nurses

100 Great Iowa Nurses is a nonprofit program that honors great nurses in Iowa, and funds financial awards to support the education of Iowa nurses. Established in 2004, the program recognizes qualities that demonstrate efforts beyond those expected of a nurse within his/her normal duties, such as concern for humanity, significant contribution to the profession, and mentoring. For more information, visit greatnurses.org.

CONTACT: Cassie Raasch, Communications and Marketing, 100 Great Iowa Nurses | University of Iowa College of Nursing, 319-335-7003, info@greatnurses.org.

Education forcareers | Mercy College of Health Sciences | www.mchs.edu

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careinitiatives.org/careers

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90 Great Iowa Nurses

Honoring Great Nurses!
Congratulations to INA Members recognized as 100 Great Iowa Nurses!

Teresa Culppepper – Covenant Medical Center – Waterloo
Sharon DeKock – William Penn University – Oskaloosa
Karleen Looney – Mercy Medical Center – Clinton - Lost Nation
Kim Webster – Oaknoll - Iowa City
Robert Zeman – Iowa City VA Health Care System – Solon

The 100 Great Iowa Nurses award recognizes nurses that have made meaningful, lasting contributions to their patients, colleagues, and the nursing profession, and are viewed as mentors to other nursing professionals. This year’s honorees exemplify all of the principles on which the 100 Great Iowa Nurses Celebration was founded. Congratulations!

<table>
<thead>
<tr>
<th>Name</th>
<th>Employer</th>
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<tr>
<td>Debra Adams</td>
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Current Honorees continued from page 11

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- Stephanie Avila (’15 RN-BSN Program)

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605 Washington Street • Fayette, IA
From the Bedside to the Boardroom: Are You Ready to Serve?

Connie Mullinix, PhD, MBA, MPH, RN; AnnMarie Lee Walton, PhD, MPH, RN, OCN, CHES; and Diana Ruiz, DNP, RN, APHN, CCTM, CWOCN, NE-BC
Reprinted from American Nurse Today

You’re educated and prepared to lead in safety and quality. You’re at the bedside caring for patients 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?

**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?” The answer: “The nurses.” Her next question: “Who will do the nursing care while the nurse is transporting the medicine?” By the end of the conversation, the board realized that the proposed 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 do nurses think they don’t have the competencies needed for board service?

In The Atlantic, authors Kay and Shipman state, “Evidence shows that women are less likely to serve on boards—and that to succeed, confidence matters as much as competence.” Most nurses are women, so Kay and Shipman’s conclusions could easily apply to nurses who don’t seek board positions.

However, findings of a recent study of board effectiveness showed that a greater number of women on a board results in better, more well-rounded decisions. According to Joy and colleagues, “The correlation between gender diversity on boards and corporate performance can also be found across most industries—from consumer discretionary to information technology.”

In the book, *Sentimental Women Need Not Apply: A History of the American Nurse*, producers Garey and Hott suggest that the first trained nurses were chosen because they were hard workers, stayed in the background, didn’t call attention to themselves, and were subservient—characteristics for board service. This history may have set the stage for nurses not seeking positions where their insights are needed.

**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 knowledge of nurses; nurses need to join healthcare agency boards. To achieve this, organizations need to hone the skills, skills, skills that nurses were hard workers, stayed in the background, didn’t call attention to themselves, and were subservient—characteristics for board service.

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

1. **Go to www.amelearning.com/nursesonboards.**
2. **Purchase the PIN for $45.**
3. **Follow instructions to log in to the course.**

**Note:** Once purchased, the tutorials are time-limited and available for 2 years.

**Etiquette**

Pagana KD. The Nurses’ Etiquette Advantage. 2nd ed. Indianapolis: Sigma Theta Tau International; 2015.

**Robert’s Rules of Order**


**Negotiating**


**Governance vs. management**


**Presentations and public speaking**


**Power and influence**


**Selected references**


**Get ready to serve**

If you’d like to serve on a board but don’t feel you have a complete skill set, take advantage of these resources.

**Financial statements**

AME Learning: Finance for Board Service

This online, self-paced course gives you the tools and vocabulary to understand the language of finance.

The program includes:

1. To 30 hours of online, interactive, self-paced content
2. Straightforward instruction on how to read and analyze financial statements.

To access the program:

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**Career Sphere**

Connie Mullinix is an associate professor in the department of nursing at the University of North Carolina–Pembroke. AnnMarie Lee Walton is a postdoctoral fellow at the University of North Carolina Chapel Hill, School of Nursing. Diana Ruiz is the director of population & community health in the Medical Center Health System in Odessa, Texas.
What Do We Know? 

In 2015 data showed that 69% of adults are overweight (37%) or obese (32%). This is almost half of the national average of 66%.

What Can We Do? 

Continue to support EPHs programming for community obesity prevention efforts.

Support Gov. Reynolds’ recommendation to increase funding support for these activities.

FY2018 Childhood Obesity General Funds: 
- Iowa Association of Regional Councils (IARC) and the regional Iowa County of Governments (IACOG) are coordinating the local projects and activities with a strategic planning framework to reduce childhood obesity.
- Includes support for each of the local IACOGs to implement local projects totaling $7,490.

Counties are being impacted:
- 87 of 99 counties currently cite obesity, lack of nutrition and lack of physical activity as major health issues. Obesity is the top issue identified. Related conditions like cancer and diabetes ranked similarly.
- 87 counties also need the top tier for health insurance.

FY2019 Governor’s Recommendation: 
- Increase funding by 48% to a FY total of $162,000.
- Additional funding supports and expands the public-private partnerships and investment.
- EPH staff use new FTE funds to coordinate intervention planning and implementation between communities.
- EPH staff use coordination of state agency efforts across the enterprise including:
  - Department of Education
  - Department of Transportation
  - Department of Management
  - Department of Human Services
  - Department of Human Rights
  - Department of Aging
  - Other, including state and local stewardship.
  - Department of Natural Resources
  - Evaluation of program activities to understand impact, effectiveness, and sustainability.

Why do Iowans need to know about 5-2-1-0?

- 5-2-1-0 is an evidence-based, nationally recognized model for preventing and addressing childhood obesity. 5-2-1-0 started in Maine. In the four-year period from 2001 to 2005, there were significant upward trends for 5-2-1-0 behaviors for Maine students. Over the same period, there was a downward trend in obesity rates.

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2018-2019 School Year

1% below invoice pricing for nurses on all new BMW and Nissan vehicles

*excludes BMW M series vehicles

Expires December 31, 2018
Healthy Iowans: Iowa's Health Improvement Plan 2017-2021

Healthy Iowans: Iowa’s Health Improvement Plan 2017-2021 includes goals, objectives, and strategies along with resources to protect and improve the health of Iowans over the next five years. More than 80 public and private groups agreed to implement the strategies outlined in the plan. Central to the plan are 26 top health issues selected through an assessment process that began in every county. Public comments constituted the final step. Every year, progress will be tracked, and the plan will be revised to account for changes as well as emerging issues. The Iowa Department of Public Health serves as the coordinating agency for the document. Comments and questions about the plan are welcome. The health improvement plan was provided here in its entirety and as topic-specific files. This version of the plan was released in March 2017. Annual progress reports and previous plans are provided at http://idph.iowa.gov/healthy-iowans/plan.

CICS and Eyerly Ball to Launch New Mobile Crisis Response Services

The mobile crisis response team will free up local police force resources

About CICS
CICS supports individuals and strengthens communities by serving the unique needs of individuals with mental health and intellectual and other developmental disabilities in 10 Iowa counties: Boone, Franklin, Hamilton, Hardin, Jasper, Madison, Marshall, Pottawattamie, Story, and Warren. CICS professionals provide the vital link between individuals and appropriate resources in the region to improve health, hope, and successful outcomes. CICS professionals help individuals navigate through the process of applying for and securing the necessary financial support for their immediate needs. CICS is committed to partnering with providers, families, individuals, and partner health and human service systems to maintain a system of care approach that is welcoming and individual oriented. CICS was formerly known as Central Iowa Community Services.

About Eyerly Ball
Eyerly Ball has services available for a wide array of mental health conditions, including depression, anxiety, chronic mental illness, substance abuse and more. Depending on the severity of need, Eyerly Ball offers outpatient therapy and psychiatric services, community-based treatment and residential services. Partnering with CICS, Eyerly Ball offers services in four of the region’s counties: Madison, Warren, Boone and Story. Eyerly Ball is especially excited about its newly expanded efforts in Warren County, offering more therapy services, as well as a need provider. This means medication and psychiatric services will now be available in Warren County through Eyerly Ball. In addition to these new services, Eyerly Ball is proud to partner with police departments in Story County to follow up on all calls related to mental health issues. It also has an in-unit staff at Mary Greeley Medical Center in Ames to follow up with clients transitioning out of the hospital, ensuring they remain stable and healthy.

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Who Runs INAP?
The Iowa Nurse Assistance Program (INAP) is authorized by the Iowa Board of Nursing to assist nurses in the early identification and treatment of impairment and illness. INAP is managed by a committee who works with the program coordinator. Committee members include the director of the Iowa Board of Nursing, substance and mental health professionals, nurses recovering from addiction, and a public member.

The INAP committee may:
1) Evaluate on a case by case basis whether candidates are appropriate for the program.
2) Submit recommendations to the Iowa Board of Nursing.
3) Monitor the recovery process of participants.

Contact Us:
Iowa Nurse Assistance Program
420 SW 8th Street, Suite B
Des Moines, Iowa 50309
Email: INAP@iowanurse.org
Phone: 515.254.1008
Fax: 515.733.9017
Web: iowanurse.org

Assuring Safe Nursing Care in Iowa
A confidential monitoring program for nurses in need of assistance

Impairment can cost your job and license.
INAP Serves Nurses:
• Consultation upon program entry
• Early intervention and treatment referrals to local support services
• Ongoing monitoring and support as an effective alternative to discipline
INAP Serves the Public:
• Public protection through close monitoring to ensure safe practice
• Coordination with employers to ensure patient safety and a smooth transition back to working practice

How to Survive Bullies during Your Early Years as an RN

This live, free and interactive webinar is specifically designed for RNs who have been practicing for five or fewer years. This is a time when you may feel you do not have the skills, experience and power to recognize and effectively deal with bullies in the clinical area. It doesn’t have to be that way.

April 26, 2018 from 1 to 2:30 pm ET
Register now – Attendance is FREE

This webinar will help you to:
• Recognize the common causes of bullying among nurses
• Spot the tactics a bully uses – it is not all in your head!
• Set limits: Deciding for yourself what is acceptable and what is not
• Open a dialog with the bully: How to bring courage and calmness to the situation
• Confront the bully: The best way to call-out the behavior
• Know when and how to escalate your concerns to your manager
• Thrive in spite of a challenging work environment: Taking care of yourself

Speaker: Kristy Chunta, PhD, RN, ACNS, BC is an associate professor at Indiana University of Pennsylvania and has been a nurse educator for over 10 years, teaching undergraduate senior clinical, master’s, and doctoral level courses.

Who should attend: RNs who have been practicing for five or fewer years.

Register now

Important information: Individual registration required. Register no later than April 25, 2018 at 1 pm to receive 24/7 access to this webinar – so even if you can’t attend the live webinar, you can still benefit from this information. A link will be emailed to all registrants the day after the webinar so you can view the webinar at your convenience. This program is informational only; no contact hours will be awarded.

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Apply Online: www.careinitiatives.org/careers
Our building is expanding and we are hiring!
Northern Mahaska Specialty Care
Contact us for available openings
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The American Nurses Association strives to represent nurses on Capitol Hill, provide support for state nurses associations as they advance their own advocacy agendas, and help federal agencies and elected officials propose and enforce new laws that will advance the nursing profession. ANA serves to amplify nurses’ voices as policies are conceived, debated, and implemented. We create long-lasting relationships with nurses and their representatives, working to establish a health system where care is accessible, of high quality, and recognizes the nursing profession as an integral component.

Registered nurses represent the largest segment of health professionals, with more than 3.6 million nationwide. Nurses not only represent an incredible force by sheer numbers, but policymakers rely upon their expertise as they work to improve our nation’s health system. For 16 years, nurses have outranked all other professions in Gallup’s annual honesty and ethics survey and are viewed as the most trusted profession.

Throughout the year, we will feature examples of ANA members advocating for patients and the profession in various roles and settings, hosted at www.RNAction.org as well as shared through social media. The advocates’ stories will be paired with associated tools and ANA products & services. Each quarter will have a dedicated theme, building from local to more global examples, but overlap with other quarterly themes will occur.

Nurses are advocates every day, so examples are endless and no illustration is too small. Please consider sharing your story and being recognized by ANA and your colleagues.

Send either a brief written description (under 150 words) OR a video (less than a minute) capturing your experience: actions, any challenges / barriers as well as strategies and any words of wisdom or tips for colleagues. If providing in writing, please include a high-resolution picture.

Questions or submissions should be directed to Janet Haebler, janet.haebler@ana.org, at ANA.

GET ENGAGED: #BedsideandBeyond

Each quarter will have a dedicated theme, building from local to more global examples, but overlap will occur.

Q1: Nurses advocating locally (January – March)
Highlighting efforts at the bedside or in the community both for individual and/or groups of patients and/or nurses. Some examples: patient-focused practice changes/process improvements; workplace safety policies addressing issues such as staffing, workplace violence, safe patient handling and mobility; and representing the interests of patients, consumers and/or the profession while serving on a committee, council or board.

Q2: Nurses influencing elected officials and other key decision makers (April – June)
Highlighting efforts to impact change with key decision makers that are local, state or federal. Could be employer specific, immediate community/country, state legislative/regulatory, or federal. Individual influence as well as participation in a coalition.

Q3: Nurses get out the vote! (July- September)
With the approach of election day, emphasis will shift to political examples. Highlighting nurses leveraging their position as most trusted profession to impact policy change and 2018 campaigns. Will feature nurses who participated in a campaign, currently in or running for an elected or appointed position, and/or have a productive relationship with their elected official.

Q4: Global Impact and Making every year a year of advocacy (October – December)
Continue highlighting nurses who have had an impact within their community, state, or at the federal level, while also expanding to experiences beyond the US borders. Considering 2019 and future policy issues relevant to the nursing profession, will include an analysis of the November election results as well as insight on potential impact of political advocacy, and tips and words of wisdom on how to make every year a year of advocacy at any level in any role and setting.

To learn more about ANA advocacy efforts and what you can do to help, visit: http://www.nursingworld.org/MainMenuCategories/Policy-Advocacy.

PEDIATRIC OPERATING ROOM NURSE
at Children’s Minnesota Minneapolis hospital

Children’s Minnesota is a 429-bed, multi-campus, free-standing pediatric health system with a Pediatric Level I Trauma Center located in Minneapolis, Minnesota. Our Minneapolis surgery center consists of nine ORs and one procedure room. Our circulating nurses have the ability to work throughout all specialty areas ranging from complex inpatient procedures to fast-paced outpatient cases. They experience variety and the ability to grow professionally.

In 2016, across our three campuses, we performed almost 24,000 surgical procedures in trauma, fetal surgery, IMRI, robotics, orthopedics, general, urology, neurosurgery, plastics, ear, nose and throat, and cardiovascular.

Required qualifications:
• One year of circulating experience or completion of a Perioperative Nursing Course within the last three years.

Join our team as we care for the most amazing people on earth. Sign on bonus available. Apply online at childrensMN.org/careers.
ANA’s Case for Evidence-Based Nursing Staffing

Essential for cost-effective, high-quality hospital-based care and patient safety

Registered nurse (RN) staffing makes a critical difference for patients and the quality of their care. ANA champions the role of direct-care nurses and nurse managers in working with their hospital leadership to define the best skill mix for each hospital unit, recognizing the role of nurses in managing each patient’s treatment plan and continuously assessing each patient’s health status. Our work demonstrates that patients, nurses, and health care systems thrive with appropriate and flexible nurse staffing. For hospitals to succeed, tools and processes must support evidence-based staffing decisions driven by nurses who understand the dynamic nature of patient care.

ANA bases its advocacy on research. ANA commissioned a comprehensive evaluation of nurse staffing practices as they influence patient outcomes and staff perceptions. A firm Avalere, evaluated a review of published literature, staffed by nurse researchers, health care thought leaders, and hospital managers.

To read ANA’s first staffing white paper, visit info.nursingworld.org/staffingwp.

Key Findings

Best practices consider many variables when determining the appropriate care team on each hospital unit:

- **Patients:** Ongoing assessment of patients’ conditions, their ability to communicate, their emotional or mental states, family dynamics, and the amount of patient turnover (admission and discharges) on the unit
- **Care teams:** Each nurse’s experience, education, and training; technological support and requirements; and the skill mix of other care team members, including nurse aides, social workers, and transport and environmental specialists.

Nurse staffing models affect patient care, which also drives health care costs. Safe staffing affects a range of hospital-based care issues, including:

- Medical and medication errors
- Length of stay
- Patient mortality
- Readmissions
- Preventable adverse events, including falls, pressure ulcers, health care-associated infections, and other complications
- Nurse injury, fatigue, and low retention

This leaves nurses overextended and distracted from their core responsibilities of continuously monitoring patient status and implementing clinical treatment plans. Well-managed hospitals/health systems continuously balance competing needs to keep organizations fiscally sound.

Legislated nurse-patient ratios versus flexible, nurse-driven staffing

Some organizations advocate for legislated nurse-patient ratios, believing that strict ratios will ensure patient safety. Based on our experience with unintended consequences, ANA does not support numeric, fixed ratios. In many cases, to meet these ratios, hospital administrators have eliminated other care team positions and then shifted noncore patient care work to nurses. This leaves nurses overextended and distracted from their core responsibilities of continuously monitoring patient status and implementing clinical treatment plans.

Conclusion

ANA supports direct-care nurses and nurse managers in working with hospital clinical and management teams to address pressures to control costs while providing high-quality care in a safe environment. Outcomes-based staffing models require partnerships between nurses and hospital/health system leadership, including those in finance, operations, and clinical areas. Together, we can find pragmatic solutions to complex and pressing issues.
ANA NEWS

ANA President Pamela Cipriano Interviewed for Documentary

“Roadtrip Nation” presents Degree of Impact, a documentary following three doctoral students as they travel across the country to interview professionals in their respective fields. One of the students, Kylee Yearwood, is a registered nurse who is working on her Ph.D. Along with her fellow road trippers, Yearwood sat down with ANA President Pamela Cipriano, PhD, RN, NEA-BC, FAAN, to discuss career paths, challenges, and advice on how to use their advanced degree to make a difference.

From professors to musicians, the documentary is comprised of 12 interviews with professionals, all of whom have doctorates. Other featured leaders include: Dr. Nancy Irwin, an expert in clinical psychology and certified hypnotherapist, Colorado State Senator Irene Aguilar, and Adam Foss, Founder of Prosecutor Impact. The complete episode is now available online at http://roadtripnation.com/roadtrip/doctoral and is airing on PBS in select markets.

St. Cloud VA Health Care System
Opportunity Announcement

Opportunities for full-time staff are available in the following positions:
- House Nurse Supervisor, Office of the Director, FT
- Registered Nurse, Extended Care, FT & PT
- Licensed Practical Nurse, Extended Care, FT & PT
- Nursing Assistant, Extended Care, FT & PT

US Citizenship required or candidates must have proper authorization to work in the US. Applicant(s) selected for a position may be eligible for an award up to the maximum limitation under the provision of the Education Debt Reduction Program. Possible recruitment bonus. EEO Employer.

Since 1924, the St. Cloud VA Health Care System has delivered excellence in health care and compassionate service to central Minnesota Veterans in an inviting and welcoming environment close to home. We serve over 38,000 Veterans per year at the medical center in St. Cloud, and at three Community Based Outpatient Clinics located in Alexandria, Brainerd, and Montevideo.

Located sixty-five miles northwest of the twin cities of Minneapolis and St. Paul, the City of St. Cloud and adjoining communities have a population of more than 100,000 people. The area is one of the fastest growing areas in Minnesota, and serves as the regional center for education and medicine.

Enjoy a superb quality of life here—nearly 100 area parks; sparkling lakes; the Mississippi River; friendly, safe cities and neighborhoods; hundreds of restaurants and shops; a vibrant and thriving medical community; a wide variety of recreational, cultural and educational opportunities; a refreshing four-season climate; a reasonable cost of living; and a robust regional economy!

For more information: Visit www.VAJobs.gov or contact
Human Resources
4801 Veterans Drive
St. Cloud, MN 56303
(320) 255-6301
EEO Employer

WOLFE EYE CLINIC
Registered Nurse Full/Part Time
Daytime (M-F) Positions

Due to continued growth, Wolfe Eye Clinic has an immediate opening in our West Des Moines office for a Float – Registered Nurse. Come be a part of an Eye Care Center of Excellence! Wolfe Eye Clinic has been providing a higher standard of care for patients since 1919 and will be celebrating its 100th year in 2019.

We are looking to add full and part-time traveling Registered Nurse positions. These positions will be based out of one of the following locations: Marshalltown, Cedar Rapids, Cedar Falls, or Iowa City. Nurses will work out of their base location in addition to traveling with our Retina Teams to other clinic locations to deliver excellent care to our patients.

Employees receive great wages, paid travel time and mileage, along with a competitive benefit package.

We are looking for motivated candidates that desire to learn in a fast-paced setting and have the ability to positively interact and help patients, while providing patient education and instructions. Candidates should be detail-oriented, able to provide excellent patient service, and work as a constructive team member.

Duties for this position include rooming patients, assisting physicians with retina treatments and exams, triaging phone calls, responding to tasks, scribing for physicians, working with insurance companies, and performing other clinical duties as assigned.

If you are interested in being part of a quality driven organization that has a low turnover rate, please apply online at www.wolfeeyeclinic.com/careers. EOE
You belong at Banner Casa Grande Medical Center! Here you can have the opportunity for a broad range of activities year round to keep your work/life balance, just a few examples that Casa Grande has to offer!

- We have 200+ days a year of sunshine
- you can get to the beaches in San Diego or Mexico within hours
- options close by to enjoy skiing, hiking or snowboarding
- museums and cultural centers in close proximity

BCGMC is a 141 bed acute care hospital in a growing area where you can live in a charming small historic town and yet still be minutes away from the excitement and urban areas of Phoenix and Tucson.

At Banner Health, we understand that talented health care professionals appreciate having options. We are proud to offer our more than 50,000 employees many career and lifestyle choices throughout our network of facilities. The people of Banner Health are focused on making healthcare easier and life better. In return, we are committed to excellence in personal development for all our employees.

Talk to a recruiter directly regarding what Banner Health can offer you! Contact Donna Dioses at donna.dioses@bannerhealth.com or call 602-747-2526.

Nurses are the heart of our mission.

When you join Avera, your career opportunities are endless

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

Nursing opportunities in a variety of settings, including:

- Hospitals and Clinics
- Long-term care and home health (Avera@Home)
- Telemedicine (Avera eCARE™)

Avera is an Equal Opportunity/Affirmative Action Employer. Minority/Female/Disabled/Veteran/Elderly/Member of other Protected Class.

JOIN OUR TEAM!
Learn more about our career opportunities at Avera.org/careers

USER FRIENDLY
WE KNOW OUR PATIENTS WHO USE ALCOHOL, DRUGS, AND CIGARETTES VALUE THEIR HEALTH. OUR GOAL IS TO PROVIDE EVERY PATIENT THE BEST MEDICAL CARE WE CAN. WE’RE HERE TO HELP YOU, NOT JUDGE YOU.
How a Bill Becomes a Law

- **IDEA**
- **BILL DRAFTED**

**FIRST CHAMBER**

- **BILL INTRODUCED (FILED)**
  - Subcommittee Assignment
  - Amendment (possible)
  - FULL COMMITTEE Action (sometimes with amendment)
- **FLOOR DEBATE**
  - With or without Amendment
  - Passage

**SECOND CHAMBER**

- **BILL INTRODUCED (FILED)**
- **COMMITTEE ASSIGNMENT**
  - Subcommittee Assignment
  - Amendment (possible)
  - FULL COMMITTEE Action (sometimes with amendment)
- **FLOOR DEBATE**
  - With or without Amendment
  - Passage
- **IF NEEDED, CONFERENCE COMMITTEE – members from both chambers**

**GOVERNOR’S ACTION**

- BILL BECOMES A LAW- LAW IN CODE OF IOWA

Nurses play a critical role in the lives of patients across the country. That is why the U.S. Department of Health and Human Services is dedicated to providing you, policy makers, and researchers with the most comprehensive data on U.S. registered nurses and nurse practitioners. To accomplish this, we need your help.

Please support and encourage participation in the 2018 National Sample Survey of Registered Nurses (NSSRN). This vital national survey is the primary source of data on the nursing workforce, the largest group of healthcare providers.

**The Purpose of the Study**

The NSSRN will gather up-to-date information about the status of registered nurses in the U.S. These data will be used to describe the registered nurse population at both the national and state level, so policymakers can ensure an adequate supply of registered nurses locally and nationally.

**Data Collection**

The NSSRN will be sent to over 100,000 registered nurses in March of 2018. Nurses will be able to fill out the survey electronically or through a paper questionnaire. It is imperative that nurses participate and send back as soon as possible.

**The Survey Contractor**

HRSA has contracted with the U.S. Census Bureau, the leading statistical federal agency in the United States. Census has assembled a team of expert survey methodologists responsible for gathering the lists of licensed RNs, constructing the national sample, and administering the survey by mail, and on the internet.

**Did you Know?**

Did you know…employment settings change as nurses age? The vast majority of registered nurses under 30 years old work in hospitals, but over 50 percent of registered nurses 55 years or older work in non-hospital employment settings. Information like this from the NSSRN survey helps policymakers and healthcare leaders plan for future staffing needs.

**The Survey Results**

We plan to release the public use file from the 2018 study by January 2019. A report from the 2008 study is available at [http://bhw.hrsa.gov/healthworkforce](http://bhw.hrsa.gov/healthworkforce).

**Endorsements**

The following nursing organizations have endorsed this survey. The National Council of State Board of Nursing and individual state boards of nursing have generously provided mailing lists for the survey.

- American Academy of Ambulatory Care Nursing
- American Association of Colleges of Nursing
- American Association of Nurse Anesthetists
- American Nurses Association
- American Organization of Nurse Executives
- National Association of Hispanic Nurses
- National Black Nurses Association, Inc.
- National Council of State Boards of Nursing
- National League for Nursing
- National Organization of Nurse Practitioner Faculties

HELP!

Nurses play a critical role in the lives of patients across the country. That is why the U.S. Department of Health and Human Services is dedicated to providing you, policy makers, and researchers with the most comprehensive data on U.S. registered nurses and nurse practitioners. To accomplish this, we need your help.