

WYOMING NURSE

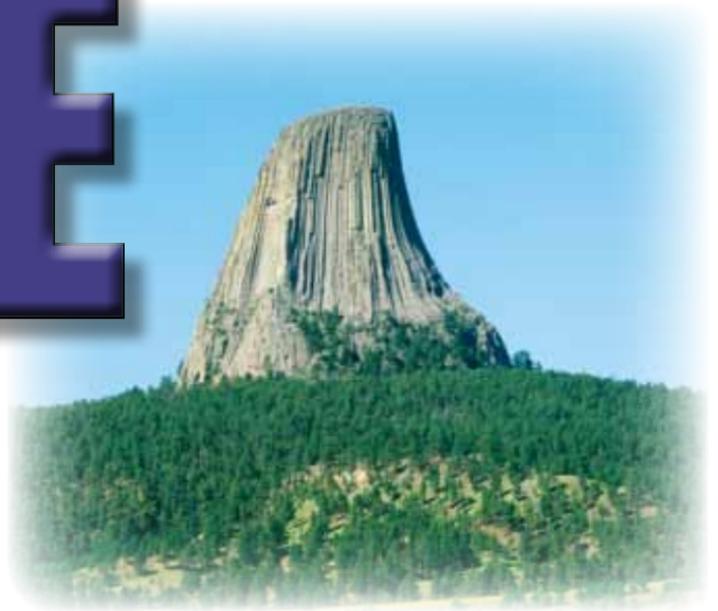
The Official Publication of The Wyoming Nurses Association



Quarterly circulation approximately 5,800 to all RNs, LPNs, and Student Nurses in Wyoming.

Vol. 25 • No. 3

September, October, November 2012



PRESIDENT'S MESSAGE

by Faith M. Jones, MSN, RN, NEA-BC



Faith M. Jones,
MSN, RN, NEA-BC

As this summer comes to an end, so does my two-year term as President of WNA. I want to begin by expressing my heartfelt appreciation and honor to have served as the WNA President. This experience has taught me so much and has exposed me to an amazing body of nursing professional within Wyoming and across this nation.

As the most trusted profession, our voice in nursing has a tremendous impact on the local, state, and national political stage. It is a great time to be a nurse and to be engaged in the profession. Last year at convention in our membership voice meeting, the members directed the WNA Board to concentrate some efforts to grow membership. I am happy to report that this year we have increased our membership and representation. We have three membership categories in WNA and they are: WNA/ANA members, WNA only members, and Affiliate Organization members. We have increased membership in all three categories for a total of 498 members! Congratulations and thanks goes out to every single member of WNA as growing the membership of our association is the work of each and every member.

It is through our strength in participation and connections that we will achieve the best for our profession resulting in excellent outcomes for our patients. No one person can do this work alone. I would like to encourage every member to hit the recruiting trail to encourage every nurse to be a member. There is much strength in numbers.

There is so much to do and the timing could not be better. I urge every member to get involved. Involvement looks different to everyone but it all begins with education. We communicate our voice through our presence, through our participation, and through our ability to remain current on issues. Although our legislation session is short in Wyoming, we need to remember to remain in touch with the issues throughout the year. As a member of WNA, receiving and participating in communications is a key benefit. In addition to the Wyoming Nurse as a communication tool, we send out email communications to all members and or to district presidents to distribute. To stay informed and to have the opportunity to participate

please ensure that your District President and Tobi Lyon, WNA's Executive Director, have your current email and mailing address. Tobi Lyon can be reached via email tobilyon@wyonurse.org or via mail 2816 Dogwood Ave PMB 101 Gillette, WY 82718.

Are you looking to take your involvement to the next level? I urge every member to consider a leadership role within the association. There are many leadership opportunities within our association. You can run for an office on a district level or on the state level. If you are more project oriented, there are several state committees/work groups that would welcome your participation. Our strategic plan outlines the various objectives that are underway. If your passions align with a particular objective please jump in and get involved. Visit our website at www.wyonurse.org for contact info, strategic plan updates, and future events.

Keeping us all connected is a large job that is often done behind the scenes. We are blessed at WNA to have a great staff to make it look effortless. On behalf of the Board, I would like to take this opportunity to send special thanks to the staff of WNA who all do a fabulous job:

- Tobi Lyon, Executive Director
- Toni Decklever, Lobbyist
- Barbara James, Educator

There is so much happening in our profession. At the national level, the ANA held its last House of Delegates in June. Yes, that's right—last. In an effort to remain relevant as an association and be able to respond with agility to changes in the industry, the House of Delegates voted for bylaw changes which dissolved the House of Delegates and the Constituent Assembly. In their place, a Membership Assembly was created. For more details, please review the information contained in the Delegates' report.

In addition to bylaw changes that impacted the structure of governance in ANA, the House of Delegates also conducted elections of new Board members. I am happy to report that I was elected to the ANA Board as a Director at Large. I want to thank everyone in WNA that supported me. It was through all of the opportunities that WNA afforded me in my various roles over the years that gave me the courage and confidence to launch a campaign and run for the Board. I look forward to serving the ANA in my role on the Board. I will continue to keep you posted on the exciting work of ANA through future articles in the Wyoming Nurse.

It is through our support, participation, and service that we will achieve the best for our profession resulting in excellent outcomes for our patients. I thank you all for the support you have shown me and I ask that you join me in welcoming Lisa Horton, MSN, RN to her new position as President of WNA. As the leadership of WNA transitions to Lisa Horton, I am confident that our association will continue to make great strides in reaching our vision: *Nurses united and caring for our profession.*

WNA President Faith Jones Elected to ANA Board of Directors



Powell, WY—July 8, 2012—The American Nurses Association (ANA) held the 2012 house of Delegates in Washington DC in June. It was at that time that Faith Jones, MSN, RN, NEA-BC was voted in as one of the newest members to the ANA Board of Directors. She will serve as a Director-at-Large from 2012-2014. During her term she hopes to engage the voice of nursing through advocating for the professional role of nursing to improve patient outcomes.

Jones is currently the President of the Wyoming Nursing Association. As President she has increase membership by 10%, ensured financial stability for the association with 5 years of operating expenses, and has organized a membership driven legislative agenda. Jones was also a founding developer of the Wyoming Nursing Leadership Institute.

Jones has been an executive nursing leader for over 15 years. Her experience most recently includes positions as the Clinical Services Consultant and Interim Executive for HealthTech Management Services and On-Line Facilitator for the Wyoming Nurse Leadership Institute.

Jones obtained her first nursing degree from Ventura College in California, her Bachelors in Nursing from the University of Wyoming and finally her Masters in Nursing from the University of Phoenix.

Her passion for nursing through leadership and mentorship has been an asset to the State of Wyoming and will continue to be an asset to ANA.

More photos continued on page 2

current resident or

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



WNA Delegates were Mary Behrens, Casper; Anne Raga, Gillette; Faith Jones, Powell; and Sue Howard, Gillette
WNA Delegate in Training was Teresa Corkill, Casper
WNA Executive Director Tobi Lyon attended the House of Delegate also.
WNA Member Patricia Holloman, East Elmhurst, NY was also in attendance.



HOUSE OF DELEGATES

WYOMING NURSE

The "WYOMING NURSE" is the official publication of the Wyoming Nurses' Association, a constituent member of the American Nurses Association, published quarterly every March, June, September and December.

WNA BOARD OF DIRECTORS

- President:**
 Faith Jones
 Home: 272-2207
 Email: fjones@bresnan.net
- President Elect:**
 Lisa Horton
 Home: 762-3270; Work: 754-7780
 Email: lhorton@pvhc.org
- Vice President:**
 Kathy Luzmoor
 Home: 875-3345; Work: 382-1742
 Email: kluzmoor@sweetwaterhsa.com
- Secretary:**
 Jennifer Jones
 Home: 754-0233; Work: 578-2375
 Email: jjones@directairnet.com
- Treasurer:**
 Sue Howard
 Home: 682-8491; Work: 688-6007
 Email: sue.howard@ccmh.net

DISTRICT REPRESENTATIVES

- #1 Cheyenne:**
 Maria Kidner
 Home: 637-0031; Work: 635-4141
 Email: mkidner@millec.com
- #2 Casper:**
 Jolene Knaus
 Home: 262-1584
 Email: knaushouse@bresnan.net
- #3 Sheridan:**
 Vacant
- #6 Rock Springs:**
 David Bodily
 Home: 808-214-0365
 Email: dbodily@wwcc.wy.edu
- #10 Gillette:**
 Rose Rennell
 Home: 686-2195; Work: 688-6008
 Email: rennellrr@ccmh.net
- #12 Laramie:**
 Rebecca Carron
 Home: 721-4058
 email: rcarron@bresnan.net
- #14 Lander/Riverton:**
 Marcy Holford
 Home: 307-335-5254
 Email: marcyholford@yahoo.com
- #15 Torrington:**
 Vacant
- #16 Powell/Cody:**
 Jamie Mathews
 Home: 587-4442; Work: 578-2413
 Email: jamie.mathews@northwestcollege.edu
- #17 Evanston/Kemmerer:**
 Tammy Krell
 Home: 877-3165; Work: 727-7625
 Email: tkrell@wwcc.wy.edu
- #50 Non Districted:**
 Barbara Jean James
 Home: 328-1812; Work: 328-9274
 Email: Barb.james@bresnan.net

EXECUTIVE DIRECTOR

Tobi Lyon
 PMB 101, 2816 Dogwood Avenue
 Gillette, WY 82718
 PHONE: 1-800-795-6381
 E-Mail Address: tobilyon@wyonurse.org

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

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

DISTRICT NEWS

Cheyenne District 1

Maria Kidner, District 1 President

WNA District 1 is delighted to announce the implementation of one of the boards' goals to establish a day-long learning event for nurses and healthcare providers. Cheyenne Regional Medical Center has joined District 1 to offer an education symposium on Lymphedema September 29. This is an all day adventure from 8 AM to 4 PM covering topics from the patients,' nurses,' and providers' perspectives. It is our hope that through this education day that we can impact those who suffer from lymphedema and those who care for the afflicted patients.

Lymphedema can be primary (congenital or inherited) or secondary resulting from other conditions (malignancy, recurrent cellulitis, connective tissue disease, infection, contact dermatitis, or change in lymph drainage [surgery, radiation, burns]). When the lymphatic system is overwhelmed, then filtered fluid accumulates in the interstitium resulting in lymphedema. Although, in nursing, we encounter this pathology in many of our patients, it is often poorly understood or optimally treated. Please come join WNA District 1 as we launch our annual education day September 29, 2012 to learn more about this topic from experts in the field.

The cost is \$30 for professionals and great deals for students. Please contact Shelley Evans at Shelley.Evans@crmcwy.org or Maria.Kidner@crmcwy.org for registration and information. All folks from anywhere in the world are invited to attend!

District 1 will start our regular meetings on the third Tuesday 6-8 PM October, January, March and a special day during nurses week. We look forward to seeing all nurses in our district. Please remember you do not have to be a member to come to any event we host, just come and share in fellowship and education.

See you all at our Lymphedema Event September 29, 2012 at Cheyenne Regional Medical Center 8 AM to 4 PM.

Casper District 2

Jolene Knaus, District 2 President

There was no formal district activity since the meeting in May. The Board met on August 14, 2012 to continue with the plans for the October 25, 2012 meeting at the Casper Country Club. The meeting guests will be political candidates who will be seeking support for the general election in November. The meeting will be a great time to meet the candidates and hear their views on health care issues that concern us as Wyomingites and nurses. There

will be a brief business meeting following the meet-and-greet. And what nursing meeting would be complete without food so of course there will be something on which to indulge! I am extending a personal invitation to members and non-members to join us at our meetings. Contact: Jolene Knaus, knaushouse@bresnan.net if you would like more information.

Laramie District 12

Rebecca Carron, District 12 President

WNA District 12 is looking forward to welcoming all nurses in Wyoming to the Wyoming Nurses Association Convention and Annual Wyoming Nursing Summit Sept 13-15, 2012 at the Hilton Garden Inn in Laramie, WY. Please see the WNA website (<http://www.wyonurse.org>) for more information and registration instructions. The conference is sponsored by WNA and the Fay W. Whitney School of Nursing. District 12 salutes all the nurses in our district and state who have been instrumental in helping to put the conference together!

District 12 is looking forward to a busy fall agenda with the conference and more joint program meetings with the local Alpha Pi Chapter of Sigma Theta Tau. We have found that in a community the size of Laramie, joint meetings are increasing the attendance and interest in our activities to promote nursing.

Evanston/Kemmerer District 17

Lynn Rogers, District 17 Secretary

DNA District #17 hosted the Nurses' Day Dinner on May 9th at the Hunan Garden Restaurant in Evanston. The fifteen attendees included current members, retired nurses, students, and a new member transferring to our district. The group was welcomed by Tammy Krell, who gave a brief history of this district's organization since it originated in 2007. She also reviewed our primary focus of increasing awareness among the nursing community of the DNA and exploring means to increase membership. Attendees were advised of the current membership options along with information about the benefits of joining the group. Tammy Krell was recognized for her dedication to this district as she lead the effort to energize the membership during the fall of 2011. The group enjoyed conversation and camaraderie; in addition, a lucky member won the prize of a paid membership to the organization.

Welcome New WNA Members

District 1

Polly Baird, Cheyenne
Constance Schmidt, Cheyenne
Catherine Teasley, Cheyenne

District 10

Ramona Bushor, Gillette

District 12

Cheri Bellamy, Laramie

District 16

Ashley Polucci, Yellowstone National Park

District 17

Amanda Archuleta, Evanston
Diana Martin, Evanston
Marci Maser, Kemmerer

District 2

Gail Gallagher, Casper
Trina Soper, Casper

District 3

Kathy Barker, Ranchester
Joan Connolly, Sheridan
Sharla Duncan, Sheridan

District 6

Rachelle Stratton, Rock Springs

District 50

Patricia Holloman, East Elmhurst, NY
Lori Koby, Douglas



www.wyonurse.org

Published by:
Arthur L. Davis
Publishing Agency, Inc.



Caring for the Body, Mind & Spirit Faith Community Nursing



Visit our booth at the WNA Convention

Contact: Wyoming Health Council
307.362.3640
www.wyhc.org
ahubbard@wyhc.org

CATHOLIC HEALTH INITIATIVES

Mercy Hospital

Devils Lake, ND • 701.662.2131

- ✓ Competitive salary and benefit package
- ✓ Relocation assistance
- ✓ Retirement and Tax Sheltered 403B Plans



FT Surgical Tech—Sign On Bonus! 2 years previous OR experience preferred.

OR Manager—BSN & CNOR preferred. Minimum 3 years OR experience.

FT OR-RN/Surgery—Sign On Bonus! 2 years previous OR experience preferred

ER-RN—previous ER experience required.

For further information contact
Human Resources
Mercy Hospital, 1031 7th ST NE,
Devils Lake, ND 58301

Phone (701) 662-9717 • Fax (701) 662-9681
www.mercyhospitaldl.com



Professionals helping Professionals

You worked hard for your license and your career depends on it

Licensing Trouble? Suspension? Seeking Reinstatement?

We will aggressively fight for your livelihood

Woodhouse Roden, LLC
Attorneys at Law

(307) 432-9399
1912 Capitol Avenue Ste.500
Cheyenne, WY 82001

The Wyoming State Bar does not certify any lawyer as a specialist or expert. Anyone considering a lawyer should independently investigate the lawyer's credentials and ability and not rely on advertisements or self-proclaimed expertise.



WoodhouseRoden.com

WNA Leadership Elections

The Wyoming Nurses Association (WNA) membership will elect the following leadership positions to serve on the WNA Board of Directors beginning October 2012 to serve until September 2014.

Elected in 2012 by Statewide Ballot for a two year term is:

President-Elect
Treasurer

Duties of each office:

The **President-Elect** shall assume the duties of the President in his/her absence or at the direction of the President. The President-Elect shall serve as an ANA elected Delegate. The President-Elect shall serve as Chairperson of the Legislative Committee.

The **Treasurer** shall be responsible for monitoring the fiscal affairs of the Association and shall provide reports and interpretations of WNA's financial condition to the Board of Directors and the WNA membership. The Treasurer shall serve as chairperson of the Finance Committee. The Treasurer shall serve as the elected Second Alternate ANA Delegate.

All candidates for office were to submit a "Consent to Serve" form, a statement (200-220 words) on what they believe are the major issues before the Association, in particular the position for which they are a candidate, and a photo WNA Office by August 1, 2012. The following pages will highlight the candidate for office profile. Election results to be announced during the WNA Annual meeting on Friday September 14, 2012 in Laramie, Wyoming.

Background Information on the 2012 Leadership Candidates

MEET YOUR PRESIDENT-ELECT CANDIDATE

Name: Anne Raga, RN
City: Gillette
District: #10



Professional Education:
NWCCD-Gillette College; BSN, Regis University Denver, CO. Will complete MS Nursing Leadership in December of 2012 from Regis University.

Area of Practice: Nursing Administration

Present Position: Director of Nursing, Campbell County Memorial Hospital, Gillette, Wyoming

Professional Organization Activities at District (Region), Council, State, National Level(s) for the past five years, including Student Association office: WNA/ANA Delegate for 2012 House of Delegates 2; WNA Delegate In Training 2010; District 10 Representative to WNA Board of Directors 2008-2012; 2011 WNA Convention Chair. Membership with AONE, ONS, Campbell County Tobacco Prevention Coalition, Wyoming Comprehensive Cancer Control Consortium, Gillette College Nursing Advisory Board.

Position Statement:

There are many issues before us both as nurses and as a nursing association. Health care reform and workforce issues such as the nursing shortage and safe staffing legislation are a few of the most significant issues affecting our future. Wyoming's health care needs are very different from the majority of states, and we must be very involved in policy development that will impact the nurses and citizens of Wyoming.

Change is also occurring in our national organization. I had the opportunity to learn about this first-hand at the House of Delegates. It is vitally important that the WNA president be attuned to, and involved in these changes to keep ANA relevant to Wyoming and our professional nurses. I am committed to the work of WNA, and would be honored by opportunity to serve as President-Elect.

MEET YOUR TREASURER CANDIDATE

Name: Vickie Winney, RN
City: Douglas
District: #2



Professional Education:
Odessa College, Odessa Texas. Currently working on Masters in Nursing Education at Clarkson College, Omaha, Nebraska

Area of Practice: Nursing Education

Present Position: Health Technology Instructor at Eastern Wyoming College Douglas Campus

Professional Organization Activities at District (Region), Council, State, National Level(s) for the past five years, including Student Association office:

Member of WNA, ANA, American Medical Directors Association, committee for ReNew and the International Honor Society Sigma Theta Thau. Completed WNLI in 2011-2012.

Position Statement:

I am asking for your vote to be the next treasurer for the Wyoming Nurses Association. I enjoy the opportunities WNA has given me and I would like to have the chance to "give back." I believe the WNA has very thoughtfully defined our strategic plan for 2012, and it is easy to support that plan. I am proud that Wyoming is so forward thinking in nursing issues.

I believe in advancing the professional development of nurses and influencing workforce issues. ReNew has made such progress in developing such a revolutionary model to educate future nurses—another testament to the forward thinking of our state.

It appears health care reform has arrived, and it is imperative that nurses take the lead on how that looks and works for our community.

WNA is an influential variable that I am proud to be a member of. If I am elected as your treasurer, I will remain as diligent as the past officers were in promoting nursing, the profession of nursing and the professionalism of nursing.

2012 Proposed WNA Bylaw Changes

by Norma Wilkerson, Bylaws Chair

WNA Bylaws Committee members are: Norma Wilkerson, District 12, and Deanne Garner, District 6. In the committees work this year they updated WNA bylaws with the changes that were approved by the Board of Directors during their 2012 annual retreat and during subsequent board meetings. These changes include creating a new section in ARTICLE III CONSTITUENT NURSES ASSOCIATIONS (DNAs). This section describes the composition, terms of office, and timing of elections for DNAs. The rationale for these changes is to make the work of Board Members less stressful, more efficient, and provide for continuity in performing the responsibilities of the WNA Board. If all DNA Board of Directors elections are organized in a standard manner and elections occur at the same time of the year, new WNA Board members (DNA Presidents) can be oriented in a timely manner. The work of the WNA Board will be more productive.

Due to ANA Bylaw changes made during the 2012 House of Delegates meeting, we also proposed changes in ARTICLE IV that will allow WNA to be in compliance with structural changes in ANA that eliminated the ANA House of Delegates and created the ANA Membership Assembly. Major changes in ANA bylaws affects WNA and we need to be in compliance with changes that occur at the national level.

The bylaws committee has approved the proposed changes and have submitted them to the WNA membership for final action to be taken at the annual business meeting. The WNA annual meeting will occur on Friday September 14, 2012 during the WNA Convention held in Laramie, Wyoming.

WNA members may visit the WNA website at www.wyonurse.org to review these proposed changes in complete detail.

If you have any questions or need further information regarding these changes contact Norma Wilkerson, WNA Bylaws Chair, email normaw@uwyo.edu or phone 307.745.4773.

Beth-El College
of Nursing and Health Sciences
UNIVERSITY OF COLORADO COLORADO SPRINGS

University of Colorado
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

Job posting: #811998
Undergraduate Faculty

Part Time Clinical Faculty

- MSN Required
- Active and unrestricted Colorado RN license
- 3 years Community Health or Med/Surg experience preferred

Full Time Instructor

- MSN Required
- Active and unrestricted Colorado RN license
- 3 years Med/Surg experience preferred

For additional information contact
Denise Millot, Search Committee Chair
719-255-4460 or dmillot@uccs.edu
Interested applicants apply online at:
www.jobsatcu.com

EXCEPTIONAL PLACE.
Exceptional People.

Registered Nurses

Join our team! Ivinson offers competitive salaries, a generous benefits package and a great team environment!

For more information or to apply, visit our website at www.ivinsonhospital.org or contact the Human Resources Department at 307-742-2141.

Laramie, Wyoming...

- Nestled in the foothills of the Snowy Range
- Home of UW Cowboys
- College town...small town flair
- Endless outdoor recreation opportunities

Ivinson
MEMORIAL HOSPITAL

265 N. 30TH STREET, LARAMIE, WY 82072 | (307) 742-2141 | www.ivinsonhospital.org
Ivinson Memorial Hospital is an equal opportunity employer.

The Scrub House
I-25 and Highway 34 - between Target & Qdoba

SHOES / SCRUBS / UNIFORMS
Mon-Thur 10-8 Fri 10-7 Sat 10-6 Sun 12-5
1739 Rocky Mountain Avenue, Loveland, CO 80538
Just 50 miles from Cheyenne

New Styles, New Colors for a New You!
Fashion, Value and Selection

Phone: 970-613-1268 - Fax: 970-613-1383
Toll Free 866-521-9613
E-mail: info@thescrubhouse.com

facebook

Bring this coupon for 15% Discount

Save Time/Money Shop the Web: thescrubhouse.com

Like us on Facebook.
<http://www.facebook.com/ArthurDavisPublishing>

ARTHUR L. DAVIS
PUBLISHING AGENCY, INC.
ALDpub.com

Wyoming Center for Nursing and Health Care Partnerships Corner

Mary E. Burman
Co-Chair, WCNHCP Advisory Board
Matt Sholty
Office Associate, WCNHCP

As part of our work as an Action Coalition¹ for the State of Wyoming, the Wyoming Center for Nursing and Health Care Partnerships has collected data on academic progression in nursing in Wyoming. One of the key recommendations from the Institute of Medicine's *Future of Nursing* report is to increase the proportion of nurses with a baccalaureate degree to 80 percent by 2020.

How are we doing on this recommendation in Wyoming? What is the percentage of RNs with a baccalaureate (or higher) degree in Wyoming? Based on data from the Wyoming State Board of Nursing, the Wyoming Department of Workforce Services and the National Sample Survey of Registered Nurses, we estimate that approximately 37% of RNs in Wyoming have a baccalaureate degree or higher. The percentage of RNs with baccalaureate or higher degrees varies dramatically by employment setting. Based on information from a variety of Wyoming nursing employers in acute care, long-term care and public health, the percentage of RNs with BSN varies widely among these employers from a low of 6% up to a high of 86%.

How about new graduates? What kind of educational background do they have? As you may know, in Wyoming, there is only one in-state baccalaureate program in nursing (at the University of Wyoming[UW]); however, there are 6 community colleges offering associate degrees (AD) in nursing (only Eastern Wyoming College does not have a RN program at this time). Consequently, the number of new nurses with ADs is significantly higher than those with BSNs. For the last 5 years (2007-2011), just under 22% of Wyoming nursing graduates have a baccalaureate degree. In 2011, there were 78 BSN graduates and 290 AD graduates from Wyoming programs.

Are nurses with ADs returning to school? The number of students and graduates of the UW RN-BSN program has grown significantly between 2007 and 2011, increasing from 104 students and 42 graduates in 2007 to 334 students and 73 graduates in 2011. That is a significant increase in both enrollments and graduates in just 5 years. We do not have data on the number of Wyoming nurses who pursue BSN degrees through other on-line RN-BSN programs. Based on educational data from the American Association of Colleges of Nursing and the Integrated Postsecondary Education Data System (IPEDs), we estimate that 14 more nurses graduated from other RN-BSN programs in 2011, for a total of 87 graduates in Wyoming from RN-BSN programs. Analysis of 5 years of

data on graduates of AD programs in Wyoming who have continued on to UW for the BSN reveals that on average it is 5 years from graduation from an AD program to starting the BSN at UW, which is somewhat lower than national average of 7.5 years and indicating interest in formal education. Approximately, 10% of graduates are continuing on to the BSN in Wyoming (at least through the RN-BSN completion program at UW—we do not have data from other on-line schools offering RN-BSN completion programs).

What can we do to attain the IOM recommendations? In order to meet the IOM recommendation of 80% by 2020, we need to create seamless processes for students to continue to the BSN in higher numbers and much sooner following AD graduation. ReNEW (Revolutionizing Nursing Education in Wyoming) is one such effort focused on developing a shared curriculum among the community colleges and UW nursing programs. Initial outcome studies in Oregon, where Oregon Health & Sciences University (OHSU) and eight community colleges share a common curriculum, indicate that in the first three graduating classes, 30% of community college graduates involved in the Oregon Consortium for Nursing Education (OCNE) have continued on for the BSN at OHSU (Munkvold, Tanner & Herinckx, 2012). While this is significantly lower than projected, it is considerably higher than recent national trends, which suggests that less than 10% of AD graduates continue on for the baccalaureate degree.

In addition to facilitating seamless academic progress, we also need to provide support for nurses to return to school. Based on input from a variety of nursing employers, we found that most have several incentives to encourage continued education. The majority of employers reported offering flex time for education and tuition benefits. Some offer a pay differential for nurses with a BSN. Although few require the BSN for new RN hires, a surprising number preferentially hire nurses with BSNs and encourage nurses with ADs to return to school.

The WCNHCP is the nursing workforce center and Action Coalition for the State of Wyoming. The mission of the center is to strengthen the nursing workforce through on-going collaboration, communication, and consensus building to meet the health needs of the people of Wyoming. For further information, please visit the WCNHCP's webpage at wynursing.org.

¹ Action Coalitions are the driving force of the Future of Nursing: *Campaign for Action*, which envisions a health care system where all Americans have access to high-quality care, with nurses contributing to the full extent of their capabilities. Coalition members have banded together to implement the

recommendations contained in the landmark Institute of Medicine report, *The Future of Nursing: Leading Change, Advancing Health*. For more information on Action Coalitions, please see <http://championnursing.org/action-coalitions>.

REEL IN A NEW CAREER

COMMUNITY MEDICAL CENTER
 From Day One

EOE www.communitymed.org

2827 Fort Missoula Rd. • Missoula, MT 59804 • (406) 728-4100

WANTED
Warm-blooded Nurses!

Spend this winter in warm & sunny Tucson, Arizona!

Tucson's largest regional hospital is looking for experienced nurses for 13, 26 and 39-week programs. Housing allowance and bonus opportunities available. Benefits available for 26 and 39-week contracts.

Check out all of our available positions at jobs.tmc.az.com

- Neuroscience Center of Excellence
- AHA Stroke Gold Plus Award

5301 E. Grant Rd.
 Tucson, AZ 85712
 (800) 526-5353 ext. 42775

EOE Tobacco-Free Workplace

Tucson Medical Center
 Choose Well



At your community health center...

We Care
 ABOUT COMMUNITY

IF YOU ARE A CARING & COMMUNITY ORIENTED MEDICAL PROFESSIONAL, WE WANT TO TALK TO YOU.

COMMUNITY HEALTH CENTER

5000 Blackmore Road Casper Wy, 82609
 307.233.6000 | chccw.org
 Like! US ON FACEBOOK

MAT-SU REGIONAL MEDICAL CENTER

Come Live the Alaskan Dream

Join us at the newest medical center, in Alaska's fastest growing economy. We are highest ranked in patient satisfaction and core measure scores, in the most beautiful place on Earth!

- FT Operating Room RN's
- FT Labor and Delivery RN
- FT Physical Therapist
- FT ED RN
- FT ICU RN
- FT Sterile Processing Tech

Competitive wages with exceptional benefits package including Medical/Dental/Vision/ Life, 401k with Employer match, Paid Time Off, relocation and sign on bonus.

Apply online at www.matsuregional.com or email c.babuscio@msrmc.com

MEMORIAL HOSPITAL of Converse County
 Advanced Medicine. Hometown Care.

RATED BY THE NATIONAL RURAL HEALTH ASSOCIATION AS A **TOP 100 CRITICAL ACCESS HOSPITAL**

3-FOR-3 PROGRAM

Wish to work in Douglas, Wyoming, but don't want to relocate permanently? Memorial Hospital offers the 3-for-3 Nursing Program: work three 12-hour shifts per week and we'll provide your housing while you work with our award-winning teams!

Employing Nurses in these Specialties:

- ER/ICU
- MEDICAL/SURGICAL
- OBSTETRICS
- OPERATING ROOM
- PHYSICIANS OFFICE
- WELLNESS

307.358.2122 • www.ConverseHospital.com • Douglas, WY

ANA Leads Initiative to Develop National Safe Patient Handling Standards

Multi-disciplinary group seeks to establish evidence-based guidelines to address deficiency

SILVER SPRING, MD—The American Nurses Association (ANA) is leading a broad-based effort to develop national standards to guide hospitals and other health care facilities in their implementation of policies and equipment to safely lift and move patients, a culture change many experts agree is necessary to reduce injuries to health care workers and patients.

ANA convened a panel of 26 specialists this summer with expertise in nursing, occupational and physical therapy, ergonomics, architecture, health care systems, and other disciplines to devise overarching standards for implementing safe patient handling programs and detailed guidelines for making them work effectively in practice. The Safe Patient Handling (SPH) National Standards Working Group plans to distribute the standards and guidelines to their professional memberships for comment in October, with publication and release set for March 2013.

The panel is seeking to build a consensus of evidence-based best practices in safe patient handling that will apply to multiple health care professions and settings. The panel's goal is to develop language that can be incorporated nationwide into practices, policies, procedures, and regulations and become the basis for resource toolkits and certifications.

"It's long overdue to press for widespread adoption of safe patient handling programs to protect health care workers and patients," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN. "Nurses can't wait any longer. Too many are suffering debilitating injuries that force them from the bedside. With demand for nursing services increasing, our nation can't afford for the nursing shortage to worsen by losing nurses to avoidable injury."

Virginia Gillispie, CNS, ND, RN-BC, of Centennial, Colo., was one of those nurses forced from the bedside because of cumulative damage to her back suffered early in her career when she worked as a certified nurses' aide

at a nursing care facility, where three aides performed all the turning, lifting, and transferring for about 80 residents. She now works as a collaborative care coordinator for a large, integrated health care system. "It was unsafe for us and for the residents," said Gillispie. "My back hurts just thinking about it. I can no longer engage in bedside nursing."

SPH Working Group chairwoman Mary W. Matz, national program manager for patient care ergonomics at the Veterans Health Administration (VHA), emphasizes that creating a safer work environment is not just a matter of having assistive equipment available, but also changing workplace culture to ensure use of such equipment. Facility coordinators, peer leaders, safety huddles, and other safe patient handling support structures foster cultural transformation. "There is much more to changing the culture than most are aware," said Matz, adding that most entities or departments within a health care facility play a role in the implementation and operation of a safe patient handling program and help determine the program's success.

Since the launch of the ANA Handle with Care® Campaign in 2003, ANA has advocated for policies and legislation that would result in the elimination of manual patient handling. Using mechanical devices to lift, transfer, and reposition patients reduces the risk that patients will be dropped or suffer skin tears and helps preserve their dignity.

Currently, there are no broadly recognized government or private industry national standards for safe patient handling. Health care facility programs lack consistency, as do regulations in 10 states that have enacted safe patient handling laws. In the meantime, health care professionals continue getting injured and musculoskeletal injury remains a top concern.

ANA conducted its own Health and Safety Survey of nurses in 2011, in which 62 percent of the more than 4,600 respondents indicated that suffering a disabling musculoskeletal injury was one of their top three safety concerns. The survey also showed that eight of 10 nurses worked despite experiencing frequent musculoskeletal pain, and that 13 percent were injured three or more times on the job within a year.

A resolution in the 2009-2010 session of Congress urged the adoption of safe patient handling programs, noting that RNs and other health care workers are required to lift and transfer "unreasonable loads, with the average nurse lifting 1.8 tons on an eight-hour shift." Additionally, recent figures from the Bureau of Labor Statistics show that nursing ranks fifth of all occupations in work days missed due to occupational injuries or illnesses.

ANA is the only full-service professional organization representing the interests of the nation's 3.1 million registered nurses through its constituent and state nurses associations and its organizational affiliates. ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public.

Safe Patient Handling National Standards Working Group Participating Organizations

- American Association for Long Term Care Nursing
- American Nurses Association
- American Physical Therapy Association
- American Society for Healthcare Risk Management
- Ascension Health
- Association of periOperative Registered Nurses
- Association of Safe Patient Handling Professionals
- DELHEC, LLC (Educational Services and Consulting)
- Diligent Services (Safe Patient Handling Programs)
- Hill-Rom (Medical Technology)
- Human Fit (Ergonomics and Human Factors Consultant)
- Lockton Companies, LLC (Loss Control Consultant)
- National Association for Home Care & Hospice
- National Institute for Occupational Safety and Health
- Park Nicollet Health Services
- School of Health and Rehabilitation Sciences, The Wexner Medical Center, The Ohio State University
- Stanford University Medical Center
- U.S. Army Public Health Command
- Veterans Health Administration
- Veterans Health Administration, Patient Safety Center of Inquiry
- Visioning Health Care/American Journal of Safe Patient Handling and Movement
- Washington State Department of Labor and Industries

Make A Difference.

Make a difference in the lives of our patients.
Make a difference in your life.

RNs | LPNs | CNAs

Full-time, part-time and PRN positions available.

Join our mission-driven team and receive excellent pay and full benefits including comprehensive medical coverage, 401(k) and career development opportunities.



1990 W. Loucks St., Sheridan, WY 82801
307.673.1079 Fax • www.LCCA.com

EOE/M/F/V/D

HSCMH

Hot Springs
County Memorial
Hospital

Live, work and play
in a friendly North
Central Wyoming
Community.

Visit us online
for available
employment
opportunities and
apply today!

www.hscmh.org



Pregnant?
You have options.

You are not alone.
We are here to help.



Serving Women,
Children and
Families
since 1911

For free and
confidential support
call 307-632-7619 or
1-800-584-9384

or visit
www.wyomingcs.org

Licensed, Non-profit,
Non-denominational

St. John's Medical Center

Live in the Fabulous Summer & Winter
Playground of Jackson Hole, Wyoming!



St. John's Medical Center
offers career opportunities with competitive
salary and benefits.

For more information, please visit

www.tetonhospital.org

Click on the "careers" tab
Drug Free Employer/EOE



ARTHUR L. DAVIS
PUBLISHING
AGENCY, INC.
ALDpub.com

Follow @aldpub
on Twitter!
<https://twitter.com/#!/aldpub>

American Nurses Association House of Delegates Approves Organizational Transformation

Changes aimed at streamlining governance and enhancing policy development

SILVER SPRING, MD—Nurses participating in the American Nurses Association's House of Delegates (HOD) took action to update and streamline governance of the association to more quickly address pressing issues and better meet the needs of nurses. These decisions represent significant change in the association's governance structure.

During the HOD sessions held on June 15 and 16 in National Harbor, Md., about 450 voting delegates from ANA's constituent and state nurses associations (C/SNAs) and Individual Member Division (IMD) approved several measures that reflect the association's focus on updating its governance structure and processes. These measures are part of a larger and continuing effort to position ANA and its C/SNAs to serve members and the profession at large. Changes will go into effect at various times.

National and state association leaders have been engaged in extensive dialogue for months about how to streamline policy development processes, clarify ANA's purposes and functions, simplify governance, and revise ANA's current membership model as well as how to better integrate state and national operations.

"I applaud the wisdom and leadership of the House," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN, who was elected to her second term during the meeting. "The transformational changes approved by the House demonstrate the strong commitment of a broad coalition of leaders who came together with unity of purpose and a focus on serving members and the profession," she said.

"These changes are aimed at creating a preferred future for ANA and charting a new course that will make ANA a stronger advocate for registered nurses and create an organization that is relevant and responsive to members," said Daley.

During the HOD meeting, nurse delegates voted to:

- **Retire the House of Delegates, Congress on Nursing Practice and Economics, and the Constituent Assembly and replace them with a Membership Assembly and Professional Issues Panels:** Comprised of representatives from ANA's constituent and state nurses associations, its organizational affiliates, and the IMD, the new Membership Assembly will serve as ANA's governing and voting body. The Assembly will elect, advise, and direct the ANA Board of Directors on emerging environmental trends as well as determine policy and positions for the association. The new body will meet annually as opposed to the previous biennial HOD meeting

schedule. Nurse delegates also voted to dissolve the Constituent Assembly, comprised of C/SNA presidents and executive directors, and effective March 2013, the 60-member Congress on Nursing Practice and Economics.

- **Create ad hoc Professional Issues Panels comprised of volunteer nurse subject matter experts:** The new panels will help ANA respond more quickly to emerging policy and practice issues. The ANA board will create and dissolve panels as needed. The panels will be comprised of nurses whose specific areas of expertise are needed at a given time.
- **Move to a smaller Board of Directors:** The Board of Directors will be reduced from 15 members to nine members, including four officers and five directors-at-large, one of whom will be a staff nurse and the other a recent nursing graduate. The new board will ensure that ANA can quickly address the emerging needs of ANA members, prospective members, and the nursing profession. This change will go into effect in 2014.
- **Update ANA's language to better reflect the purposes and functions of the national association:** Delegates voted to approve new language in ANA's governing bylaws that says the association will "advocate for workplace standards that foster safe patient care and support the profession." This change, along with a modification to a reference about advancing the "welfare" of nurses, updates language to better reflect ANA's current broad programmatic work related to workplace standards and the advancement of nurses' interests.

Nurse delegates also considered changing ANA's membership structure from the 1982-adopted federated model, in which organizations, such as state nurses associations, are ANA's "members" to a structure where individual nurses are the members. Delegates voted to refer this proposal back to the board for additional consideration and information gathering purposes. It is anticipated that the proposal will be brought to the Membership Assembly for consideration.

ANA Encourages RNs to Use Their Personal Health Information As Step Toward Empowering Consumers to Manage Health

SILVER SPRING, MD—Building on its commitment to increase consumers' engagement in their health care decisions, the American Nurses Association (ANA) first is seeking to ensure that registered nurses (RNs) use their own personal health information to improve their health.

The pledge ANA is requesting RNs to sign is part of the U.S. Department of Health and Human Services' Office of the National Coordinator for Health Information Technology's (ONC) Consumer Campaign to involve and empower consumers in their health management through the use of information technology. The pledge asks RNs to obtain their personal health records from their health care providers, develop or maintain the records online, and use those records to make decisions about their own health.

"It's important for nurses to make this pledge and follow through," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN. "We'll be better advocates for patients' involvement in their care once we experience and understand how using our personal health information informs our decisions and improves our health. We'll have first-hand knowledge of what it's like to be empowered in a health care system that is truly patient-centered."

The pledge commits RNs to find and check their electronic health information for accuracy and completeness and to use that information to engage in decision-making that will influence the costs of their care and health outcomes. Making judicious use of personal health records is one of many areas RNs can serve as role models for patients and showcase healthy decision-making. With 3.1 million strong, nursing is the largest health care profession and consistently ranks as the most trusted profession nationally in a Gallup annual survey.

Once nurses become adept at using their personal health records, ANA plans to encourage nurses to focus on educating consumers on how to access and use their personal health records to make informed decisions and better manage their health.

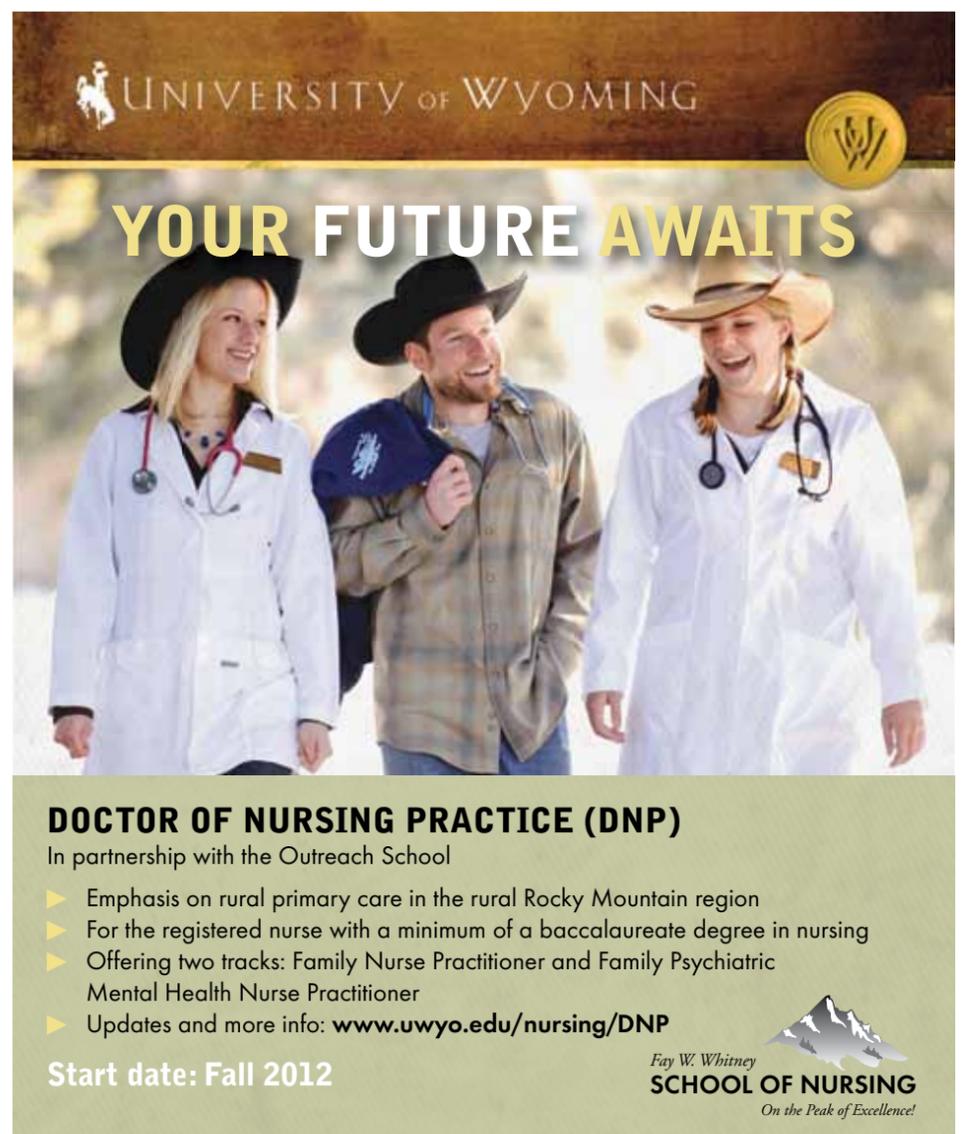


UNIVERSITY OF UTAH
COLLEGE OF NURSING

It's Time. Advance your career. Advance your life.



Undergraduate and Graduate Programs
Fall 2012 Information Sessions
are now posted on our website.
www.nursing.utah.edu



UNIVERSITY OF WYOMING

YOUR FUTURE AWAITS

DOCTOR OF NURSING PRACTICE (DNP)
In partnership with the Outreach School

- ▶ Emphasis on rural primary care in the rural Rocky Mountain region
- ▶ For the registered nurse with a minimum of a baccalaureate degree in nursing
- ▶ Offering two tracks: Family Nurse Practitioner and Family Psychiatric Mental Health Nurse Practitioner
- ▶ Updates and more info: www.uwyo.edu/nursing/DNP

Start date: Fall 2012

Fay W. Whitney
SCHOOL OF NURSING
On the Peak of Excellence!

American Nurses Association Re-Elects Karen Daley as President

ANA delegates elect officers, board members, and other leaders

SILVER SPRING, MD—American Nurses Association (ANA) delegates re-elected Karen A. Daley, PhD, MPH, RN, FAAN, of Cotuit, Massachusetts, to serve a two-year term as president of ANA, the nation's leading professional nurses organization representing the interests of 3.1 million registered nurses. Daley and other nurse leaders were elected during the ANA House of Delegates biennial meeting, which was held June 15-16 at the Gaylord Hotel and Convention Center in National Harbor, Md.

President Daley served as a member of ANA's Board of Directors (2008-2010) and as a director of the American Nurses Credentialing Center (ANCC) before being elected to her first term as ANA president in 2010. She is past president of the Massachusetts Association of Registered Nurses (MARN) and the Massachusetts Center for Nursing.

President Daley spent more than 26 years as a staff nurse at Brigham and Women's Hospital in Boston. She holds a diploma in nursing from Catherine Laboure School of Nursing, a bachelor's of science in nursing from Curry College, a master's of public health from Boston University School of Public Health, and a master's in science from Boston College. Additionally, she earned a doctoral degree from Boston College.

In 2006, President Daley was inducted as a fellow into the American Academy of Nursing in recognition of her advocacy work in needlestick prevention. In 2011, she was included on *Modern Healthcare* magazine's list of the "100 Most Influential People in Health Care."

Elected to serve two-year terms as officers were Cindy Balkstra, MS, RN, ACNS-BC, of the Georgia Nurses Association, elected as first vice-president; Jennifer S. Mensik, PhD, RN, NEA-BC, of the Idaho Nurses Association, elected as second vice-president; Teresa M. Haller, MBA, MSN, RN, NEA-BC, of the Virginia Nurses Association, elected as treasurer; and Teresa G. Stone, BSN, RNC, PRP, CP, of the Oregon Nurses Association, elected as secretary.

The director-at-large board members elected include Devyn K. Denton, RN, of the Oklahoma Nurses Association; Andrea C. Gregg, DSN, RN, of the Florida Nurses Association; and Faith M. Jones, MSN, RN, NEA-BC, of the Wyoming Nurses Association. Two additional director-at-large candidates who received the next highest vote tallies were appointed by the board to fill the director-at-large vacancies left by Balkstra and Mensik: Thomas Ray Coe, PhD, RN, of the Federal

Nurses Association (FedNA); and Patricia Travis, PhD, RN, CCRP, of the Maryland Nurses Association.

Linda M. Gural, RN, CCRN, of the New Jersey State Nurses Association, was elected to a second term as director-at-large staff nurse member. Also elected to a term as director-at-large staff nurse member was Gayle M. Peterson, RN-BC, of the Massachusetts Association of Registered Nurses.

Remaining on the ANA board until 2014 are Barbara Crane, RN, CCRN, of the Washington State Nurses Association; Jennifer Davis, BSN, RN, of the Ohio Nurses Association; and Rose Marie Martin, BSN, RN, OCN, of the Ohio Nurses Association.

Additionally, four nurses were elected to the Nominating Committee: Carrie Houser James, MSN, RN, CNA-BC, CCE, of the South Carolina Nurses Association; Kelly Haight, BSN, RN, of the Ohio Nurses Association; Judith Huntington MN, RN, of the Washington State Nurses Association; and Jennifer Tucker, MA, RN, of the Minnesota Organization of Registered Nurses.

The following nurses were elected to serve on the Congress on Nursing Practice and Economics: Paula K. Anderson, RN; Laura Chapman, MSN, RN; Darleen Dansby, DNP, RN, FNP-C; Michelle DiGiovanni, PhD, APN-BC, ACNP, FNP; Betty J. Ellender, MSN, RN; Scott D. Goodsite, RN; Iris Grissel Hernandez, MPH, RN, HNB-BC; Nancy A. Knechel, MSN, RN, ACNP-BC; Susan A. Letvak, PhD, RN; Sara McCumber, MS, FNP-BC, ANP-BC, ACNS-BC, PHCNS-BC, RN-BC; Rebecca A. Miller, MSN/MHSA, RN; Edtrina L. Moss, MSN, RN, CNN, NE-BC; Bonnie S. Osgood, MSN, RN-BC, NE-BC; Lisa A. Pahl, MSN, RN; Kim Powell, APRN, ACNP-BC; Jennifer I. Rheingans, PhD, RN; Brienne M. Sandow, BSN, RN, RNC-OB; Audrey M. Stevenson, PhD, FNP-BC; and Melissa Stewart, DNP, RN, CPE. However, due to changes in the ANA bylaws adopted by the 2012 House of Delegates, the Congress on Nursing Practice and Economics will retire in March 2013.

ANA is the only full-service professional organization representing the interests of the nation's 3.1 million registered nurses through its constituent and state nurses associations and its organizational affiliates. ANA advances the nursing profession by fostering high standards of nursing practice, promoting the rights of nurses in the workplace, projecting a positive and realistic view of nursing, and by lobbying the Congress and regulatory agencies on health care issues affecting nurses and the public. Please visit www.nursingworld.org for more information.

ANA Reaffirms Dedication to Improving Staffing for RNs and Their Patients

*Delegates Also Approve Measures
Advocating Workplace Violence
Prevention Programs, Clean Energy*

SILVER SPRING, MD—The elected registered nurse (RN) representatives who set policy for the American Nurses Association (ANA) approved measures June 16 to rededicate efforts to address nurse staffing problems, petition a federal agency to require health care employers to develop violence prevention programs, and advocate for healthier energy options.

At ANA's House of Delegates meeting, the representatives also approved resolutions to prevent nurses' exposure to hazardous drugs and to urge employers to educate nurses who handle hazardous drugs about the risks of associated reproductive and developmental effects.

The nurse staffing resolution identifies short-staffing as a top concern for direct care nurses that negatively affects patient care and nurse job satisfaction. It notes that staffing decisions remain largely outside of nurses' control, and that staffing plans lack enforcement mechanisms. The resolution requests ANA to "reaffirm its dedication" to advocating for a staffing process, directed by nurses, that is enforceable and that includes staffing principles, minimum nurse-to-patient ratios, data collection, and penalties for non-compliance in all health care settings where staffing is a challenge.

"Finding solutions to unsafe nurse staffing conditions is a top priority for ANA," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN. "It is not acceptable to put patients at risk because of inadequate staffing. Research shows that higher levels of nurse staffing result in better patient outcomes, so our job is to make sufficient staffing a reality nationwide."

In March, ANA updated its *Principles for Nurse Staffing*, strengthening the focus on the work environment and broadening it to include all nursing practice settings. ANA's Board of Directors also acknowledged the validity of minimum nurse-to-patient ratios set by law when combined with strategies that encompass facility and unit level considerations.

The workplace violence prevention measure notes that health care workplaces experience a disproportionate share of non-fatal violence. It requests the U.S. Occupational Safety and Health Administration (OSHA) to require employers to develop workplace violence prevention programs that would include employee involvement; risk assessment and surveillance; environmental, architectural, and security controls; and training and education. In ANA's 2011 Health & Safety Survey, about one in 10 nurses said they had been physically assaulted in the past year, half had been threatened or verbally abused, and one-third ranked on-the-job assault as one of their three top safety concerns.

Bureau of Labor Statistics for 2009 show that RNs reported more than 2,000 assaults and violent acts that required an average of four days away from work. The same year, the Emergency Nurses Association reported that more than 50 percent of emergency center nurses had experienced violence by patients on the job. Numerous states have enacted laws requiring employer-sponsored violence prevention programs, study of the issue or reporting of incidents; or strengthening legal penalties against perpetrators.

The delegates also approved a resolution to educate nurses about health risks associated with coal-fired power plants, coal excavation, oil and natural gas drilling, and hydraulic fracturing, and to enhance the role of nurses in advocating for healthier energy choices, including conservation and renewable energy sources. ANA will support activities that monitor, reduce, and remediate environmental health risks. ANA has been engaged in legal action to require the U.S. Environmental Protection Agency to enforce more effective and protective pollution control standards for coal-fired power plants that emit hazardous air pollutants such as mercury.

Employment Opportunities



**The leading
Long-Term Care
provider in
Northern Colorado.**

- nursing • therapy
- direct health care

*columbine
cares for seniors*

www.columbinehealth.com

WELCOME TO WBI

*If you are an experienced
PSYCHIATRIC NURSE*

**Come join our exciting and
innovative multidisciplinary
treatment team. We are
a modern, dynamic 90-
bed Joint Commission
accredited behavioral health
hospital serving children,
adolescents, and adults.**



**We offer excellent compensation
and benefit package**

Interested applicants please visit our
website or apply online today!!

www.wbihelp.com

OTHER NEWS

ReNEW (REvolutionizing Nursing Education in Wyoming) Update

Mary E. Burman
Co-Chair, WCNHCP Advisory Board
Matt Sholty
Office Associate, WCNHCP

As we work towards a shared curriculum in Wyoming, we have examined several other states that have successfully completed similar curricular projects. At this year's Nursing Education Summit in Casper in May, we heard about the experiences of another state: Hawaii. As you may recall, we have looked closely at Oregon based on the work for the Oregon Consortium of Nursing Education (OCNE). In Oregon, the shared curriculum involves 13 campuses, including 8 community colleges and the 5 campuses of the Oregon Health & Sciences University (OHSU; Tanner, Gubrud-Howe & Shores, 2008). OCNE has now been in place long enough that 3 cohorts of community college students have been eligible to transfer to OHSU for the BSN.

Hawaii's Statewide Nursing Consortium involves the University of Hawaii and four community colleges. Similar to Oregon, the Hawaii model focuses on a four-year, competency-based program that culminates in a baccalaureate degree in nursing, although students can choose to leave after the associate degree (Lewis, 2010). The first community college graduates will be eligible to transfer to the University of Hawaii starting in Fall 2012.

There are a lot of similarities between the two initiatives developed in Oregon and Hawaii. In both curricula the first year is focused on prerequisite courses

(e.g., anatomy and physiology, math, writing, etc.). Years 2 and 3 are the primary nursing didactic and clinical courses, while year 4 provides students with a background in population-based care and leadership. However, there are also some differences in both the process used and the curriculum developed in each state. For example, although Hawaii based their outcome competencies on those developed by Oregon, different competencies guide each of the respective curricula. Moreover, the prerequisite courses and nursing courses differ between the two programs.

The most important message we have learned from reading and hearing about the programs in Hawaii and Oregon is that a shared competency-based curriculum is possible, even in a state like Wyoming with sparse population and great distances (although Hawaii is a lot different than Wyoming, there are some striking similarities including isolated rural populations spread out over a large area... In Wyoming mountains and wide open spaces separate our people, while in Hawaii, large bodies of water separate people). Although we have a lot to do in order to accomplish the mission and vision of ReNEW, we are convinced that we can make it much easier for nurses to progress to the baccalaureate degree (or higher).

RENEW is sponsored by the Wyoming Center for Nursing and Health Care partnerships (WCNHCP). If you have questions about RENEW, please feel free to contact the WCNHCP at 307-766-6715 or info@wynursing.org. Or visit the WCNHCP website at <http://wynursing.org>.

Kathleen B. Dixon, RN, JD
 Attorney at Law



Defending nursing professionals against Wyoming State Board of Nursing complaints for over 20 years.

Dixon & Dixon, LLP
 104 S. Wolcott Street, Suite 600, Casper, WY 82601
 Ph: 307-234-7321
kdixon@dixonanddixonllp.com

The Wyoming State Bar does not certify any lawyer as a specialist or expert. Anyone considering a lawyer should independently investigate the lawyer's credentials and ability, and not rely upon advertisements or self-proclaimed expertise.




A unique care facility in beautiful Lander, Wyoming

Contact us today for employment opportunities!
Amanda Bass RN/DON
 150 Caring Way, Lander, WY 82520
 Phone: 307.332.5560
 Fax: 307.332.3690
www.westward-heights.com

NOW WE KNOW ... WHAT TO SAY WHEN ASKED ABOUT ADOPTION.

Learn best adoption practices allowing you to better serve those experiencing an unintended pregnancy. The Infant Adoption Training Initiative enhances understanding and knowledge about current adoption practice, laws, birth fathers and referral strategies.

For training dates and locations, and for quick and easy online registration, simply visit our Web site at www.infantadoptiontraining.org or contact us at 1.888.201.5061.

"All of the information was very beneficial. Thank you for the program."
 - Director of Nursing

Infant Adoption Training Initiative

Earn Free CEUs This project is funded through the Children's Bureau of the U.S. Department of Health and Human Services.

Experience us! Compassionate Quality Care

Powell Valley Healthcare is a facility dedicated to improving quality of life through excellent healthcare. We are looking for outstanding team members that want to grow within our organization. Located near Yellowstone National Park and surrounded by mountains, there is ample opportunity for outdoor recreation year around.

To Interview us as your future employer, call:
 1-800-428-1398 ext. 1164
 Visit us on the web at www.pvhc.org
 Equal Opportunity Employer

An experience with us includes:

- Differential for evenings & nights
- Tuition Reimbursement
- Paid time off starting at 18 days
- Health Insurance, including dental & vision
- Retirement plan with employer matching contributions
- Life & Disability Insurance

Powell Valley Healthcare



Higher standards of care every day makes us the place where nurses want to work.
 Full-time positions available for experienced RNs who believe in being a part of a team.

Positions currently available in:

- ER/OR
- Med/Surg
- ICU
- OB

CONTACT HUMAN RESOURCES
 2100 W. Sunset, Riverton, WY 82501
 307-857-3465
 or apply online today:
www.riverton-hospital.com

Simplify your nursing research...

with access to over 10 years of nursing publications at your fingertips.

nursingALD.com

Simply click on the Newsletter tab on the far right and enter your search term.



WNA Payment Schedule

Annual Payment Full	*EDPP	Payroll Deduction	Annual Payment Full	*EDPP	Payroll Deduction
WY #01 Cheyenne:			WY #12 Laramie:		
Member Full - \$271.00	\$23.08	\$22.58	Member Full - \$286.00	\$24.33	\$23.83
Reduced Full - \$135.50	\$11.79	\$11.29	Reduced Full - \$143.00	\$12.42	\$11.92
Special Full - \$67.75	\$6.15	\$5.65	Special Full - \$71.50	\$6.46	\$5.96
WY #02 Casper:			WY #17 Evanston/Kemmerer:		
Member Full - \$256.50	\$21.88	\$21.38	Member Full - \$256.00	\$21.83	\$21.33
Reduced Full - \$128.25	\$11.19	\$10.69	Reduced Full - \$128.00	\$11.17	\$10.67
Special Full - \$64.13	\$5.85	\$5.34	Special Full - \$64.00	\$5.83	\$5.33
WY #03 Sheridan:			WY #16 Cody/Powell		
Member Full - \$258.50	\$22.04	\$21.54	WY #50 Undistricted:		
Reduced Full - \$129.25	\$11.27	\$10.77	Member Full - \$251.00	\$21.42	\$20.92
Special Full - \$64.63	\$5.89	\$5.95	Reduced Full - \$128.00	\$10.96	\$10.46
WY #06 Rock Springs:			Special Full - \$62.75	\$5.73	\$5.23
Member Full - \$257.00	\$21.92	\$21.42	WNA Only State Membership		
Reduced Full - \$128.50	\$11.21	\$10.71	Member Full—\$177	\$15.25	\$14.75
Special Full - \$64.25	\$5.86	\$5.35	* Includes a \$0.50 service charge Electronic direct payment plan		
WY #10 Gillette:					
WY #14 Lander and Riverton					
WY#15 Torrington:					
Member Full - \$261.00	\$22.25	\$21.75			
Reduced Full - \$130.50	\$11.38	\$10.88			
Special Full - \$65.25	\$5.94	\$5.44			

Make Check Payable to:
American Nurses Association
Send Check & Application to:
Wyoming Nurses Association
PMB 101
2816 Dogwood Avenue
Gillette, WY 82718
Phone: 1-800-795-6381



Wyoming Association Membership Application

PMB 101, 2816 Dogwood Avenue • Gillette, WY 82718 • Phone: 1-800-795-6381

*LAST NAME / FIRST NAME / MIDDLE INITIAL	CREDENTIALS/	SOCIAL SECURITY #
*STREET OR PO BOX #	BASIC SCHOOL OF NURSING/	HOME PHONE
*CITY / STATE / ZIP	GRADUATION: MONTH / YEAR	WORK PHONE
EMPLOYER NAME	*R. N. LICENSE #	FAX
EMPLOYER ADDRESS / CITY / STATE / ZIP	E-MAIL	
TITLE / POSITION	MAJOR CLINICAL, PRACTICE, OR TEACHING AREA	RECRUITED BY

MEMBERSHIP CATEGORIES PLEASE CHECK ONE

- FULL ANA/WNA MEMBERSHIP**
RN employed full or part time
- REDUCED 50% OF FULL ANA/WNA MEMBERSHIP DUES (NEW GRADUATES)**
RN who is unemployed
- or - over 62 years of age & earning less than maximum allowed receiving Social Security benefits
- or - enrolled in baccalaureate, masters or doctoral program, at least 20 credit hours per year
- or - **RN FIRST YEAR, WITHIN SIX (6) MONTHS AFTER GRADUATION**
- REDUCED 75% OF FULL ANA/WNA MEMBERSHIP DUES (RETIRED)**
- RN who is over 62 years of age and unemployed
- or - who is totally disabled
- WNA ONLY MEMBERSHIP**
RN employed full or part time

PAYMENT OPTIONS

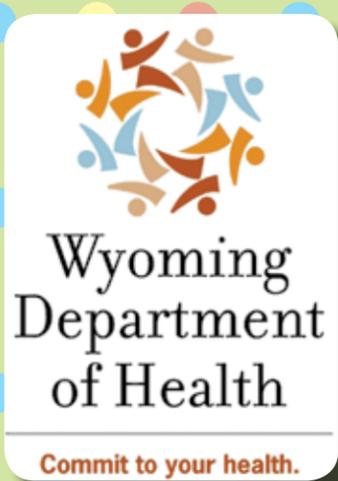
- FULL ANNUAL PAYMENT BY CHECK**
- PAY BY ELECTRONIC DUES PAYMENT PLAN (EDPP)**
Read, sign the authorization, and enclose a check for the first month's payment (amount shown in bold above); one-twelfth (1/12) of your annual dues will be withdrawn from that checking account monthly, in addition to an annual \$6.00 (50¢ per month) service fee (total is amount above).
AUTHORIZATION: This authorizes ANA to withdraw 1/12 of my annual dues and any additional service fees from the checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned 30 days written notice. The undersigned may cancel this authorization upon receipt by ANA of written confirmation of termination 20 days prior to the deduction date as designated above. ANA will charge a \$5.00 fee for return drafts.
SIGNATURE FOR EDPP AUTHORIZATION: _____
- PAY BY CREDIT CARD**
 Full annual payment—automatic annual credit card payment (automatic renewal)
 Monthly payment from credit card
 Full annual payment—one year only

Visa/MasterCard

Expiration date

Join WNA Today!

WNA is excited to welcome the Wyoming School Nurses Association and Nurse-Family Partnership as affiliate members to WNA. To learn more about affiliate membership and the benefits of your organization being a member to WNA visit www.wyonurse.org



Medical volunteers needed to HELP Wyoming citizens during emergencies!

REGISTER TODAY!

<http://www.wyeroll.org>

HELP!





PATIENT CARE IS YOUR PRIORITY. PROTECTING YOUR FUTURE IS OURS.

You're a nurse because you care. You want to make a difference. Malpractice claims could possibly ruin your career and your financial future. You always think of others. Now it's time to think about yourself. Set up your own malpractice safety net.

- You need malpractice insurance because . . .
 - you have recently started, or may soon start a new job.
 - you are giving care outside of your primary work setting.
 - it provides access to attorney representation with your best interests in mind.
 - claims will not be settled without your permission.
- ANA recommends personal malpractice coverage for every practicing nurse.
- As an ANA member, you may qualify for one of four ways to save 10% on your premium.

This is your calling. Every day you help others because you care. You're making a difference. Personal malpractice insurance helps protect your financial future so you can go on making a difference.

800.503.9230

for more information • proliability.com



Administered by Marsh U.S. Consumer, a service of Seabury & Smith, Inc. Underwritten by Liberty Insurance Underwriters, Inc., a member company of Liberty Mutual Group, 55 Water Street, New York, New York 10041 May not be available in all states. Pending underwriter approval.

CA Ins Lic # 0633005 • AR Ins Lic # 245544
d/b/a in CA Seabury & Smith Insurance Program Management

56741, 55858, 55861, 55870, 55887, 55890,
55896, 55908, 55914, 55926, 56714, 56740
(9/12) ©Seabury & Smith, Inc. 2012



Wyoming Medical Center

*“Outstanding Quality
Delivered by People Who Care.”*

GREAT Nursing Opportunities!

Relocation Assistance is Available

Wyoming Medical Center is a state-of-the-art 207 bed acute care hospital in the heart of Wyoming. We offer over 50 specialties and places high value on the role of nursing throughout our system. If you are a committed nurse looking for a rewarding career with a top nursing employer, we welcome you to explore our opportunities and apply to join our team.

To apply & view all of our current openings, visit www.WyomingMedicalCenter.org

Contact: Sammie Stephens, RN - Nurse Recruiter
1233 E. 2nd St., Casper, WY 82601
307.577.2669 • sstephens@wyomingmedicalcenter.org

Equal Opportunity Employer



**Memorial Hospital of Sweetwater County
A Great Place to Work**

Current positions available:

- Clinical Coordinator – Surgical Services
 - Clinical Coordinator – Emergency Services
 - Clinical Coordinator – ICU
 - Director of Acute Care Services
 - Registered Nurses
- Emergency Department • Obstetrics • Operating Room

For qualification requirements, applications, and more information, please refer to our website at:

www.sweetwatermedicalcenter.com

We offer a competitive benefits package including: family health, dental, and vision insurance; life insurance, short-term disability, employer-matched retirement fund, and a generous paid time off program.



NEW YEAR. NEW LOOK. NEW FOCUS.

Memorial Hospital of Sweetwater County is an Equal Opportunity Employer



THE STRENGTH TO HEAL
and focus on what matters the most.

When you become a nurse and Officer on the U.S. Army Reserve Health Care Team, you'll be able to continue to work in your community and serve when needed. You'll be surrounded by health care professionals who share your passion for providing quality patient care. You may also be eligible for financial benefits, including pay incentives and up to \$50,000 for nursing school loans.

To learn more about the U.S. Army Reserve Health Care Team, visit us at www.healthcare.goarmy.com/wyoming.



© 2010. Paid for by the United States Army. All rights reserved.

**GROW
• FLOURISH •
THRIVE**



Cheyenne Regional Medical Center is growing and we're seeking **Registered Nurses** with experience, drive, and a green thumb for **EXCEPTIONAL PATIENT CARE.**

Plant the seeds to GROW a rewarding career and outstanding quality of life.

If you're a Registered Nurse with two to five years of experience, you'll flourish in Wyoming's premier healthcare system, **CHEYENNE REGIONAL MEDICAL CENTER.**

- Expanding medical facilities
- Health, dental and vision benefits
- Relocation bonus
- Competitive salary
- On-site professional development
- Long term/short term disability
- Studer partnership
- Educational assistance

Call today for more information:
Brad Wiegel (307) 633-7767 • www.crmcwy.org



Cheyenne Regional Medical Center

