

THE OKLAHOMA NURSE



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PRESIDENT'S MESSAGE

Greetings,

About two years ago, I was honored to be elected to the President-Elect position of the Oklahoma Nurses Association (ONA). During my past two years as the President-Elect I witnessed a group of dedicated nurses and other professionals, invest their time, passion for nursing, and vision for health care, volunteer to meet and make decisions on a variety of nursing and healthcare related topics and fulfill the ONA Mission, "...to empower nurses to improve health care in all specialties and practice settings by working as a community of professional nurses."



Karen Taylor

Now, the time has come for me to step into the President's role. I recognize and appreciate the dedication, passion, expertise, and determination of my predecessor, Dr. Joyce Van Nostrand, and the board members who completed their terms of office this past year. I am thankful to our past Presidents and their respective Board of Directors, who diligently carried out their duties to fulfill the mission and vision of the ONA. I am confident that the current Board of Directors, will continue in our predecessors' efforts and make positive, progressive changes in nursing policy, practice, and healthcare services.

This past year the Board decided it was time to get out of our brick and mortar ONA offices and move into a virtual setting. While business operations continue, the cost of operating the ONA is more efficient. I am confident that this progressive step represents one of many that the ONA Board of Directors will enact to bring the ONA into the 21st century.

Ensuring nurse inclusion in the preventive and treatment efforts to end the opioid epidemic, ending nurse abuse, promoting safe work sites for nurses, and promoting full practice authority are some of the many ongoing efforts that ONA will continue to pursue. It is my hope that all nurses will engage in these efforts to bring nursing to the table to address health, well-being, and healthcare efforts in all arenas. As other states have adopted full practice authority, it is my hope that Oklahoma will approve full practice for our advanced practice nurses so they can provide the care they are fully trained to deliver, thereby allowing patients greater access to quality health care.

As I write this message I am excited and invigorated about the upcoming 2018 ONA conference, aptly named, **Empowering Nurses:**

Inspire. Innovate. Influence. The conference title epitomizes what the ONA has been doing since its inception 110 years ago! The Board of Directors, and every nurse must continue to do the same as we move into the 21st century. The ONA will continue to empower nurses and provide the inspiration to fuel the innovative and influential efforts of nurses. I hope that you left the conference empowered and inspired to make a difference in nursing and healthcare, and are ready to advance nursing, nursing practice, and health care delivery. I encourage you to become an active participant in the changes you want to see happen!

Karen Taylor, DNP, APRN-CNP, PMHNP-BC
 ONA President, 2018-2020

Thank You!

"Laugh as much as possible, always laugh. It's the sweetest thing one can do for oneself & one's fellow human beings."

- Maya Angelou

Special thanks to Diane Sears, RN, MS, ONC-Ret, who provided the quarterly Humor Articles for the Oklahoma Nurse publication for ten years. We appreciate all of your time and effort in gathering a collection of jokes and stories that made us remember to not take ourselves so seriously!

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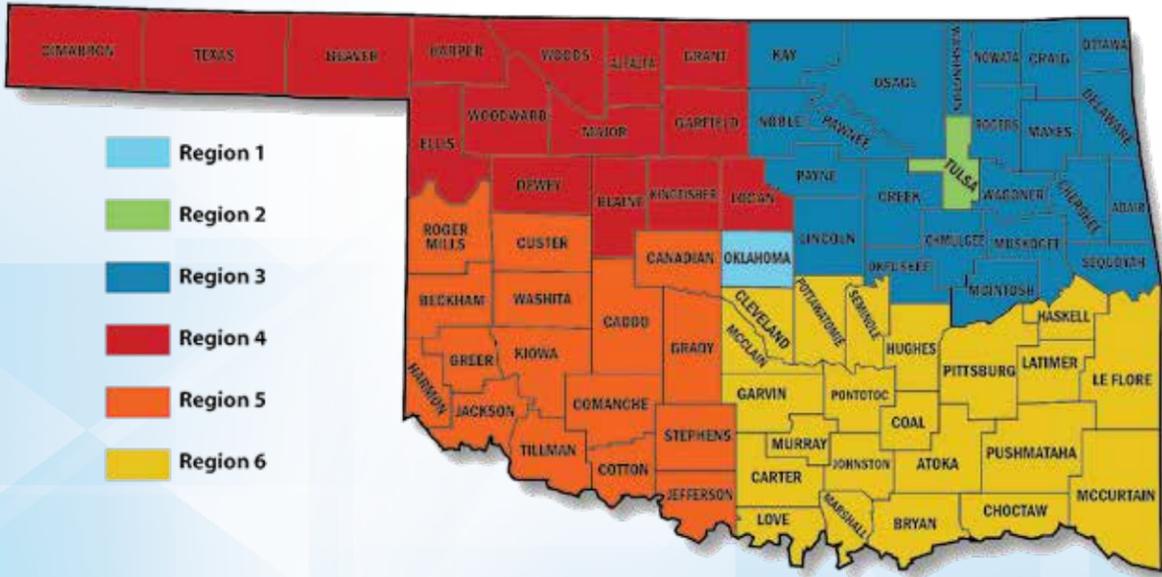
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ONA MISSION STATEMENT

The Mission of the Oklahoma Nurses Association is to empower nurses to improve health care in all specialties and practice settings by working as a community of professional nurses.

EDUCATORS CORNER

Telling our Story

Recently I heard a child voice a definition of *Pediatric Nurses*. "Nurses are just like mommies and daddies except they know more." Yes, it is simplistic, leaving out all the varieties found in textbooks, scope and practice statements, scientific-based earned credentials, and personal practice philosophies that are conjured. Nevertheless, how do we, as nurses, describe what happens in our daily practice? The public may believe that a nurse's day is comprised of what is seen on the television rather than what occurs.



Marla Peixotto-Smith

Beyond the years of challenging education and clinical experience, we must also be clothed

with exceptional clinical skills, ability to negotiate, collaborate, and coordinate to promote optimum care for those we have been given charge. However, does this child tell "Our Story" better than we do? As I spoke to this child, I realized she was coming from an evidence-based perspective; she had been a patient in the hospital. On her unsophisticated canvas is a knowledge-based caring nurse, isn't that our hope for all of us?

Marla Peixotto-Smith, MSN, Ph.D., RN, CNE is an Assistant Professor in the RN to BSN program at Rogers State University. Marla invites you to contribute to the "Educators Corner." Please send your thoughts, experiences, or strategies to: marlasmith@rsu.edu. In the near future recent research abstracts with Hyperlinks can be sent to share with the educational community.

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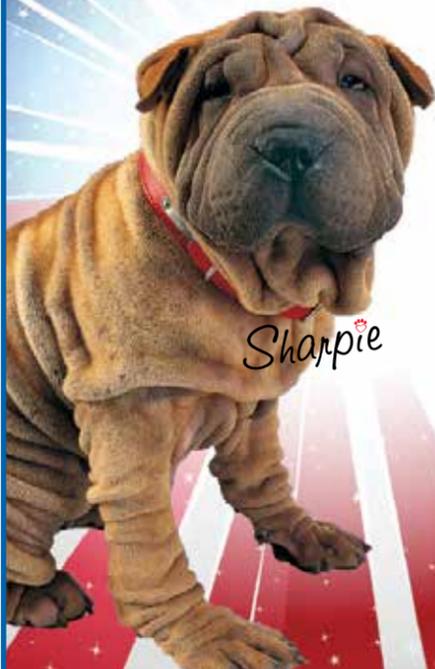
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CEO REPORT

End Nurse Abuse in Oklahoma

Jane Nelson, CAE
CEO, Oklahoma Nurses Association



Jane Nelson

Last week ONA held its annual convention, *Empowering Nurses: Inspire, Innovate, Influence*. During this convention we talked with nurses about nurse abuse and workplace violence, health disparities in Oklahoma and several other issues, along with best practices being utilized to provide solutions.

The ONA House of Delegates amended ONA's bylaws and adopted a resolution on workplace violence. The resolution will be used as the basis for a position statement, as well as a guideline for future work. Prior to the House of Delegates, we held a morning session focused on workplace violence, understanding the dynamics of aggressive behavior and ways to defend and deescalate a situation. During this session, we learned that many of our hospital facilities have developed policies and programs to keep ALL hospital staff safe. This includes increased security, identification of patients that may harm staff and the practice of lock down drills aimed at providing safety to staff, patients and visitors.

While there is a lot of great work being done at the local level, it became apparent that, as a state, it is essential for us to work together. Facilities need to share best practices that deal with displays of uncivil or threatening acts to verbal and physical assault and everything in between, be it peer to peer, patients and/or their families. We need to work together so that the policies and codes are the same across workplaces. And that all work places have the policies and codes they need to keep ALL staff safe. In addition, nurses need to know the difference between retaliation and defending themselves with the main goal being to deescalate the situation.

As a result of the House of Delegates, ONA has adopted the following position on workplace violence:

The Oklahoma Nurses Association will NOT tolerate violence of any kind from any source. Nurses must be afforded the same level of respect and dignity as others.

How do we get there? Consider the following as recommended actions:

1. Nurses must make a commitment to—and accept responsibility for—establishing and promoting healthy interpersonal relationships with one another and with all members of the health care team, and
2. Nurses, organizations and employers in all settings, including practice, long-term care, academia, and research, must collaborate to create a culture of respect that is free of incivility, bullying, and workplace violence.

- a. Evidence-based best practices must be implemented to prevent and mitigate incivility, bullying, and workplace violence; to promote the health, safety, and wellness of RNs; and to ensure optimal outcomes across the health care continuum;
- b. Inclusion of training and education programs for nurses and other health care workers that enable them to recognize potential hazards and learn how to protect themselves, their co-workers, and their patients.

3. ONA will advocate the legislature for the following:

- a. To increase penalties for those assaulting a nurse working ALL areas, not just as first responders and/or the emergency department; and,
- b. For employers to implement a workplace violence prevention program as part of their security program, including training and education programs for nurses and other health care workers that enable them to recognize potential hazards and learn how to protect themselves, their co-workers, and their patients.

We hope that you will join with ONA to make Oklahoma a safer place for ALL nurses and other health care workers. If you want to be an ONA member go to the ONA website, oklahomanurses.org and join! This will take all of us working together!!!



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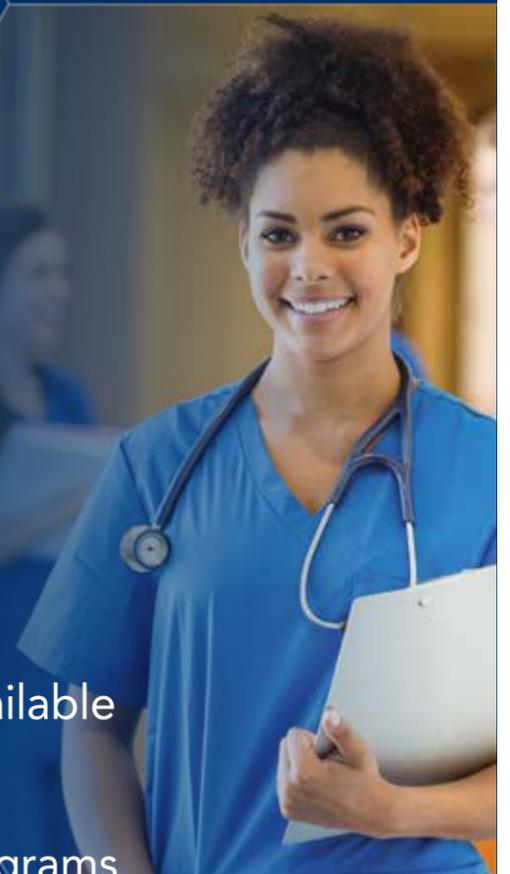
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The Leaves of Grace

Dr. Dean L. Prentice, DHS, MA, BSN, NE-BC

How difficult is it for you to work with others in your organization? At a large nursing leadership conference where I was at recently, discussion about one's work environment and colleagues was frequently the topic of discussion. I clearly observed most of the discussion highlighted how the colleagues were the most difficult person with which to work in the organization.

Isn't it amazing that when discussing challenges about working with colleagues that the problem is always with the colleagues? "Did you see how she talked to me?", "Isn't it amazing how much he takes credit for my work.", and "If she is going to tell everyone she is in charge of the program, well she can do it all herself." I hate to say this, but I have heard all of these from nurse leaders in the past year.

It seems that after we as leaders have been working for a while, we totally forget what it means to be a part of a team and to work together. Much like a tree and the individual leaves, in any organizations, every person provides an opportunity to absorb nutrients, provide a unified shield for protection, and each have their unique characteristics and job. Each leaf lives and works individually, are intricately tied together, but ultimately work for the good of the tree.

Are you seeing this where you work? When you find yourself in the midst of challenges at work and you find that your relationships with others seem strained, it may not be the time to talk about your colleague. If you hear yourself explaining why it is your colleagues' problem, you might want to stop. Maybe the problem, is actually you.

It is so easy to not take a few moments to introspectively look at our actions and behaviors. So much easier to see faults or to place blame in others. I remember a wise and senior leader once tell me, if in a work situation you find yourself having a hard time getting along with everyone in the office, the only common denominator of the problem is you.

Providing grace and compassion to our colleagues seems like the opposite of what a good leader should do. On the contrary, it is exactly what a good leader should do. We find it so easy to find or put faults on our colleagues without ever looking to see if the challenge is really us and not them. And potentially the challenge is a combination of both you and your colleague.

The next time you find yourself challenged with your colleagues, stop talking about them and recycling your old complaints. Shed the leaves of gossip, blame, and resentment and take on the approach of grace and compassion. You may find your Fall is much better when you do!



Dean L. Prentice

EMERGING NURSES

Is This What I Signed Up For?

Jennifer Booms, BSN, RN

Oklahoma Nurses Association Director of Emerging Nurses
Quality Coordinator, Mercy Hospital, Oklahoma City

Every new nurse entering the nursing profession has unique and personal preconceptions of the experiences they will encounter. Some eagerly await the unadulterated joy of serving humanity. One may envision moments of holding a patient's hand while sitting by their side providing emotional support; yet, another might embrace responding to critical situations where decisions and actions will determine the outcome of a patient's life. While each new graduate has his or her own beliefs of what nursing will entail, the overwhelming majority enters the field and finds reality shatters all expectations. Kasie Howland, BSN, RN, discussed her experiences of feeling unprepared when entering the nursing profession. Kasie expressed,

"When I graduated nursing school, I anticipated my colleagues would be eager to help me grow and flourish, but I was quickly surprised to find that many of the experienced nurses were cynical and pessimistic. As I developed as a nurse, I began to realize that the veteran nurses still possessed their passion, but in order to cope with the stress associated with the profession, they naturally became immune to the intense emotions associated with caring for the ill." Kasie Howland also discussed the lack of preparation that is provided to nursing students regarding the level of stress that will occur in all stages of their nursing career. Kasie stated, "Throughout nursing school, professors engrain knowledge about nursing philosophies and evidence based practice, you participate in clinicals to develop practical skills, but you are not taught how to endure the extreme stress associated with caring for others. As a new nurse it is overwhelming to learn how to manage multiple patients. I was one of the lucky ones and found a more experienced nursing mentor that was able to guide me and help me succeed. I watched many of my fellow new grads buckled under the stress trying to go it alone." Although Howland felt unprepared for the challenges she faced, her ability to navigate through the trialing first years has provided her with the opportunity to be able to guide new graduates. Howland offered, "There are countless resources available to you as a new nurse. Remember that many of your leaders and colleagues are eager to assist and support you. While they might come across crass, they want to help you succeed. It is also vital you find an environment that is conducive to your learning. One of the most crucial pieces to focus on as a new nurse is working in an area that fosters growth and development." Every new nurse enters the nursing profession with their own perception of what their beginning years will encompass, just as each individual will face their own tribulations that make them question if they chose the appropriate career. Seek guidance from colleagues, debrief after stressful days, and remember, you are not alone. While you will face many challenges, developing into a professional nurse is exponentially more gratifying.



Jennifer Booms,
BSN, RN

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The Oklahoma Nurses Association 2018 Annual Nurses Convention

at the Hyatt Regency Hotel in Tulsa, Oklahoma
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Empowering Nurses: Inspire. Innovate. Influence.

Highlights from the 110th Annual ONA Convention

The 2018 Annual Nurses Convention took place at the Hyatt Regency Hotel in Tulsa, Oklahoma on October 24th and 25th, **Empowering Nurses: Inspire. Innovate. Influence.**

During this two-day convention, we discussed action-based solutions to empower nurses in their practice areas. Wednesday's focus was on solutions to end workplace violence. We heard from an excellent panel of nurse leaders about what their facilities are doing to keep nurses safe in the workplace.

Thursday's focus was on health disparities in our state and examples of what nurses are doing to address the health care needs of vulnerable populations in Oklahoma.



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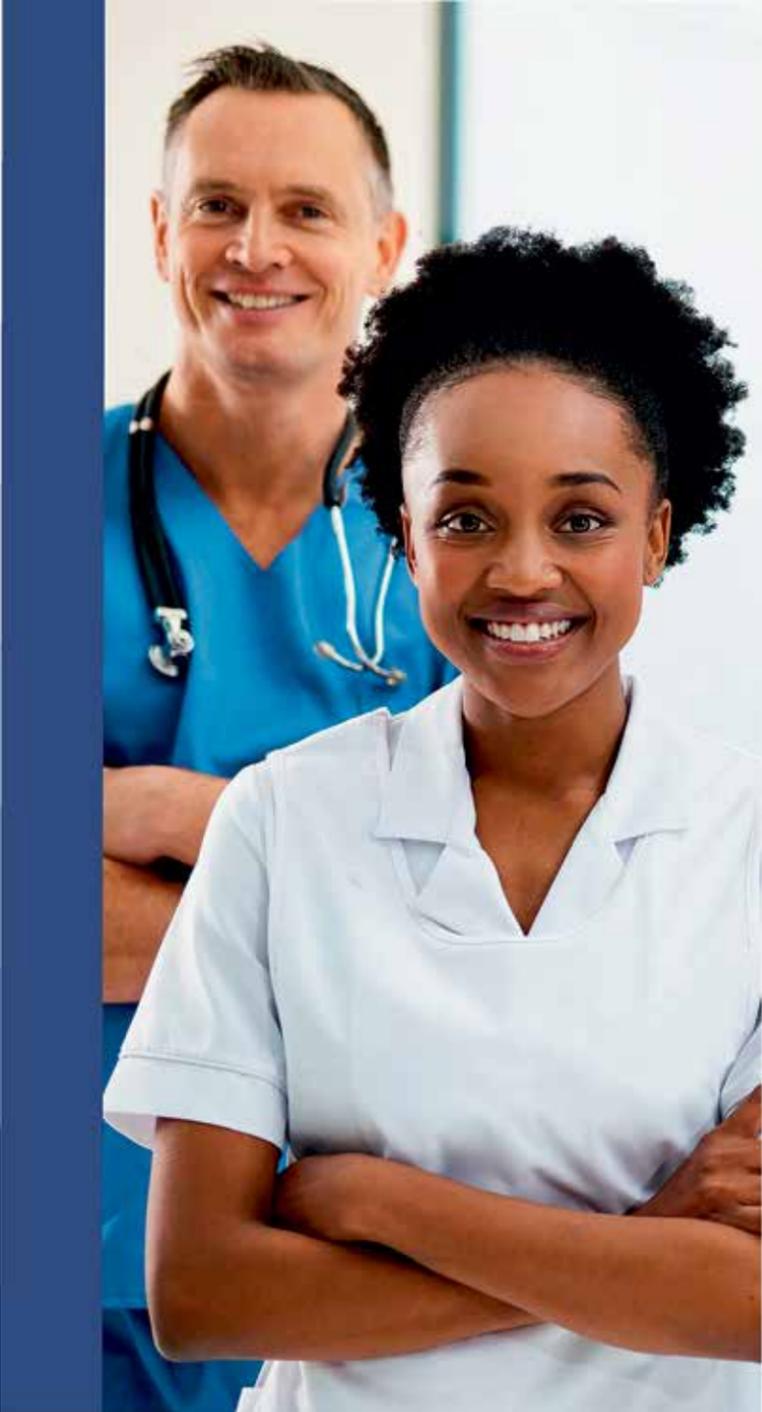
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2018 ONA Excellence in Nursing Awards

Excellence in Nursing - Administration Melinda Laird, MS, RN, CENP



Melinda Laird is a dedicated, professional and collegial nurse leader who champions the role of the bedside nurse. Melinda's 29-year career as a nurse includes 24 years as a nurse manager and leader with the last four years as Medicine Specialty Director at OU Medicine. She is an approachable and innovative leader with expertise in all aspects of clinical care, program operations and development. During her time at OU she has developed innovative programs that have enhanced hospital operations, streamlined hospital documentation, increased patient care and improved hospital vacancy and turnover rates. Some examples include the creation of a Rapid Response Team for the emergent treatment of unstable

Med-Surge patients as they moved to a higher level of care; an Admissions Pending Unit that moved patients awaiting an inpatient bed out of the emergency department; a system-wide handover form to ensure sharing of the most important information when a patient moves units, and an innovative patient care team called the Emergency RN Team that supports bedside nurses in screening patients for high Modified Early Warning Scores (MEWS) and screened patients for severe sepsis. In addition, she stepped up to lead a system-wide multidisciplinary Defibrillator Replacement Initiative. And on top of all that, she is the only nursing clinical director who has been invited to speak at Grand Rounds her topic *Professionalism*. Her presentation was so compelling that she was asked to present to a multidisciplinary committee comprised of leaders from all OU Medical Center departments - the OUMC Patient Experience Committee.

According to one of her colleagues, "Melinda demonstrates integrity, openness and honesty in all of her interactions with the multidisciplinary teams in the hospital system and is truly an ambassador for OU Medicine and our clinical programs." Her role modeling of excellence in nursing leadership empowers the bedside nurse to control the practice of nursing within the OU Medicine campuses makes her an ideal candidate for the ONA Excellence in Nursing Award.

Excellence in Nursing - Education Cathy Lovelace, CAPT, USN, DNP, RN



The ONA Excellence in Nursing Award comprises *innovative approach* using theory; consistently *high-quality nursing practice*; and *promotes professional autonomy*. Cathy demonstrates all three.

Cathy has served as the Senior Nurse Executive overseeing 250 Nurse Corps Officers for the past three years. In this position, she fostered *nurse autonomy*: These nurses are the first to be mobilized for War; therefore, these nurses must receive the necessary training needed to work independently in austere settings with minimal support from senior nurse corps officers. Use of simulation training with standardized patients who were moulage as double amputees allowed these nurses to be

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placed in scenarios demanding them to provide great trauma care. Cathy's roles, in part, assured that these simulations assured that these nurses achieved improved muscle memory and critical thinking skills necessary to provide quick, efficient, and life- saving care to wounded warriors.

Cathy's current role is Clinical Nurse Educational Specialist in the Education Department of St. John Medical Center where she mentors newly licensed RNs or nurse residents into their professional role. She also functions as the coordinator for the Perinatal Continuing Education Program (PCEP) instructing neonatal, well baby, labor& delivery, and post-partum nurses on Code Blue scenarios.

In addition she works the PICU at St. John and serves on the Medical Center's Research Team for hospital-wide nurses. She is currently actively involved in a collaborative project between St John's Pediatric intensive care unit, pediatric unit, and the San Diego Naval Medical Center in California. Implementation of her project in both these hospitals focuses on pediatric nurses' early recognition of pediatric sepsis with use of an electronic sepsis-screening tool. This project was used by St Johns as part of its Magnet submission as a point of care focusing on bedside nurses.

She strives for excellence in everything she does and is always learning more, challenging herself and looking for ways to improve the lives of others around her.

**Excellence in Nursing-Direct Patient Care
Tammy McGowen, MSN,APRN,PCNS-BC,CNOR**



Tammy McGowan serves as a Clinical Nurse Specialist for the Pediatric Perioperative Services at The Children's Hospital. She has quickly advanced within the perioperative services through her participation in and dedication to the care of transplant patients. She demonstrates clinical excellence in her own practice and inspires it in others. Tammy never hesitates to seek out opportunities to advance nursing knowledge and practice. This genuine desire to shape nursing is what drives her both as a student, by committing to earning her Doctorate of Nursing Practice, as well as a teacher serving as the facility based clinical faculty for the OU College of Nursing.

Tammy collaborates with her colleagues and all members of the multi-disciplinary team to create a culture of excellence for patients

and families. She contributes innovative, evidence-based solutions to complex issues in a professional and supportive manner. Tammy collaborates with her peers both within and outside of her department to ensure that patients and families receive excellent nursing care. She is continuously recognized by her peers for her calm, methodical leadership and clinical acumen. Tammy McGowen not only exemplifies excellence, she inspires it!

**Nursing Impact on Public Policy
Shelly Wells, PhD, MBA, MS, APRN-CNS, ANEF**



Dr. Shelly Wells is well known and widely respected in the Oklahoma nursing community. Dr. Wells has been chosen for the Public Policy Award because of the amount of time and resources she is currently expending on behalf of nursing and health care in the public policy arena in Oklahoma.

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Dr. Shelly Wells has long been an advocate for nurses, nursing and the nursing profession. She has served on the Health Care Workforce Subcommittee of the Governor's Council on Workforce and Economic Development representing the Oklahoma Nurses Association since 2016. This entity conducts data analysis and prepares reports on the health workforce supply and demand in Oklahoma; analyzes the capacity of Oklahoma health professions' education and training; recommends recruitment and retention strategies; and develops policy recommendations based on the impact of health systems and health outcomes in Oklahoma. Dr. Wells has ensured that this subcommittee of 17 has heard and understood nursing's issues and concerns.

As part of her service to this subcommittee she served as the nursing representative on the interdisciplinary Community Health Worker Task Force, ultimately recommending the development of a Community Health Worker to the Health Care Workforce Subcommittee of the Governor's Council on Workforce and Economic Development. When the Health Care Workforce Subcommittee determined its need to conduct a deep dive into nursing, it was Dr. Wells that they turned to chair the interdisciplinary Nursing Profession Workgroup. This workgroup focused on the issues of supply and demand, analyzing challenges and barriers that face nursing, and made recommendations for solutions, which were delineated in two publications.

The first of two publications of the Nursing Professions Workgroup was released in February 2017: "Nursing Workforce Oklahoma," to the Health Workforce Subcommittee and widely distributed across disparate health care entities and organizations in Oklahoma. An executive summary of this publication was published in the March 2018 issue of *The Oklahoma Nurse*. The second publication was released this summer, called *Nursing Issue Brief*. This publication delineates the issues of supply and demand of nursing resources, barriers and challenges with the pipeline, and issues with recruitment and retention in Oklahoma.

While Dr. Wells has influenced the visibility of nursing in Oklahoma in many ways during her career, this only highlights her public policy contributions.

Nursing Research Award - Traceee Rose, MSN, APRN, CCNS-BC, CCRN (not pictured)

Traceee Rose is championing the advancement of nursing practice and working to improve patient outcomes at OU Medicine as the Director of Research and Evidence Based Practice. She empowers frontline staff members to practice based on the latest evidence and translational science in nursing research.

Traceee spearheaded a project using scenario-based simulation focused on ensuring multi-disciplinary staff's ability to provide safe patient care within a newly renovated space. The Joint Commission recognized this innovative project as a "best practice."

Following an acute spike of inpatient adult falls, Traceee recognized the need to review current organizational fall prevention practices. In the course of her investigation she realized current organizational policy was reflective of national guidelines and evidence based practices, however, by eliminating variance and improving compliance with the policy, the organization saw a decrease in the incidence of inpatient falls.

Traceee effectively communicates and demonstrates transformational leadership. She is a four-time published author in research and evidence-based practice. Traceee's innovation and influence is making a mark on patients and families at the hospital and beyond. Traceee is a teacher, mentor, and coach guiding the implementation of research focused on perpetuating a practice based in evidence. She is bringing excitement to OU Medicine by bridging evidence-based practice and research to the bedside!

Nightingale Award of Excellence - Patricia Ann Hawkins Winger, MS, RN, CEN, NDHP-BC



Like Florence Nightingale, Patricia Ann Hawkins Winger is a change agent, using her nursing skills, leadership techniques, and advocacy strengths to make a difference. During Patty's 43 years as a nurse she has been a champion for numerous causes, from her involvement in ONA, her efforts in emergency response, authoring a book to support her local animal shelter, to her running for City Council, impacting her community and its citizens.

Patty has actively been involved with emergency management and preparedness since 1997 when she was the Director of the Emergency Department at Duncan Regional Hospital, leading exercises, drills and hospital readiness training. In 2007 she became Duncan Regional's Emergency Preparedness Coordinator, she was one of the first registered

nurses to serve in such a role. Patty was able to serve in many local and regional emergency management groups and agencies in order to help plan and prepare Duncan Regional and the community. She was successful in bringing community leaders and partners to the table as the standard in the community became: "When Patty asked you to come to the meeting, you went or sent a representative because she would find you if you did not participate". She left no one out in this quest fostering cooperation, awareness and readiness.

After the Moore tornado, Patty set out a mission to place safety helmets for every child and staff member in every Duncan Public School. Leading a group of volunteers raising \$40,000 to purchase skate-board type helmets, in various sizes. Schools drill with these helmets as part of their tornado plan. As part of school safety, Patty reached out to the local elementary school located a block from Duncan Regional to offer support in the event of an evacuation. Today, that school annually exercises with Duncan Regional Hospital an evacuation drill. Some 450 students and 50 faculty members can successfully evacuate to the hospital in less than 11 minutes and be housed in the hospital's first floor conference center.

Patty has been active in ONA as a District and Region leader, serving on the ONA Board of Directors. Several years ago, when the nurses at Duncan Regional worked to reactivate Region 5, she was a leader behind the scenes encouraging support by administration. The overarching consensus is that Patty Winger, RN has demonstrated excellent and innovative strategies to fulfill both job and role responsibilities in her professional nurse role and within the community where she lives and works. Her love of nursing and her passion for the community provides the perfect formula for success.

Nightingale Award of Excellence - Francene Weatherby, PhD, RN



Dr. Francene Weatherby dreamed of becoming a nurse even as she was growing up in Neodesha, Kansas. When she began college she embarked on the journey that more than fulfilled her dreams. Looking back over her

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stellar career in nursing, it is difficult to choose just a few of her accomplishments and awards to mention.

Dr. Weatherby began her career as a staff nurse in a variety of settings including maternity, mental health, and community nursing, soon realizing she could impact the profession of nursing best as an educator. She taught nursing for nearly 40 years, most notably as a Professor of Nursing at the University of Oklahoma College of Nursing where she held numerous teaching and administrative positions.

Dr. Weatherby is a consummate academician. She lived and breathed her time with students challenging their thinking and decision making, guiding them in pursuit of new knowledge and experiences, and encouraging them to see beyond the obvious. She taught students at every level, from those just beginning their undergraduate programs, as traditional BSN, Career Mobility, Accelerated BSN students, to those gaining advanced degrees, most notably in the Master's in Nursing Education program. As a guide, motivator, knowledge source, she taught thousands of nurses and influenced nursing around the world. Dr. Weatherby provided them inexhaustible resources and perspectives and a sincere commitment to their education and future contributions.

She has been recognized throughout her career as an outstanding educator with many student awards. In addition to student awards, she has been lauded for her excellence in academic services as evidenced by university, Health Science Campus and college awards. Among the multitude of recognitions, she was competitively selected for the prestigious Presidential Professorship. The quality of her

instruction has been recognized beyond OU College of Nursing. As an example, she is the only nursing faculty who was a member of a multidisciplinary team who lead discussion groups at the College of Medicine, addressing ethical dilemmas.

Dr. Weatherby's sustained contributions toward quality nursing education are not only evident through her teaching and leadership at OU College of Nursing, but also through her scholarship. She presented papers within the state, regionally, nationally and internationally sharing her expertise on nursing topics and education. Her publications reflect her expertise addressing topics such as innovations in nursing education and satisfaction of nursing students in the online environment.

Much of what informs Dr. Weatherby's contributions is her extensive professional involvement. She has been president of the Oklahoma Nurses Association (ONA), the Oklahoma Board of Nursing, and chair of Sigma Theta Tau Beta Delta Chapter. Within these state organizations, she has also been involved in many committees and task forces. Her influence extends into the legislative arena, most notably during her tenure as President of ONA she served on a legislative interim study that created a bill designed to address health professional shortage areas. She is a long time member of the Oklahoma League for Nursing and NLN, has presented at a Nursing Summit, and was a site visitor for NLNAC many years. She was one of the first faculty at OU College of Nursing to achieve certification as a Certified Nurse Educator.

There are few among us, whose contributions to our nursing profession are so impactful that

it doesn't just touch our professional lives as nurses but shapes who we are as humans. Francene Weatherby is one that is among the few. Her knowledge and influence are far reaching in academics, leadership, policy, and regulation.

Excellence in the Workplace Environment - OU Medicine

Shared Governance at OU Medicine has existed for over a decade promoting excellence and serving as a philosophy and structure supporting decentralized decision making, shared ownership, accountability. Ultimately promoting a staff-leader partnership and collaboration with the aim to improve quality of care, safety, and a healthy work environment.

Each department within OU Medicine is invited to elect a member of their team to serve as representative. This group of 150 representatives meets monthly and comprises the nine different councils and subcommittees to promote professional development and evidence-based practice. Staff is encouraged to express their issues and concerns regarding professional practice, service quality, and competency in practice.

Shared Governance has truly been an innovative and effective program to promote excellent nursing care, and all care given to patients and families. The positive environment Shared Governance resonates throughout the organization as a culture of compassion, healing, and excellence.

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**Friend of Nursing
Pharmacists at GenScripts Owasso**



Donna Fesler, Region 2 President accepted the award on behalf of GenScripts

The Pharmacists at GenScripts in Owasso, Oklahoma have generously donated their time and expertise to the learning potential of inter-professional students at the University of Oklahoma, Health Sciences Center Tulsa campus over the last year.

As part of the Inter-professional simulation at the campus, nursing students were able to collaborate with GenScript pharmacists by phone as part of an "on-call" schedule to discuss patient medication orders, identify ways to reduce costs and encourage medication compliance in groups at high-risk due to finance barriers.

The pharmacists walked the nursing students through better alternatives, many times bringing down the monthly cost of the simulation patient's medications as much as 90%. Nursing students came away from the home health simulation feeling empowered by their ability to advocate for best patient outcomes through collaboration within an interprofessional healthcare team.

This real time collaboration with real patient situations enables the students to not only make

connections with real pharmacists and programs to educate their patients but gives them the knowledge and confidence they desperately need.

Student comments include that they felt empowered by the experience with the pharmacists advocate for lower priced medications or use of financial assistance plans to bring down medication costs through collaboration with pharmacy professionals.

GenScripts Pharmacists are a true **Friend Of Nursing** based upon the time and expertise they willingly dedicated to the education of undergraduate nursing students.

Friend of Nursing Dr. Karen Kinney, MD



In more than 20 years of serving Oklahoma, Dr. Karen Kinney has been a tireless partner of nursing in the struggle against infectious disease and antibiotic misuse. She is a great clinician, nurse educator, and nurse advocate who seeks out opportunities to go above and beyond. Her leadership during a new kind of disease outbreak was essential to helping the nurses calmly and competently deal with an unknown level of threat. Her program of Antimicrobial Stewardship has brought knowledge, innovation, and resources to nurses across Oklahoma free of charge. Her impact on the ability of nurses to successfully use antibiotics and protect Oklahoma from infectious disease will be felt for generations to come.

Antibiotic misuse is a national crisis that will only get worse in the future if we do not take action. With many hospitals in Oklahoma

struggling with resources and access to good information, someone needed to help. This year, Dr. Kinney assembled a multidisciplinary group of caregivers to go around Oklahoma teaching antimicrobial stewardship. Most of the audience has been nurses at all kinds of healthcare facilities. There is no telling how many lives will be affected for years to come because of this work. It has been a privilege to share this project and experience with her.

Dr. Kinney's work is destined to impact the safety and care of many Oklahomans for years to come because of her work with nurses.

Friend of Nursing Dr. Randy Grellner, D.O.



Dr. Randy Grellner is a board-certified family practice physician at the Utica Park Clinic in Cushing Oklahoma. In his busy practice, he supervises 2 family nurse practitioners and has repeatedly stated that his practice "could not get along without them" as well as the rest of the clinic's nursing staff. It is so very obvious that the needs of his patients come first and he values the contributions that nurses make to the well-being of his patients and Oklahomans throughout the state.

In 2016, he was appointed to the Governor's Subcommittee on Healthcare Workforce. This appointment led to his 2017-2018 involvement as the only physician member of the Nurse Workforce Group. This group has worked over the past year to identify issues with the supply and demand within the Oklahoma Nursing Workforce at all levels and make

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recommendations to address many of these issues.

He is very sensitive to the issues confronting the nursing profession in Oklahoma including staffing issues, workplace violence issues, education issues, and scope of practice issues. He advocated for moving forward a recommendation to address the workplace violence issue by expanding current Oklahoma law that protects first responders from violent incidents to include nurses in all settings. He understands the issues facing nursing education and the shortage of nursing faculty and supported recommendations to explore potential avenues for faculty loan repayment programs and increasing faculty salaries to make them more competitive with the nursing market.

As a collaborator with APRNs, he witnesses first hand the challenge with securing preceptorships for APRN students within the state. His own APRNs have served as preceptors for all types of programs; but he understands the need for APRN programs in Oklahoma to have preceptors in their home state so they can obtain their degrees and practice. Some out of state schools have even engaged in paying preceptors to work with their students – presenting an ethical dilemma in that if one is getting paid, are they influenced to give that student passing grades? Dr. Grellner expressed many times that it is truly a professional obligation to serve as preceptors for students—as much as other health care professionals served as preceptors and practicum supervisors for our current providers as they were being educated.

With the Nurse Workforce Group, Dr. Grellner supported the recommendation to explore legislation similar to that enacted in Maryland, Georgia and most recently in Hawaii where

those health care professionals serving as preceptors for students from Oklahoma schools receive a tax credit for doing it.

Dr. Grellner also supports full practice authority for APRNs to increase access to Oklahomans – especially in the rural areas of our state. He believes that there has to be some

compromise that will allow APRNs to work to the top of their license after an initial period of supervision for new prescribers; but does take the position that increasing what APRNs are allowed to do for their patients will have a positive impact on the health outcomes for the people of Oklahoma.

ONA Board



Top row from L to R: Dean Prentice (ONSA Consultant), Angela Martindale (Region 3 Rep.), Liz Diener (Vice President), Lucas Richardson-Walker (Region 1 President), Karen Taylor (President). Bottom row L to R: Viki Saidleman (Region 6 President), Jennifer Booms (Emerging Nurse Director), Brandi Payton (Membership Development Director), Julia Profit-Johnson (Secretary/Treasurer), Donna Fesler (Region 2 President), Shelly Wells (President-Elect).

Not pictured: Vanessa Wright (Education Director), Scott Flanagan (Practice Director), Megan Jester (Political Activities Director)



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ONA Election Results Newly Elected Board Members

President Elect

Shelly Wells, PhD, MBA, APRN-CNS, ANEF;

Secretary/Treasurer

Julia Profit-Johnson, RN-BSN;

Education Director

Vanessa Wright, PhD, MSN, RN;

Membership Development Director

Brandi M. Payton, MSHCA, BSN, RN

New Nominating Committee Members include:

Cindy Lyons, MS, RN (Chair 2020),
Samantha Mitchell, MSN, RN and
Ann Kappen, BSN, CMSRN, CCNS

Elected Membership Assembly Representatives include:

Karen Ann Taylor, DNP, APRN-CNP, PMHNP-BC,
Shelly Wells, PhD, MBA, APRN-CNS, ANEF and
Angie Kamermayer, DNP, RN

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**Determining When to Initiate or
Continue Opioids For Chronic Pain**

- ⋮ Opioids are not first-line or routine therapy for chronic pain
- ⋮ Establish and measure goals for pain and function
- ⋮ Discuss benefits, risks, and availability of nonopioid therapies with patient



**Opioid Selection, Dosage, Duration,
Follow-Up and Discontinuation**

- ⋮ Use immediate-release opioids when starting
- ⋮ Start low and go slow
- ⋮ When opioids are needed for acute pain, prescribe no more than needed
- ⋮ Do not prescribe ER/LA opioids for acute pain
- ⋮ Follow-up and re-evaluate risk of harm; reduce dose or taper and discontinue if needed



**Assessing Risk and Addressing
Harms of Opioid Use**

- ⋮ Evaluate risk factors for opioid-related harms
- ⋮ Check PMP for high dosages and prescriptions from other providers
- ⋮ Use urine drug testing to identify prescribed substances and undisclosed use
- ⋮ Avoid concurrent benzodiazepine and opioid prescribing
- ⋮ Arrange treatment for opioid use disorder if needed

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