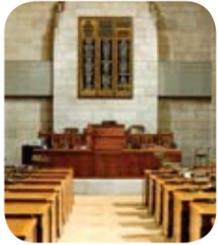




Nebraska Nurse

Sent to all Nebraska Nurses courtesy of the Nebraska Nurses Association
Quarterly circulation approximately 30,500 to all RNs, LPNs, and Student Nurses in Nebraska.

Volume 44 • No. 4
December 2011, January, February 2012



February 2nd set for 2012 Legislative Day

Page 1



Happy Holidays!



Nursing Professional Development: Geriatric Standards

Page 8

2011 Nebraska Nurses Association Annual Convention Report

by Dr. Nancy Waltman

At our first presentation of the day, Tracie Foreman helped us to laugh. We didn't just giggle a little. Our laughs were belly laughs that could be heard throughout the convention center. Tracie shared with us ways to have fun at work. An example is to: *Compose all of your emails in rhyming couplets.*

For the rest of the day, presentations motivated us to work towards improved quality in health care and improved access to health care for all Nebraskans. At the same time, we were motivated to be advocates for all Nebraska nurses. In her welcoming speech, I described the NNA as the oldest and largest professional nursing

organization in Nebraska. NNA was founded in 1906, and NNA is open to all nurses, regardless of their degree or educational level.

Three speakers presented current legislative issues impacting patient care and nurses in Nebraska. Don Wesely spoke to Scope of Practice in nursing. He emphasized that current issues in Nebraska relate more to barriers in Scope of Practice than to expanding Scope of Practice. For example, Collaborative Practice Agreements are often barriers to Scope of Practice for Nebraska nurse practitioners. This has been especially true in rural areas. Heidi Twohig described the potential growth of

2011 NNA Annual Convention Report continued on page 4

2011 Nebraska Nurses Association Award Recipients

Outstanding New Nurse:
Suelynn Morrissey, BSN, RN

Outstanding Nurse Educator:
Jeri Brandt, PhD, RN

Achievment in Nursing:
Eleanor Howell, PhD, RN



Outgoing Past President, Cinda Zimmer is pictured with Achievement in Nursing award recipient Eleanor Howell

Hall of Fame 2011:
Karen Martin, RN, MSN, FAAN

Outgoing Officers Honored were:
Past President:
Cinda Zimmer, MSN, RN

Secretary:
Kathy Corbett, MSN, RN

Nurses' Day at the Legislature

February 2, 2012
Lincoln, Nebraska

Once again we are excited to announce a collaborative nursing effort for the 2012 Nurses' Day at the Legislature! The Nebraska Organization of Nurse Leaders (NONL) and the Nebraska Nurses Association (NNA), along with several other nursing organizations, will work together to host a morning of dialogue with nursing professionals and colleagues, and a lunch devoted to discussing nursing issues with Senators.

The day will begin at 8:30 a.m. with presentations and issue forums on Legislative Bills that have been introduced and that various nursing organizations are supporting or opposing, and will discuss how to be supportive of all nursing efforts. Be a part of the discussion on the most current issues, and take away valuable information about nursing topics.

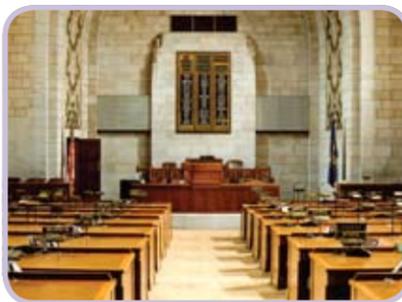
At 12:00 noon, we will have a sit-down lunch with the senators. This lunch has been scheduled as an *exclusive event* on each of the senators' social calendars, so we look forward to a great turnout. Each Senator always

wants to know if any of his/her constituents are attending, so please indicate your legislative district or your Senator's name on the registration form.

For those who choose to make a day of it, you are welcome to attend the regularly scheduled 1:30 p.m. hearings of the Legislature's Health and Human Services Committee at the Capitol. This is a golden opportunity to meet with senators about issues pertinent to nursing in Nebraska and get a first hand view of the work of your unicameral.

All nurses and nursing students are welcome to attend this day at the Unicameral to learn more about the

2011 Legislative Day continued on page 4



current resident or

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

In This Issue

President's Column	2	Gerontological Nursing: Scope & Standards of Practice	8
NNA 2011 Calendar	2	American Nurses Association	9-10
Executive Director's Column	3	NNA Membership Application	11
Commission on Advocacy and Representation	4	New NNA Members	11
2011 Ballot Results	5		
Around the Districts	6-7		

President's Column

Torri Merten, RN, MSN

Wow, what a weekend. The Nebraska Nurses Association Annual Convention and House of Delegates this weekend offered continuing education, a chance to meet with our wonderful and supportive vendors, opportunities to network, a phenomenal presentation by Les Wallace, Ph.D and a time to do the work of the organization.



Torri Merten

We welcomed our new Association Management team to their first convention. Timoree Klingler, Claire Baddeley and Don Wesely did a fantastic job. They were a resource for individuals throughout the convention and along the way they were continuously looking for ways to improve future conventions. Great work.

This weekend also continued to highlight the fact that it takes a village to be truly successful. It took all of us working together, the Board of Directors, the Association

Management Company and the members to truly make this convention a success. We collaborated on everything we did and the end result I believe was a memorable convention and House of Delegates.

As we move forward this coming year I welcome our new Board Members. I know that they will serve this organization well. I also wish to take this time to thank those individuals who volunteered to serve as American Nurses Association Delegates. I know you will all represent our state well in June. For those who were not elected I hope you continue to have an interest and involvement in NNA. We need you.

Leadership, governance, hot topic issues and the current status of nursing were the topics of the weekend. These themes will continue to be our focus throughout this next year. As we usher in new board members we will be gathering together for a retreat in November and will continue our work with Les Wallace, Ph.D. We will work to create a strategic plan and priorities for the next few years. We will look ahead to the future and focus on those hot topic issues and the future of nursing.

Through all of this organizational work we will need strong leadership and strong membership engagement. We need to hear from our members and we need our members to participate in any way they can. We need you all to share your time and talents. Your contribution will help us grow and succeed in ways you may never know. If you are a member, please consider sharing your time and talents with some of the committees and other groups that will be identified in November. If you are not a member, consider joining this large body of nurses in Nebraska and help the voice of Nebraska Nurses be heard across the state.

We need all nurses in the state to come together and work to advance the profession. It takes a village and I hope that you will become part of the village or if you are already a member I hope you help build that village up and expand it. We can only be successful with engagement from all. Please consider your time and talents and make a contribution to the Nebraska Nurses Association. I believe that your work will be truly enriched by your participation.

As always, I welcome your feedback and input to NNAPresident@nebraskanurses.org.



www.NebraskaNurses.org



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

NNA's Mission:

The mission of the Nebraska Nurses Association is to foster high standards for nursing practice, stimulate and promote the professional development of nurses, and advance their professional security, and to work for the improvement of health standards and availability of health care services for all people. (Adopted 10/95, NNA House of Delegates)

NNA's Vision:

Nebraska Nurses Association will be an effective voice for nurses; and an advocate for Nebraska consumers on issues relating to health. (Affirmed 12/04/2004, NNA Board of Directors)

Critical Success Factors for Vision:

- State and districts set mutual priorities
- Evaluate the success of the restructuring of NNA
- Enhance grass roots activities for membership involvement
- Advocate for statewide quality healthcare (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Core Issues:

1. Workplace Rights
2. Appropriate Staffing
3. Workplace Health & Safety
 - a. Patients
 - b. Community/Public Health
 - c. Workplace
4. Continuing Competence (Affirmed 12/04/2004, NNA Board of Directors)

NNA's Official Publication:

The *Nebraska Nurse* is the official publication of the Nebraska Nurses Association (NNA) (a constituent member of the American Nurses Association), published quarterly every March, June, September and December. The NNA provides education, networking opportunities, publications and other products and services to its members and extends its mission to all nurses in Nebraska.

Phone: (402) 475-3859

Fax: (402) 474-6206

You can leave a message at any time!

Email: Executive@NebraskaNurses.org

Web site: www.NebraskaNurses.org

Mail: PO Box 82086

Lincoln NE 68501-2086

Questions about your nursing license?

Contact the Nebraska Board of Nursing at:

(402) 471-4376. The NBON is part of the Nebraska Health and Human Services System Regulation and Licensure.

Questions about stories in the *Nebraska Nurse*?

Contact: NNA.

Photo on front page: Bailey Railroad Yard.

Photo by: J. Nabb.

"Like trains? Bailey Railroad Yard—the world's largest reclassification yard—is a must-see in North Platte."

Writer's Guidelines:

Any topic related to nursing will be considered for publication in the *Nebraska Nurse*.

Although authors are not required to be members of NNA, when space is limited, preference will be given to NNA members.

Photos are welcomed, digital is preferred. The NNA assumes no responsibility for lost or damaged photos.

Submitted material is due by the 12th of the month in January, April, July and October of each year.

You may submit your material in the following ways:

Prepare as a Word document and attach it to an e-mail sent to Executive@NebraskaNurses.org.

Provide document on a disc clearly labeled with your name and return address.

Mail hard copy to NNA at PO Box 82086, Lincoln NE 68501-2086 or email to Executive@NebraskaNurses.org. Submissions should be prepared on white paper and double-spaced.

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

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

NNA 2011 Calendar

December

- 1 The *Nebraska Nurse* is in your mailbox
- TBA NNA Board Meeting (Friday night-Saturday afternoon)
- 23-31 Christmas Holiday, NNA office closed



Southeast community college

Check out SCC Continuing Education's affordable, quality CEUs



Hemodynamics and Cardiovascular Disease

Developing Relationships on Dementia Care

Psychiatric Mental Health Nursing

Advances in Pharmacotherapy 2012

For a complete listing: 800-828-0072 Ext. 2706
402-437-2706 or jwalsh@southeast.edu



MAT-SU REGIONAL MEDICAL CENTER

Come Live the Alaskan Dream

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

- FT Operating Room RN's
- FT Labor and Delivery RN
- FT Physical Therapist

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

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



Making our community healthier

EXCELLENT CAREER OPPORTUNITIES IN WYOMING

**OB Director
ICU Registered Nurses
Med/Surg Registered Nurses**

Full-time positions for experienced RNs who believe in being part of the team. Wyoming license obtainable within 2 weeks, experience required. **\$5,000 RN recruitment bonus; \$6,000 Manager recruitment bonus;** \$2/mile relocation and hotel accommodations while house hunting available.

Contact Human Resources
Riverton Memorial Hospital
2100 W. Sunset, Riverton, WY 82501
(307) 857-3465 or (307) 857-3408
FAX (307) 857-3586
Website: www.riverton-hospital.com
E-mail: norma.atwood@lpnt.net

Join our healthcare team of over 200 employees who have chosen RMH. We offer medical, dental, vision, Life, AD&D, STD, LTD, EAP, 401(k), PTO, EIB, a competitive salary, and a great working environment. EEO Employer

N2170951

Executive Director's Column

Timoree Klingler
Executive Director
Nebraska Nurses Association

Greetings! I am so excited to be serving the Nurses of Nebraska as your Executive Director. I have great respect for your profession. I look forward to doing my part to help the Nebraska Nurses Association have continued success in the years to come. It takes tremendous effort by all involved to keep a volunteer organization such as the NNA in top form. I want to stress that every single thing each of you do for this organization makes a difference. Donating your time is a big commitment. If you added up all of the moments that each of you take to do something for the Nebraska Nurses Association it would be a significant amount of time!



Timoree Klingler

An example of NNA volunteers making a difference is the NNA Annual Convention that was held on Friday, October 14th and Saturday, October 15th in Kearney, NE at the Holiday Inn and Convention Center. It was two great days of putting names with the faces of nurses with whom I have been corresponding for the previous month in the planning of this event. There were great speakers, an entertaining banquet and a House of Delegates meeting that set in place some exciting and important things to come for the next year. I want to thank all of the nurses

that attended the convention and volunteered their time. It was a joy to meet you all and I look forward to working with you in the days to come. I also want to give a very big thank you to Torri Merten, NNA President. Her patience, understanding and guiding influence was a blessing to me in this hectic time. I have to send a big thank you to the other members of O'Hara Lindsay Association Management Services. Without Don Wesely and Claire Baddeley, the convention would have been a lot more difficult. I feel that it went well and I am always looking to improve for the years to come. Please feel free to send me any feedback and suggestions for convention at executive@nebraskanurses.org.

With the Legislative session beginning on January 4th I want to remind each of you how important your voices are when contacting your State Senators. It's important that you contact them about the issues that are important to you and to other Nebraska nurses. As nurses you have a responsibility to tell the elected officials how you want them to vote on the issues that matter to you and the patients that you care for! With the NNA Legislative Day of February 2nd, 2012 quickly approaching I want to encourage you to attend if possible. There will be a full day of activities that will allow you to network with your Senator and other nurses from around the state. This will be a great chance for you to speak with your peers and find out how they feel about the issues facing nurses today.

Again, I want to convey how happy I am to be a part of this wonderful organization. If you have any questions or concerns please feel free to call the NNA office at (402)475-3859.

Now Hiring RNs and LPNs
Skilled nursing | Rehabilitation | Memory care
Visit us today to learn more about available employment opportunities!
(308) 762-5675
www.good-sam.com
AA/EOE, M/F/Vet/Handicap, Drug-Free Workplace 11-G0974

\$10 OFF
ANY SHOE REGULARLY PRICED \$70 OR MORE
NOT VALID WITH ANY OTHER OFFER

Brown's SHOE FIT CO
BEATRICE • COLUMBUS • GRAND ISLAND
HASTINGS • KEARNEY • LINCOLN
MCCOOK • NORFOLK • SCOTTSBLUFF

Department of Veterans Affairs
An Equal Opportunity Employer

I'm not just a nurse.
I'm inventing new models of Veteran's health care. *Chris, VA Nurse*

The Best Care
Apply Today: VAcareers.va.gov
Follow VA Careers

Director of the Student Health Center
Education: Bachelor's degree in Nursing, Public Health, or closely related field required.
Experience: A minimum of 5 years experience in a clinical setting. A minimum of 3 years providing supervision of staff.
Description: This is a full-time, unclassified, 12-month appointment, reporting to the Assistant Vice President of Student Affairs.
Apply to: Send resume, cover letter and a listing of three (3) references to Dorothy Knoll, Ph.D., Fort Hays State University, Student Health Center, 600 Park Street, Hays, KS 67601.
 FORT HAYS STATE UNIVERSITY
Forward thinking. World ready.

ST. JOSEPH'S VILLA AND COURT
Mission and Values—Respect, Community, Excellence, Spirituality, Just Stewardship. Join our Christian not-for-profit nursing facility where you make the difference in our Elder's lives.
Benefits offered include competitive wage, retirement, PTO, health insurance, and flexible scheduling. Contact Tim Hoffman, DON at 927 Seventh Street, David City, Nebraska 402-367-3045.

MAINE – SUMMER NURSE JOBS!
Premier coed Maine camps seek Nurse Manager, Charge Nurses, RNs, LPNs. Top salaries, travel allowance, room & board.
www.camplareel.com
sally@camplareel.com
CALL: 1.888.LAUREL.1

RNs work where you make the difference
Full / Part-time or Per Diem
Have the freedom and high compensation that TMS Nursing offers. TMS offers excellent pay and benefit package.
 TMS SERVICES, INC.
(402) 597-6700
www.tmservices.com/staffing
7905 L St., Ste. 110 • Omaha, NE 68127
Work with TMS, where we put our employees first.

Great Plains Regional Medical Center
Opportunity is here at **Great Plains Regional Medical Center**
See what we have to offer:

- Excellent Wages
- Group Life Insurance
- Loan Forgiveness Program
- Paid Time Off & Extended Illness Leave
- Health & Dental Package
- 401k Retirement Plan
- Tuition Reimbursement
- Shift Differential & Weekend Differential
- Relocation Allowance
- Sign-on Bonus

www.gprmc.com
For additional information, call GPRMC's Recruiter at (800) 543-6629 or email: recruiter@gprmc.com
EOE

ITT Technical Institute
Omaha Campus
ADN Program
Accepting Applications for FT Psych Instructor & Adjunct Instructors
MSN & 3 years experience required
Visit: <https://careers-itt-tech.icims.com/jobs>
 Breckinridge
SCHOOL OF NURSING
@ ITT Technical Institute.

CPH Nurses
OFFERS LIABILITY INSURANCE FOR NURSING PROFESSIONALS
Instant quotes and fast, easy online applications for individuals make obtaining coverage simple. First-class service and insurance provide you peace of mind.
www.nurseins.com
10% Risk Management Discounts Available!
Underwritten by: **Fireman's Fund** Insurance Company
A company of **Allianz**
Over 50 years of experience writing Professional Liability Insurance for Nurses

CRAIG HomeCare
Serving patients across the state of Nebraska
Opportunities for RNs & LPNs Statewide
Immediate Needs in Crete, Wayne, Grand Island, Hastings, Kearney, Omaha, Auburn, Norfolk, Sidney
Make a difference in a child's life with one on one care.
Apply Online:
www.craighomecare.com

2011 Legislative Day continued from page 1

legislative issues in Nebraska and meet face-to-face with the representative from your district. This year, we plan to offer CEUs for attendance at the legislative day. The cost of this day is only \$35 per RN/LPN, \$25 per student, or \$15 per student excluding the lunch. After January 20th all fees go up by \$5.

Commission on Advocacy and Representation

by Linda Stones, RN, BSN, MS, CRRN
Commission Chair

What a great year we had. So many exciting events and so much accomplished but yet so much still yet to do. This is my last column as Commission on Advocacy and Representation Chair. It is time to step down and let someone else take the reins. As I look back over the last few years, and then look forward, I leave with a few comments.

Commission: Let me first start with a big thank you to the Commission members. The Commission consists of ten (10) members who are elected by the general membership. This year the Commission members were: Nicole Colgrove (Lincoln), Douglass Haas (Kearney), Donna McElvain (Lincoln), Linda Jensen (Papillion), Jan Bahm (Lincoln), Jean Phelan (Omaha), Vicki Vinton (Omaha), Heidi Twohig (Lincoln) and myself, Linda Stones (Crete). Don Wesely, from O'Hara Lindsay Government Relations LLC, served another year as our lobbyist. This is a very hard working group of individuals who did an excellent job of representing Nebraska Nurses. Great job and I loved working with all of you.

The Commission Activities: The Commission is responsible for receiving and disseminating information on workplace issues, analyzing local, state and federal legislation on nursing and healthcare, and engaging membership involvement in addressing practice issues. The Commission's actions are guided by a legislative platform that is adopted by the House of Delegates. The Executive Director and the NNA lobbyist work in conjunction with the Commission to represent Nebraska Nurses. A Legislative platform was developed for 2012 and will be voted on by the House of Delegates at the Convention in October. There will be many challenges ahead for the Commission and I hope that the NNA membership steps up to the plate to help expand the work of the Commission.

Key topics next year include scope of practice issues with Community Paramedics and Surgical Technicians. Overcoming barriers for practice for Nurse Practitioners and Registered Nurses working in Assisted Living Facilities. We also need to address Violence directed at Healthcare workers and find an acceptable solution to protect our workers. Nurses will need to be engaged at the Federal level, expressing concerns about additional cuts in Medicare and Medicaid funding and how that impacts the

quality and safety of the care at the bedside. While many of these issues seem large, it is helpful to remember that Nurses are the largest segment of the Health Professions. Over three million strong on a national level, and just as strong on a state level.

Together nurses can have a significant impact on healthcare and working conditions at the state and federal level. We can only do this if we act with one voice and work together to find consensus among our membership to move forward. Together we can have a tremendous impact.

Nurses Day at the Legislature:

Planning has been taking place for the 2012 Nurses' Day at the Legislature. The event will take place on February 2nd. The event will be held at the Cornhusker, again with the format of speakers in the morning and lunch with the Senators. This is a great opportunity to show our presence at the Capital and to ask for support on Nursing issues. Please make plans now to attend. Watch the NNA website and this *Nebraska Nurse* for additional information on registering for the event.

Legislative Network: Over the past 2 years we have done a nice job of developing a Legislative network. This is simply a list of individuals from different Legislative Districts across Nebraska who belong to a special email group. This group receives requests for action notices. This group has been extremely helpful in moving bills forward and stalling bills that are of concern to Nurses. If you are not a member of the Network, all you need to do is email the NNA Executive Director at executive@nebraskanurses.org.

Nebraska Nurses Political Action Committee (NNAPAC): And last, but definitely not least, please consider an annual donation to the NNA PAC. The NNA PAC helps to support candidates running for public office that support nursing. Whether your gift is \$10 or \$1000, it can make a difference. Currently we have no nurses serving on the State Legislature, wouldn't it be great if we did? Please consider a donation to the NNA PAC. For information on where to send donations, please contact executive@nebraskanurses.org and they can assist you. Remember, this is not a tax deductible donation but is something that can make a tremendous difference as we work on issues that effect Nurses.

Nurses, we can make a difference together! Please become a member your professional association and please get involved!

NNA's Annual Nurses' Day at the Legislature!

Thursday, February 2, 2012

Cornhusker Hotel
333 S. 13th Street
Lincoln, Nebraska

8:30-12:00 noon Workshops & Issues Forums

12:00-1:30 p.m. Lunch with Senators

Name _____

Address _____

City _____ State _____ Zip _____

Day Phone _____

Email Address _____

_____ \$35 per RN/LPN; \$25.00 per student, includes workshops, materials and lunch. \$15 per student without lunch. All prices go up by \$5 after January 20th.

Please indicate your Legislative District # _____ or _____

Senator's Name _____

Please enclose a check payable to "NNA" and send to:
Nebraska Nurses Association
PO Box 82086
Lincoln, NE 68501-2086

Pre-registration must be received by January 20th. You can also register online at www.NebraskaNurses.org.

2011 NNA Annual Convention Report continued from page 1

Community Paramedicine in Nebraska and the impact of Community Paramedicine for patients and nurses. Karen Wiley spoke to Violence against Healthcare Workers. Violence against healthcare workers does occur, and penalties for committing violence are often minimal.

Juan Ramirez provided statistical data on nurses in Nebraska—their ages, gender, and ethnicity. He emphasized that nursing shortages vary in different parts of the state. Linda Lazure described the IOM Report on the Future of Nursing and implications of the report for Nebraska nurses. She discussed ANA's successes and struggles in achieving workplace safety; financial equity; cost, quality, and access of services to those we serve; a voice in political and policy arenas; and a sense of advocacy for ourselves and consumers. Dr Lazure emphasized that NNA must have a voice in political and policy arenas related to Health Care Reform. She believes that leading change and advancing health may mean taking unpopular stands that may be different from those of our professional colleagues. She inspired all of us to fight for "value" and "quality" in health care and "access" to health care for all

Nebraskans. Finally, Diane Hayko addressed "Reducing Heart Failure Readmissions through Evaluation of Care Transitions". In order to successfully implement Health Care Reform, we need strategies for reducing health care costs. Hospitalizations are an expensive part of health care, and to prevent re-hospitalizations more time and attention should be devoted to transitioning care from the hospital to less expensive assisted living and home care settings.

Between these wonderful presentations, we visited the exhibitors and examined items for our Silent Auction. In the evening, we had poster presentations and our annual Awards banquet. Award winners included: Dr Jeri Brandt as Nurse Educator of the Year, Dr. Eleanor Howell for the Outstanding Achievement in Nursing, Suelynne Morrisey for Outstanding New Nurse and Karen Martin was selected for the Nebraska Nurse Hall of Fame.

The NNA Convention 2011 was informative, stimulating, and fun. We enjoyed good food and pleasant surroundings. Old friendships were renewed and new friendships were made. Presentations informed us of current issues in health care in Nebraska and current issues for nurses in Nebraska. We had a wonderful day, and we are already looking forward to next year's convention.

NEBRASKA VETERANS' HOMES
~ The privilege of caring for America's heroes ~
Join our Team in one of these Career Opportunities:
RN, LPN, Nurse Aide and Medication Aide
The State of Nebraska offers a competitive benefits package for Employees!
Apply online at www.statejobs.nebraska.gov or at the following locations:
Norfolk Veterans' Home 600 East Benjamin Avenue Norfolk, NE 68701
Grand Island Veterans' Home 2300 West Capital Avenue Grand Island, NE 68803
Eastern Nebraska Veterans' Home 12505 South 40th Street Bellevue, NE 68123
Western Nebraska Veterans' Home 1102 West 42nd Scottsbluff, NE 69361
Department of Health & Human Services
DHHS
NEBRASKA
For questions or accommodations call: 402-471-2075
AA/EOE/V Hearing Impaired/TDD calls only: 402-471-4693

Steven B. Black, MD, FACS
Certified by the American Board of Plastic Surgery
Member American Society of Plastic Surgeons
Plastic Surgical CENTER, P.C.
Nurses... Thank you for ALL You Do!
Now Let Us Take Care of You!
Botox® Radiesse® Restylane® SkinMedica®
Call us Today! 402-778-5252
Clarkson West Medical Center
2727 S. 144th St. • Suite 285
15% off all fillers & Botox! Just mention this ad.

NEBRASKA METHODIST COLLEGE
THE JOSIE HARPER CAMPUS
Professional Development Continuing Education Programs
• Diabetes Management of the Complex Patient – December 6
• Electronic Fetal Monitoring Certificate of Added Qualification Exam Review – February 9
• Cardiovascular Symposium 2012 – February 15
• Ensuring Patient Safety with Prostaglandins and Oxytocin – February 22
• Phlebotomy for the Healthy Care Professional – February 25
• Pulmonary Medicine Update – March 16
• RTS Bereavement – March 20-21
• Maternal Newborn Certification Review – April 17, 25 & May 3
• Methodist Nursing Research Day – April 18
For more information please see our website at:
www.methodistcollege.edu/professionaldevelopment

2011 Ballot Results:



Scholarship winners Nicole Wells and Allison Glomb are pictured with Scholarship Committee members Teresa Anderson and Karen Wiley



Nebraska Nurses react and participate to the Keynote Speaker, Tracie Foreman from the Every Woman Matters Program/Office of Men's and Women's Health



House of Delegates members listen to remarks made by President, Torri Merten, MSN, RN.



Those honored at the House of Delegates meeting included, outgoing Past President: Cinda Zimmer, outgoing Secretary: Kathy Corbett and newly elected officers President-Elect: Teresa Anderson and Secretary: Mavis Hatcliff.

President Elect:
Teresa Anderson, RNC, MSN

Secretary:
Mavis Hatcliff, BSN, RN

Commission on Advocacy and Representation, Congressional District 1:
Jodi Nelson, MSN, RN, CNE

Commission on Advocacy and Representation, Congressional District 2:
Elizabeth Furlong, PhD, JD

Commission on Advocacy and Representation, Congressional District 3:
Melissa Florell, MSN, RN

Commission on Advocacy and Representation, At Large Members:
Joan Carver, RN,
Linda Jensen, PhD, RN

Commission on Practice and Professional Development, Congressional District 1:
Kathy Corbett, MSN, RN

Commission on Practice and Professional Development, Congressional District 2:
Teresa Roddy, MSN, RN

Commission on Practice and Professional Development, Congressional District 3:
Douglass Haas, BSN, RN

Commission on Practice and Professional Development, Members At Large:
Sherry Hopkins, MSN, BSN, RN

ANA Delegates:
Torri Merten, MSN, RN, President
Linda Lazure, PhD, RN
Teresa Anderson, RNC, MSN
Nancy Shirley, PhD, RN
Elizabeth Furlong, PhD, JD
Linda Jensen, PhD, RN



Tucson Medical Center

WANTED

Experienced Nurses

You've put in the hours to become an experienced nurse, now join a team that appreciates you. Tucson Medical Center is Southern Arizona's community-owned hospital. We're currently looking for experienced nurses to join an environment that is fun, challenging and rewarding. Check out all of our available positions at jobs.tmc.az.com

5301 E. Grant Rd. • Tucson, AZ 85712
(800) 526-5353 ext. 42775
EOE Tobacco-Free Workplace



When you choose a place to work... Choose Well

The Nurses' Health Study

needs

100,000

nurses!



Harvard researchers are recruiting 100,000 female nurses for Nurses' Health Study 3

In the past 35 years, more than 230,000 NHS participants have changed what we know about women's health.

NHS3 is the next generation!

- Female nurses
- 22-46 years old (born after January 1, 1965)
- In the US or Canada

NHS3 participants:

- Complete 30-minute online surveys about lifestyle and health
- Help women everywhere, now and into the future
- Join a world-renowned group of nurses
- Contribute to groundbreaking research on lifestyle, environment, nurses' worklife, and women's health



Joining is quick & easy!



www.nhs3.org



Around the Districts



DISTRICT
1

President: Donna Montemayor,
BSN, RN, RT
H—(402) 469-2803
E—dmontemayor@charter.net

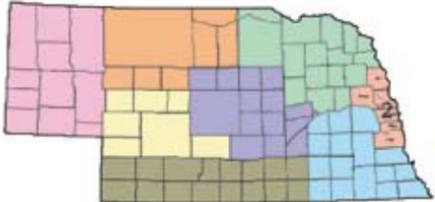
Donna Montemayor




DISTRICT
2

President: Bonnie Kokes, BSN, RN
H—(402) 331-9071
E—bonniekokes@gmail.com

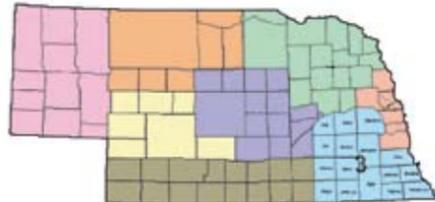
Bonnie Kokes, BSN, RN




DISTRICT
3

President: Missy Ofe Fleck, RN, MSN
H—(402) 335-3620
E—mofleck@unmc.edu

Missy Ofe Fleck, PhD, RN



The New Year is here and with it comes a fresh start with new NNA District II leaders, new plans, new ideas, and restored energy. I am very excited about changes and improvements in communication that will come about this year in District II.

Our leaders are Joy Okoruwa, Vice President and serving as President, Kate Pepin, President Elect, Julie Kass, Secretary, Esther Miller, Treasurer, Christy McAndrew, Gerontology, Beth Furlong, Community Health, and Jill Daugherty, Maternal Health. The nominations committee members include Terry Anderson, Chair, Nancy Shirley, and Vicki Vinton. Brenda Bergman-Evans is chairman of the by-laws committee.

One of the final events of 2011 was the educational offering entitled "Is My Colleague Impaired?" sponsored by NNA District II and Alegant Health. It was held on October 25th at Lakeside Hospital. Our year end celebration was held at Grisanti's Restaurant and included the installations of new officers, award presentations and guest speakers Liz Blanke and Sharron Yenny who shared about the Immanuel's Pathway PACE program. It was a great evening.

In closing I would like to wish you all a very Happy New Year.

As this will be my last report as District 3 President, I am excited to report District 3 continues to maintain both a prosperous position within NNA and a discernible influence within the nursing community. As a District, we officially became unincorporated in 2011. This facilitated our ability to maintain a level of prosperity and continue our ability to grow as a district. Cyn Kildare, our Secretary, and Lina Bostwick, our Treasurer both have impeccably tracked our monthly and financial proceedings throughout the year.

At the beginning of the year, the Board identified five goals for 2011. Our first goal was to fill NNA vacancies with District 3 representation. We thank Kathy Hoebelheinrich & Bert Kroeger for stepping to the plate to assist Nancy Waltman with NNA Bylaws. Rebecca Seeber wholeheartedly represented District 3 on NNA Convention Planning Committee. Heidi Twohig was appointed to the Community Paramedicine Committee from the Committee on Advocacy and Representation (CAR). It has been a busy year in the Unicameral with scope of practice issues and we are appreciative of Heidi's endeavors.

Our second goal was to increase attendance at board meetings. Our monthly meetings and welcoming venue have proven to be positive as at least 3/4 of our Board members consistently attended meetings throughout the year. Nursing students, District 3 members, non-members, and guests have been in attendance. Our discussions have been lively and productive. We revisit our goals monthly to assure we are staying on course.

The third goal identified was to update our webpage on the State website. All newsletters, agendas, minutes and other pertinent information are posted on the site. The industrious Publications/PR Committee Co-Chairs of Sandy Carney and Carol Penrosa took on the responsibility of posting our quarterly newsletter, *Nursing Perspectives*, and sent email blast reminders to District 3 members. Elections for convention delegates were again conducted electronically through the webpage thanks to the expertise of our Nominations Committee Co-Chairs, Virginia Hess and Cathy Smith. Officer elections for 2012 will also once again be conducted electronically this fall. Our Legislation Committee Co-Chairs, Jodi Nelson and Terrie Spohn constructed an on-line nursing issues questionnaire and placed the questionnaire on our website as a means of seeking input from nurses across the state.

To accomplish our fourth goal of increasing membership, each board member was encouraged to disseminate ANA/NNA membership opportunities at worksites. To foster membership via outreach, we again conducted our annual *Celebrate Nursing* event in April and raised enough monies to award both an undergraduate and graduate nursing scholarship at our fall meeting. At the *Celebrate Nursing* event, District 3 recognized seven outstanding nurses living and working in the District. Their co-workers, managers, or patients and their families, nominated these nurses for their superb nursing care and commitment to the profession of nursing. Don Wesley, our NNA Lobbyist, was our event speaker while Linda Stones NNA CAR Chairperson, offered intuitive ways to be politically active with our Senators. At this same event and for the first time, we presented both a \$25.00 cash award to a poster presentation and held a drawing for one free registration to the 2011 NNA State

Together

We Make Nebraska Hearts Beat Stronger



Saint Elizabeth Regional Medical Center
Lincoln



St Mary's Community Hospital
Nebraska City



Nebraska Heart Hospital
Lincoln



Saint Francis Medical Center
Grand Island



Good Samaritan Hospital
Kearney

We are excited to add Nebraska Heart's expertise to the services available through Catholic Health Initiatives in Nebraska.

— Bob Lanik,
CEO, Catholic Health Initiatives in Nebraska

What happens when Nebraska Heart—the state's premier cardiology group and heart hospital, ranked number 1 in Overall Cardiac Care, Cardiac Services, Cardiac Surgery, Vascular Surgery and Coronary Interventional Procedures—joins Catholic Health Initiatives? Patient care is taken to the next level as Catholic Health Initiatives gains a new partner.

Together we are stronger... now THAT should put your heart at ease.

2011 RANKINGS HEALTHGRADES



CATHOLIC HEALTH INITIATIVES®



NHI
Nebraska Heart Institute
& HEART HOSPITAL

we know quality care by heart :: neheart.com

Catholic Health Initiatives is a national nonprofit health organization with headquarters in Englewood, Colo. The faith-based systems operates in 19 states and includes 73 hospitals; 40 long-term care, assisted- and residential-living facilities; two community health-services organizations; and home health agencies. CHI thrives on our vision of Catholic health care as a vibrant ministry, ready to provide compassionate care of the body, mind and spirit through the 21st century and beyond.

Unplanned Pregnancy?

If you have a client dealing with an unplanned pregnancy, Nebraska Children's Home Society (NCHS) can help... *without obligations or fees.* We provide statewide:

- Education on Parenting & Adoption
- Parenting Resources
- Adoption Information
- Birthparent Support Groups
- Post Adoption Services



nebraska
children's home
SOCIETY

Please call our toll free, 24 hour number
or visit our website: (800) 390-6754
www.nchs.org

Hometown Hospital

World Class Care



Yampa Valley Medical Center is a community not-for-profit, regional hospital located in the ski town of Steamboat Springs, CO with 39 inpatient beds, a Level IV trauma center and a Level II Nursery.

Yampa Valley Medical Center offers a variety of career opportunities including:

- RN – Labor & Delivery
- Clinical Care Nurse Educator
- Neonatal Nurse Practitioner

We offer a comprehensive benefit package with RELOCATION ALLOWANCE and a healthy working environment. The entire family will enjoy our small-town lifestyle, world-class ski resort, recreational and cultural activities and scenic splendor in the spectacular Rocky Mountains.



YAMPA VALLEY
MEDICAL CENTER

1024 Central Park Drive
Steamboat Springs, CO 80487

To apply call: 970-870-1118
Fax: 970-871-2337
email: careers@yvmc.org
www.yvmc.org

YVMC is a drug free workplace and applicants must pass a pre-employment drug screen.
EOE

Search for Balance

flexible

rewarding

FULLFILLING

meaningful

BALANCED

renew

live

peace

comfort



Find your perfect nursing career on
nursingALD.com

Registration is free, fast, confidential and easy!
You will receive an e-mail when a new job posting matches your job search.

Around the Districts

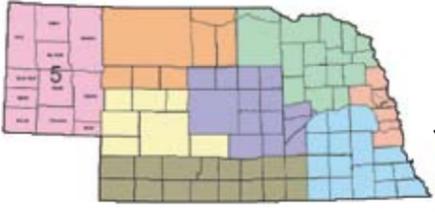
Around the Districts continued from page 6

Convention. We enthusiastically thank Becky Davis and Kelli Anderson, Program Committee Co-Chairs, for their wonderfully orchestrated event planning. We will host our final educational offering at our annual fall meeting on November 3, 2011. Shirley Foster, RN, Director of Volunteers at Clinic with a Heart will present, "Reminisces of 50 years of nursing ...just the good ones!" We will present our two nursing student scholarships at that same time.

Regarding our fifth goal of fundraising, District 3 members made fiscal contributions toward district and state activities. I would like to thank all of you for your support and wisdom. It has been a pleasure serving the profession of nursing and District 3 in this invaluable leadership role. I am grateful to be encircled by a fabulous board of directors full of energy and commitment.

DISTRICT 5

President: Nancy Hanson, RN, BSN
 W—(308) 631-1200
 E—HansonN@RWMC.net



DISTRICT 7



President: Barb Wenz, RN, MSN
 H—(308) 534-6748
 E—rcwenz@charter.net

Barb Wenz



District 7 election results from the coming year were compiled with a 23% return of ballots. Offices up for election for a two year term were vice-president and sec/ treasurer. Winnie Dolph was elected vice-president and Marge Kouba was elected sec/ treasurer. The officers for 2012 are President Barb Wenz, Vice-president Winnie Dolph, Sec/ Treasurer Marge Kouba; delegates remain Kay Olmstead and Lois Stebbins with alternate delegates Winnie Dolph and Marge Kouba.

Winnie Dolph and Barb Wenz attended the NNA state convention in Kearney Oct 14 & 15.

DISTRICT 4

President: Denise Waibel-Rycek, MSN, RN
 W—(308) 865-1606
 E—dwaibelrycek@unmc.edu



The Tumbleweed Café in Broken Bow was the site of the District 4 meeting in September. We had one guest and 17 members. The guest was Jayme Weber, recipient of our district scholarship.

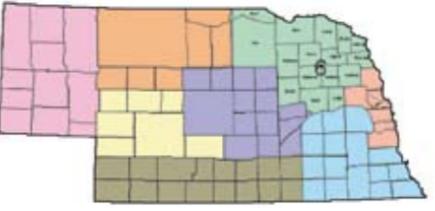
The district will be donating a basket to the NNA convention. The convention delegate book of reports were distributed, and an update on convention was given by Phyllis Anderson. The program for the evening was given by Steve Pitkin. He gave us an update on Nebraska's role in the IOM study. Members were encouraged to participate in the development of the two goals and to contact Steve if interested.

Nominations committee announced the positions that are up for election in November and asked members to be on the ballot.

The next meeting will be in November in Grand Island.

DISTRICT 6

President: Pam List, MSN, APRN
 H—(402) 528-7278
 W—(402) 372-2404
 E—plist@fcswp.org

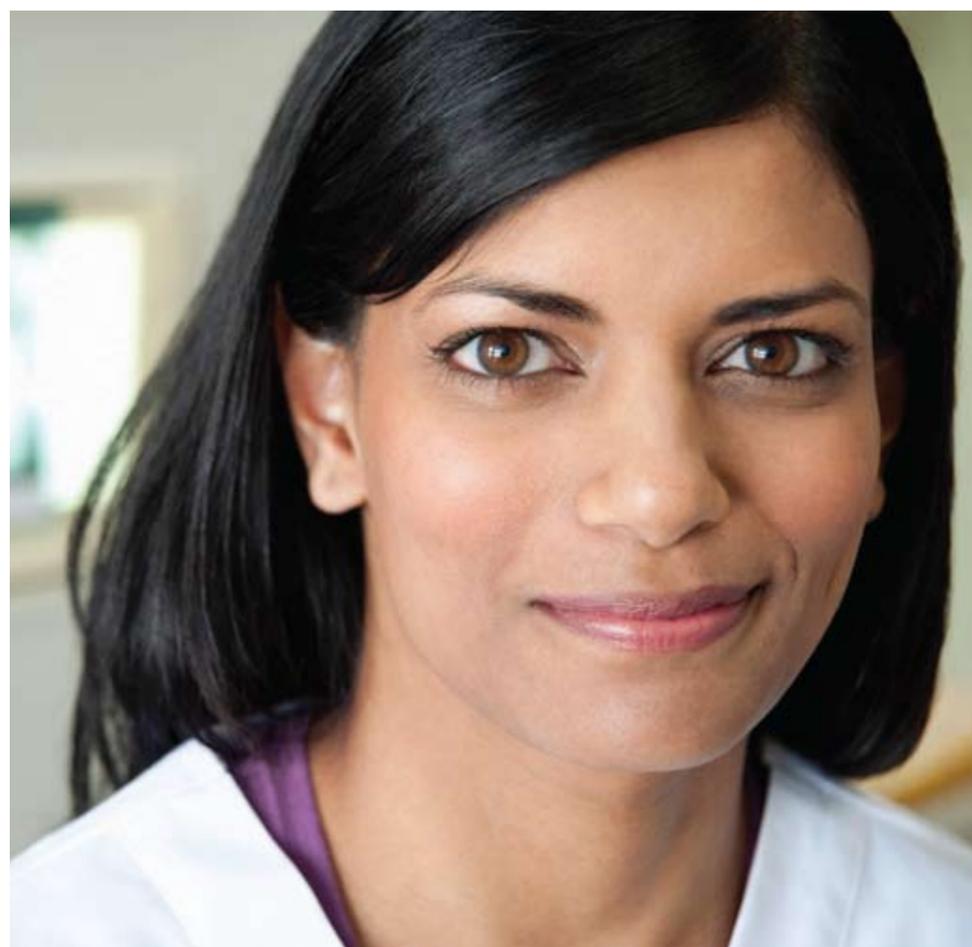


District 6 members met by conference call in August. Elections were held electronically. Serving as convention delegates were Mavis Hatcliff, Carol Kampschnieder, and Deb Ussery with Pat Moeller as alternate. Carol Kampschnieder was re-elected as district treasurer and Deb Ussery will again serve as vice president. The next district meeting will be held by conference call on Monday, November 28th at 5:30 PM. We'd like to have all members get involved in some way.

DISTRICT 9

President: Cathy Clark Sybrant, APRN, MSN
 H—(402) 684-3235
 E—cclark1@huntel.net





PERSONAL BEST.

ANCC Board-Certified.



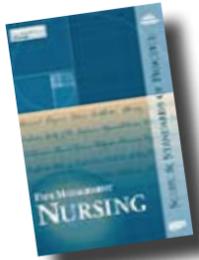
I'm proud and in charge of my nursing career. And I trust ANCC certification to help me maintain and validate the professional skills I need to remain a confident and accomplished nurse for years to come.

Find out how to be the best at
www.nursecredentialing.org/Certification

© 2011 American Nurses Credentialing Center. All Rights Reserved.
 The American Nurses Credentialing Center (ANCC) is a subsidiary of the American Nurses Association (ANA).

HEALTH CARE HEALTH CARE HEALTH CARE

Gerontological Nursing: Scope & Standards of Practice



Gerontological Nursing: Scope & Standards of Practice (2010). American Nurses Association, Silver Springs, Maryland. (Review by Kathy Corbett, RN, MSN, CPHQ, NE-A)

In continuation of the Nebraska Nurses Association's Nursing Professional Practice and Development Commission series, this article shares information and resources on the scope and standards of Gerontological nursing.

Growing older is a naturally progressing event that begins at conception and ends with death. Gerontological nursing is an evidenced-based and person-centered specialty that focuses on the "...scientific study of the process and problems of aging..." (ANA, 2010, p. 1). Gerontological nursing's aim is to maintain the highest level of functioning in the aged population regardless of their setting.

Aging can cause physiological, cognitive, and emotional changes that may interfere with normal activities of daily living. Gerontological "nurses collaborate with older adults

and their significant others to promote autonomy, wellness, optimal functioning, comfort, and quality of life... (ANA, 2010, p. 1). The American Organization of Nurse Executives (AONE) expects the number of people over the age of 65 to double by 2030 (70 million) which will total 20% of the nation's population. With over 40% of all ICU patients over the age of 65, and acute care admissions increasing over 70% for the same age group, geriatric care will be a major factor in all healthcare settings (AONE, 2010).

Nurses work and care for people across all age groups and settings and are responsible for, and held accountable to the scope and standards of our practice by both regulatory and legal bodies. In specialty nursing practice settings it is imperative that nurses not only understand, but competently perform within their professional role. For gerontological nursing standards of practice this includes the following standards which provide a framework and "reflect the philosophical values of the nursing profession and specialty" (ANA, 2010. P. 27):

- Assessment
- Diagnoses
- Outcome Identification
- Planning
- Implementation
- Evaluation

Nursing education programs may not have specific courses teaching the knowledge and skills needed to completely address the above standards in the aging process, diseases affecting the elderly population and discerning typical and atypical and chronic progressions of aging and illnesses. Issues that arise for the older adult may include end of life decisions and care, aging in place, "abuse, neglect, or exploitation from family, friends, and others" (ANA, 2010, p. 7), mental health issues, and safety. With "fewer than 1% of the 3.1 million nurses in the United States ...certified in gerontological nursing, the need for staff training, continuing education programs..." (ANA, 2010, p. 14) and specialization in gerontology to care for the increased numbers of older adults is a priority.

The AONE has written principles for consideration when providing care to the elderly in the hospital or other facilities which are available at: (http://www.aone.org/resources/PDFs/AONE_GP_Elder-Friendly-Hospitals.pdf).

Resources for nurses working with the older population are available from multiple resources to help with education and tools for nurses and other health care workers. Some of the sources include 'Advancing Excellence in America's Nursing Homes' (<http://www.nhqualitycampaign.org/>) who work with each states Quality Improvement Organizations (QIO). CIMRO of Nebraska is the QIO in the state of Nebraska. Downloadable tools are available for free to provide evidence-based guidelines for some issues in the care of the older adult (Tool for Tracking Pain, Tool for Tracking Advance Care Planning, Sample Advance Care Discussion Form, and Tool for Tracking Physical Restraints).

Also, ANA has free continuing education modules for members with a variety of educational topics, including specific subjects on gerontology (ANANurseCE.org). Non-members have online access to ANA's continuing education for a \$20 fee (some modules are higher priced). Ongoing education is important to nurses and with many of the presentations to acute care being older adults, nurse need specialized knowledge to competently care for this group. Understanding nursing's scope of practice and standards help to improve care.

The 21st Century has an unparalleled increase in the number of older adults with the aging of the Baby Boomer generation creating a demand in specialization in gerontological nursing. Nurses have an opportunity to become leaders who will positively impact the care and quality of life of the older adult. This will be achieved through advocacy and use of evidence-based knowledge that promotes healthy aging, creates care maps to support the older adult and their caregivers, and works towards the protection of Medicare and Medicaid assistance programs through active involvement in legislation.

For more information on the specialty of gerontology go to www.nursingworld.org to review or purchase the scope and standards booklet.

References:

American Nurses Association (ANA), 2010. Gerontological Nursing: Scope and standards of practice. ANA, Silver Springs, MD.
 American Organization of Nurse Executives (AONE), 2010. AONE Guiding Principles: For the elder-friendly hospital/facility and the role of the nurse leader. Available at: http://www.aone.org/resources/PDFs/AONE_GP_Elder-Friendly-Hospitals.pdf FFOR THDER
 ANA Nurse CE available at: <http://ananursece.healthstream.com/>
 CIMRO of Nebraska, 2011. Available online at www.cimronebraska.gov

Friendly Atmosphere, Exceptional Careers

Fremont Area Medical Center, a progressive community hospital just outside Omaha, offers a perfect combination of compassionate care, advanced technology, modern facilities and a friendly environment.

Registered Nurses
Various areas & shifts

We offer excellent pay, comprehensive benefits, YMCA membership, tuition assistance and a loan repayment program!

For more information, visit:
www.famc.org

You may also call our Nurse Recruiter, Bernita Mascher, at: 402-941-7366. EOE

Add an exciting new dimension to the important work you do as a health-care professional - serving part-time as an Officer in the Navy Reserve.

WANT TO LEARN MORE? CONTACT YOUR NAVY RESERVE MEDICAL RECRUITER TODAY.
1-800-247-0507
M_MILL_CNRC_lpt_minneapolis@navy.mil

AMERICA'S NAVY RESERVE
A GLOBAL FORCE FOR GOOD.

Feeling Frazzled?

Are you on your last nerve?
Find a satisfying job on nursingALD.com

Registration is free, fast, confidential and easy! You will receive an e-mail when a new job posting matches your job search.

DOCTORAL Nurse Leader.
Get your degree. **Here. Now.**

Lead the science of nursing practice, research and education.

- **DNP** — Doctor of Nursing Practice: highest degree for advanced clinical practice.
- **PhD** — Doctor of Philosophy in Nursing: leader, researcher, practitioner, educator.
- **BSN to PhD** — Fast track to doctoral educator/researcher w/o all MSN clinical hours.

Learn. Lead. Advance.

Web-based advancement programs for the busy lives of RNs | BSN | MSN | PMC | DNP | PhD
 OMAHA | LINCOLN | NORFOLK | KEARNEY | SCOTTSBLUFF — unmc.edu/nursing

American Nurses Association

ANA to Comment on New Rules on Accountable Care Organizations



The American Nurses Association (ANA) worked hard to ensure that nurses, including APRNs, were recognized in and incorporated into the Affordable Care Act (the health reform law of 2010). Now that the law has been signed, the regulatory work to implement it is under way. One area of particular importance to ANA regards accountable care organizations or "ACOs."

An ACO refers to a group of providers and suppliers of services (for example, hospitals, nurses, physicians, and others involved in patient care) that will work together to coordinate care for the Medicare beneficiaries they serve. To be eligible, the ACO must serve at least 5,000 Medicare patients and agree to participate in the program for three years.

The goal of an ACO is to deliver seamless, high quality, patient-centered care for Medicare beneficiaries instead of the fragmented care that has so often been part of fee-for-service health care. The Affordable Care Act specifies the groups of providers and suppliers that can form an ACO. That list includes "ACO professionals," who are defined as physicians, nurse practitioners (NPs), clinical nurse specialists (CNSs), and physician assistants (PAs). (It is unfortunate that certified nurse-midwives were not included in this list.) Networks of individual practices of ACO professionals, partnerships, or joint venture

arrangements between hospitals and ACO professionals, and hospitals employing ACO professionals can also form ACOs.

An important aspect of ACOs is "shared savings," whereby the ACO can share, with Medicare, cost savings that result from better coordinated, and less fragmented or duplicative care. To make sure that quality of patient care is improved, however, an ACO will be able to share in those savings only when quality standards are met. The proposed quality standards cover five key areas: patient/caregiver experience of care, care coordination, patient safety, preventive health, and at-risk population/frail elderly health.

ANA is poring over the proposed regulation regarding ACOs, which were published in the Federal Register April 6; seeking input from members; and preparing comments to submit to the Centers for Medicare and Medicaid Services (CMS) as part of the regulatory work necessary to implement the law. ANA's comments cover many aspects of the proposed regulation for ACOs, including the quality measures, quality care improvement, and care coordination. The official comments will be published on ANA's regulatory comments page—www.nursingworld.org/comments—before June 6.

Although NPs are included as "ACO professionals," the method proposed for assigning beneficiaries to ACOs does not incorporate primary care services provided by NPs.

This "assignment methodology" and what it means for NPs and their patients will vary. Regardless of the specific situation, it is likely to prove confusing to providers and patients alike. In addition, for systems that currently depend heavily on NPs (and PAs) to provide primary care services, the current assignment methodology may pose a problem in their ability to fulfill the eligibility requirement of 5,000 beneficiaries.

ANA has recommended modifications to the rule that are intended to meet the ACO's goals of preserving continuity of care and patient choice, and better incorporate the care services of NPs. ANA has also urged CMS to apply to nurse-managed health centers the same incentives that are intended to encourage the inclusion of federally qualified health centers and rural health centers.

ANA supports the proposed rule's vision of a patient-centered care delivery model that improves quality of care while seeking greater efficiencies and savings, but believes that CMS has largely neglected to include the contributions of nursing, particularly the role that APRNs can play in delivering primary care. For more details and to follow the developments as CMS refines the ACO model, visit www.nursingworld.org.

—Lisa Summers is a senior policy fellow in the Department of Nursing Practice and Policy at ANA.

Advocacy at the State Level: Why it's Important

The American Nurses Association (ANA) addresses many advanced practice registered nurse-related issues at the national level with national stakeholder groups and policy makers, Congress, and federal agencies. However, with the implementation of the "Affordable Care Act" (ACA) and the ongoing scope of practice issues that are to play out in the states, ANA also places an important emphasis on work for and in the states, in close collaboration with our constituent and state nurses associations (C/SNAs).

One important provision of the ACA that highlights the need for effective national and state partnerships is the establishment of state insurance exchanges. These exchanges—an online marketplace where individuals can purchase health plans—must be up and running by 2013. If a state chooses not to create an exchange, the federal government will step in and do so.

Work is under way to lay the foundation for state-based exchanges, with legislatures in 13 states having passed laws to establish them (Utah and Massachusetts had already created exchanges). A summary of state action toward creating exchanges can be found at www.kff.org/healthreform/8213.cfm. ANA is busy reviewing the proposed rules that spell out many details of how exchanges will be established and run. Of particular interest to APRNs will be sections of the rule that address "network adequacy standards" and "essential community providers." ANA will urge Centers for Medicare and

Medicaid Services to broadly define primary care providers to include nurse practitioners (NPs) and certified nurse midwives (CNMs), and to ensure that patients have access to nurse-managed health centers, school-based health centers, and other innovative settings that depend heavily on APRNs to provide care. ANA's comments on these proposed rules and a host of others can be accessed at <http://nursingworld.org/comments>.

While there are some intriguing developments in the direction of federal solutions to scope of practice problems, most restrictions on APRN scope of practice are the result of state laws and regulations. A variety of initiatives—such as lifting requirements for physician supervision and removing restrictions on prescriptive authority—are on the agenda for many C/SNAs. The No. 1 recommendation in the Institute of Medicine *Report on the Future of Nursing* is, "Remove scope-of-practice barriers. Advanced practice registered nurses should be able to practice to the full extent of their education and training." This recommendation has generated increased attention to scope of practice problems.

Just as coalition building is critical to advocacy within nursing, it is critical to build effective coalitions with consumers and with other health care professionals. In 2006, ANA played a leading role in the formation of the Coalition for Patients' Rights (CPR), a group of health care provider organizations that responded to efforts by the American Medical Association (AMA) to limit their

members' scope of practice. CPR recently established a State-Based Coalition (SBC) program to facilitate networking and information-sharing at the state level among CPR organizations, and to encourage the creation of state-based CPR coalitions that reflect the national membership. The purpose of these coalitions is to enable a coordinated, proactive response by stakeholders to scope of practice developments at the state level, particularly attacks by the AMA Scope of Practice Partnership (SOPP) and state and local medical societies. The development of a virtual training session on the nuts and bolts of coalition building (available at www.patientsrightscoalition.org) is an example of the kind of resource sharing CPR facilitates.

The development and implementation of the *Consensus Model for APRN Regulation* is another example of close collaboration between national organizations and efforts in the states. ANA continues to be actively involved in the licensure, accreditation, certification, and education (LACE) network at the national level, but much of the work necessary to fully implement the model must be done in the states. ANA continues to provide updates to the states and assistance as requested.

This is an extraordinary time for APRNs, thanks to opportunities provided by the ACA and increased attention to the role APRNs can play in increasing access to quality care. ANA urges nurses to get active at the state level and help leverage these opportunities.

—Lisa Summers is a senior policy fellow at ANA.

ANA Releases New Social Networking Principles

Utilizes social media to inform nurses about guidelines

SILVER SPRING, MD—Given the pervasiveness of social media, the American Nurses Association (ANA) has released its *Principles for Social Networking and the Nurse: Guidance for the Registered Nurse*, a resource to guide nurses and nursing students in how they maintain professional standards in new media environments.

"The principles are informed by professional foundational documents including the *Code of Ethics for Nurses* and standards of practice. Nurses and nursing students have an obligation to understand the nature, benefits, and potential consequences of participating in social networking," said ANA President Karen A. Daley, PhD, MPH, RN, FAAN. "These principles provide guidelines for nurses, who have a responsibility to maintain professional standards in a world in which communication is ever-changing."

The number of individuals using social networking is growing at an astounding rate. Facebook reports that there are 150 million accounts in the United States while Twitter manages more than 140 million 'tweets' daily. Nurses face risks when they use social media inappropriately, including disciplinary action by the state board of nursing, loss of employment and legal consequences.

ANA's e-publication, *ANA's Principles for Social Networking and the Nurse* provides guidance to registered nurses on using social networking media in a way that protects patients' privacy and confidentiality. The publication also provides guidance to registered nurses on how to maintain, when using social networking media, the nine provisions of the *Code of Ethics for Nurses with Interpretive Statements*; the standards found in *Nursing: Scope and Standards of Practice*; and nurses' responsibility to society as defined in *Nursing's Social Policy Statement: The Essence of the Profession*.

This publication is available as a downloadable, searchable PDF, which is compatible with most e-readers. It is free to ANA members on the Members-Only Section of www.nursingworld.org. Non-members may order the publication at www.nursesbooks.org.

ISBN-13: 978-1-55810-426-6

Non-members \$3.95

Members: Free

In addition to the principles, ANA has developed a downloadable tip card as well as several opportunities for nurses to discuss issues related to social media including a day-long Facebook discussion on Sept. 16, and a Twitter chat Sept. 23 at 1 p.m. EDT, (#anachat). ANA is also conducting a social media webinar scheduled for Oct. 25 featuring Nancy Specter, PhD, RN, director of Regulatory Innovations for the National Council of State Boards of

Social Networking continued on page 10

American Nurses Association

Social Networking continued from page 9

Nursing (NCSBN) and Jennifer Mensik, PhD, RN, NEA-BC, ANA board member and administrator for Nursing and Patient Care Services at St. Luke's Health System in Boise, ID. Additional details and sign up information about the webinar will be available on ANA's social networking page.

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



DON'T WAIT TO START NURSING SCHOOL

Start in August or January to earn a Bachelor of Science in Nursing. We offer discounted tuition for LPNs and RNs and scholarships for traditional students. For more, call or visit our Southeast Lincoln campus today.

CONTACT US

www.ucollege.edu
800.228.4600
402.486.2524

UNION
COLLEGE

Weigh In on Ways to Ensure Staffing

Having appropriate staffing is a priority for nurses every day, no matter where they work. And now all nurses have an opportunity to provide their input on a draft document, *Principles for Nurse Staffing*. A revision of the groundbreaking 1998 document, the *Principles* are posted online at <http://nursingworld.org/Comment-Principles-Nurse-Staffing> for public comment until Nov. 3.

The American Nurses Association's (ANA) Congress on Nursing Practice and Economics (CNPE) Workforce Workgroup presented its draft to the full CNPE when it met Sept. 10. The purpose of the document is to give nurses in all settings the guidance and the vital information they need to attain appropriate nurse staffing so they can achieve and maintain high-quality, safe nursing care.

The workgroup started its revision of the 1998 *Principles*, which had been used successfully by nurses to gain staffing laws and workplace changes, beginning in September 2010. Its members evaluated the principles point by point, and while the overall approach to staffing has not changed conceptually from the previous document, there are some differences. The new draft principles, for example, are broader, so they can be used by nurses in practice settings beyond acute care.

The principles reflect the complex, decision-making factors that lead to appropriate nurse staffing. The first section of the document contains foundational statements about staffing based on ANA's long-time approach to this issue.

Core staffing principles outlined in the document include:

- Appropriate nurse staffing is critical to the delivery of quality health care.
- All settings should have well-developed staffing guidelines with measureable, nurse-sensitive outcomes specific to that setting and health care population that are used as evidence to guide daily staffing.
- RNs are full partners with other professionals.

Subsequent sections address the different dynamics of health care settings—the health care consumer, the nurse, and the organization and workplace culture—and which elements must be considered when developing staffing plans. Those elements include a wide-range of factors, such as severity, intensity, acuity and urgency of the health care consumer's condition, the level of the nurse's experience, and the organization's provision of interprofessional support and ancillary services.

More to come

Following the public posting, the CNPE workgroup will revise the draft document as needed, and then the full CNPE and ANA board of directors must approve it. The workgroup also plans to work with ANA to develop several materials related to the document, such as a toolkit and webinar, to ensure the principles are accessible and used by nurses in all workplaces.

The workgroup is chaired by Patricia F. Pearce, PhD, RN, FNP-BC, FAANP, Alabama State Nurses Association, and Rosemary Mortimer, MS, MEd, RN, CCBE, Maryland Nurses Association.

ANA Pledges to Help Patients Improve Care Through Use of Electronic Health Information

Association Joins National Consumer eHealth Program Launch

SILVER SPRING, MD—The American Nurses Association (ANA) pledged to educate consumers about the benefits of electronic health information, as part of a national campaign launched today to engage consumers in improving their own health through information technology.

ANA made a formal pledge to develop educational materials on health information technology for registered nurses to share with consumers, in support of the Consumer eHealth Program established by the Office of the National Coordinator for Health Information Technology (ONC), U.S. Department of Health and Human Services (HHS). The ANA initiative will help people understand the benefits of using their electronic health records to prevent illness and manage chronic conditions, and to track history of immunizations, clinical exams and hospitalizations.

Health information technology provides a platform for capturing and sharing standardized data, such as lab results, tests, treatment history, medication profiles and basic medical information.

"Health information technology can improve care by ensuring that care is based on evidence. It also allows health care professionals from different clinical settings and disciplines to communicate effectively about a patient's care to avoid duplication of services and ensure nothing important is missed through a lost paper trail or failed memory," said ANA President Karen Daley, PhD, MPH, RN, FAAN. "This unique platform for compiling and analyzing data also supports one of the strongest tenets of nursing—educating the health care consumer."

ANA will ask nurses to submit examples of innovative use of health information technology in their practices, including methods they employ to engage patients in the use of that technology to improve their health, such as patient portals. ANA intends to share such models with ONC to demonstrate nursing's effectiveness in developing consumer-oriented health information technology strategies.

ANA has long recognized the importance of using standardized data and information technology to improve the quality of care. ANA began promoting the broad use of health information technology in the 1990s, designating nursing informatics as a nursing specialty and publishing the first scope and standards of practice documents for that specialty. Nursing informatics integrates nursing science, computer science and information science to manage and communicate data, information, knowledge and wisdom in nursing practice.

In 1998, ANA established the National Database for Nursing Quality Indicators® (NDNQI®), the nation's only comprehensive database allowing hospitals to compare nursing performance measures at the unit level. For example, a hospital can compare its rate of hospital-acquired pressure ulcers in intensive care units to similar units at other NDNQI-participating hospitals in the region, state or nation, providing a benchmark for performance and quality of care.

ANA values its relationship and partnership with health care consumers and their families and is well-positioned to create opportunities that will further engage consumers in improving their own health through information technology.

Smell the roses...



Find the perfect nursing job where you can work smarter, not harder on

nursingALD.com

Registration is free, fast, confidential and easy!
You will receive an e-mail when a new job posting matches your job search.





Nebraska Nurses Association Membership Application

PO Box 82086, Lincoln, NE 68501-2086 • (402) 475-3859 • Fax: (402) 474-6206 • admin@nebraskanurses.org

Please type or print clearly. Please mail your completed application with payment to: NNA, PO Box 82086, Lincoln, NE 68501-2086

Date _____

Last Name/First Name/Middle Initial _____ Home Phone Number _____

Credentials _____ Home Fax Number _____ Basic School of Nursing _____

Home Address _____ Work Phone Number _____ Graduation (Month/Year) _____

City/State/Zip Code + 4 _____ Work Fax Number _____ RN License Number/State _____

County _____ Position _____

Email Address _____ Employer _____

Membership Dues Vary By District

Membership Option

- M-ANA/NNA/District Membership** (chart below)
(Includes full membership to NNA and the American Nurses Association (ANA) for 12 months.)
- D-NNA/District Membership** (chart below)
(Full membership only. Includes NNA membership benefits limited to state and district membership.)

Membership Category

- F-Full Membership**
 - Employed full-time
 - Employed part-time
- R-Reduced Membership**
 - Not employed
 - Full-time student (must be a RN)
 - New graduate from basic nursing education program, within six months of graduation (first membership year only)
 - 62 years of age or older and not earning more than Social Security allows
- S-Special Membership**
 - 62 years of age or over and not employed
 - Totally disabled

Select your NNA district from the map at right; choose the correct membership option chart below; and find the appropriate dues for the category you have selected above.

State nurses' association dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense.

Under the Omnibus Budget Reconciliation Act of 1993, that portion of your membership dues used by Nebraska for lobbying expenses is not deductible as an ordinary and necessary business expense. NNA reasonably estimates that the non-deductible portion of dues for the 2007 tax year is 31%.

Sponsor name and member # _____

Payment Plan (please check)

- Full Annual Payment**
 - Membership Investment _____
 - ANA-PAC (Optional - \$20.05 suggested) _____
 - Total dues and contributions _____
 - Check (payable to ANA)
 - Visa
 - MasterCard
- Payroll Deduction**
This payment plan is available only where there is an agreement between your employer and NNA to make such deduction.
Payroll Deduction Signature* _____

To be completed by NNA/ANA

Employer code _____

State _____ District _____

Approved by _____ Date _____

Expiration Date _____ Amount Rec'd _____

Check # _____



Payment Plan (please check)

- Epay (Monthly Electronic Payment)**
This is to authorize monthly electronic payments to ANA. By signing on the line, I authorize NNA/ANA to withdraw 1/12 of my annual dues and any additional service fees from my account.
- Checking**: Please enclose a check for the first month's payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.
- Credit card**: Please complete the credit card information and this credit card will be debited on or after the 1st day of each month.

Epay Authorization Signature* _____

- Annual Credit Card Payment**
This is to authorize annual credit card payments to ANA. By signing on the line, I authorize NNA/ANA to charge the credit card listed for the annual dues on the 1st day of the month when the annual renewal is due.

Annual Credit Card Authorization Signature* _____

*By signing the Epay or Annual Credit Card authorizations, you are authorizing ANA to change the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel this authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a \$5 fee for any returned drafts of chargebacks.

Credit Card Information

Bank Card Number and Expiration Date _____

Authorization Signature _____

Printed Name _____

Amount \$ _____

2011 ANA/NNA/District Option Membership Dues by District				2011 NNA/District Option Membership Dues by District			
District	Monthly epay* (\$)		Annual Dues (\$)		District	Annual Dues (\$)	
	Full (MF)	Reduced (MR)	Full (MF)	Reduced (MR)		Full (DF)	Full (DF)
1	22.13	11.31	259.50	129.75	1	15.29	177.50
2	23.58	12.04	277.00	138.50	2	16.75	195.00
3	23.34	11.92	274.00	137.00	3	16.50	192.00
4	22.17	11.34	260.00	130.00	4	15.33	178.00
5	21.83	11.17	256.00	128.00	5	15.00	174.00
6	21.25	10.88	249.00	124.50	6	14.42	167.00
7	22.92	11.71	269.00	134.50	7	16.08	187.00
9	21.25	10.88	249.00	124.50	9	14.42	167.00

*50 cent surcharge per month for epay feature

New NNA Members

District 2

Ellen Addison
Kristin Harris
Pamela Hartnett
Mary Sunderman
Cindy Costanzo
Kristina M. Krieger
Karen Sweeney
Anthonia Okereke
Kathleen Marie Schufeldt
Janet Syslo

Libby Mary Nutzman
Vicki Peterson Truska
Ashley Spicka

District 4

Kelsey Henkel
Jane Cote
Linda George
Sandy Krolikowski

District 5

Paulette Schnell
Kevin Dahlstedt
Shirley Knodel

District 3

Jeri Brandt
Jennifer Hackwith
Jennifer Promes
McKenzie Randel
Lindsey Williams
Laurie Allison Bussing
Erin Carlene Donovan
Candice Fryda
Sam Smith

District 6

Helene Kay Hegge
Terri Mitchell

District 7

Karen Waite

MEMORIAL HEALTH CARE SYSTEMS

We provide an integrated network of health care services. We offer a competitive wage and benefit program. All dedicated professionals interested in providing quality care and customer service are encouraged to contact:



HR Department
300 N. Columbia Ave.
Seward, NE 68434
Fax: 402 646 4621
Ph.: 402 646 4618
Email: jim.eastman@mhcs.us

Quality Care by Quality People



If you are looking for a dynamic, progressive healthcare facility—one that offers a rewarding career path—then MHC is right for you!

At Memorial Health Center, in Sidney, NE, we believe quality of care is central for our clients and employees. As a part of our team, you will be central in providing that care.

**Extended Care Registered Nurse
Staff Development Coordinator/
Assistant Director of Nursing
Clinic LPN—Acute Care Unit Director**

For more information or to complete and submit application online visit our website:

www.memorialhealthcenter.org

or email:

dbrennan@memorialhealthcenter.org

308-254-5075

STATE OF IOWA Registered Nurses and Licensed Practical Nurses

Glenwood Resource Center (GRC) is seeking applicants for RNs and LPNs caring for the mentally and physically challenged. Extensive benefit package, evening and night differential, time and a half overtime for full-time positions. PRN RN positions are also available for application.

Contact **Connie Brown,**
Administrator of Nursing, at
712-525-1438 or
cbrown2@dhs.state.ia.us

STATE OF IOWA
DEPARTMENT OF HUMAN SERVICES
Glenwood Resource Center
711 S. Vine, Glenwood, IA 51534

EEO/AA Employer
Minorities, Females and
Persons with Disabilities
Encouraged to Apply



Gene Eppley Camp

is looking for
an LPN or RN to serve as a
Resident Camp Nurse
Pay is commensurate with experience

Must be available between
May 25 - July 30, 2012

Please visit us online at:
www.geneeppleycamp.org



Director of Nursing (Blue Hill & Utica)

Utica Community Care Center in Utica, NE and Blue Hill Care Center in Blue Hill, NE both have DON openings. Candidates should possess a proven track record leading a nursing team in a LTC environment (minimum 2 years) along with solid presentation, organizational and interpersonal skills. Current NE RN License (in good standing) required.

Please email resumes to
Imaglio@5sqc.com

EOE



PSYCHIATRIC NURSES

Lincoln Regional Center

West Prospector Place and Folsom, Lincoln, NE 68509

We are recruiting for the following positions:
• **RN—Full-Time and Part-Time**
(Psychiatric experience preferred but not required)

www.statejobs.nebraska.gov

To learn more about the Lincoln Regional Center, please scan the QR code with your smart phone.



For questions or accommodations call: 402-471-2075; AA/EOE/V
Hearing Impaired/TDD calls only: 402-471-4693

What's Next for Your Healthcare Career?

Look to BryanLGH for the answer. Located in Lincoln, Nebraska, we are a multi-site, multi-discipline system with a rich 85-year history of providing the area's best care.



You want to make a difference in your career, and at BryanLGH there is no limit to what you can achieve. Our professional staff is a talented group of individuals, caring for patients and families, and providing an atmosphere that is focused on our Beliefs and Standards of Behavior.

You can find out more about our industry reknowned, comprehensive nursing orientation program, and more by visiting us at www.bryanlgh.com.



EOE/AA

Be the best in a field that needs you.

- › PN
- › BSN
- › RN to BSN
- › LPN to BSN
- › RN to MSN
- › MSN
- › Post-MSN



Prepare to be the best.

Join us and be a part of the success.

PH 402 552 3100 TF 800 647 5500
ClarksonCollege.edu



Walk tall knowing **you** make a difference.

Wherever you are in your nursing career, College of Saint Mary offers respected degrees that help you rise to the next level – and fulfill who you are meant to be.



Our caring faculty are experts in their areas of concentration and they want to see you succeed.

- **MSN** – A blended on-campus and web-based curriculum. Move from your MSN to our Doctor of Education Program with an emphasis in Health Professions Education.
- **RN-BSN** – Complete your degree in a year*. On-campus and online blended sections are available. Access podcasts of lectures!
- **ASN** – **Prepare for RN licensure!** Complete your degree in the 2-year or 3-year track program. Our NCLEX pass rate is competitive with the national average, with a 100% job placement rate.

Ask about our OT and Medical Technology degree programs!

The MSN, BSN, and ASN degree programs at College of Saint Mary are accredited by the National League for Nursing Accrediting Commission (NLNAC). The Practical Nursing Program and Associate Degree Nursing Program are approved by the Nebraska State Board of Nursing.

Contact us today to get started on the nursing degree that will take your career to the next level.

800-926-5534 CSM.edu



* Time to complete your RN-BSN contingent upon the number of Core Curriculum Courses you've completed when you enroll.