This year we had four categories for which we accepted nominations.

**ANA-NY Hall of Fame**

Congratulations to the 2019 ANA-NY Hall of Fame Award recipient, Dr. Jacquelyn Taylor, RN.

Dr. Taylor's accomplishments in research and education are unparalleled, especially for someone at a fairly early to early-mid point in her career. Evidence of her record extends from multiple NIH grants including a multi-million dollar R01, to the Presidential Early Career Award for Scientists and Engineers, given to only two other nurses. She has served as co-chair of the Genetics Expert Panel for the American Academy of Nursing and has participated on the Diversity Committee of the American Heart Association Cardiovascular and Stroke Nursing Council. She has received six commendations from local and national representatives for her commitment to healthcare in the African American community. She was the inaugural Associate Dean of Diversity and Inclusion at the Yale School of Nursing. The American Nurses Association has previously recognized her by awarding the 2018 Mary Mahoney Award, recognizing her significant contributions to opening and advancing equal opportunities in nursing to members of minority groups. She is a Fellow of the American Heart Association and the American Academy of Nursing. She has an impressive publication record of over 60 articles in the area of genomics in Black and African populations. She is a leader and exemplar nursing scientist and possesses incredible skills in communicating between disciplines.

The ANA-NY Hall of Fame Award, a peer nominated award, recognizes a member who has made a sustained contribution to ANA-NY’s mission and to the profession of nursing in New York State in the area(s) of nursing practice, education, and/or research. This person may also be eligible as a nominee for the ANA Hall of Fame Award.

**Criteria:**
- Consistent, outstanding record of leadership that has directly affected the health and/or well-being of those dwelling in New York State through sustained, life-long contributions to the profession of nursing
- Recognized and respected leader in nursing and healthcare
- Impact of the contribution to the nursing profession must be at the state level at minimum and may be at the national or global level as well
- Achievements must have an enduring value to the profession of nursing and/or the health and welfare of the citizens of New York State

**ANA-NY Nursing Education Award**

Congratulations to the 2019 ANA-NY Nursing Education Award recipient, Dr. Larry Slater, RN.

Dr. Slater is a dynamic educator who is a non-stop innovator. He skillfully leads inclusive advancement of teaching and learning in the classroom, builds teams for curricular improvements, and mentors colleagues for professional development to successfully impact the student experience and their readiness for clinical practice. He is an educator and change agent. He builds new programs and initiatives for nursing excellence, expands mentorship and partnerships, and holds high regard and equally high expectations for colleagues as members of our learning community.

The ANA-NY Nursing Education Award recognizes a nurse educator who has significantly influenced nursing education as demonstrated by: (a) developing and implementing innovative and evidence-based teaching and learning strategies that meet the needs of a diverse group of learners, (b) active involvement in curriculum design and implementation that meets essential learning outcomes, and (c) evidence of scholarship in the area of nursing education.

**ANA-NY 2019 Award Winners continued on page 2**
The recipient of this award exemplifies a high level of compassion and expertise in the provision of such health care.

Criteria:
- At least five (5) years of full-time experience as a nurse clinician
- At least a Bachelor’s degree in nursing
- Demonstrated evidence of significant contribution to improved quality of patient care
- Demonstrated evidence of recognition for excellence in practice
- Modeled a holistic approach for care of both family and patient, cultural sensitivity, and excellent patient/family education

ANA-NY Nursing Practice Award

Congratulations to the 2019 ANA-NY Nursing Practice Award recipient, Dr. Marlene McHugh, RN. Dr. McHugh is a contributor to improved understanding and delivery of true palliative care. She continues to provide care, teach others how to provide care, and seek out ways to further improve her already superior practice.

The ANA-NY Nursing Practice Award recognizes and celebrates excellence in the provision of direct care to patients, families, communities, and/or populations by a nurse at any level of practice (registered professional nurse, advanced practice nurse, or nurse administrator).

ANA-NY Scholarship Award

Congratulations to the 2019 ANA-NY Scholarship Award recipient, Dr. McHugh. The scholarship developed in any of these domains has to have been subjected to peer review and disseminated beyond the local and state level. The ANA-NY Scholarship Award recognizes a nurse who has made significant contributions in the scholarship of discovery, integration, teaching, and/or application (Boyce, 1996). The scholarship developed in any of these domains has to have been subjected to peer review and disseminated beyond the local and state level.

Criteria:
- Publication of at least ten (10) peer reviewed articles/chapters over the last five (5) years in a specific area of expertise, with at least one (1) of the following:
  - Recognized impact of scholarship on an area of nursing practice, education, administration, and/or policy (e.g., change in health and/or professional policies; influence in redesign of academic curriculum)
  - Requested as keynote speaker related to expertise
  - Publication of an award-winning book
  - Demonstrated mentorship of a novice in nominee’s area of expertise

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www.ana-newyork.org/
ANA-NY Announces Results of 2019 Board Election

Vice President and ANA Membership Assembly Alternate to the President

Joanne Lapidus-Graham, EdD, RN, CPNP, CNE Woodbury, NY

Tanya Drake, MSN, RN Haverstraw, NY

Secretary

Tanya Drake, MSN, RN Haverstraw, NY

Nominations and Elections

Toby Bressler, PhD, RN, OCN Brooklyn, NY

Olga Kagan, PhD, RN Great Neck, NY

ANA Membership Assembly Alternates

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Directors-at-Large

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Susan Chin, MA, RN, NNP-BC Wantagh, NY

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TEACHERS COLLEGE COLUMBIA UNIVERSITY

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Friday, October 25, 2019 at 11:00 AM
Friday, December 6, 2019 at 12:00 PM

Open House Webinar
Wednesday, October 23, 2019 at 10:00 AM
Tuesday, November 5, 2019 at 8:00 PM
Monday, November 25, 2019 at 8:00 PM

To RSVP and for more information, please contact
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Join Us Today!
Light the Way as a Mentor

Elisa (Lee) A. Mancuso MS, RNC-NIC, FNS, AE-C

Throughout our lives and especially our nursing career, we can relate to seasonal changes along the way. As we embark on our professional journey it may feel like Spring; filled with excitement wonder and joy. Even the unknown or yet to be discovered has an anticipatory glow. Gaining confidence and competence in one’s nursing practice takes time. It cannot be rushed but must simmer slowly as the summer sun. Angst is alleviated when one can let go and find balance between the ideal and the real without extinguishing passion.

Fall presents a crisp, fresh ambiance as a new academic year begins with enthusiastic students and revitalized faculty committed to facilitate academic success and professionalism. Winter may be equated to a more dormant stage. Perhaps a sense of complacency has settled in or a loss of purpose and time is needed for reflection of where one has been and future directions to be explored.

Navigating successfully during these seasons can be enhanced 10-fold with a professional mentorship. An effective mentor is one who role models positive behaviors, builds trust, provides support/guidance, is dependable, engaged, authentic and attuned to the needs of the mentee. A profound responsibility requiring eclectic and proven attributes.

I have been blessed with several mentors in the clinical arena, academia and professional organizations. Each unique and dynamic colleague provided inspiration and the appropriate lifeline with enough slack for me to grow personally and professionally. They created a safe environment enabling me to take risks, embrace challenges and cultivate innovative approaches.

I was a dry, thirsty sponge ready to absorb it all. However, I needed a reality check and my well-intentioned but delusional goals had to be reined in. It is imperative mentors provide an honest assessment of the mentee’s strengths and areas of improvement while gently redirecting when they take on too much, too soon and get in their own way.

Remaining enthusiastic and genuine throughout the relationship can be a challenge when there is no longer functional. Veracity must prevail with an acknowledgement that everyone’s best interests can be better served with new partners. While this divorce can be painful it is an exception to the norm and serves as learning experience for all involved.

In my experiences, being a mentor is invigorating, humbling and awakens the “energizer bunny” within. As you share your expertise reflect on what worked for you, identify failures and missed opportunities. Empower yourself to move forward and embrace new challenges with a fresh perspective. Next, recognize the differences regarding current nursing issues, your mentee’s aspirations and your ability to nurture a colleague’s professional journey.

Mentors provide a “Generosity of Spirit” which creates a dynamic duo that can explore into a nursing tsunami positively impacting everyone in its wake. I encourage each ANA-New York member to become engaged as a Superhero Nurse – Dynamic Duo.

Mentor a colleague and Change the world.
The 2019 legislative session was scheduled to conclude on Wednesday, June 19. However, several unresolved issues pushed this deadline to the early morning hours of Friday, June 21. The Senate adjourned just before 1:00 a.m., and the Assembly worked through the night and adjourned just before 7:30 a.m. The delay to the conclusion of end of session was in large part because the Senate, Assembly and Governor were working to reach a deal on several priority issues. These issues included recreational marijuana legalization and the creation of a prevailing wage standard for construction projects receiving state funding.

In the end, it became clear that a deal on legalizing recreational marijuana could not be reached before the end of the session, so the Governor and the two houses reached a compromise that will decriminalize marijuana possession and expunge the records of those with low level marijuana convictions. For prevailing wage, no final deal was reached. Both issues will be back on the agenda for next session; perhaps as part of the budget negotiations.

While these issues in particular pushed the official end of session, there were a lot of major issues addressed in the final days, and this session saw more legislation passed of major issues addressed in the final days, and this session saw more legislation passed back on the agenda for next session; perhaps as part of the budget negotiations.

We anticipate that these issues will remain active, and the two houses and Governor will seek to address them next session.

With the scheduled session now officially concluded, focus and attention will turn to hearings on these and other topics that will be held by the Senate and the Assembly throughout the summer and fall. There will also be many meetings and discussions held with new members and leadership in both houses to update them on issues of importance. The late fall will require an analysis of the upcoming 2020 legislative session and budget process.

The 2020 legislative session should begin on Wednesday, January 8, 2020 with the Governor’s State of the State address. However, for the past few years, the Governor has been changing up the format and timing of his address, so we will see what he anticipates that these issues will remain active, and the two houses and Governor will seek to address them next session.

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The Legislation Committee

Beverly Karas-Irwin, DNP, RN, NP-C, HNB-BC, NEA-BC is the Director of Nursing Excellence, Magnet Recognition at New York-Presbyterian in New York, NY assisting 11 campuses on their Magnet initial and redesignation journeys. Dr. Karas-Irwin is a nurse leader with over 35 years’ experience in professional nursing practice and nursing education.

Dr. Karas-Irwin obtained her Doctor of Nursing Practice in Nursing Administration from University of Pittsburgh, Pennsylvania; Master of Science in Nursing – Adult Nurse Practitioner from St Peter’s College, NJ; Master of Science in Health Service Management from New School for Social Research, NYC; and Bachelor of Science in Nursing from University of Pittsburgh. She is nationally board certified as an adult nurse practitioner, holistic nurse-baccalaureate, nurse executive-advanced and inducted as a fellow in The New York Academy of Medicine.

Marilyn L. Dollinger, DNS, FNP, RN

Dr. Marilyn L. Dollinger is the Executive Associate Dean at the Wegmans School of Nursing, St. John Fisher College in Rochester, New York. She received a BS in Nursing from the University of Toronto, a MS in Nursing from Russell Sage College, a post-master’s certificate as a Family Nurse Practitioner from St. John Fisher College and a Doctorate of Nursing Science from the University of Buffalo.

Dr. Dollinger is an active advocate and lecturer for legislative, regulatory, and health policy issues. She is the immediate past-Chair of the Common Ground Health Board, a regional health round table and a member of the Lifetime Care Board executive committee. She is also a member of several regional and state nursing professional organization legislative and policy committees. Dr. Dollinger is the past chair the ANA-NY Legislative Committee and serves on the New York Organization of Executives and Leaders Public Policy Committee.

Catherine S. Finlayson, PhD, RN, OCN

has been a clinical nurse at Memorial Sloan Kettering Cancer Center for over 12 years. She recently earned her PhD from New York University’s Rory Meyers College of Nursing. Dr. Finlayson received the Doctoral Degree Scholarship in Cancer Nursing from the American Cancer Society which supported her dissertation. She was the recipient of the 2018 Oncology Nursing Society Trish Greene Memorial Lectureship.

Dr. Finlayson holds a Bachelor of Arts in Political Science from New York University. A Master of Science in Urban Policy Analysis and Management from the New School for Social Research and a BSN from SUNY Downstate Medical Center.

Debra A. Wolff, RN, PCNP, DNS, is President/CEO of NURSES-Ready for the Next Step, a business launched in 2013 to help prepare nurses for success in the next step of their education and career. She also teaches online at Empire State College. Her book, Advancing Your Nursing Degree: The Experienced Nurse’s Guide to Returning to School was recently published by Springer. During her 38-year career in nursing, she has been a life-long learner.

Dr. Wolff earned a bachelor’s degree from SUNY Plattsburgh, a master’s degree and certificate as a Nurse Practitioner in Community Health from Binghamton University, and a doctoral degree from The Sage Colleges, where she was inducted into the Phi Kappa Phi national honor society.

Currently she is an active member of the American Nurses Association – New York (NY), the NY Organization of Nurse Executives and Leaders, the Capital District Nursing Research Alliance, the Northeast NY Professional

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- Experience in teaching and evaluating associate degree nursing students, experience orienting new RN graduates, or experience evaluating students during clinical performance tests.

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In 2010, Dr. Wolff completed a program as a certified Nurse Practitioner and has been an abstract, journal, and textbook reviewer as well as a synchronous learning expert and, in recent years, has been a board liaison. She has published extensively in Cancer, Journal of the National Comprehensive Cancer Network, Academic Medicine, Journal of Managed Care, Academic Medicine, Journal of Rural Health, and Clinical Orthopaedics and Related Research. In 2010, Dr. Wolff completed a program as a certified Nurse Practitioner and has been an abstract, journal, and textbook reviewer as well as a synchronous learning expert and, in recent years, has been a board liaison. She has published extensively in Cancer, Journal of the National Comprehensive Cancer Network, Academic Medicine, Journal of Managed Care, Academic Medicine, Journal of Rural Health, and Clinical Orthopaedics and Related Research.

Amy Kellogg, ANA-NY Lobbyist

Amy Kellogg’s law practice focuses on representing a variety of New York State professional associations, businesses and not for profits before New York State Government including the State Legislature, Governor’s Office and State Agencies. Amy is a former Legislative Aide to the New York Assemblywoman Helene E. Weinstein, Chair of the Assembly Ways and Means Committee. Her practice includes:

- Providing lobbying and government-related services.
- Monitoring, analyzing, and reporting on the status of pending legislation.
- Communicating clients’ positions to members of the State Legislature, state agencies, and the Governor’s office.
- Drafting legislation on behalf of clients.
- Researching and ensuring compliance with state and federal lobbying and ethics laws.
- Assisting clients with strategy regarding the availability of and access to a variety of government funding-mechanisms and other programs.

In my “spare time” I love to spend time with my three grandchildren, my husband taking relaxed drives out east with our Golden Retriever and embracing my spirituality by teaching Sunday School and Vacation Bible School. For the past 35 years I have specialized in Pediatrics, Mental Health & Leadership. Neonatal NP & Bereavement Counselor worked in a Level III NICU. As President of ANA-NY, I believe I am “paying it forward” to Nursing. The importance of being active in ANA-NY is to reinforce the essential components of the nursing profession: ethics, accountability, compassion, critical thinking, commitment to excellence, evidence-based practice and mentoring our new nurses. My passion for nursing inspires me to view current obstacles in Nursing as exciting opportunities to embrace change by facilitating innovative leadership and collaboration among all nurses. I am humbled and honored to work with talented experienced and novice nurses. It is essential that all New York nurses have a dedicated professional organization that addresses diverse health care issues in every possible setting while supporting their professional development. ANA-NY is building a community of empowered nurses and we invite all Professional Nurses to contribute their skills and energy to our dynamic organization and make a difference in nursing!
Susan Dewey-Hammer, RN, MN

I have been an RN for 46 years. I devoted my entire career to working in the field of Mental Health and Nursing Education, and currently am retired. I participated in many Nursing Lobbying events with students over the years, as well as having the privilege of attending the American Nurses Advocacy Institute. Since nursing is the largest health care profession, I think that it is essential for RN’s to share their knowledge and expertise with legislators, so that nursing can be involved with shaping health care policies. It is my honor to be on ANA-NY’s Legislative Committee.

Diane Dwire

I was born and raised in Camillus, daughter of Helen and Al Myrdek, former Mayor of Camillus in the “60’s.” My grandparents worked and retired from the Camillus Cutlery. I graduated from West Genesee Sr. High School in 1964, received a Bachelor’s degree in Nursing from Niagara University, a Master’s in Adult Education from Morehead State University and graduate credits in Business Administration from Chapman College. Prior to retiring from the NYS Department of Health after 27 years in March 2003, I participated in the development of the Bioterrorism Preparedness Plan and the implementation or the smallpox plan for CNY.

I served on active duty during the Vietnam era from 1966-73 in the US Army Nurse Corps. After serving on active duty I joined the reserves and in 1994 retired from the 376th Combat Support Hospital Reserve Unit as a Lieutenant Colonel. I served a combined total of 24 years in the Army reserve and on active duty.

Currently I am active in the American Legion – Knifetown Post #1540; the Central Counties Professional Nurses Association, serve as a member of the Council on Legislation of the NYS Nurses Association, on the Board of Directors of the Syracuse Metro League of Women Voters as Treasurer, CNY NOW Board of Directors and the Onondaga and Camillus Democratic Committees.

I have been involved in the political process since elementary school, either working on my father’s campaigns, other campaigns or my own. I served six years as a Camillus Town Councilor (2001-2007).

The future of this county and the impact the political process has on that outcome is very important to me. Change will come through hard work and perseverance. All politics are local and I encourage everyone to take an active role in shaping the future.

I have used this quote below several times – it’s simple, but says a lot:

“The future belongs to those who believe in the beauty of their dreams” – Eleanor Roosevelt. The future is ours, and the dream is victory in November. What could be more beautiful?
The Legislation Committee

The ANA-NY Legislation Committee is composed of ten (10) members appointed by the Board of Directors. The committee (a) develops a legislative program to be ratified by the Board of Directors, (b) implements the legislative program adopted at the Governing Assembly, and (c) monitors trends and developments in legislative and governmental areas as they relate to state or national health policy. In January, the committee hit the ground running to begin our work.

I would like to introduce you to the members of the committee: Mel Callan, MS, RN, FNP-BC, Family Nurse Practitioner, Highland Family Medicine, Rochester, New York; Susan Dever-Hammer, MN, RN; Catherine S. Fintel, PhD, RN, OCN, clinical nurse, Memorial Sloan Kettering Cancer Center, New York, New York; Beverly S. Karas-Irwin, DNP, RN, NP-C, HNB-BC, NEA-BC, (Chair), Director of Nursing Excellence, NewYork-Presbyterian, New York, New York; Maile Mercer, BSN, RN, CCRN, Planned Parenthood of NYC, Kim A. O’Hara, JD, MS, RN CNE, Long Island NY; Denice Rivera, MBA, RN, Program Director, Project M.O.R.E. Inc. Women’s Reporting Center, Poughkeepsie, New York; Donna M. Tydings, DNP, RN, CNS-BC, NEA-BC, Visiting Assistant Professor, St. John Fisher College Wegmans School of Nursing, Rochester, New York; Kenya Williams, MSN, RN, HSM, Director of Governance and Policy, National Student Nurses’ Association, Astoria, New York; Debra Wolff, DNS, RN, PCNP.

Assisting the committee are: Francine Bono-Neri, MA, RN, PNP, [Director-at-Large ANA-NY], Adjunct Nursing Faculty – The Barbara H. Hagan School of Nursing at Molloy College, Rockville Centre, New York; Adjunct Nursing Faculty – Adelphi University, Garden City, New York; Nursing Faculty – Kaplan, Inc. NCLEX-RN Instructor, Nassau County, New York; Cynthia Curran, MS, RN, CNS, University at Buffalo, SON Emeritus, Legislation Committee Chair of Professional Nurses Association of Western New York, Buffalo, New York; Marilyn L. Dollinger, DNS, RN, FNP, (Immediate Past Chair), Executive Associate Dean, Wegmans School of Nursing, St. John Fisher College, Rochester New York; Diane M. Dwire, RN; Amy Kellogg, Harter Secrest & Emery LLP, Attorneys and Counselors, Albany, New York; Elisa (Lee) Mancuso RNC-NIC, MS, FNS, AE-C, (President ANA-NY), Professor, Suffolk County Community College, Brentwood, New York; Jeanine Santelli, PhD, RN, AGPCNP-BC, FAAN, Executive Director for ANA-NY, Albany, New York.

Now more than ever, registered nurses need to increase their advocacy activity and voice in the political landscape. We encourage you to keep abreast of local, state, and federal political activity. We will be strategizing ways to enhance bi-directional communication between our committee and ANA-NY members to obtain your timely feedback on the issues we will be sending out for member feedback. One of our goals is to develop a mechanism for an agile response to pressing matters that impact nursing and healthcare.

If you have the opportunity for your art to meet activism, you shouldn’t pass that up when it comes your way. ~Regina King

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SAVE THE DATE

Make sure to mark your calendar for ANA-NY’s 8th Annual Conference at the Turning Stone Resort and Casino October 22-24, 2020
Lobby Day at the State Capitol

May 7, 2019 ANA-NY had its inaugural lobby day at the State Capitol and met with several legislators and legislative staff to talk about important healthcare care bills. The ANA-NY legislation committee, office staff and our Lobbyist, Amy Kellogg, with her constituents from The Harter Secrest & Emery LLP, Attorneys and Counselors.

Tips for your Next Job Search

Melissa Marrero MSN, RN, CN
Reprinted with permission from New Jersey Nurse. October 2019

Today’s nursing job search heavily relies on online applications and networking strategies. In larger organizations, before the recruiter, you need to get through the recruitment assistant and the software platform to get your foot in the door. Here are some basic tips from the recruitment perspective to help your next job hunt:

PERSONALIZE YOUR APPLICATION

The most valuable advice I received when starting my job search was that résumés are not meant to get you a job, they get you an interview. Nurses that are looking for a new position need to remember each job is unique, so your application and résumé cannot be “one size fits all.” Read the job description carefully. Make sure eligibility requirements are covered in your résumé. With hundreds of applicants, you won’t be getting a call to double check your GPA or certifications, make sure it is clear you have what they are asking for. Use key phrases from the job description in your résumé; this will pull your application higher on the software match list.

HONESTY

Do not lie. It may seem like common sense, but it happens surprisingly often. Embellishment easily shifts to falsehood. Familiarity with a language and fluency are two different things. If you were a Customer Service Representative, do not give yourself a new title of Vice President of Patient Experience because it sounds better. Recruiters will be performing reference checks and background checks and eventually you will have a conversation face-to-face where your skills may be put to the test.

STRONG REFERENCES

Ask people if they will act as a reference before you share their contact information and let them know the jobs you have applied for and why you are interested in the position. Be self-aware of your performance when you worked with that person; will they say the things that a new employer will want to hear?

OPPORTUNITIES TO NETWORK

Seek out opportunities for face-to-face engagement. This does not mean show up at Human Resources without an appointment or trying to connect to every employee on LinkedIn! Take advantage of offerings that allow you to mingle with current employees (walk-in career fairs, volunteer events, lectures open to the public) and strike up conversations, then strategically build your online connections with people in the organization.

IF YOU GET AN INTERVIEW, SHOW UP OR HAVE THE COURTESY TO CALL

Interview “no shows” are on the rise; this is a huge strain on time, energy, and resources. The recruiter you snub will remember your name the next time you are looking for a move. Managers and supervisors all attend the same meetings and vacancies and candidates come up in conversation quite frequently. You do not want your reputation to include being inconsiderate or unreliable in a profession built on trust and compassion. If you get another offer or your plans for employment change, any reasonable recruiter will understand, pick up the phone and call!

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Integrating Education and Competency for Safe Patient Care

Vincenza Coughlin, MS, RNC-MNN, CNE, CLC; Tara Easter, RN, BSN, MA; Gail Geraghty, BSN, MS, RN, CPHQ, NYU Langone Health

Introduction:
Clinical competence is a professional expectation in providing quality patient care. Distinguishing competence in health care is complex. Prior to this initiative no formal process existed within the Departments of Nursing to distinguish the methodology of nursing education and competencies. Frequently, competencies were created in silos, without standardization, and lacked intent of purpose.

For utilizing a Nursing Competency Program is a strategy that promotes a culture of continued education, clinical competence and quality patient care.

Purpose:
The purpose of this initiative was to re-define the Nursing Competency Program at NYU Langone Health. Objectives were to outline the competence and education validation process, establish ownership and accountability for organization wide, service specific and unit based competencies and education, as well as provide resources to nursing leaders and staff related to mandatory requirements, clinical skills and continued learning. Through the development of a formal, standardized pathway, called the Nursing Education and Competency Advisory Panel (NE-CAP), we seek to question what constitutes competency and how it needs to be measured.

Method:
In December 2016, a group of nursing leadership and staff met to evaluate the current state of the RN competency program. We identified opportunities for improvement by participating in several exercises which included the comprehensive review, identification, grouping of current competencies and state mapping. We identified variability in the process and expectations.

In an effort to streamline efforts, we developed the Nursing Education and Competency Algorithm (NE-CAP) and the Nursing Education and Competency Advisory Panel (NE-CAP). The NE-CAP serves as framework in differentiating education and competencies through standardization of practice. Utilizing the algorithm assists in organizing and planning annual initiatives as one time, on-going or specific to a specialty or unit. NE-CAP serves as a vetting structure to improve collaboration with decision making and utilizing shared governance.

Members of NE-CAP include representatives of the VSA work group and meet on a monthly or as needed basis.

Results:
NE-CAP reviewed 157 existing competencies by use of the NE-CAP and peer review. It was determined that 55 are competencies, 61 are education and 41 are no longer applicable. Future competencies must be presented to NE-CAP. A guiding principle is to increase staff accountability by defining the expectations of clinical competence and engagement in continuing education to provide safe patient care. A centralized repository of the vetted competencies was created on the institution’s intranet to provide accessibility to nursing [staff, leadership].

Conclusions:
Utilizing NE-CA as a tool to differentiate education and competencies clarifies required clinical skill and knowledge for staff nurses. This is critical in evaluating whether a proposed educational offering and/or identified competence is needed. Using the newly created algorithm assists in this process. In order to optimize organizational performance our goal is 100% completion of competencies in an effort to always provide our patients with quality care.

References:

2019 Research Fellow

Congratulations to Leorelkys Villar

The Research Fellow program administered by the Foundation of New York State Nurses and is sponsored by ANA-New York. This two-year commitment provides practicing nurses with the opportunity to participate directly with a nurse researcher coach to complete a project of their choosing.

Leorelkys Villar of has been chosen to the 2019 Research Fellow. Leorelkys Villar is an assistant nurse manager in the 15 South Telemetry unit at Stony Brook University Hospital. Leorelkys received her bachelor’s degree in nursing from Long Island University, and she is currently working on her Family Nurse Practitioner master’s degree at Stony Brook University. Ms. Villar provides leadership in her unit and provides compassionate patient care. She is an active member of ANA and ANA-NY, as well as a member of the Sigma Theta Tau International Honor Society of Nursing. Ms. Villar holds multiple accomplishments some of which are being selected as 15 South’s Nurse of the Year for 2019, receiving the SUNY Chancellor’s award for Academic Excellence in 2016, and obtaining both Medical-surgical and Gerontological certifications through the ANCC. In her time off you can find her on a trip to her native land the Dominican Republic, reading, painting, participating in a nursing conference, or spending time with her friends and family.
Prof. Michele Crespo-Fierro named NAHN 2019 Nurse of the Year

July 30, 2019

The National Association of Hispanic Nurses (NAHN) has named Michele Crespo-Fierro, PhD, MPH, RN, AACRN, clinical assistant professor at NYU Meyers, the 2019 NAHN Nurse of the Year. Prof. Crespo-Fierro received the award at the NAHN Award and Scholarship Gala during the NAHN 44th Annual Conference, held July 16-19 in Reno, Nevada.

Prof. Crespo-Fierro directs the LEAD Honors Program at NYU Meyers and is the founding faculty advisor for student group Latinos Aspiring To Imagine Nursing Opportunities (LATINOS). She is also the president elect of the NAHN New York (NAHN-NY) chapter. Her specialty is HIV nursing, and she has published on the care of people living with HIV/AIDS and the importance of nursing specialization in HIV/AIDS, in addition to developing graduate curricula in HIV care. Her dissertation explored the cultural care needs of Puerto Rican women receiving HIV care from nurse practitioners in New York City.

The NAHN Nurse of the Year Award is given to a nurse who has developed a creative and innovative program, intervention, or strategy to improve the quality of healthcare in the Hispanic community, increase the number of Hispanic nurses, or develop and advance policies to overcome Alzheimer’s disease through increased investment in research, enhanced care, and improved support. In committing to serve for a renewable one-year term, Alzheimer’s Ambassadors are the main point of in-district contact for a specific member of Congress for issues related to dementia and Alzheimer’s. Ambassadors develop trusted relationships with their congressional offices to ensure their voices are heard by policymakers.

“Importantly, Alzheimer’s is not a red or blue issue. Rather, it is a purple issue, with strong bipartisan support aimed at funding Alzheimer’s research and programs to support those living with the disease. I am delighted to have the opportunity to work with Senator Schumer and his staff to address this crisis,” added Pettis.

As an Alzheimer’s Ambassador, Pettis will attend the annual Alzheimer’s Association Advocacy Forum in Washington, DC, as well as several district meetings with Senator Schumer’s office. She will also lead the activities of her local Alzheimer’s Congressional Team, a group of highly engaged advocates. Pettis, who joined NYU Meyers and NICHE in 2018, has more than 25 years of healthcare experience as a nurse, nurse researcher, educator, and consultant working to improve healthcare for older adults, including providing expertise to Centers for Medicare & Medicaid Services. At NICHE—the leading nurse-driven program designed to improve geriatric care in healthcare organizations—Pettis oversees the long-term care program, working to develop the nursing workforce for organizations such as nursing homes and assisted living facilities. She also ensures that NICHE’s clinical education content and materials are consistent with national standards.

Jennifer Pettis named Alzheimer’s ambassador to New York Senator Chuck Schumer

August 14, 2019

NYU Rory Meyers College of Nursing’s Jennifer Pettis has been named an Alzheimer’s Ambassador to Senator Chuck Schumer. Pettis, an expert on aging and healthcare, is the associate director of the long-term care program at NICHE (Nurses Improving Care for Healthsystem Elders) at NYU Meyers.

“There are 5.8 million Americans living with Alzheimer’s disease, and that number is expected to grow to 7.1 million by 2050. In short, Alzheimer’s disease is a public health crisis, and the time to act is now,” said Pettis. “Not only do we need to find a cure for this devastating disease, but we also need to support those afflicted by it and their caregivers as we work toward a cure. Additionally, we need to ensure that health systems are prepared to provide person-centered, quality care to individuals living with Alzheimer’s.”

Alzheimer’s Ambassadors are grassroots volunteers for the Alzheimer’s Impact Movement—the advocacy arm of the Alzheimer’s Association—working to develop and advance policies to overcome Alzheimer’s disease through increased investment in research, enhanced care, and improved support. In committing to serve for a renewable one-year term, Alzheimer’s Ambassadors are the main point of in-district contact for a specific member of Congress for issues related to dementia and Alzheimer’s. Ambassadors develop trusted relationships with their congressional offices to ensure their voices are heard by policymakers.

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ORGANIZATIONAL AFFILIATE SPOTLIGHT

ANA-NY is proud and honored to be associated with our Organizational Affiliates.

American Psychiatric Nurses Association - New York Chapter
Northern Adirondack Nurses Association (NANA)
Professional Nurses Association of South Central New York

Central New York Nurses Association, Inc. (CNYNA)
Chi Gamma Chapter Sigma

Genesee Valley Nurses Association (GVNA)
International Society of Nurses in Genetics (ISONG)

Mohawk Valley Nurses Association (MVNA)
New York State Association of Occupational Health Nurses

Nurses Association of the Counties of Long Island, Inc. (NACLI)
Professional Nurses Association of Dutchess/Putnam Counties https://pnadp.nursingnetwork.com/
Professional Nurses Association of Rockland County (PNARC)
Professional Nurses Association of Suffolk County (PNASC)

Are You A Member of a Nursing Group that Should Become AN organizational Affiliate?

Here are some benefits:
1. A discount on exhibiting at ANA-New York annual meeting;
2. Attendance at ANA-New York’s annual meeting at a member registration rate for the organizational affiliate’s representative;
3. Right of organization affiliate’s RN liaison to attend and speak at ANA-NY’s governing assembly, without vote;
4. A link with your logo on ANA-NY’s Website with recognition of Organizational Affiliate Status;
5. Access to professional development opportunities for affiliates members and staff;
6. Access to experts in a variety of nursing specialties;
7. Opportunities to network with ANA-NY members across New York state;
8. Access to speakers from the membership on a variety of nursing topics;
9. Preferred sponsorship opportunities at special events and other programs;
10. A complimentary subscription to ANA-NY’s quarterly Newsletter for your members.

Contact programassociate@anany.org for more information.

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Assistant Director of Nursing (ADON)

Neighborhood Health Center is actively seeking an Assistant Director of Nursing (ADON). Candidate should possess a minimum of two years supervisory experience of Staff RNs. The ADON will support the efficient operation of the nursing staff on the clinic floor - these duties range from planning and evaluating nursing systems, processes, staffing schedules and methods to ensure that patients are receiving optimal care.

Qualified candidates, please submit cover letter and resume via email to s.joerger@nwbchcc.org
HPV Vaccination for the Prevention of Oropharyngeal Cancers

**Instructions**
- Steps to complete independent study and receive 0.75 contact hours.
- Read the article below
- Complete the post test, evaluation and registration forms.
- Mail to: ANA-NY, 150 State Street, 4th Floor, Albany, NY 12207
- $7.00 Fee for non-members. Members are free.
- Certificates are emailed after a passing score is achieved.
- Learning Outcome: Upon completion of this activity, the learner will express an awareness of the risk factors for oropharyngeal cancers attributed to the human papillomavirus.

The incidence of human papillomavirus (HPV) associated oropharyngeal cancers is rising rapidly, particularly among men in the United States (U.S.). The Centers for Disease Control (CDC) estimates that 70% of the 12,000 oropharyngeal cancers diagnosed annually in the U.S. are caused by HPV with the greatest percentage increase in men younger than 45 years of age (2018). Oral HPV infection by high risk HPV types, particularly HPV-16, is associated with poor oral health including gum disease and sores in the mouth and throat. The CDC reported that the most common HPV associated cancer in the U.S. is oropharyngeal squamous cell carcinoma which includes cancers of the mouth, throat, tongue and tonsils (Mulcahy, 2018). HPV is the most common sexually transmitted infection in the U.S. with 79 million people infected and 14 million new cancer-related cases diagnosed each year (CDC, 2018). This translates to 2.5% of all new cancer diagnosed in the U.S. In fact, oropharyngeal cancer has surpassed cervical cancer as the top HPV-associated cancer (Mulcahy, 2018). There are more than 100 types of HPV and approximately 40 types spread through sexual contact, the mouth and throat. According to the CDC (2017), in all races and ethnicities, men had higher rates of HPV-associated cancers of the oropharynx than women. In addition, Black and Hispanic men and women had lower rates of HPV-associated oropharyngeal cancers than white and non-Hispanic men and women.

The increase in oropharyngeal cancers may be due to a change in sexual behaviors including unprotected oral sex. Studies indicate that white men report the highest number of sexual partners and performing oral sex at a younger age compared to other racial and ethnic groups (Mulcahy, 2018). Multiple oral sex partners and smoking are independent behavioral risk factors for oral HPV infection. Poor oral health is an additional risk factor for HPV infection and is associated with the presence of ulcers, mucosal disruption, or chronic inflammation of the oral cavity (Bui, Markham, Ross, & Mullen, 2013).

Symptoms of oropharyngeal cancer include swollen lymph nodes, long-lasting sore throat, painful swallowing, hoarseness, ear pain, and unexplained weight loss. Some people have no symptoms at all. Although HPV is so prevalent in the U.S., most individuals are unaware of these symptoms and the long-term impact of HPV infections.

According to the American Dental Association Council on Scientific Affairs (2018), the HPV vaccine could help prevent the vast majority of oropharyngeal cancers and is associated with an approximate 88% reduction in prevalence of vaccine type oral HPV 16/18/6/11 infections among vaccinated adolescents in the U.S. The HPV vaccine was developed to prevent cervical cancer and other reproductive system cancers. The Food and Drug Administration (FDA) approved the vaccine for children and young adults in 2006, and recently expanded the approval for adults up to age 45 (Bayefsky & Gostin, 2019). The CDC recommends HPV vaccination for both girls and boys aged 9-25 years. The vaccine is currently indicated for the prevention of genital warts, cervical, vulvar, anal and vaginal cancers in females, and genital warts and anal cancer in men. Strong evidence exists that the vaccine is safe and effective with greater than 90% efficacy for anogenital HPV infections and precancerous lesions.

Unfortunately, low HPV vaccination rates among individuals aged 18 to 33 years translates to a low population-level effect of the HPV vaccine (Chaturvedi et al., 2018). Data shows that Black women had 30% lower odds of HPV vaccine initiation than White women. In addition, White women are more likely to complete the three dose HPV vaccine series than Black or Latina women (Daniel-Ulloa, Gilbert, & Parker, 2016). Research indicates that no matter the race or ethnicity, men reported lower levels of HPV vaccine initiation and completion than women.

There are a number of reasons for low vaccination rates among all individuals in the recommended age range. Many health care professionals are not educating their patients about HPV, vaccinations and the link to cancer, particularly oral cancer (Arora, Ramachandra & Squirer, 2017). According to the ADA (2018), the best predictor of whether an individual receives the HPV vaccine is a recommendation from a trusted health care professional. It is imperative that providers have the resources to screen and educate patients about HPV, emphasizing the importance of prevention and vaccination before patients become sexually active. Studies have found that many health care practitioners are aware of HPV, but are less likely to recognize signs of HPV related cancers. Providers with knowledge and understanding of HPV infections and associated cancers...
Sherry, J.S., Collins, S.K., McKinnies, R.C., Fleege, A., & Walter, Centers for Disease Control and Prevention. (2018). HPV and cancers. Providing information to parents about the HPV vaccine may increase the number of individuals immunized. Nurses need to educate patients about risk factors related to HPV and provide information about prevention, including the benefits of receiving the HPV vaccine.

Education and awareness about HPV has the potential to diminish HPV infections and cancers, particularly oral cancers. Research indicates that no matter the race or ethnic group, women reported lower levels of HPV vaccine and completion than men. Which statement regarding the HPV vaccine is false?

5.  Which statement regarding the HPV vaccine is false?

a) The HPV vaccine is associated with an approximate 88% reduction in prevalence of vaccine type oral HPV 16/18/6/11 infections among vaccinated adolescents in the U.S.

b) The Food and Drug Administration has approved the HPV vaccine in males and females aged 9-25.

c) Low HPV vaccination rates among individuals aged 18 to 33 years can be attributed to a lack of education about HPV, vaccinations and the link to cancer, particularly oral cancer.

d) Parental concerns about vaccine safety, religious and cultural beliefs, and fear of promoting sexual activity play a major role in low rates of HPV vaccination or outright refusal to have their children vaccinated.

6.  Providers should screen and educate patients about HPV, emphasizing the importance of prevention and vaccination once patients become sexually active.

a) True

b) False

7.  Nurses play a critical role in increasing HPV vaccine uptake and series completion by:

a) Connecting parents and children to medical appointments

b) Addressing parental concerns about vaccine safety and side effects, and providing information about where to receive the HPV vaccine,

c) Educate patients about risk factors related to HPV and provide information about prevention, and benefits of receiving the HPV vaccine,

d) All of the above

EVALUATION FORM

1.  The learning outcome(s) for this activity was met?

a) Yes

b) No

2.  Did you find this independent study an effective method of learning?

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

3.  This activity was an independent study an effective method of learning?

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

4.  As a result of this activity, please share at least one action you will take to change your professional practice/performance.

5.  What other topics would you like to see addressed in an independent study?

6.  Was this independent study an effective method of learning?

Strongly Agree - Agree - Neutral - Disagree - Strongly Disagree

CONTINUING EDUCATION STATEMENT:
The continuing education program is approved for 0.75 contact hours. The Northeast Multistate Division is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation.
Nurses Educational Funds, Inc. (NEF) is the largest professionally endorsed source of scholarships for advanced nursing study in the US. The NEF mission and vision encompass our two goals:

First: To promote leadership through scholarship support for professional nurses seeking masters and doctoral degrees in nursing education, practice, service and research. Second: To be the national leader in providing graduate funds for nurse leaders in education, practice, service and research.

The need for nurse leaders is critical. NEF-funded scholars have become outstanding faculty and deans of schools of nursing, renowned researchers, and experts in healthcare delivery, administration, and policy – all leading change in every arena across the country and globally. Funding scholarships for graduate nursing education is an ongoing and challenging process that has been the key focus of NEF’s volunteer board of directors.

If you are seeking to elevate your career by returning to school for a master’s or doctoral degree and seek financial assistance, our annual completely online application process at www.n-e-f.org begins on October 1 of each year and closes on February 1 of the following year. A description of the requirements for NEF Scholarship application follow.

About the Scholarships:
• Scholarships are based on academic performance, a personal essay, reference letters, and validated study already in progress in graduate programs throughout the United States.
• Scholarships are provided directly to students for their use in supporting their studies.
• A long list of named endowed scholarships is available on the NEF website, at www.n-e-f.org. Since 1912 over 1200 professional nurses have received a Nurses Educational Funds, Inc. Scholarship.
• Each student’s application is reviewed and scored by two separate nurse reviewers from NEF Board of Directors who do not consult with each other regarding their reviews. The review scores are then tabulated by the Criteria and Eligibility Committee nurse members for the final scholarship application determination.

About the criteria:
• GREs are not required as part of the application process.
• Student applicants must be licensed registered nurses with a bachelor of science in nursing degree (or the equivalent requirement if an entry level Master’s program).
• References are required from the student’s academic, employment, and professional colleagues.
• Scholarship awards are given to students in nursing research, clinical practice, education, and administration.

About our funding:
• Each year in spring and winter NEF sends letters to nurses, nursing schools and colleges, medical centers, corporations, foundations, and individuals asking for financial support for the annual scholarships.
• Our annual Fall Gala, this year scheduled for November 13, 2019, seeks sponsorship from schools or colleges of nursing, medical centers, corporations,

Brittney Sullivan, NEF Scholar, 2016-2017, on top of Table Mountain in Cape Town after presenting at the Sigma Theta Tau International Nursing Research Congress, July 2016.
American Nurses Advocacy Institute (ANAI)

ANA-NY Executive Director, Jeanine Santelli, was selected by the Board of Directors to represent ANA-NY in Washington, DC at ANAI. As the most trusted and largest sector of health professions in the U.S., registered nurses must have a voice in influencing the profession and health care. To that end, the American Nurses Association (ANA) is committed to growing nurses’ political leadership skills formally and informally through the American Nurses Advocacy Institute (ANAI).

Launched by the ANA in 2009, the program grooms each nurse to ultimately be an effective advisor to their state nurses association in establishing legislative/regulatory priorities, recommending strategies for execution in the advancement of a policy issue, and educating colleagues about the political realities and how they too can be more effective advocates. The program is competitive, capped at 25 participants, so each individual can benefit optimally from the interactive sessions held in Washington, DC as well as the ongoing mentorship and support throughout the year. Not including the current cohort 228 have participated in the program, representing 42 states. The 2019 – 2020 class of 25 represented 21 states – CA, CT, DE, IA, KS, LA, MD, MI, MN, MO, NV, NY, OR, RI, TN, TX, UT, WA, WI, WV.

While in DC, nurses hear from influential nurse leaders such as long-standing Minnesota House State Representative who campaigned for Governor in 2018, Erin Murphy, MA, RN, FAAN; Mary Behrens, MS, RN FNP BC former Wyoming State Legislator & Casper City Council and Mayor; and Dr. Irene Trowell-Harris, RN, Ed.D. Major General USAF, Retired, the former Director of the Department of Veterans Affairs Center for Women Veterans. Attendees learn about navigating the legislative process based on the political environmental scan and messaging for differing audiences from leaders in the public relations arena. The experience includes visits to Congressional offices. The learning continues throughout the year with discussion of other related topics and the ability to apply at the state level. Each year two members are budgeted to attend, please watch for the ANAI call and consider attending this great program.

In the Spotlight - Future Nurse Leader

Beth Bond

Beth Bond began her nursing career after moving to NY in 2012 with her husband and two children. Finally, after a few years of settling in she obtained her Associate in Applied Science Registered Nursing degree in 2019 from Finger Lakes Community College (FLCC). While attending FLCC Beth received the FLCC Foundation Scholarship, was a member of American Nurses Association as a student nurse and was awarded the ANA-NY Future Nurse Leader Award. Currently she is serving as a Registered Nurse for Rochester Regional Health. Specifically, Newark-Wayne Community Hospital in Newark, NY, on 2 South the Telemetry Floor. It is there that she cares for a variety of patients, but the main focus is primarily treating patients with cardiac diagnosis such as chest pain, rule out Myocardial Infarctions (MI), Congestive Heart Failure (CHF), and Acute Coronary Syndrome (ACS).

As a fitness enthusiast her love for working with cardiac patients is a no brainer. Prior to her nursing career and during nursing school she worked as a certified personal trainer and fitness instructor. Beth is a member of the community she serves and is passionate in helping people achieve healthier lives. Her passion for improving cardiac health and an overall healthy wellbeing is what continues to drive her to pursue advancement in her nursing career and goals.

Hospice Nurses, Weekdays, Evenings, Overnights (Full-Time, Part-Time or Per Diem)

Registered Nurse, Licensed in New York State

United Hospice is offering new and exciting opportunities for highly skilled, compassionate NYS licensed Registered Nurses to join our talented team who will provide RN care and expertise to meet the ever-changing needs of our community-based patients as we embark on our expansion to Orange County, NY! We will soon proudly provide Hospice Services to both Rockland and Orange Counties!

Current Openings:
- Clinical Educator/RN Case Manager (F/T)
- RN Case Manager, Rockland County, NY (F/T)
- RN Case Manager, Orange County, NY (F/T)
- RN Overnights On-Call Three (3) Nights 12:30am – 8:30am (P/T)
- RN Opportunities for Per Diem and P/T Weekdays, Evenings and Weekends

Health insurance, 401k and Profit Sharing, generous Paid Time Off, Education Assistance and Professional Development funding is available for benefits eligible employees with scheduled hours of thirty (30) or more. Additional salary enhancement for bi-lingual candidates.

To view our current openings please visit careers page on our website at https://hospiceofrockland.org/careers/job-opportunities

Please submit a cover letter and resume to Human Resources at recruitment@hospiceofrockland.org

Thank you for your interest in joining our talented and compassionate team at United Hospice!
Pay attention to your environment—It can affect your body, mind, and spirit.

This is the ninth installment in a series of articles on wellness. You can read the earlier articles at americannurse.org/category/wellness/.

You DON’T HAVE TO experience nature— it can be in your own backyard, a community park, or walking trail. You also can venture miles from home for hiking, waterskying, camping, or canoeing. When you’re outdoors, the rest of life seems to disappear. You become “one with nature”—spiritually, mentally, and physically—as you appreciate all the beauty this planet has to offer. Your senses heighten as you become more aware of your surroundings. And you may not realize it, but you’re improving your health and wellness. Yes, outdoor adventure provides a simple way around the block to snow tubing down a wintry hill, enhance your overall health. We may not give a lot of thought to how the environment fits into our wellness efforts, but the environment and how we take care of it can have a huge impact on our overall well-being.

The evidence is in

Research has demonstrated that green space, such as parks, forests, and river corridors, is good for our physical and mental health. In a study by Blumenfeld and colleagues, 71% of people found a reduction in depression after going for a walk outdoors, versus a 45% reduction in those who took an indoor walk. In a 2013 study from Roe and colleagues, gardening demonstrated a significant reduction in subjects’ levels of the stress hormone cortisol. And in 2016, the World Health Organization conducted a systematic review of 60 studies from the United States, Canada, Australia, New Zealand, and Europe and concluded that green space is associated with reduced obesity.

More than nature

“Environment” doesn’t mean only the great outdoors. Your environment is everything that surrounds you—your home, your car, your workplace, the food you eat, and the people you interact with. Nurses’ work environment includes a system of hazards, so we need to pay extra attention to this component of our wellness. The U.S. Department of Labor rates hospitals as one of the most dangerous places to work. In 2017, the Bureau of Labor Statistics reported that private industry hospital workers face a higher incidence of injury and illness—six cases per 100 full-time workers— than employees working in other industries traditionally considered dangerous, such as manufacturing and construction. In 2015, the most common event leading to injuries in hospitals was overexertion and bodily reaction, including injuries from moving or lifting patients. In other words, those of us working with patients outside of a hospital setting are vulnerable, too.

Improve your workplace environment

The good news is that many injuries can be prevented with proper precautions and training. For example, almost 50% of reported injuries and illnesses among nurses and other hospital workers were musculoskeletal, many (25% of all workers’ compensation claims for the healthcare industry in 2011) caused by overexertion from lifting, transferring, and repositioning patients. Learning safe ways to handle patients can safeguard your well-being as well as your patients. It may be time to review your workplace safety standards or form a committee to review patient-handling procedures and other safety measures.

Of course, the people we deal with every day aren’t just risk factors for disease and injury. Everyone brings his or her personalities, attitudes, and behaviors, and you can’t always avoid the stress they add to our environment. We can, however, cushion ourselves against stress by modifying our own behavior.

Nurse.org offers these suggestions when dealing with a difficult patient:

- Avoid defensive thoughts. Remember, it’s not about you, it’s about the patient. Don’t blow up at him or her because you’re frustrated.
- Set boundaries if someone behaves inappropriately toward you by swearing or yelling, set limits by saying, “There are certain things we allow here, and this behavior is not one of them. I’ll step out of the room to give you time to calm down.”
- Let them tell their story. Letting a patient tell you how he or she got to this point can help reduce distress and might give you insight into the behavior. Even if you don’t agree with what the patient says, he or she will feel listened to, which may be calming.
- Realign your body language. Take a few measured breaths to refocus your thoughts can help you calm down. Tension can create defensive body language that patients may react to negatively.

Choosing to thrive

Studies show that we thrive better when surrounded by people who support our goals and want to help us succeed. We can’t usually choose the people we work with, but we can consciously choose to spend more time with those friends and family members who support and uplift us. And we can all contribute to making our physical surroundings healthier, from recycling to creating a culture of respect and gratitude. (See 6 ways you can improve your environment.) Start with a small step to-day-at work, at home, at school, with your family, or by volunteering in the community—to improve your environmental wellness.

The authors work at The Ohio State University in Columbus, Ohio. Megan Amaya is director of health promotion and wellness and assistant professor of environmental wellness.

6 ways you can improve your environment

When we take care of our environment, we take care of ourselves. Get started with these ideas:

- **Recycle.** Drink from reusable water bottles and shop with reusable bags. Glass or stainless steel water bottles are the best options, but a plastic water bottle works well, too—as long as you reuse it. Reusable shopping bags cut down on plastic bag waste. According to The Wall Street Journal, the United States goes through 100 billion plastic shopping bags annually. Evidence shows that they slowly release toxic chemicals once they get in the soil. If you use plastic bags, recycle them at your local grocery store.
- **Eat local.** Take advantage of farmers’ markets, community-supported agriculture, and restaurants that source local foods. Most local foods are packed with more nutrients because they don’t have to travel long distances to reach your plate. Locally grown food also means less energy (fuel) is used to transport it to your kitchen or grocery store.

- **Avoid defensive thoughts.** Remember, it’s not about you; it’s about the patient. Don’t blow up at him or her because you’re frustrated.
- **Set boundaries.** If someone behaves inappropriately toward you by swearing or yelling, set limits by saying, “There are certain things we allow here, and this behavior is not one of them. I’ll step out of the room to give you time to calm down.”
- **Let them tell their story.** Letting a patient tell you how he or she got to this point can help reduce distress and might give you insight into the behavior. Even if you don’t agree with what the patient says, he or she will feel listened to, which may be calming.
- **Realign your body language.** Take a few measured breaths to refocus your thoughts can help you calm down. Tension can create defensive body language that patients may react to negatively.

Selected references


Occupational Safety and Health Administration. Safe Patient Handling Programs: Effectiveness and Cost Savings. osha.gov/dsg/hospitals/documents/3.5_SPM_effectiveness_508.pdf


6 ways you can improve your environment

- Turn it off. Whether it’s a faucet you leave running while you brush your teeth or the TV that’s on when you’re not in the room, if you’re not using something, turn it off. You’ll save energy and, as a bonus, you may save money in cheaper utility bills.
- Travel light. If you can, find environmentally friendly ways to travel—walk, ride your bike, or take public transportation.
- Clean green. Using natural or homemade cleaning products is better for you, your home, your pets, and the environment. Some items to keep on hand include white vinegar, natural salt, baking soda, and lemons.
- Recycle. Most communities recycle, whether by a city-sponsored pickup route or at a drop-off location. Learn about what you can recycle from your local solid waste authority.
MEMBERSHIP

ANA-NY and ANA Membership Activation Form

Essential Information

First Name/MAst Name
Mailing Address Line 1
Mailing Address Line 2
City/State/Zip
County
Professional Information
Employer
Type of Work Setting (e.g. hospital)
Practice Area (e.g. pediatric)

Date of Birth
Gender: Male/Female

Credit Card

Cash/Check

Phone Number
Check preference: [ ] Name [ ] Work

Email Address

Current Employment Status: (eg full-time nurse)

Credit Card Information:
[ ] Visa [ ] MasterCard [ ] AMEX [ ] Discover

Membership Dues
Joint Membership: Monthly = $22.17 OR Annual = $266
New Graduate: Monthly = $11.55 OR Annual = $138
(Within one year of graduating from nursing school)

American Nurses Foundation Contribution
[ ] Individual

Total Dues and Contributions

Credit Card Number
Expiration Date (MM/YY)

Authorization Signature:

Printed Name:

For assistance with your membership activation form, contact ANA’s Membership Billing Department at (800) 899-5487 or e-mail us at member@ana.org

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October 2019

Nurses Educational Funds, Inc...continued from page 16

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- NEF Gala Sponsors will be acknowledged on the invitation, on the Gala Program, and during the Gala, November 13, 2019.

Nurse Philanthropy:
As professionals, we can also be philanthropists, while helping others understand the need for philanthropy. Nurses Educational Funds, Inc. will only continue to be a successful graduate nursing scholarship provider if we can mobilize a give-back spirit among our colleagues. Individual nurses can give as part of their legacy. Nurses are essential to their communities and health care but need to help their communities understand their vital health care delivery contributions. It is imperative that NEF continue to expand the number of graduate nursing scholarships if we are to facilitate and sustain nursing faculties, nurse researchers, and nursing leaders. With a give-back spirit nurses can greatly contribute to graduate nursing scholarship support.

For further information, see our web site at: www.n-e-f.org or contact our Executive Director, Jerelyn Weiss, at: Jerelyn@n-e-f.org, (917) 524-8051, Nurses Educational Funds, Inc., 137 Montague Street, Ste. 144, Brooklyn, NY 11201

Resources:
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RN Orthopedic Coordinator
Full-time – 8:00am-4:00pm

Duties:
The primary responsibilities for the Orthopedic Coordinator include but are not limited to, the tracking, monitoring and facilitation of the Total Joint Replacement patient throughout from PST through inpatient stay.

Qualifications:
Licensed and currently registered to practice Professional Nursing in New York State. BSN required. Master’s degree in Nursing, Business Administration or Health Care Administration preferred. Orthopedic Nursing Certification preferred. Certification required within 18 months of employment. BLS required. Minimum of 3 years clinical nursing practice in orthopedic nursing.

Registered Professional Nurse, OR
$15,000 sign on bonus
Full Time – 7:00am-3:00pm *On-Call Required*
Weekends, Holidays

Qualifications:
Licensed and currently registered to practice Professional Nursing in New York State. BSN required. CPR certification required. Previous experience in an acute care hospital is preferred. Previous Operating Room experience preferred. Two years Operating Room experience required to be eligible for a $15,000 sign on bonus. CNOR preferred.

Registered Professional Nurse, Imaging Services
Part-time (2x7.5hrs/wk) – 7:30am-3:30pm
Weekends, Holidays

Qualifications:
Licensed and currently registered to practice Professional Nursing in New York State. BSN Degree required. BLS, ACLS and PALS certification required. Critical Care experience required. Previous experience in Radiology preferred.

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