Engaging in Legislative Advocacy: CAPITOL CHALLENGE 2019

NURSES DAY AT THE CAPITOL will be Friday, February 15th.

2019 will be a sixty day legislative session and NMNA anticipates a very active legislative agenda that will address a myriad of health care and nursing issues. Clear your calendar now and join colleagues from across New Mexico in Santa Fe. We need your expertise to educate legislators and we need your voice to advocate for specific bills that are supported by the nursing community!!!

Register now by filling out the registration form on page 3.

Come enjoy Santa Fe for Valentine’s Day and then learn about nursing and health care issues on the 15th!!! A block of rooms have been set aside for NMNA at Hotel Santa Fe; to get the reduced rate, simply identify as being with NMNA:

Contact Hotel Santa Fe directly to reserve your room:
Telephone: 877-259-3409
Fax: 505-955-7835
E-mail: stay@hotelsantafe.com

STUDENT AND FACULTY DAY AT THE CAPITOL will be Thursday, February 14th

The registration form for pre-licensure RN and LPN students can be obtained by contacting the NMNA office at (505) 471-3324 given space limitations.

This year NMNA saw members engaging in political advocacy across New Mexico. NMNA members who are registered as Democrats and those who are registered as Republicans participated early on at the ward level and several NMNA members participated in the respective conventions as delegates. Nurses participated during the primary in fundraisers and at rallies. In the general, registered Independents and those with party affiliations put in hours and hours registering voters, working on get out the vote activities at events across the state, phone banking and canvassing for state candidates and those running in US Congressional races. This year nurses appeared in campaign ads as well. The ANA PAC successfully endorsed several candidates here in NM...one for the Senate and two for Congress. Candidates came to realize that NM nurses are not only informed but...

Political Advocacy continued on page 3
New Mexico Nurses Foundation

In Keeping with our Mission

Dorothy Crawford, President NMNF

The mission statement for the New Mexico Nurses Foundation reads: "NMNF is committed to lifelong learning for every nurse through scholarships, provision of Professional Development activities, support of nursing research and special projects and assistance to nurses impacted by disaster.

In keeping with this NMNF statement, an opportunity for attendees at the Annual NMNA nurses impacted by disaster. Of Professional Development activities, support of learning for every nurse through scholarships, provision of Professional Development activities, support of nursing research and special projects and assistance to nurses impacted by disaster. The NMNF shared additional funding.

The Foundation extends a thank you to our NMNA members who continue to give in many ways. As we move into 2019 we are pleased that all of the NMNF Board members will continue. The Foundation will continue to increase our internal controls by reviewing goals, polices, and guidelines to move forward for more active fundraising. NMNF will also work toward publishing the 100 year history of the New Mexico Nurses Association in 2020.

If you are interested in participating in or donating to the NMNF please contact the NMNA office at (505) 471-3324.
they are great communicators, have expertise in many areas of health policy and………..they follow through; and……….. THEY VOTE!!!!!!!!!!!!!! Thanks to you all for representing the profession as advocates for the full range of health care issues.

Political Advocacy continued from page 1

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Who inspires our team with fresh ideas, new insights and real faith?
You inspire.

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- Access to evidence-based health Information?
- Funding for professional development support?

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CAPITOL CHALLENGE
2019
Caring for the Profession & Caring for the Health of New Mexico
Friday, February 15, 2019 | 8:00am-3:30pm

Registration Form

Name ________________________________
Email ________________________________
Phone (___) __________________________
Address ________________________________
City __________________ Zip code __________

I’m a NMNA member or member of affiliate nursing association – $ 85.00
I’m not yet a member – $110.00

Fees inclusive of continental breakfast, lunch, and 6.0 continuing nursing education contact hours.
Participants are encouraged to dress for the weather, wear business attire. Due to the interactive nature of the day, activities will take place both at Hotel Santa Fe and the NM State Capitol

Parking is free at the Capitol North Parking Facility at 485 Galisteo Street.
Contact Hotel Santa Fe directly to reserve your room and celebrate Valentine’s Day in Santa Fe!!
Telephone: 877-259-3409 Fax: 505-955-7835 E-mail: stay@hotelsantafe.com

Mail registration form and check made payable to NMNA
By January 18, 2019 to
NMNA P.O. Box 418, Santa Fe, NM 87504
Contact the NMNA office to pay by credit card due to a 5% processing fee
No refunds can be made but the registration may be transferred
Contact Deborah Walker RN, MSN with any questions at: dwalker@nmna.org
or by calling (505) 471-3324

* This continuing nursing education activity was approved by Montana Nurses Association, an accredited approver with distinction by the American Nurses Credentialing Center’s Commission on Accreditation.
What Does “Future Time Perspective” Mean for New Mexico Nurses?

Susan Bassett, RN, PhD, NE-BC, Col, Ret USAF, Kathleen Cooper, RN, MSN, CNE, Judith Piepkorn, RN, MSN and Cynthia Nuttall, MSN, MPA, PhD, NE-BC, RN

This study and subsequent findings are submitted to inform nurses in NM of results of a study in which many participated and as a follow up to an earlier article. The authors proposed to study how a future time perspective (FTP) may affect the motivation of New Mexico nurses to follow through with further educational goals.

**Background:** Time perspective theories are based on Lewin’s (1985) Time-filled Life Space Theory that the past and future time influence present behavior. When time is seen as extended, then functional, staged goals toward long-term career achievements are more likely to be considered (Kuppelwieser & Santest, 2014). Recent researchers suggest that optimal motivation occurs when the attainment of present tasks are valued because they lead towards attainment of a person’s personal view for the future (Tabachnick, Miller, & Relyea, 2008). Ideally, a person of present tasks are valued because they lead towards attainment of a person’s personal view for the future (Tabachnick, Miller, & Relyea, 2008). Ideally, a person respond to daily life choices with a balanced time orientation, basing behaviors on a balance of past experiences, present desires, and potential future consequences. Future-oriented persons, in general, are better able to resist temptations in the immediate setting that may distract them from long term goals (Harber, Zimbardo, & Boyd, 2003, Walker & Tracey, 2012).

**Results:**

Based on this interpretation, the FTP study revealed:

a. A relatively positive (average FTP score = 50.54) perspective for future opportunities in life among participating New Mexico nurses.

b. As expected, the higher ratings of positive/expansive FTP can be seen among younger nurses with median FTP scores of M=55.14 and M=54.35 respectively. In addition, (71%) of 20-29 y/o nurses, and (61%) of 30-39 y/o nurses report plans to return for their MSN within the next 5-10 years.

c. Comparatively, nurses age 50-59 and over 60 yielded FTP scores of M=46.02 and M=42.67 respectively. In addition, only (23%) nurses age 50-59 and (6%) of nurses age 60-60 report definite future educational plans.

d. Nurses with the least experience (0-4.9 years) reported the highest FTP (focus on opportunities) (M=56.46).

e. It seems encouraging that Hispanic nurses reported the highest FTP scores (M=52.51), however Native American nurses lowest FTP scores (M=36.83). Sixty-five percent of Hispanic nurses, 53% of White, non-Hispanic nurses, and 50% of Native American nurses all indicated they plan to return to school at some time for further education. It is further very encouraging that 36% of all participants plan to return to school within the next five years.

f. Statistically significant correlations (p < .01, two-tailed) were identified between:

(continued on next page)
1) Age and FTP total scores were inversely related ($r = -0.342$); 
2) Likelihood to return to school and FTP scores ($r = 0.441$); 
3) Likelihood to return to school and years of experience were inversely related ($r = -0.237$); and 
4) Likelihood to return to school and years of BSN experience were inversely related ($r = -0.488$).

Limitations: Use of the FTP Scale resulted in a solid basis for understanding time perspective related to educational/career aspirations. However, study recruitment efforts were not initially successful. A secondary study site arrangement through the Albuquerque VA improved recruitment, but limited the scope of participants which may not be truly representative of all New Mexico nurses.

Implications: There are several reasons why understanding FTP is important to the nursing profession. FTP has been found to have a direct occupational influence on career variables (Zacher & Frese 2009). Workers scoring higher on FTP were linked to seeing the importance of future goals and working harder to develop skills needed to reach their goals, thus positively affecting turnover intention due to career commitment (Park, 2015). These career findings were underscored in this study. Also, time perspective can also be used to guide marketing appeals to targeted consumers such as “life is short, so act now…” versus “take the time to achieve success….” Sarver, Cichra, and Kline’s survey (2015) found that 76% of US nurses were not enrolled in an educational program; of those who were enrolled, 87% chose online programs. This appears to indicate that there is a continuing demand for on-line education opportunities for nurses returning to education programs. Better understanding of how nurses view their future educational opportunities and their options for obtaining this education is critical to improving overall health care delivery in New Mexico.

References: 

This research was funded by an Eastern New Mexico University internal faculty grant and was approved by both ENMU and Veteran Affairs Institutional Review Boards. Dr. S. Bassett, K. Cooper, J. Piepkorn, are all nursing instructors, Instructors in the Nursing Program, College of Liberal Arts and Sciences at Eastern New Mexico University and Dr. C. Nuttall, is the Chief Nurse, Academic Affairs, Professional Practice and Research New Mexico VA Healthcare System. For questions and comments please contact: Col (Ret) Susan E. Bassett, PhD, RN, Instructor: Tel: 575-562-2279 E-mail: susan.bassett@enmu.edu

<table>
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<tr>
<th>Gender</th>
<th>FTP Mean (Avg Score)</th>
<th>FTP Median (Middle Score)</th>
<th>FTP Mode (Most freq.)</th>
<th>Range</th>
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<td>Other (N=6) [4%]</td>
<td>49.50</td>
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<td>N/A</td>
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Table 1. Demographics Compared to Future Time Perspective (FTP) Total Scores

Findings: This study supported the findings of (Zimbardo & Boyd, 1999) that current decision-making comes from expectations of future rewards or consequences, weighed against realistic assessments of obstacles and subsequent consequences. Indeed, the balance to switch flexibly among time perspectives depending on the task features, the situation, and personal resources, can optimize life choices to more fully realize career potentials.
Liability Issues Corner

Extension of Liability

Karen L. Brooks, Esq., EdD, MSN RN

How liability can be extended beyond those immediately involved in a healthcare issue or claim may not only be a commonplace concern for those in nursing practice. However, extension of liability to seemingly remote parties is an important consideration for an attorney when drafting a civil claim or lawsuit involving health care professionals. This column on liability issues will address how liability might extend beyond the immediate and more obvious named parties in a lawsuit. Also, this discussion will offer some proactive strategies for those in nursing managerial and leadership roles, who by virtue of their oversight authority could quickly become named parties on a claim.

While a nurse in a managerial or leadership role may not be on the front lines of health care delivery in terms of providing direct care to a patient, this type of role is not immune from becoming involved in a negligence claim involving patient care. As an example, a patient sustains a fall on a patient care area and is able to prove, under a theory of negligence, that nursing actions and/or inactions contributed to the fall and associated injuries. In addition, the plaintiff/patient may be able to show that the manager and chief nursing officer are derelict in oversight duty and thereby could have contributed to the patient’s fall. This could lead to extension of liability to those with authority are, in fact, engaging in detailed documentation suggests that those with authority are, in fact, engaging in

If, as an example, meetings are regularly being held with staff and managers to address fall prevention, assessment and interventions, there should also be records of these meetings along with follow-up evaluation of actions taken. This type of detailed documentation suggests that those with authority are, in fact, engaging in

The nursing manager and the chief nursing officer in the health care organization are responsible for the nursing behavior and nursing conduct of the staff that they oversee and supervise. This implies that the nurse manager is responsible for the actions of her/his nursing staff, and for assuring that all interventions and protocols related to fall assessment and fall prevention are in place, are evaluated at determined intervals, and issues are timely addressed and remediated. Similarly, the chief nursing officer is accountable for nursing staff actions. This also means that the chief nursing officer is to be apprised via the established hierarchy within the healthcare facility, usually from those in managerial roles and performance improvement roles, about breakdowns in protocols or assessments that might lead to adverse patient events. Further, the chief nursing officer determines any follow-up actions, education or remediations that are required.

Beyond holding titles of authority in the organization, it is vital that the nurse manager and chief nursing officer demonstrably show how they are meeting their obligations for nursing oversight and accountability in the healthcare organization. If, as an example, meetings are regularly being held with staff and managers to address fall prevention, assessment and interventions, there should also be records of these meetings along with follow-up evaluation of actions taken. This type of detailed documentation suggests that those with authority are, in fact, engaging in...
Nursing in New Mexico benefitted early on from strong nurse leaders whose education, vision and political acumen served to advance the profession and our practices. Such nurses served the profession at the cusp of the evolution of nursing into a recognized profession with its own theoretical base, skills, body of knowledge. At the end of November we unexpectedly lost one of these greats: Dorothy M Crawford.

Dorothy received her R.N. in nursing from Union Hospital in Terre Haute, Indiana. She moved to Colorado and attained a B.S. in Nursing from the University of Colorado in 1959. She relocated to Los Alamos in 1960. During her 36 years as a nurse, Dorothy worked in several clinical capacities, but she was especially fond of her role in obstetrics, caring for many, many Los Alamos mothers and newborn “babes.”

It is of note that she also advocated for the nursing profession as a legislative consultant and lobbyist for the New Mexico Nurses Association. As one of two volunteer nurse lobbyists for NMNA, she drove regularly to Santa Fe to represent NMNA during the 30 and 60 day sessions come rain, snow, or shine. Dorothy and Carla Muth, the other volunteer lobbyist and colleague and close friend, built what we know as advocacy for nurses in New Mexico. They established the bar to which nurse advocates strive to achieve in Santa Fe at the Roundhouse.

Dorothy’s pride in and passion for the profession ensured a strong nurse practice act in NM. She and Carla were instrumental for example in having Governor Carruthers issue an Executive Order to move the Board of Nursing from the NM Licensing and Regulation Department to what we know now. She was the consummate nurse lobbyist who knew her way into House and Senate offices and knew staff as well as legislators; she graciously mentored many of today’s nurse advocates and taught us all that you can get more with sugar than a pickle!!! (Or in Dorothy’s case, delivery of home baked goods put NMNA on the map and allowed for conversations with legislators directly off the floor... which few can readily accomplish today). Dorothy always had an upbeat manner when it was time to “go to the mat” and her demeanor never changed even during the harshest of negotiations. In recent years she made regular visits to the Capitol on behalf of NMNA with the ED and our current lobbyist to ensure that NMNA was on task to protect nursing’s gains and not cede ground.

Most recently, Dorothy chose to continue to give back to nursing in the State. She willingly became the President of the New Mexico Nurses Foundation and was working to expand the goal of providing nursing education scholarships and define the mission of what the Foundation could become. Dorothy received much recognition for her lifelong efforts in support of nursing, including the March of Dimes Legends of Nursing award in 2003.

Her passing is a loss to the State and to many at NMNA on a very personal level. NMNA President Gloria Doherty and Secretary Jason Bloomer offered the Nightingale tribute during the celebration of Dorothy’s life at The United Church of Los Alamos on Saturday, December 22 at 1:30 p.m. Dorothy was a great supporter of this joint effort between NMNA and the Foundation.

Please be aware that in lieu of flowers, the family suggested donations to the New Mexico Nurses Foundation, PO Box 418 Santa Fe, NM 87504. It is the intent of the Foundation BOD to establish an award in the work of advocacy in Dorothy’s name. Please take a moment to reflect on the life’s work of this individual nurse...on whose shoulders we stand.

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https://hsc.unm.edu/college-of-nursing/
American Nurses Association, www.nursingworld.org

While nursing is a profession dedicated to helping others, the highly charged nature of many of the environments in which nurses work can lead to situations where emotions boil over.

Incivility, bullying, and violence in the workplace are serious issues in nursing, with incivility and bullying widespread in all settings. Incivility is “one or more rude, discourteous, or disrespectful actions that may or may not have a negative intent behind them.” ANA defines bullying as “repeated, unwanted, harmful actions intended to humiliate, offend, and cause distress in the recipient.”

Such acts of aggression – be they verbal or physical – are entirely unacceptable, whether delivered by patients or colleagues. These incidents not only have a serious effect on the wellbeing of the nurse in question but also their ability to care for their patients.

ANA seeks to protect nurses from all types of workplace conflict through various methods including

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We offer very competitive salaries, an excellent leave package and medical, dental, vision, and life insurance.

To apply and find out more information about La Familia Medical Center please go to our website at www.lafamiliasf.org or e-mail Anthony Legits at alegits@lfnctr.org.
advocacy, policy, and resources. We want nurses, employers, and the public to jointly create and nurture a healthy, safe, and respectful work environment in which positive health outcomes are the highest priority.

Types of violence

According to The National Institute of Occupational Safety and Health (NIOSH), there are four types of violence that nurses might face in their work environment:

1. **Criminal Intent**. The perpetrator has no relationship with the victim, and the violence is carried out in conjunction with a crime.

2. **Customer/client**. The most common health care environment-based assault, the perpetrator is a member of the public with whom the nurse is interacting during the course of their regular duties.

3. **Worker-on-worker**. Commonly perceived as bullying, in these instances the perpetrator and victim work together – though not necessarily in the same role or at the same level.

**Violence, Incivility, & Bullying continued on page 10**
4. **Personal relationship.** In these incidents, the victim has been targeted as a result of an existing exterior relationship with the perpetrator, with the violence taking place in the workplace.

It is important to remember that none of the scenarios above are restricted to physical violence – verbal and psychological abuse can be just as damaging to both the nurse and their ability to care for patients. All such abuse comes within the scope of ANA’s anti-workplace violence agenda.

**How ANA is taking action on workplace violence**

Currently, there is no specific federal statute that requires workplace violence protections, but several states have enacted legislation or regulations aimed at protecting health care workers from its effects. We support these moves by individual states, and are actively advocating further, more stringent regulation.

In 2015, we convened a Professional Issues Panel on Incivility, Bullying, and Workplace Violence to develop a new ANA position statement. You can read the full position statement here, and below are some key points:

- The nursing profession will not tolerate violence of any kind from any source;
- Nurses and employers must collaborate to create a culture of respect;
- The adoption of evidence-based strategies that prevent and mitigate incivility, bullying, and workplace violence; and promote health, safety, and wellness and optimal outcomes in health care;
- The strategies employed are listed and categorized by primary, secondary, and tertiary prevention;
- The statement is relevant for all health care professionals and stakeholders, not exclusively to nurses.

**How you can make a difference**

Tackling workplace violence will take a united effort. To that end, we have collated a series of promotional and educational resources that can help you and your colleagues reduce incidents in your workplace, and help create safe health care environments by advocating for change.

---

**February 2019 is Children’s Oral Health Month**

**Goal:** increase the awareness of the importance of good oral health and preventing tooth decay and other related disease.

**TOOTH DECAY IS THE MOST COMMON CHRONIC DISEASE OF CHILDREN AND IT IS PREVENTABLE!**

**How to prevent tooth decay among children:**

- See a dentist twice a year.
- Eat healthy food.
- Drink plenty of fluoridated water.
- Brush and floss twice a day.
- Apply dental sealants or fluoride varnish.

Nurses can promote good oral health during patient visits, can promote and apply fluoride varnish and refer patients to dental providers.

**Become an oral health advocate!**

Contact: Rudy Bea, NM Office of Oral Health, rudy.bea@state.nm.us

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Presbyterian Healthcare Services is a locally owned, not-for-profit healthcare system comprised of nine hospitals, a statewide health plan and a growing multi-specialty medical group. Founded in New Mexico in 1908, it is the state’s largest private employer, with approximately 11,000 employees. We have a variety of nursing positions available in Albuquerque, Rio Rancho, Belen, Los Lunas and Española.

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- OB/GYN, orthopedics, neurosurgery and family practice clinics
- Assistant nurse manager for the operating room
- Nurses at Los Lunas and Belen Clinics
- Clinical professional development specialist RNs for various departments and locations
- Emergency department trained nurses at Presbyterian Hospital
- Clinic managers for urgent care, OB/GYN and multi-specialty clinics
- Registered nurse (RN) risk manager at Presbyterian Española Hospital

We offer competitive salaries, sign-on bonuses, relocation, day-one benefits packages and wellness programs. To learn more about career opportunities at Presbyterian, contact Janna Christopher at jchristop2@phs.org, (505) 923-5239. To apply directly, please visit phs.org/careers.

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Essential Information:

First Name/MI/Last Name

Date of Birth

Gender: Male/Female

Mailing Address Line 1

Home Phone

Credentialed

City/State/Zip

Mobile Phone

How did you hear about ANA? 

Email Address

Professional Information:

Type of Work Setting: (e.g. hospital, clinic, school)

Current Position Title: (e.g. staff nurse, manager, educator, APRN)

Employer

Current Employment Status: (e.g. full-time, part-time, per diem, retired)

Practice Area: (e.g. pediatrics, education, administration)

Ways to Pay:

Monthly Payment

- Checking Account

- Credit Card

Annual Payment

- Check

- Credit Card

Authorization Signatures:

- Automatic Electronic Deduction

- Payment Authorization Signature

Go to www.JoinANA.org to become a member and use the code: NMX14

Scholarship Opportunity for Native Nursing Students

The New Mexico Native American Indian Nurses Association (NMNAINA)* has been awarded a grant from the New Mexico Board of Nursing’s Nurse Excellence funds for scholarships and to provide a mentorship workshop. The NMNAINA is now pleased to announce the availability of nine scholarships in the amount of $2000.00.

The scholarships can provide additional funding to meet financial need and/or funds, for unforeseen or extraneous costs for furthering a students’ education.

The applicant must be a member of a federally/ state recognized tribe, be a New Mexico resident, living in state of New Mexico, and currently enrolled in and attending a New Mexico accredited nursing program.

Such native students enrolled in LPN, ADN, BSN, MSN and Doctoral programs are eligible to apply.

Students must submit an application form, a letter of recommendation from a current faculty member, and proof of tribal membership.

Students interested in applying for the scholarship should call Erma Marbut, President NMNAINA at 505-836-9504 or email returnfromwar@aol.com to obtain application material and instructions.

All materials must be postmarked no later than February 1, 2019.

*The NM Native American Indian Nurses Association affiliates with the New Mexico Nurses Association. Any nurse wishing to join the NMNAINA should contact the President at the above phone number or email address.

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Students interested in applying for the scholarship should call Erma Marbut, President NMNAINA at 505-836-9504 or email returnfromwar@aol.com to obtain application material and instructions.

All materials must be postmarked no later than February 1, 2019.

*The NM Native American Indian Nurses Association affiliates with the New Mexico Nurses Association. Any nurse wishing to join the NMNAINA should contact the President at the above phone number or email address.

The New Mexico Native American Indian Nurses Association (NMNAINA)* has been awarded a grant from the New Mexico Board of Nursing’s Nurse Excellence funds for scholarships and to provide a mentorship workshop. The NMNAINA is now pleased to announce the availability of nine scholarships in the amount of $2000.00.

The scholarships can provide additional funding to meet financial need and/or funds, for unforeseen or extraneous costs for furthering a students’ education.

The applicant must be a member of a federally/ state recognized tribe, be a New Mexico resident, living in state of New Mexico, and currently enrolled in and attending a New Mexico accredited nursing program.

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As a nurse at UNM Hospitals, you’ll be part of a collaborative team that continually works to improve patient health and nursing practice. With our size and scope, you can choose from a broad range of disciplines and unique opportunities.

OR ∙ ED ∙ Neuroscience ∙ Neuroscience ICU ∙ Case Management ∙ Nurse Practitioners

Join a state leader in nursing, and discover a professional environment that offers you all the tools and support you need to build a successful future.

Great nurses make great hospitals.
In New Mexico, half of all nurses work in a hospital setting. We work to honor achievement in nursing; support nursing education and transition to practice programs; and promote cultures of respect and shared decision making. We’re here to help you help others.

Earn free CEUs* online and help your clients quit tobacco.

Treat Nicotine Dependence in New Mexico
Health care professionals who enroll in this course will gain the knowledge and skills to address tobacco use with patients, including:

• The specific risks and consequences of tobacco use on the body
• How to deliver a tobacco intervention in less than three minutes
• Effective communications techniques for addressing tobacco with patients
• How to make referrals to New Mexico Tobacco Cessation Services and other appropriate resources

Family Tobacco Intervention for Health Care Providers in New Mexico
Health care professionals who enroll in this course gain the knowledge and skills to address tobacco use with New Mexico families, including:

• The specific risk of tobacco use and the benefits of quitting for families
• How to deliver a tobacco intervention in less than three minutes
• Effective communication techniques for addressing tobacco with women, minors and families
• How to make referrals to New Mexico Tobacco Cessation Services and other appropriate resources

To register go to NMTUPAC.COM and click on “Health Care Professionals and Clinics” then “Online Training Modules.”

*Offer valid through 12/31/24. CME-Designated Activity (1.00 prescribed credits)