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The Official Publication of the Arizona Nurses Foundation

Arizona Nurse

Quarterly Publication direct mailed to over 89,000 Registered Nurses in Arizona

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Shawn Harrell, RN • Editor

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AzNA 100th Anniversary: Looking for History

Shawn Harrell, RN

The Arizona Nurses Association is an important part of Arizona history. In 2019 we will celebrate our Centennial. A few years after statehood, Arizona nurses around the state realized the need to raise the level of the profession by first securing state registration of qualified graduate nurses. Anyone could call her or himself a nurse; there was no standard regarding the word nurse. A "graduate nurse" was the designation of any individual that had completed a formal program of nurses' training, but this was not recognized by the state and the public didn't really understand the difference between

"nurse" and "graduate nurse." So, nurses went to work. The Maricopa County Graduate Nurses Association was formed in 1917, followed by the Pima County Graduate Nurses Association in 1918, and the Cochise County Graduate Nurses Association in 1919. Together, in December of 1919, they met in Tucson and chartered the Arizona State Nurses Association, now known as the Arizona Nurses Association. This delegation of 42 pioneer graduate nurses was determined to create a state nurse registration process.

Of course, this required action in the State Legislature. In 1919, this was a formidable task since the right of women to vote in Federal elections would not be granted until

100th Anniversary continued on page 4

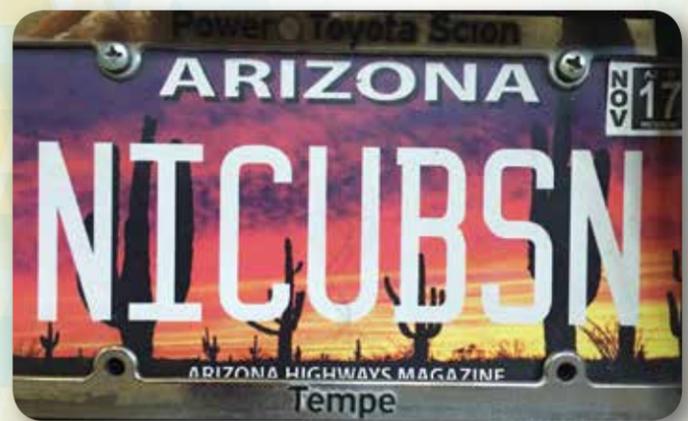


Maybelle Quin, LPN, 1953



NURSE PRIDE

Shanna S. and Brandi T. show off their NICU Nurse Pride on their Arizona License plates. "I'm proud to be Neonatal ICU nurse for the last 18 years and I truly believe it's the best job in the world!" says Brandi.



Do you have a nurse pride license plate you want to share? Send it to info@aznurse.org. You might be on our next front page!

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PRESIDENT'S MESSAGE

Counting Down

Now that the AzNA Convention is over, it is countdown time to several exciting events. The Convention theme this year was *Nurses: Arizona Superheroes* and recognized that not every hero wears a cape. Recognizing exceptional Arizona nurses making a difference in the profession, patient care, and social issues, Convention was a great opportunity for us to realize our power as nurses. Even Florence Nightingale took time out of her busy schedule to stop in and talk about our past while helping us to take a look at our future as a profession. As we look to the end of 2018, it is time to reflect on several upcoming events.



**Selina Bliss,
RN**

General Election – Issues everyday are being decided in city councils, state legislatures, and Congress. Currently there are no nurses in the Arizona legislature and decisions on healthcare are being made by legislators who seek opinions from healthcare providers. Working to advance the nursing profession and promote a healthy Arizona, AzNA is busy at work helping to sort out candidates up for election. As we count down to the general election, the process starts each year with the AzNA Public Policy Committee which has recently updated the Public Policy Agenda in regards to health, professional practice, and workforce principles. It is this agenda that guides us as we look for candidates who support the nursing profession. Using this agenda, the AzNA Political Action Committee (AzNA PAC) then jumps into action by endorsing candidates for the Arizona Legislature based on the principles of the AzNA Public Policy Agenda. After going through a rigorous process that includes a questionnaire and follow-up interviews (for candidates who are not currently in office) while vetting the voting records on nursing and healthcare issues (for candidates currently in office), the AzNA PAC publishes its legislative endorsements on the AzNA website at <https://aznurse.site-ym.com/page/PP02>. I even got in on the interviewing

process this year speaking to an Arizona legislative candidate and was impressed with his knowledge of healthcare issues our patients in Arizona are facing.

Putting Arizona on the map, at the national level the American Nurses Association - PAC is endorsing candidates for Congress and 2 out of 10 are from Arizona, including Dr. Heather Ross for AZ-6 and the recent Phoenix Mayor Greg Stanton for a seat in the House of Representatives for AZ-9. Because nurse-friendly candidates represent present and future leaders in the healthcare community, it is important to keep these endorsements in mind as you head to the Arizona General Election on Tuesday, November 6th. There are 90,123 Registered Nurses in Arizona, so you can see the power we hold as a profession when it comes to deciding on who our leaders are and will be.

Next Legislative Session – Speaking of the AzNA Public Policy Committee, as this upcoming legislative session is getting set to begin, the Public Policy Committee is preparing once again to jump into action. The AzNA Public Policy Committee members review bills, establish positions, and then inform legislators of those positions. The NURSES LIST is maintained on the AzNA website during the session and lists all of the bills AzNA is following. As a member of this committee, I realize now what I learned in my 8th grade Civics class has come to life as I witness the process of how a bill becomes a law in Arizona. To get involved locally before the session kicks off, consider joining our Public, Policy Committee by contacting Denice Gibson our AzNA Governmental Affairs Officer at denice.gibson@gmail.com. Did I mention the power we hold as patient care advocates in our role as a nurse?!

AzNA Centennial – The most exciting part of our countdown is the AzNA Centennial celebration as we look back at 100 years of Nursing in Arizona. In my next President's Report, I look forward to sharing with you our rich history of how AzNA has grown from 1919 to 2019.

Until then, it is an honor representing you,
Selina Bliss, RN, PhD, CNE, RN-BC
President - AzNA



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No material in the newsletter may be reproduced without written permission from the Executive Director. Subscription price: included in AzNA membership or \$30 per year. The purpose of the *Arizona Nurse* is to communicate with AzNA members and non-members in order to 1) advance and promote professional nursing in Arizona, 2) disseminate information and encourage input and feedback on relevant nursing issues, 3) stimulate interest and participation in AzNA and 4) share information about AzNA activities.

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The Arizona Nurses Association is a constituent member of the American Nurses Association.

Call for Article Submission

Submit your article or research for publication in AzNA's quarterly print publication.

The *Arizona Nurse* is mailed to all 89,000+ RNs in the state.

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

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

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

Submission of articles constitutes agreement to allow changes made by editorial staff and publishers. See Article Guidelines for more information.

Submit your article to info@aznurse.org.

MONEY CPR

What Do Really Rich People Say About Managing Money?

Recently I decided to look into what some of the richest and most successful people have to say about making and saving money. It was an interesting search, to say the least. I'll share a little of what I learned with you. If this triggers some interest, there is much more advice available on the Internet.

Mark Cuban multimillionaire and owner of the NBA Mavericks started out as a bartender sharing an apartment with six other guys. In 2018, his three best tips to save more money are:

1. Ditch the plastic. He writes, "Don't use credit cards. If you don't pay off the balance in full every month, the interest you pay in credit card debt will cost a lot more than you can earn anywhere else." According to Bankrate.com, 16.7% is the average credit card interest, ranging up to 30% depending on state regulations.
2. Buy in bulk. "It's so hard to make a return on regular investments that you're better off buying two years' worth of toothpaste when it's on 50% discount," he says. "There's an immediate return on your money." His example fits with our earlier article on buying at members only clubs. Buy in bulk only what you normally use that won't get outdated or spoil before you use it.
3. Watch your spending. "You will quickly find that the greatest rate of return you will earn is on your own personal spending," he writes in his blog. "Instead of going to McDonald's, eat mac and cheese. Instead of coffee, drink water," he says. His "Shark Tank" co-star Keven O'Leary agrees. "Do I pay \$2.50 for a coffee? Never, never, never. That's such a waste of money for something that costs 20 cents. I never buy a Frap-latte-blah-blah-blah-woof-woof for \$2.50." Apparently, it's been so long since Mr. O'Leary has been to coffee shop that he thinks he **could** buy a latte for \$2.50! But, it's not just coffee, you get the idea. Know where your money goes.



Shawn Harrell, RN

Warren Buffet was born into money. It was recently estimated he is worth \$87 billion. He has some similar advice.

1. Spend wisely. "Think, wait, and ponder, before whipping out your Visa card, whether the \$75 pair of shoes is worth sacrificing \$1,123 at retirement. If you invested that \$75 in a diversified stock market index mutual fund today and that \$75 grew 7% per year until retirement 40 years later, the original \$75 would be worth \$1,123." Besides, if there is a risk that you won't pay off the card balance in full at the end of the month, the shoes could end up costing a lot more. Buffet is a proponent of taking the long view.
2. Save for the unexpected. If you don't have cash to pay for the unexpected, you may be forced to use a credit card. Say you have a fender bender, need to cover the \$1,000 deductible and put it on a card. If you pay that off at the minimum balance, it will take 151 months to pay off the \$1,000 and at the end of that 12 years you will have paid \$2,397 for the \$1,000 deductible. Save for an emergency. Don't worry about the amount, just

start putting some percentage of each paycheck in a separate account designated for an emergency. Your goal is three to six months of basic household expenses. Vow not to touch it unless there is a **real** emergency, unexpected expense.

Peter Cohan, Founder of Inc., thought leader in business, has some other ideas.

1. Buy from Amazon. "Investment banking firm William Blair & Company found that Amazon sells goods for 13% below the prices offered by brick and mortar companies. Thanks to Amazon's free Price Check mobile app, users can get 5% more taken off the price just by using the app to compare the price of an item at a physical store."
2. Do more with less. Even if you don't buy from Amazon you might consider one of their 14 leadership principles, frugality. Amazon's website states that frugality "breeds resourcefulness, self-sufficiency, and invention." When Jeff Bezos started Amazon in 1994, he made desks out of doors. Amazon still gives out "Door Desk Awards" to employees with good ideas that save money so the company can charge customers lower prices.

The bottom line in all the expert advice is to manage the money you get wisely. As the holidays approach, this is a good season to spend intentionally, reduce, reuse, repair, and recycle.

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100th Anniversary continued from page 1

MEMBERS ON THE MOVE

AzNA Member and University of Arizona College of Nursing professor **Terry A. Badger, PhD, RN, PMHCNS-BC, FAAN**, is the recipient of a new four-year \$2.5 million National Cancer Institute grant that will fund a project to investigate a precision approach to decrease psychological distress in cancer patients and their family caregivers during treatment. Congratulations to Dr. Badger!



Photo Credit: UA College of Nursing

Congratulations to AzNA Member, **Patricia Johnson, DNP, MPH, APRN, NNP** on being a Phoenix Business Journal Healthcare Hero Finalist. The Phoenix Business Journal honors "Health Care Heroes" and Johnson states, "I am humbled to have been nominated for my life long contributions to neonatal nursing. I recently became the inaugural Inductee into the Academy of Neonatal Nursing's Neonatal Nursing Hall of Fame, another very humbling award from my remarkable peers in neonatal nursing leadership positions. I am currently a Neonatal Nurse Practitioner and Coordinator of the NNP team at Maricopa Integrated Health System."



the following year. Fortunately, in 1912, Arizona became the 8th state to grant women the right to vote in state and local elections. The group banded together and did what nurses do best; they identified the problem, made a plan, and went into action. They contacted their legislators and successfully found members to sponsor their Bill. However, on the last day of the legislative session the Bill had not been passed. A group leader, Edith Snowden said in an interview, "We went into the balcony with bags of peanuts, jellybeans, and popcorn to ward off hunger pangs. We sent word down to the Chairman of the Legislature that we were prepared to stay until our Bill was passed. The legislators looked in our direction several times to see if we meant what we said. Finally, at 2 A.M., the Bill was passed." The Arizona Nurse Practice Act was passed on June 9, 1921. The Arizona Board of Nurse Examiners was organized on June 14, 1921 and charged with the duty to enforce the Nurse Practice Act and protect the public. There was now a way to become a Registered Nurse in Arizona. The word "nurse" had a legal meaning. From 1919 until now, AzNA has been working for nurses and the health and safety of Arizonans.

You may have family members or friends that have enriched the history of Arizona nursing. Randy Quinn, RN, sent in this photograph of his grandmother, Maybelle Quin, LPN with her new state of the art equipment. She was licensed by the Arizona State Board of Nursing as a Licensed Practical Nurse on October 8th, 1953. She was licensed by waiver. During this period individuals could work within a hospital and when they met certain requirements they could become licensed by waiver. She had to get five different physicians to sign an affidavit that she was qualified and had the skills to become a nurse. The photo was taken in 1953 at Morris Squibb Hospital in Safford Arizona where she worked for 10 years until it closed. During her time as a nurse, she was able to care for hundreds of patients and assist with the delivery of 62 babies. In her journal, she writes that one of her greatest accomplishments was to become a nurse, an Arizonan proud to be a nurse. No doubt, she influenced Randy to become a nurse who, in turn, influences nursing in Arizona today.

If you have stories and pictures of nurses who have served our state throughout the years, please share them at infor@aznurse.org.

Be sure to mark your calendar for our **Centennial Celebration September 19-20, 2019**

AzNA/AzNF Calendar of Events



Friday, November 2, 2018

7th Annual Adda Alexander Conference on Patient Safety

Presented by Arizona Organization of Nurse Leaders
Location: Doubletree, Scottsdale, AZ

Saturday, November 3, 2018

Communicable Disease Updates, Trauma Informed Care – ACE, Mental Health in the Schools

Presented by School Nurses Organization of Arizona, an AzNA Affiliate Partner
Location: GateWay Community College, Phoenix

Friday, November 16, 2018

Nursing Education Collaborative: Flip the Classroom with Active Learning

Presented by AzNA Nurse Educators Chapter 06
Location: GateWay Community College, Phoenix

Thursday, December 6, 2018

East Valley Chapter End of Year Celebration

Presented by East Valley Chapter 30
Location: Thirsty Lion Gastropub & Grill, Tempe

Thursday, January 17, 2019

RN Advocacy Day

Location: Scottsdale Healthcare Shea, Brady Conference Center, Scottsdale

Tuesday & Wednesday January 29-30, 2019

Nurse's Day at the Arizona Capitol

Location: Arizona Capitol Buildings, Phoenix

Friday, April 26 - Sunday April 28, 2019

Renewal Retreat for Nurses

Presented by AzNA East Valley Chapter 30
Location: Franciscan Renewal Center, Scottsdale

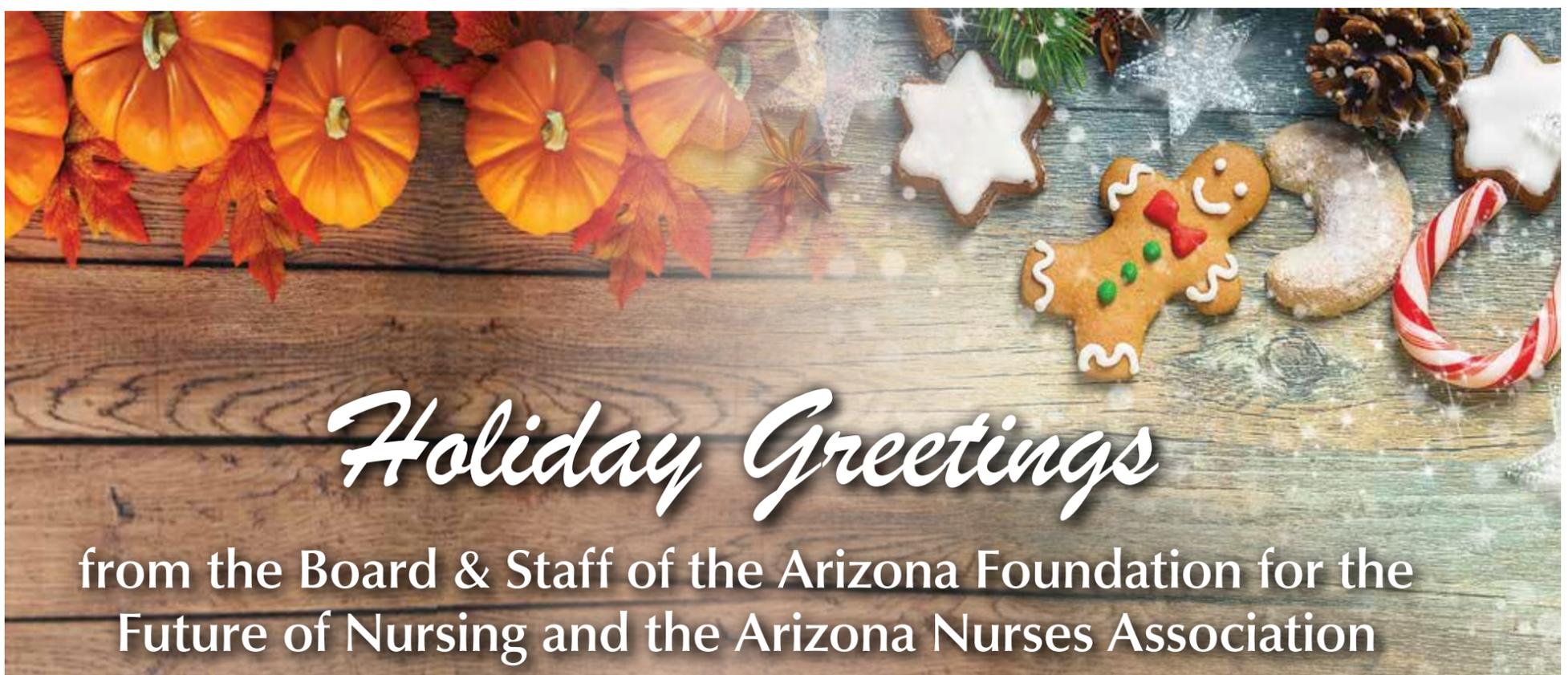
Registration and event information can be found at www.aznurse.org/events

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Holiday Greetings

from the Board & Staff of the Arizona Foundation for the Future of Nursing and the Arizona Nurses Association

AzNA CHAPTER HIGHLIGHT

The Nurse Educator Special Interest Chapter

The mission of the Nurse Educator Special Interest Chapter (SIC) is to foster and advance the professional and educational development of nurses in Arizona. The Nurse Educator SIC, in collaboration with others, provides high quality educational opportunities throughout Arizona to meet the needs of our nursing community. Previous educational opportunities included topics such as; "Teaching your students to think like a nurse," "Improving Proficiency with Test Item Writing and Exam Creation," and Certified Nurse Educator (CNE) Exam Preparation courses. We support the nursing education community by providing event scholarships, supporting related events provided by other chapters, sponsoring members for the ANA Hill Day and Membership Assembly, and funding scholarships to help offset the cost of CNE completion. We support "Healthy Nurse, Healthy Nation" by encouraging self-care and by providing financial support to colleagues attending the annual spring rest and renewal retreat sponsored by AzNA Chapter 30.

In collaboration with the Az League for Nursing we are excited to offer a Continuing Nursing Education activity on Flipped Classrooms, Friday November 16, 2018 at Gateway Community College in Phoenix. Dr. Tim Bristol, a nationally known expert in the flipped classroom strategy for active learning, will be speaking. To register please visit: <https://www.eventbrite.com/e/flipping-the-classroom-without-flipping-out-by-nursetim-registration-45144770223>.

We invite AzNA members involved in nursing education to join our Special Interest Chapter. Contact info@aznurse.org for more information and how to become involved.

Arizona Nurse Practitioner Council Scholarship 2018



Jenna Ford, left, receives her scholarship from Joy Kiviat, right, AzNPC Membership Chair

The Arizona Nurse Practitioner Council is pleased to announce the winner of the 2018 NP Student Scholarship, awarded each year in June to a first-time NP student in any specialty who is a member of the AZNA.

Jenna Ford, FNP student in the University of Arizona DNP program, was selected from a strong group of applicants, and is receiving a \$2000 award from the AZNPC. Applications were judged on the following criteria: commitment to nursing, leadership abilities, ability to advance the profession, and ability to succeed as an NP based on experience. Jenna demonstrates these attributes fully, with a strong nursing background and personal experience in oncology, educational training in health policy, and active involvement in advocacy for health care issues, with a particular interest in opioid addiction and recovery.

Lydia, Med-Surg/Telemetry RN

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State of the Association Report 2018

Mission:

Advancing the Nursing Profession and Promoting a Healthy Arizona

AzNA works hard all year to support and represent nurses across the state of Arizona. Here are just some of the many ways AzNA's membership dues are used to advance the nursing profession and promote a healthy Arizona. Imagine what we could do if every Arizona nurse were a member...

Prepared by
Selina Bliss, PHD, RN, President
Robin Schaeffer, MSN, RN, CNE, Executive Director

Promote a Safe and Healthy Work Environment

- Public Policy Committee (AzNA Volunteers, Staff, Contracted Lobbyists)
- Nurse Advocacy Day
- Nurse Lobby Day
- ANA Healthy Nurse-Healthy Nation, ANA Partner
- Adda Alexander Conference on Patient Safety and Quality (Conference Partner)
- Annual Nurse Renewal Retreat

Advance Professional and Leadership Development

- Annual AzNA Convention
- NP Symposium
- AZNA Nurse Leader Academy
- Nurse's Role in the Opioid Crisis
- ANCC Accreditation to Provide and Approve Continuing Nursing Education
- AZNA members attend and vote at ANA Membership Assembly
- AZNA members visit AZ legislators on Capitol Hill
- AZNA nurses hold multiple positions on national level at ANA and ANCC

Develop Community Partners

- Nursing Organization Affiliates: School Nurses Organization of Arizona, National Association of Hispanic Nurses Phoenix, Phoenix Chapter Oncology Nursing Society
- Arizona Board of Nursing
- Arizona Organization of Nurse Leaders (formally AzONE)
- Student Nurses Association of Arizona (SNAAz)
- Public Health Nursing Roundtable
- Arizona Department of Health Services
- Vitalyst Foundation; Healthy Communities
- AARP Phoenix
- Phoenix Healthcare Sector Partnership
- Arizona Hospital and Healthcare Association
- Health System Alliance of Arizona
- National Forum of State Nursing Workforce Centers

Engage Members

- Membership at an all-time high
- New join model
- Geographic and Special Interest Chapters
- Record number of AzNA Volunteers
- Communication
 - AzNA Today (weekly e-newsletter)
 - Policy/Election Pulse for Nurses (electronic)
 - P2A: Legislative Advocacy Engagement (electronic)
 - The Arizona Nurse (quarterly print publication)

Unless we are making progress in our nursing every year, every month, every week, take my word for it - we are going back.
- Florence Nightingale



Arizona Board of Nursing Committee Positions

If you are interested in these committees at the Arizona Board of Nursing, please visit the links below for updated information and position openings. All committees meet regularly at the Board and utilize advanced teleconferencing

technology to enable attendance-at-a-distance. Letters of interest and resumes are accepted throughout the year. Refer to website for specific deadlines to submit your name to be considered for the preferred committee.



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Nogales, AZ 85621

1. Advanced Practice Committee: The purpose of the Advanced Practice Committee is to provide recommendations to the Arizona State Board of Nursing on issues involving Advanced Practice. For more information, visit <https://tinyurl.com/APRNCommittee> or contact Janeen Dahn, jdahn@azbn.gov.

2. Education Committee: The purpose of the Education Committee is to make recommendations to the Board on matters related to nursing education. For more information, visit <https://tinyurl.com/EducationCommittee> or contact Kathy Malloch at kmalloch@azbn.gov.

3. Scope of Practice Committee: The purpose of the Scope of Practice Committee is to assess healthcare environment trends and their impact on nurses's practice, develop relevant advisory opinions and make recommendations to the Board. For more information, visit <https://tinyurl.com/ScopeCommittee> or contact Judy Bontrager at jbbontrager@azbn.gov.

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GENERAL ELECTION ENDORSED CANDIDATES ARIZONA HOUSE & SENATE 2018

Announcing our 2018 General Election Legislative Endorsements!

AzNA PAC is happy to introduce to you our 2018 endorsed candidates for the General Election.

These candidates have gone through a rigorous process that includes a questionnaire and follow-up interviews (for candidates who are not currently in office) or vetting of voting records on nursing and healthcare issues (for candidates currently in office).

These candidates represent present and future leaders in the healthcare community. They are a mixture of blue and red, men and women, young and old. We are excited to stand with them, help them in their campaigns, and win or lose, keep working to advance the nursing profession and promote a healthy Arizona.

Keep these endorsements in mind as you make your decision during the Arizona General Election on Tuesday, November 6.



Felicia French, RN, BSN, Candidate in AZ Legislative District 6, meets with AzNA members (L to R) Barbara Fargotstein, Maureen Buhl, and Colleen Hallberg at the PAC reception held on September 28, 2018 during the 2018 AzNA Convention.



Donations to the AzNA PAC help support the campaigns of candidates who are nurses and friends of nursing. Consider your own donation at aznurse.org/PAC.

6	H	D	Felicia	French
7	S	D	Jamescita	Peshlakai
8	S	D	Sharon	Girard
8	S	R	Frank	Pratt
8	H	R	TJ	Shope
8	H	D	Linda	Gross
9	H	D	Randall	Friese
9	H	D	Pamela	Powers Hannley
10	S	D	David	Bradley
10	H	D	Domingo	DeGrazia
10	H	D	Kirsten	Engel
11	H	D	Hollace	Lyon
13	S	R	Sine	Kerr
13	H	R	Timothy	Dunn
14	H	R	Gail	Griffin
14	H	D	Bob	Karp
15	S	R	Heather	Carter
15	H	R	Nancy	Barto
16	H	R	Kelly	Townsend
17	S	R	J.D.	Mesnard
17	H	R	Jeff	Weninger
18	S	D	Sean	Bowie
18	H	D	Denise Mitzi	Epstein
18	H	D	Jennifer	Jermaine
18	H	R	Jill	Norgaard
19	S	D	Lupe	Chavira Contreras
19	H	D	Diego	Espinoza
20	S	D	Douglas	Ervin
20	S	R	Paul	Boyer
20	H	D	Hazel	Chandler
20	H	D	Christopher	Gilfillan
21	S	I	Kathy	Knecht
21	S	R	Rick	Gray
21	H	D	Bradley	Hughes
22	H	D	Teri	Sarimientto
23	H	R	John	Kavanagh
23	H	D	Eric	Kurland
24	S	D	Lela	Alston
25	H	R	Michelle	Udall
25	H	R	Rusty	Bowers
26	S	D	Juan	Mendez
26	H	D	Isela	Blanc
26	H	D	Athena	Salman
27	S	D	Rebecca	Rios
27	H	D	Reginald	Bolding
28	S	R	Kate	Brophy-McGee
28	S	D	Christine Porter	Marsh
28	H	D	Kellie	Butler
28	H	R	Kathy	Pappas Petsas
29	S	D	Martin	Quezada
29	H	D	Richard	Andrade
29	H	D	Cesar	Chavez
30	S	D	Otoniel "Tony"	Navarrete
30	H	D	Robert	Meza
30	H	D	Raquel	Teran

District	H/S	Party	First	Last
1	S	R	Karen	Fann
1	H	R	Noel	Campbell
2	S	D	Andrea	Dalessandro
2	H	D	Rosanna	Gabaldon
2	H	D	Daniel	Hernandez, Jr.
3	S	D	Sally Ann	Gonzales
3	H	D	Alma	Hernandez
4	S	D	Lisa	Otondo
4	H	D	Charlene	Fernandez
4	H	D	Geraldine	Peten
4	H	G	Sara Mae	Williams
5	S	R	Sonny	Borrelli
5	H	R	Regina	Cobb



Nurses: Arizona Superheroes

Not every hero wears a cape

2018
Convention

Friday, Sept 28 - Sat, Sept 29 | Chandler, Arizona



Highlights from the 2018 Convention

The annual AzNA Convention is always one of the highlights of our year. This year might have been our best event ever receiving accolades from nurse attendees, poster presenters and exhibitors. Here is our secret to success:

1. Pick an amazing theme like Nurses: Arizona Superheroes!
2. Create a new speaker presentation model called NASH (Nurses are Superheroes).

15 minutes of engaging content per nurse presenter. Thank-you to our member Kathy Wruk for creating the NASH acronym.

3. Choose impactful keynote speakers.
4. Showcase professional research posters submitted by nurses around the state.
5. Create an engaging and fun exhibit hall.

6. Have a contest for social media posting using #AZNAisRNstrong. (Check-out hashtag pics on Facebook (Arizona Nurses Association) and Instagram (@ArizonaNurses).

7. Choose a venue that is fun, exciting and professional.

Here are some highlights from the 2018 Convention.



Anne McNamara set the nurse superhero mood with her engaging keynote: *Finding YOUR Superhero Power.*



Larry Gann(l) and Vince Gales (r) brought Correctional Nursing to a whole new level of understanding.



One of the most poignant moments of the Convention. Nalani Stevens and Christine Verdugo presented *Innovation of a Rural Hospital on a Reservation.*



These nurses just finished signing the "Present" wall; a tribute to all nurses at the 2018 Convention.



Among audience silence and tears, Lisa Kiser (l) and Nancy Bowman (r), both nurses and victims of gun violence, share nursing interventions to help address the gun violence epidemic.



Eating breakfast and networking with colleagues among 40 professional posters is definitely the way to start each day! Poster winners were announced in the 3 categories: Practice Improvement/Innovation, Evidence Based Practice and Research.



Lisa Porter, a NASH presenter, Nurse Innovator; *My Personal Journey from Problem to Solution*, shares her innovative solution with another nurse.



Our 2019 100-year anniversary celebration began with 2018 convention attendees sharing their thoughts on the past and future of nurses and nursing. Stop by the AzNA office anytime to view these 4x6 posters. They are amazing! Thank you to all of our nurses who wrote on the Centennial Wall.



Florence Nightingale visited us through time travel! What a treat to see and hear from the *Lady with the Lamp*. Notice that she used her "21st century lantern technology" to light her way.



How appropriate that Florence Nightingale presented the 2018 Florence Nightingale Practice Award to the daughter of AzNA member Deanne Lewis. This was a posthumous award as Deanne lost her battle with cancer earlier this year. One of the highlights of Deanne's volunteerism was dressing up as Florence Nightingale during AzNA events.



AzNA President Selina Bliss (l) with Karen Butterbaugh (r). Karen acknowledged our 40 professional posters and announced the winners in each poster category. Start thinking about your poster submission for next year...it's never too early!



Rory Hays (l), AzNA Lobbyist presents Denise Link (r) with the 2018 Rory Hays Advocacy Award. This is awarded to a person who has made significant contributions to nursing practice and health policy through political and legislative activity.

HonorHealth John C. Lincoln Medical Center Achieves Magnet® Recognition Again

HonorHealth John C. Lincoln attained its 4th Magnet recognition in June 2018, a testament to its continued dedication to high-quality nursing practice. The American Nurses Credentialing Center's Magnet Recognition Program® distinguishes health care organizations that meet rigorous standards for nursing excellence. This credential is the highest national honor for professional nursing practice. Just 477 U.S. health care organizations out of over 6,300 U.S. hospitals have achieved Magnet recognition.

"Magnet recognition is a tremendous honor and reflects our commitment to delivering the highest quality of care to this community," said Kristina Zimmermann, Vice President and Chief Nursing Officer. "To earn Magnet recognition once was a great accomplishment and an incredible source of pride for our nurses. Our repeated achievement of this credential underscores the foundation of excellence and values that drive our entire staff to strive harder each day to meet the health care needs of the people we serve."

Research demonstrates that Magnet recognition provides specific benefits to health care organizations and their communities, such as:

- Higher patient satisfaction with nurse communication, availability of help and receipt of discharge information.
- Lower risk of 30-day mortality and lower failure to rescue rates.
- Higher job satisfaction among nurses.
- Lower nurse reports of intentions to leave their positions.

Magnet recognition is the gold standard for nursing excellence and is a factor when the public judges health care organizations. U.S. News & World Report's annual showcase of "America's Best Hospitals" includes Magnet recognition in its ranking criteria for quality of inpatient care.

Arizona is proud to have the following Magnet designated organizations:

- Banner - University Medical Center - Phoenix
- Banner - University Medical Center - Tucson
- Banner Estrella Medical Center
- Banner Gateway Medical Center
- HonorHealth
- HonorHealth Deer Valley Medical Center
- HonorHealth John C. Lincoln Medical Center
- HonorHealth Scottsdale Osborn Medical Center
- HonorHealth Scottsdale Shea Medical Center
- HonorHealth Scottsdale Thompson Peak Medical Center
- Mayo Clinic Arizona

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- Registered Nurse
 - Obstetrical
 - Intensive Care
 - Emergency Room
 - Operating Room
 - Medical/Surgical
 - Public Health
- Advanced Practice Nurse
 - Nurse Practitioner
 - Certified Nurse Midwife
 - CRNA
- Supervisory Clinical Nurse

Must possess a current, active, full, and unrestricted license or registration as a professional nurse from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Indian Health Service

Indian Health Service (IHS), is the largest integrated provider of health services for American Indians and Alaska Natives.

Our goal is to raise the health status of the American Indians and Alaska Natives to the highest level and to provide high-quality, client-centered nursing care that is responsive to individual, family and community needs through use of available human and material resources.

IHS Nurses serve a critical role in clinics, hospitals and public health outreach programs that are vital to the health of American Indians and Alaska Natives individuals, families and communities.

Nurses live and work in some of the most beautiful areas of the country, in communities with deep traditions, located mainly, but not exclusively in rural settings. If you are a new graduate nurse or experienced nurse looking for new challenges, we have a place for you!

Recruitment and/or Relocation Incentive(s) may be authorized. Opportunities for Student Loan Repayment Program.

To contact the Indian Health Service Nursing, please visit us at www.ihs.gov/nursing/ or contact us by email at: ihsrecruiters@ihs.gov



2018 Chapter Reports

Greater Phoenix Area, Chapter 1 (GPAC)

President: LeAnne Prenovost DNP, RN, CNE

Board of Directors:

- Vice President: Sandy Severson MBA, MHA, BSN, RN, CPHQ, CPPS, CENP, FACHE
- Secretary: Open position
- Treasurer: Sue Rhodes MBA-HCM, MSN-Ed, BSN, RN
- Director of Education: Ebony Forrey, MBA, MSN, RN
- Director of Communication: Karen Petersen, BSN, RN

Chapter 1 of the Arizona Nurses Association provides education, news, and events for the Greater Phoenix Area nurses. The chapter was originally formed on December 17, 1917 as the "Maricopa County Graduate Nurses' Association" with 21 charter members. In 1933, the chapter was titled "District 1" and serviced Maricopa County, covering a 30-mile radius of the city of Phoenix. Chapter 1, often referred to as "GPAC" or "Greater Phoenix Area Chapter," is now the largest Arizona chapter by membership at over 1000 members.

One year ago, GPAC hosted a table at the September AZNA convention and we did the same this year, raffling off five seats to GPAC members!

In December 2017, GPAC hosted a holiday lunch at the Wrigley Mansion and each participating member donated \$20. A drawing was held to determine what organization the holiday donations would go to and the Student Nurses Association was drawn as the recipient of \$500. Happy Holidays!

As 2017 rolled to an end, GPAC awarded two educational scholarships, one to Marlene Steinheiser a PhD student at the University of Arizona and one to Neva Farmer, an RN to BSN student at Grand Canyon University. Congratulations!

In February, GPAC co-sponsored a table with Chapter 30 at the Student Nurses Association Mid-Year convention and awarded a one year membership to a graduating senior nursing student. GPAC and Chapter 30 did the same this October for the yearly Student Nurses Association convention.

In April, GPAC co-sponsored the 4th annual Nurses Retreat at the Franciscan Renewal Center with Chapter 30. Over forty nurses attended this weekend long retreat to revitalize and rejuvenate ourselves as we care for others.

In May the board of director elections occurred, and the new board members were introduced at a dinner at The Old Spaghetti Factory. News of GPAC scholarships and professional development funds were communicated at this event.

In June, GPAC assisted member LeAnne Prenovost in attending the Hill Day and Membership Assembly on Capitol Hill in Washington DC. Nine members from Arizona were present to meet with Arizona elected officials and represent our great state.

Website: aznurse.org/GPAC

Tucson, Chapter 2

President: Laurie Quiroz

Board of Directors:

- Vice-President: Sandra Triplett
- Secretary: Jill Prahm
- Treasurer: Patricia Goldsmith

Chapter 2 has had an eventful year. With the help of everyone in the Phoenix office we conducted a long awaited chapter board election. There are two new board members:

President-elect – Brittany Abeln
Secretary – Jill Prahm

Our Spring conference in March was a success with many local nurses in attendance. Topics ranged from "The Opioid Epidemic" presented by U of A pharmacists Dr. Patanwala and Dr. Kennedy to "Aligning Health and Happiness" from our very own nurse life coach Heather Bachman to reaching out to understand "The legislative process and Healthcare" from AZ District 10 Representative Dr. Randall Friese. Carol Stevens traveled from Phoenix and started the day for us while the ever popular Jane Carrington ended the day with a light hearted presentation of "Technology in healthcare."

The June education meeting found us joining forces with our local ENA group and their SIC president

Angie Westergard who presented "Why Quality CPR is Important to Patient Outcomes."

In September our education presentation was held at the U of A College of Nursing with the local Sigma Theta Tau organization. Lesley Ritter, PhD, RN spoke on "Stroke and Caregiver Support."

Many of us here in Tucson attended the conference in Phoenix at the end of September.

Our members have had many opportunities to volunteer with local and international organizations. Our most recent collaboration is with the AZ Nurse Honor Guard which Sandi Triplett is leading for us here in Tucson.

We plan to either end or begin the year with a Take Care of Yourself meeting event to be announced.

Nurse Educator Special Interest Chapter 6

President: Dawna L. Cato, PhD, RN

Board of Directors:

- Laura Blank, 1st Vice President
- Roberta Maixner, 2nd Vice President
- Selina Bliss, Secretary
- Carol Stevens, Treasurer
- Cheryl Schmidt, Membership
- Olivia Holt, Director of Education
- LeAnne Prenovost, Director at Large
- Amy Johnson, Director at Large

On behalf of the Special Interest Chapter Nurse Educators Board of Directors, I would like to personally thank you for supporting the Arizona Nurses Association and the Nurse Educators. The Nurse Educator's mission is to foster and advance the professional and educational development of nurse educators. The vision of the Nurse Educator's is to teach, mentor, and lead nursing educators, across all practice settings, to their full potential and ability.

The Core Values of the Nurse Educators Chapter include:

- Promote high standards and excellence in nursing education
- Foster and advance professional and educational development
- Promote Nurse Educator Competencies as outlined by the NLN
- Encourage adherence to the ANA Code of Ethics
- Develop and support continuing professional education for nurse educators
- Participate in Arizona State legislative activities concerning nursing education
- Assume an active role as a consumer advocate in health related issues
- Cooperate with allied health agencies in health promotion activities
- Collaborate with other nurse educator groups
- Promote nursing education as a career
- Maintain communications with Nurse Educator Special Interest Chapter members

The Nurse Educator group is a dynamic community of AZ nurse educators who are actively engage in advancing nursing education as a specialty. In collaboration with the AZ League for Nursing (AzLN) and the Organization of Associate Degree Nursing (OADN), the Nursing Education Collaborative(NEC) presents bi-annual single day conferences on a variety of teaching and learning topics. In addition, the Nurse Educators provide scholarships and support to the AzNA Hill Day and Membership Assembly, the AzNA Chapter 30 Renewal Retreat, and the AzNA Annual Convention each year.

Rio Colorado Yuma, Chapter 7

President: Jason R. Bradley

Board of Directors:

- Jason R. Bradley, President
- Kristie L. Hobbs, Vice President
- Elizabeth (Liz) Lara, Treasurer
- Heather Clark, Secretary
- Emily Adams, Director at-Large
- Alicia Guill, Director at-Large
- Jackelyn (Jackie) Hixon, Director at-Large
- Georgianna McDonald, Director at-Large
- Kilene Menvielle, Director at-Large
- Elizabeth (Beth) Rossell, Director at-Large

Since September 2017, Rio Colorado Yuma Chapter 7 (RCY7) RCY7 has been an active and growing chapter.

As of the start of the Value Pricing Pilot (VPP) in March 2017, chapter membership has grown from 102 to 181, or an 80% increase.

In October 2017, RCY7 hosted the 2nd Annual Nurses Promoting Wellness and Self-Care Symposium. This event saw a slight increase in attendance and the chapter held a 3rd annual event in October 2018.

As a result of the 2017 event, RCY7 sponsored two Yuma nurses to attend the Chapter 30, Annual Renewal Retreat in April 2018.

In December 2017, the Board of Directors held its Annual Board Retreat, where our strategic goals and chapter plan for 2018 were reviewed. Additionally, in December RCY7 hosted a holiday potluck and painting party at a local business.

Chapter Bylaws were reviewed and approved by the Board in early 2018 and our 2017 annual financial report demonstrated stability of our chapter.

In March 2018 RCY7 hosted our 7th Annual New Graduate Forum. This local event supports new graduates from the local nursing programs, in preparing for transition to practice and networking with local employers and regional universities for advancing one's degree. RCY7 raffled off six new VPP memberships to new graduates at this event.

In May 2018, in partnership with the Angeles del Desierto Chapter of the National Association of Hispanic Nurses, RCY7 hosted the 10th Annual Yuma County Nursing Celebration. This was our largest event, by far, with a 70% increase in attendance and doubling of the number of nurses nominated for the various Nursing Excellence Awards. Our long-term dedication and collaborative efforts, around celebrating nurses in Yuma County, recently yielded an offer for sponsorship, with a significant financial contribution, for our future annual nursing celebrations, by a local business.

For the upcoming year, RCY7 plans to continue all three annual community events and will meet monthly between August and May. The chapter plans to continue our growth and professional recognition, representation and engagement of nurses in the communities of our region.

Nurse Practitioner Special Interest Chapter 9/ Arizona Nurse Practitioner Council (AzNPC)

President: Paula Christianson-Silva, DNP, FNP-BC, ANP-BC

Board of Directors:

- Vice President: Angie Golden
- Secretary: Gloriajean Nelson
- Treasurer: Dale Ann Dorsey
- Membership Chair: Joy Kiviat
- Public Relations Chair: Amy George
- Legislative Chair: Bessie Burk

The AzNPC represents all nurse practitioners (NPs) in Arizona. We work to advance the practice and the professional status of NPs by means of legislation, education, networking, and community involvement.

Our current membership is over 800 and growing.

We continue to work with APRN colleagues in the APRN Coalition and AzNA in legislative efforts.

In 2017, we made significant progress in aligning Arizona legislation with the national APRN Consensus Model. Future initiatives will include Sunrise Legislation to get prescriptive authority for Clinical Nurse Specialists (CNSs).

We played a role in important Arizona opioid legislation, and our members serve on task forces formed as part of the state targeted response to the opioid crisis. Thanks to Karen Holder who helped develop The Arizona Opioid Prescribing Guidelines.

The Reimbursement Committee, an ad hoc committee of AzNPC, has been meeting to discuss strategies for passing payer parity legislation in Arizona. We hope to move forward with a feasibility study and public relations campaign in the near future.

Congratulations to the AzNPC 2018 Student Scholarship winner Jenna Ford.

AzNPC's Annual Clinical Symposium on July 28 and 29, 2018 in Mesa was a great success! NPs and NP students from around the state enjoyed professional talks, workshops, exhibits, and a silent auction to raise money for scholarships.

Sexual Harassment by Patients: Do You Know What to Do?

Jennifer Flynn, CPHRM, Risk Manager,
Nurses Service Organization (NSO)

The deluge of sexual misconduct episodes recently reported in the media has put the workplace under the microscope when it comes to appropriate—and inappropriate—behavior. The healthcare setting isn't immune to this workplace problem. An analysis of claims filed with the U.S. Equal Employment Opportunity Commission (EEOC) from 2005 to 2015 found that 11.48% of claims were from the healthcare and social assistance industry, the fourth highest and only slightly behind manufacturing at 11.72%.

That number may seem low, but remember it only reflects cases where a claim was filed. Far more often, no action is taken by the person being harassed, which means actual numbers are hard to come by. However, experts believe that sexual harassment is significantly underreported in healthcare. Nurses may also be unsure as to when a patient's behavior crosses the line, particularly if the patient is perceived as cognitively impaired.

You have a right to protect yourself from harm by reporting inappropriate behavior, and, if necessary, transferring a patient to a new provider. If you need to transfer a patient, however, do so carefully to avoid charges of abandonment.

What is sexual harassment?

The EEOC notes that sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Antidiscrimination laws don't prohibit isolated incidents that are not very serious, such as simple teasing or offhand comments. However, harassment is illegal when it is so frequent or severe that it "explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment."

No matter the type, the harasser can be a supervisor, a coworker, a client, or a customer, such as a patient, which is the focus of this article.

A direct approach

The first step in addressing sexual harassment is to speak directly with the patient, unless you feel there is a safety issue. (In that case, have a third person such as your supervisor or somebody from human resources present.) Set boundaries by making it clear that the comments or actions are unwanted. It's important to be firm and note that if the behavior doesn't stop further action will be needed.

Be sure to document the situation and any conversations that you had with the patient. Be specific, listing dates, times, verbatim comments, and any witnesses to the behavior.

When you need to report

If your efforts to correct the patient's behavior don't work, report the problem to your supervisor. Previous court action by the EEOC indicates that it considers the employer responsible for addressing harassment by patients. The employer has to conduct an investigation and take action as indicated.

If you fail to obtain a satisfactory outcome to the investigation, consider consulting an attorney. Above all, remember that your responsibilities as a nurse do not include being the victim of sexual harassment.

If you need to transfer a patient

If the patient's behavior toward you doesn't change, you may need to transfer his or her care to another nurse. Until that can happen, avoid being alone with the patient. Know your ethical responsibility is to provide care until a patient is transferred to another qualified nurse, so you cannot be charged with patient abandonment. Be sure to give the new provider a thorough report of

the patient's condition and document that you did so in the health record.

Prevention

Employers and nurses can take steps to prevent sexual harassment. Organizations should have a policy in place that addresses harassment and outlines reporting steps. Patients should know the nurse is a professional and should be held accountable if harassment occurs.

It's also important for nurses and other employees to model the desired behavior in front of patients. If you do say something inappropriate, immediately apologize. You can download a graphic of Civility Best Practices for Nurses from the American Nurses Association.

Protect Yourself

You have a right to protect yourself from verbal or physical harassment of a sexual nature. Know your organization's policy and be sure to document the situation. Above all, be a model of respectful behavior for others. In doing so, you can help protect yourself from a liability lawsuit.

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Examples of sexual harassment conduct:

Physical

- Unwanted touching, grabbing, patting, pinching, hugging, kissing
- Constantly brushing up against another's body
- Touching an employee's clothing, hair, or body
- Cornering

Verbal

- Requests for sexual favors
- Questions or comments about the person's sexual fantasies or behavior
- Offensive jokes or language
- Referring to an adult as sweetie, babe, honey, etc.
- Sexual comments about a person's clothing, anatomy, or looks
- Repeated cat calls, whistling

Other

- Offensive gestures
- Leering at a person's body
- Sharing materials of a sexual nature

[com/bmcseriesblog/2017/09/25/comparing-sexual-harassment-from-clients-or-customers-to-harassment-from-other-employees](http://www.biomedcentral.com/bmcseriesblog/2017/09/25/comparing-sexual-harassment-from-clients-or-customers-to-harassment-from-other-employees).

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This risk management information was provided by Nurses Service Organization (NSO), the nation's largest provider of nurses' professional liability insurance coverage for over 550,000 nurses since 1976. Arizona Nurses Association (AzNA) endorses the individual professional liability insurance policy administered through NSO and underwritten by American Casualty Company of Reading, Pennsylvania, a CNA company. Reproduction without permission of the publisher is prohibited. For questions, send an e-mail to service@nso.com or call 1-800-247-1500. www.nso.com.



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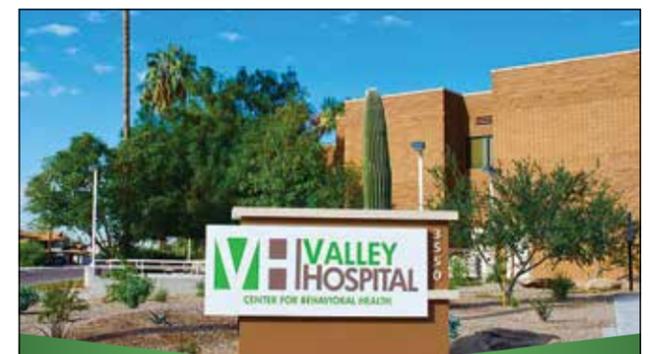
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Seven Ways in Which Nurses Can Reduce Personal Impact on Climate Change

Pat VanMaanen, RN
 Hannah Noel-Bouchard, RN, Nursing Collaborative on Climate Change and Health

Without fail, each week I receive an email through a public health nursing list serve that provides an update about climate change entitled 'Climate Message.' Each message highlights new information about climate and health, offering links to upcoming webinars about clean energy or air pollution and health consequences as well as tips for addressing climate caused health concerns. These messages are provided by the Nursing Collaborative on Climate Change and Health (<https://envirn.org/nursing-collaborative/>), a partnership of numerous nursing organizations with a focus on building visible nursing leadership across the profession by committing to address climate change as a health imperative.



Pat VanMaanen, RN

Knowing most of us work in environments that do not give us an opportunity to take direct action to address climate change, I found a recent message compelling and wanted to share it with my Arizona nurse colleagues. When Hannah sent a message with a list of how nurses might personally impact climate change, I knew it would give us each a chance to act and feel we are taking steps to help our community. Below, seven steps to impact climate are listed.

1. GET INVOLVED - Contact your political representatives and media and tell them you want action on climate change. Remind them that reducing greenhouse gas emissions will not only improve the health of the citizens in your community but will also spur economic innovation and create new jobs. Here's a link to the Citizens' Climate Lobby, which will help you find your representative, understand their views on climate, and provide you with some sample scripts and messages to get started: citizensclimatelobby.org/

2. BE ENERGY EFFICIENT IN YOUR OWN LIFE AND HOME - There are so many ways to reduce your carbon footprint in the home. Start by changing light bulbs to compact fluorescents or LEDs. Wait until your washing machine and dishwasher are full before you start them, and wash clothes in cold or warm (NOT HOT) water. Dryers are also energy hogs, so try using wool dryer balls or, better yet, hang clothes on the line to dry. Look for the Energy Star label when buying new appliances for your home.

3. CHOOSE RENEWABLE POWER - Ask your utility company to switch your account to clean, renewable power, such as from wind farms. If your energy

company doesn't offer this option yet, ask it to! Here's a link to finding what resources and tax incentives are available to you based on your location: DSIRE USA, <http://www.dsireusa.org/>

4. EAT WISELY - This means buying organic and local and avoiding processed foods. Grow your own food and cut back on meat, even if this means going meatless just one day per week. New analysis shows that while meat and dairy provide just 18% of calories and 37% of protein, it uses the vast majority - 83% - of farmland and produces 60% of agriculture's greenhouse gas emissions (Carrington, 2018).

5. BE SMART ABOUT WASTE - Garbage buried in landfills produces methane, a potent greenhouse gas. Shop smarter by choosing items that aren't pre-packaged and buying local and organic. Products that have to travel long distances use more resources. Compost kitchen scraps and garden trimmings. Recycle paper, plastic, metal and glass.

6. TRAVEL SMART - Fly less, buy an energy efficient car, or green your commute (walk, cycle, or use public transportation).

7. SHARE STORIES AND EXPERIENCES - Human connection is so important to creating lasting change. Talk about how you see climate change impacting the health of your friends and family and also how climate mitigation techniques are working in your life. When we feel a connection to the problem on a personal level, we are able to take ownership of the solutions.

You may learn more about climate and health and how you can reduce your climate impact with these two resources specific to nurses: Climate and Health Toolkit (<https://climateandhealthtoolkit.org/>) and Getting Started with Climate Solutions: A Guide for Nurses. (<https://envirn.org/getting-started-a-guide-for-nurses/>).

Nurses often are leaders in change, seeing the impact of an issue long before others do and are prepared with solutions. I see nurses ready and prepared to address up stream drivers of climate change and its role on health inequities. What might be your next step toward climate change?

Pat VanMaanen, MS, RN has over 30 years of health care experience and since 2001, has worked as a health consultant for PV Health Solutions on a variety of community and clinical health projects for government, private and non-profit agencies. She is also an adjunct faculty member at Grand Canyon University and a long-standing member of AzNA's public policy committee.

References

Carrington, (2018). *Avoiding meat and dairy is single biggest way to reduce your impact on earth.* Retrieved from: <https://www.theguardian.com/environment/2018/may/31/avoiding-meat-and-dairy-is-single-biggest-way-to-reduce-your-impact-on-earth>

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WELCOME NEW & RETURNING MEMBERS

New & Returning AzNA Members June - August 2018

Apache Junction

Cyndi Chebator

Avondale

Jennifer Peterson

Bisbee

Vicky King

Buckeye

Sylvia Alvarez
Lorna Callender
Lauren Farmer
Kim Schmid

Chandler

Dahab Abdulkaliq
Christina Barnes
Amanda Cook
Shayne Farren
Titilayo Grant
Allison Heath
Saralyn Heddleston
Katelin Keown
Margie Knappenberger
Jeannie Luzinski
Maria Parker
Susan Perrotte
Michael Richards
Shirley Sheroian
Robin Spencer

Chinle

Everette Jackson

Clarkdale

Shannon Lusebrink

Douglas

Aiiesa Estrada
Nicole Vasquez

Eagar

Lisa McCall

El Mirage

Taylor Bell
Christina Gurnick

Flagstaff

Mark Collins
Janice Enloe
Sarah Howell
Gretchen Lerch
Melissa Martin

Fountain Hills

Deborah Van Liew

Ganado

Levena Thompson

Gilbert

Julie Angileri
Sandra Arrington
Rosalie Asturias
Koryrn Boehm
Kelly Bowman
Melissa Brown
Margo Burrows
Emogene Degrasse
Andrea Heake
Jessica Jordan-Bishop
Samantha King
Traci King
Michelle Nava
Mary Russell
Karen Trask
Kelly Wesselhoff
Byron Worrell

Glendale

Sandra Abrams
Elvia Berry
Kourtney Byassee
Erica Lee
Melissa Lockett
Jennifer Rollins
Nelson Silva-Craig
Tara Trakes
Kimberly Walls

Goodyear

Elidia Jacobsen
Rachael Jenkins
Melinda Leon

Lisa Smith
Kortanie Vargas

Hillman, MN

Ellen McVay

Kingman

Deborah Hughson

Laveen

Patricia Saya

Marana

Gina Tulane
Megan Wisniewski

Maricopa

Christopher Banks
Ashley Phelps
Au'Drea Watson
Camellia Williams

Mesa

Jamie Arvayo
Holly Nichols
Sarah Shimway

Miami

Amber Norton

Page

Sena Stark

Parker

Silvia McQuire

Paulden

Kathleen Sullivan

Peoria

Laura Anderson
Stephanie Barnes
Beatrice Brower Sullivan
Debra Corley
Andrea Engel
Marisol Fattori
Tonia Graham
Kelli Holtorf

Jennifer Isenberger
Adesola Izasomeh
Lynn Kosmata
Shannon Stewart
Melissa Zehrbach

Peridot

Christina Verdugo

Phoenix

Brianna Agnew
Stormijeane Alvarez
Elsa Lisa Atchley
Kelly Bassett
Patricia Beauregard
Kerri Bonar
Martie Combs
Linda Comeau
Annie Dilling
Kyle Eigenmann
Shaun Ferrie
Carole Garcia
Paulette Jones
Amy Korslien
Min Kwon
Rebecca Licciardi
Susan Mayer
Lydia McKenzie
Erica Mims
Dawn Mougel
Hailey Palmer
Natasha Peasley
Preston Perrotti
Linda Pollard
Manuela Richards
Susan Stanek
Melissa Swanson
Lisa Torres

Pima

Karen Lines

Pine

Tamara Rector

Prescott

Elisa Cassidy
Kelly Hanson

Prescott Valley

Krystal Balls
Dorene Wensman

Queen Creek

Lasonia Carr
Kelly Griffin
Aimee Kleppin
Kimberly Savage

Scottsdale

Melissa Bicudo
Barbara Dupaul
Samantha Freymiller
Maribeth Gallagher
Terry Horine
Julia Kieffer
Kristina Leonard
Chasity Maze
Patricia Phillips
Nancy Siegel
Laura Waina

Sierra Vista

Eileen Mahler

Snowflake

Dianne Popp

Surprise

Asha-Lee Cadogan
Misty Daughters
Casandra Hamlin
Anthony Marchelli
Brooke Martin
Cassie Ortiz
Marilyn Weatherford

Tempe

Amber Hayes
Nicole Meath
Erica Sipe

Tucson

Patricia Angiulo
Mary Barreras
Natalie Bell
Robin Brown

Shannon Cambridge
Amber Ferrari
Di Anne Freye
Alyssa Gibson
Rachel Gordon
Rebecca Harper
Lori Hepton
Shea Hermes
April Holtan
Soojeong Kang
Lorre Laws
Christina Manding
Jason Mathias
Karen Murphy
Jane Nakazato
Shannon Pace
Matthew Parsons
Niyatiben Patel
Rebecca Pitney
Teresa Rochester
Dagmar Rose
Trina Scupin
Bridget Shaw
Jennifer White

Vail

Helen Lyall
Nancy Olvera

Waddell

Mary Carrillo
Katheryn Gordon
Any Heiliger

Winslow

Timika Fisher

Yuma

Adrian Estrada
Stephanie Francis
Stephanie Franco
Kaylee Seibert



2018 Chapter Reports continued from page 10

Emerging Nurse Professionals Special Interest Chapter 10

President: Amanda Foster

Vice President: Neva Farmer

During our inaugural year, the Emerging Nurse Professionals has witnessed marvelous growth in membership to over 500 members, each within their first five years of practice. This year we not only hit milestone achievements in membership but have actively engaged our members through programming suited to meet the specific needs of new-to-practice nurses.

The board has been diligently working on our "Lunch and Learn" series where speakers have presented on topics such as; alternative and complimentary therapies, interview skills, resume refreshers, and several others. The group has also incorporated Healthy Nurse Healthy Nation into membership activities, hosting three fitness events and participating in the National Brain Tumor Society 5k.

We look forward to continuing and advancing program offerings, as the group serves as a vital resource for new-to-practice nurses looking to develop a peer network, increase professional awareness, and promote leadership and advocacy for the future of the profession.

East Valley, Chapter 30

President: Kathy Wruk

Board of Directors:

- Debbie Barrett-Bryson - Vice President
- Sarah Locke - Secretary
- Kevin Meek - Treasurer
- Tami Calvin - Director of Nominations
- Bill Adams - Director of Membership
- Lynn Untermeyer - Director of Education
- Kerry Gerle - Director of Scholarships

Chapter 30 is committed to the personal and professional growth and development of its members. We support the profession of nursing by offering scholarships to those who are entering the profession and to current nurses continuing their educational journey. We provide our members with scholarships for conferences and professional development activities. We host membership meetings and special events where nurses can develop personal and professional relationships. We are the proud sponsor of the Renewal Retreat for Nurses which provides a weekend to relax, refuel and gain skills to take better care of yourself. These chapter activities are a great opportunity for members to find a mentor and network with peers. Our board communicates regularly with our members, sharing ANA updates and AzNA events.

The following activities were sponsored by Chapter 30 from September 2017 to September 2018:

- Hosted Members Meeting with Cocktail Reception at AzNA Convention in September 2017
- Sponsored drawing at AzNA Convention for one new ANA Membership in September 2017
- Awarded \$2500 in scholarships for Nursing Students and Nurses Continuing Education in September 2017 and March 2018
- Awarded \$1000 in scholarships for Chapter Members Professional Development in September 2017 and March 2018
- Sponsored a table at the Student Nurses Association of Arizona Convention with raffle for ANA New Grad Membership in October 2017 and February 2018
- Hosted the End of Year Celebration at Macayo's to recognize our 5, 10, 15, 20 and 25-year members with door prizes in December 2017
- Sponsored the 4th Annual Renewal Retreat for Nurses in support of the Healthy Nurse, Healthy Nation Campaign in April 2018
- Hosted the 5K Fun Walk to kick off Nurses Week at Papago Park with drawing for \$100 cash card in May 2018
- Hosted Members Meeting on the topic Diversity in Nursing: Growing from New Grad to Novice to Clinical Expert with door prizes in May 2018

Two Year Anniversary Members June - August 2018

Cave Creek
Steven Bailor

Chandler
Alily Burayag
Susan Dess
Bonita Jones
Mary Quinn
Karen Swain
Amy Taylor
Anne Wilson

Claypool
Sara Baker

Douglas
Madalene Nieblas

Eagar
Jane Werth

Ewa Beach, HI
Sue Kilp

Flagstaff
Susan Neder

Fort Mohave
Stacey Pierce

Fountain Hills
Mary Comeau

Gilbert
Tiffany Anderson
Keata Bhakta
Rita Gonzalez
Lynnette Khandaker
Kristina Mathena
Caroline Parkinson

Glendale
Michelle Jolly
Melissa Moritz
Dana Nold

Goodyear
Jennifer Burgess
Tamara Nelson

Kingman
Diana Grandstaff

Lake Havasu City
Audrey Fuller

Laveen
Sahilu Musa
LaToya Taylor

Marana
Tammy Rhein

Maricopa
Catherine Nowak

Mesa
Amy Berkhout
Pamela Gift
Debra Herington
Kelly Lapa
Ellie Larcabal
Miranda Lucero
Victoria Sanchez
Jonathan Teel

Morristown
Kristina Hefner

New River
Keenan Stonebraker

Payson
Heike Cailliau

Phoenix
Leena Abraham
Tina Barney
Consuelo Grant
Elizabeth Hamann
Susan Harrell
Susan Harrell
Brittney Hoard
Monica Jeffers
Rachael Lambdin
Keila Maldonado
Rebecca Milam
Jessica Smith
Rebecca Tolino
Lori Williams
Tasha Wood

Port Angeles, WA
Stefanie Walker-Leu

Prescott
Mary Baldrige-Murphy
Kimberly Wohead

Prescott Valley
Juliana Carr
Rebecca Sullivan

Riverton, UT
Crisann Pignatiello

Safford
Roberta Boon
Karen Moskal

San Tan Valley
Valerie Weaver

Scottsdale
Tami Biggs
Denise Bugg
Anna Hershkowitz
April Hullinger
Kim Williams
Kim Williams

Sedona
Anita Parker

Surprise
Arlie Lowrie
Christy Richards

Tucson
Mary Fuller
Fougerousse
Miriam Gonzalez Del
Bosque
Sabrina Greene
Rebecca Hegarty
Renee Hultz-Brown
Elizabeth Keesler
Connie Miller
Dawn Shoemaker

Vail
Deborah Booth

Waddell
Rose Adeniji
Evelyn Pillor

Yuma
Amanda Beaumont
Amber Ortega



**Happy Anniversary to our dedicated
AzNA members celebrating these special
milestones for this past quarter:
June - August 2018**

5-Year Members

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Jane Black
Blanca Brandenburg
Heidi Brewer
Deborah Burns
Jennifer Conner
Julia Cowing
Karen Dahlgren
David Dunley
Victoria Echebiri
Ebony Forrey
Sara Frank-Kekic
Jodi Haire
Casey Johnson
Catherine Krings
Kyle McDevitt
Mehrazin Mehraban
Joy Milner
Ayi Mpinja
Arjetta Pace
Jennifer Pierce
Shanda Poore
Kay Rich
Teresita Rivera
Delphi Rush
Michele Sazama
Sandra Severson
Aracelis Von Rueden
Marion Wheeler
Lisa Zamudio

10-Year Members

Fabiana Bowles
Dawn Corbett
Alissa Custer
Faith Cutrona
Teresa Davis
Liz Greenberg
Margaret Kelly
Karen Lahr
Tom Sjoberg
Judy Torrey

15-Year Members

Laurie Ahrendt

20-Year Members

Sasha Kalous-Wessels
Kim LaMar
Lois Loescher
Susan Mattson
John McSweeney
Patricia Rehn
Elizabeth Rose
Tomi St.Mars
Kathleen Wruk
Jennifer Milham
Paula Rich
Julie Townsend

25+-Year Members

Rhonda Anderson
Loann Bell
Sandra Bonstelle
Joyceen Boyle
David Briant
Barbara Brown
Janet Callahan
Sheri Dahlstrom
Mary Dowell
Karen Grady
Tyke Hanisch
Therese Henn
Tracey Karshner
Lorraine Keil
Gerri Lamb
Sally Lewis
Alice Longman
Kathleen Malloch
David Mattson
Nancy McDonough
Phyllis Primas
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Growing Leaders

Alicia L. Shields, MSN, RN, CENP

All too often in nursing we find really good nurses are set up to fail in leadership positions. How does this happen? Imagine this: You are a nurse on a unit and you come to work one day to find your manager is no longer employed with the organization. The Chief Nursing Officer asks to speak with you. You go in to her office and she asks you to take over as the manager. You tell the CNO that you have no leadership experience and you do not really know how to be a leader to which she responds, "Oh you are such a great nurse, I am sure you will do fine." We see this situation happen quite often and then great nurses end up failing as leaders and never again want anything to do with leadership. Even fantastic nurses need tools and resources to be good leaders.

As current leaders, it is our job to prepare those around us to be leaders. There are some things we can do to prepare future leaders. First, teach them your job. There are managers that have a fear that if they teach someone else what they know, they will no longer be needed. In reality, the more you teach others, the more valuable you become.

Train front line staff. In some organizations leadership training is only provided to leaders. We are missing the mark if we are only teaching leaders how to be leaders. In theory, leaders should already possess the core leadership competencies so it really does not make sense to reserve this training only for the people who already possess this knowledge. To have an effective succession plan and program, front line staff should be trained up as leaders. When you train front line staff you are not only giving them the tools and resources to one day become leaders, you are helping them see the other side of healthcare which gives them a well-rounded perspective and understanding of why their leader does what they do and makes the decisions that they make. Some managers and organizations hesitate to do this because it will make the employee more marketable to move up and out of your department and or organization. When nurse leaders produce other nurse leaders it is a reflection on their leadership. John Maxwell, in his book *The 5 Levels of Leadership*, considers this the 4th level of leadership. To be a 5th level leader you need to develop leaders who are developing other leaders. These leaders are the ones who make

a difference in nursing, leadership, and even in the personal lives of their followers. When employees leave the unit because they have outgrown their position and you were a part of their development, it is not a time for frustration, but rather a moment to celebrate.

Identify and mentor your potential replacement. Again, this scares people because they feel they may no longer be needed. We all need to get to a point where we have several people ready to step into our position at any given moment. In order to ensure continuity to a unit and organization, succession planning is a must have. When succession planning is done correctly, there is less disruption when the leader leaves. It should not be feared, it should be embraced.

In closing, our goal as leaders should be to develop those around us. If you are not yet a leader your goal should be to soak up as much leadership knowledge, tools, and resources as possible so you can confidently accept a leadership role rather than just being thrown in to one.

Reference

Maxwell, J. C. (2011). *The Five Levels of Leadership*. New York, NY: Hachett Book Group.

AzNA/ANA Membership Activation Form



Essential Information

First Name/MI/Last Name	Date of Birth	Gender: Male/Female
Mailing Address Line 1	Credentials	
Mailing Address Line 2	Phone Number	Check preference: <input type="checkbox"/> Home <input type="checkbox"/> Work
City/State/Zip	Email address	
County	Current Employment Status: (eg: full-time nurse)	

Professional Information

Employer

Type of Work Setting: (eg: hospital)

Practice Area: (eg: pediatrics)

Current Position Title: (eg: staff nurse)

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

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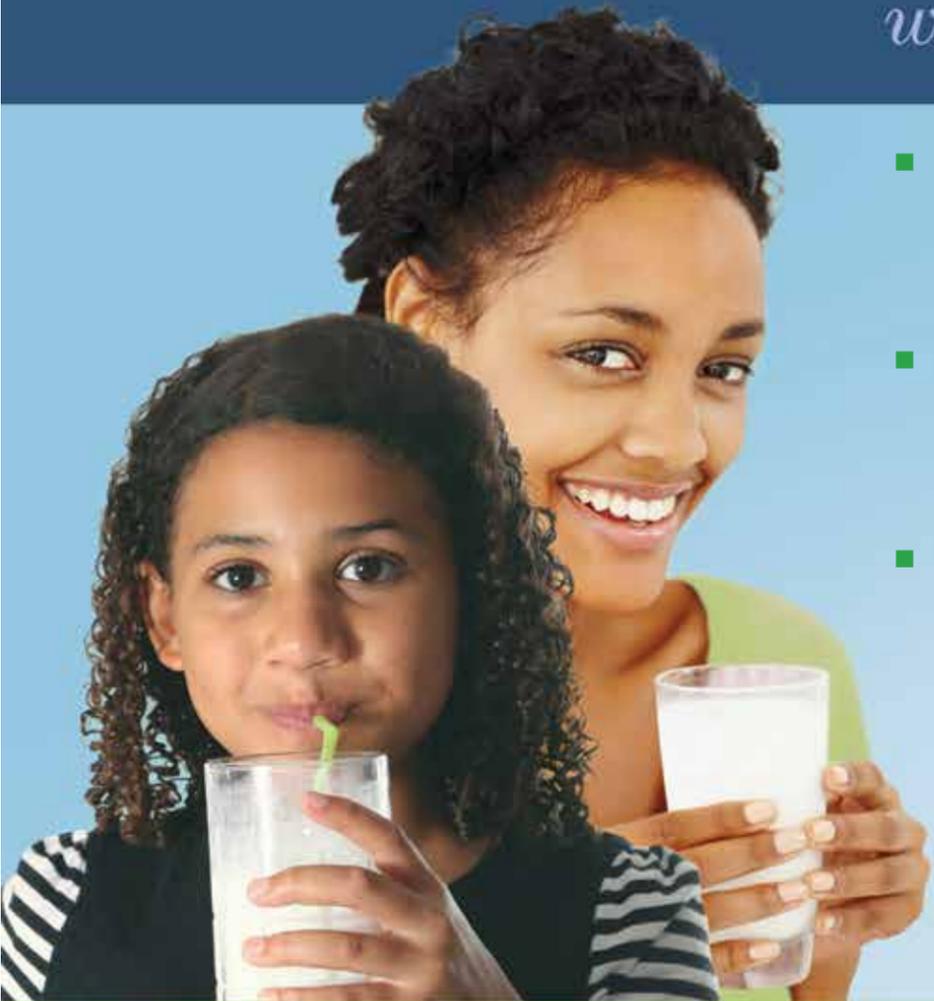


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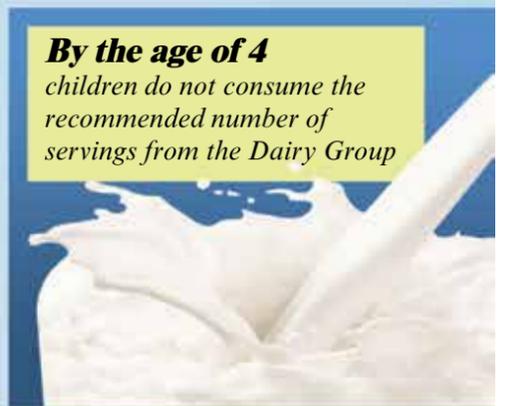
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