NJ Senate Confirms Governor Christie’s Appointment of Commissioner of Health and Senior Services O’Dowd

The NJ Senate confirmed Governor Chris Christie’s appointment of Mary O’Dowd, MPH, as Commissioner of Health and Senior Services on May 23. O’Dowd was appointed Acting Commissioner on March 25, following the resignation of Poonam Alaigh, MD, who served as Commissioner for the past year. The Commissioner serves as one of the Governor’s cabinet members, the appointment requires the advice and consent of the Senate.

On April 28, O’Dowd appeared before the Senate Judiciary Committee at which time she presented testimony, detailing her background and credentials, and responded to questions by the Senators serving on the Committee. Upon completion of the Judiciary Committee’s hearing, the members voted unanimously in support of the Commissioner’s nomination. The full Senate confirmation vote took place during a Senate session held on May 23.

On June 8, NJSNA’s leadership met with Commissioner O’Dowd to discuss critical issues affecting nurses and nursing in NJ, particularly the faculty shortage, and recommendations proposed in the IOM Future of Nursing Report. Following is the testimony that O’Dowd presented before the Senate Judiciary Committee, chaired by Senator Nicolas Scutari.

Senate Judiciary Committee:
Good morning Chairman Scutari, Vice Chairman

On May 26th Community Energy completed the final phase of the construction on a rooftop solar power system at the headquarters of the New Jersey State Nurses Association (NJSNA) in Trenton, NJ. The 23 kW system will produce an estimated 25,445 kWh of clean, fuel free electricity annually and reduce carbon emissions by 18.3 Metric Tons, equivalent to removing 3.5 passenger vehicles from the road.

The system is financed, owned and operated by Community Energy and required no up-front capital investment on the part of NJSNA. Instead, NJSNA will purchase 100% of the system’s output for a fixed energy price of .10 cents, that is lower than their current utility rate, creating substantial energy cost savings for NJSNA.

“NJSNA and the Institute for Nursing, its Foundation, are actively pursuing ways to be better caretakers of the environment,” states Pat Barnett, RN, JD, CEO of NJSNA. “The opportunity to support solar energy through the use of our roof and purchasing the energy created is a cost effective way for NJSNA to meet our mission. We are delighted to be in this partnership with Community Energy.”
Intelligent Failure Leads to Personal and Professional Growth

Mary Ann T. Donohue, PhD, RN, APN, NEA-BC, President

A recent issue of the Harvard Business Review (2011, April) caught my eye. Entirely dedicated to one subject, it was provocatively entitled, The Failure Issue—how to understand it, learn from it. Immediately, I began to ponder its relevance to nursing practice. It seems that if we all-thought familiar caregivers, there are “failures” in any variety of teams, and the phenomenon of failure may occur many times throughout the careers of a particular patient care interaction, a shift of work, a relationship, and almost certainly, throughout a career. Yet, as a social group, we fail the error in the first place. There are many failure at all costs, and instead, tend to focus wholly on success. It is natural to want to hear success stories and celebrate when everything is going well. There is something odd, one might say about having a “failure party,” but that is exactly what some savvy businesses do on a regular basis. For example, in an interview of former Procter & Gamble CEO A.G. Lafley said that leaders cannot learn as much from success as from failure because one is not the opposite of the other; “failures” are, in my view, all about learning. “It’s about learning what you can do better” (Dillon, 2011, p. 88).

McGrath (2011) noted that one manager he worked with would periodically say to his team members, “Show me your failures and I’ll show you ways we can learn from them.” Smart people consistently try to execute things that don’t always work out the way they were intended, and use the experience as a platform on which to build on the next success. Before apple became a household name, there were unsuccessful product called the “Lisa” (p. 78); it appeared doomed to fail, but that is exactly what some savvy businesses do on a regular basis. For example, in an interview of former Procter & Gamble CEO A.G. Lafley said that leaders cannot learn as much from success as from failure because one is not the opposite of the other; “failures” are, in my view, all about learning. “It’s about learning what you can do better” (Dillon, 2011, p. 88).

McGrath (2011) noted that one manager he worked with would periodically say to his team members, “Show me your failures and I’ll show you ways we can learn from them.” Smart people consistently try to execute things that don’t always work out the way they were intended, and use the experience as a platform on which to build on the next success. Before apple became a household name, there were unsuccessful product called the “Lisa” (p. 78); it appeared doomed to fail, but that is exactly what some savvy businesses do on a regular basis. For example, in an interview of former Procter & Gamble CEO A.G. Lafley said that leaders cannot learn as much from success as from failure because one is not the opposite of the other; “failures” are, in my view, all about learning. “It’s about learning what you can do better” (Dillon, 2011, p. 88).

McGrath (2011) noted that one manager he worked with would periodically say to his team members, “Show me your failures and I’ll show you ways we can learn from them.” Smart people consistently try to execute things that don’t always work out the way they were intended, and use the experience as a platform on which to build on the next success. Before apple became a household name, there were unsuccessful product called the “Lisa” (p. 78); it appeared doomed to fail, but that is exactly what some savvy businesses do on a regular basis. For example, in an interview of former Procter & Gamble CEO A.G. Lafley said that leaders cannot learn as much from success as from failure because one is not the opposite of the other; “failures” are, in my view, all about learning. “It’s about learning what you can do better” (Dillon, 2011, p. 88).

McGrath (2011) noted that one manager he worked with would periodically say to his team members, “Show me your failures and I’ll show you ways we can learn from them.” Smart people consistently try to execute things that don’t always work out the way they were intended, and use the experience as a platform on which to build on the next success. Before apple became a household name, there were unsuccessful product called the “Lisa” (p. 78); it appeared doomed to fail, but that is exactly what some savvy businesses do on a regular basis. For example, in an interview of former Procter & Gamble CEO A.G. Lafley said that leaders cannot learn as much from success as from failure because one is not the opposite of the other; “failures” are, in my view, all about learning. “It’s about learning what you can do better” (Dillon, 2011, p. 88).
It’s Time for Nurse Leaders in the Board Room

Patricia Barnett, CEO

Nurses are recognized as advocates for patients but nurses can also bring a unique perspective to higher education, business and policy leadership. However, nurses are underrepresented as leaders in all industries. When the experience and expertise of nurses is represented among health care, business, and policy leadership, consumers benefit. Especially for health care and related Boards of governance, the leadership of nurses translates into improved quality and safety.

Serving on Governance groups or Boards also benefits nurses, providing nurse leaders with additional opportunities to sharpen leadership skills, broaden perspectives and support the mission and vision of highly visible organizations. Additionally, having nurses in these leadership roles contributes to the retention of highly skilled nurses at all levels of health care organizations.

Why aren’t nurses on Boards? Few organizations currently include nurses on boards. Take hospitals and health care systems, for example: less than three percent nationally include nurses on their boards of directors—while physicians make up about 24 percent of board members. There are some significant barriers—including gender bias and outdated perceptions of nurses’ skills and expertise—that have prevented nurses from being invited to fully participate in leadership roles.

What role can nurses play on Boards? The skills we learn as nurses are valuable in the business world:

• Nurses are skilled professionals who manage complex organizations and processes.
• Nurses are excellent communicators.
• Nurses are accustomed to making difficult decisions after gathering data and we are constantly re-evaluating the data and making course corrections as needed.

A utility in New Jersey refused to allow an APN to sign an order to keep her patient, who was on a respirator, electricity turned on. The reason—she wasn’t a doctor. If a nurse wasn’t on that utility Board, he/she could have argued for a change in policy allowing APNs to write orders and educate the Board on the changing healthcare environment. Boards do not understand how the Affordable Care Act will impact their employees’ health care because of the shortage of primary care providers. If Boards learned and understood the role of APNs as well as nurses outside hospitals or in nurse managed clinic settings, they could begin to look for ways of improving the health of their employees as well as lower healthcare costs.

How will Boards view nurses joining them? A 2010 McKinsey study finds by 41 percent in terms of return on equity and by 56 percent in terms of operating results. When I recently spoke at the Philippine Nurses Association another speaker mentioned that she served on a Board of New Jersey Utilities. They were begging her to help them find women to serve on their boards. They stated they couldn’t find any women who were interested. One article I read about a national survey was a complaint to help them find women to serve on their boards. They stated they couldn’t find any women who were interested. One article I read about a national survey was a complaint to help them find women to serve on their boards. They stated they couldn’t find any women who were interested.

Well NJSNA and AARP New Jersey have teamed up together in New Jersey to change this! We are working with the Robert Wood Johnson Foundation (RWJF), national AARP, and the Center to Champion Nursing in America (CCNA) to roll out Nurse Leaders in the Boardroom. We have a shared belief that to best serve consumers—including those in our burgeoning older adult population—nurses should be a key part of decision making at the highest levels.

In 2007, Nurse Leaders in the Boardroom (NLBR) was created by Susan Hassmiller at RWJ as a national initiative guided by a National Advisory Committee. Virginia and Rhode Island have held programs preparing nurses to step into roles as board members and provide mentors to help them with the transition.

Our goals for New Jersey are:

• Educate and encourage nurses to seek board memberships.
• Enhance the opportunity for networking and building relationships that could lead to increased board membership.
• Foster board membership for nurses.
• Offer a conference to discuss the values and benefits of nurses becoming board members, particularly of health care agencies, higher education institutions, and government bodies.

We are planning to hold a conference October 19th which targets nurse leaders who are ready to move on to Boards. They can learn more about the benefits of serving on Boards, with the possibility of pairing-up with business leader attendees who are willing to serve as mentors to help prepare nurse leaders for leadership roles on Boards of Directors.

We will invite Board members from health care, government, and business community to learn about the values and benefits to their organizations of having nurses on their Boards of Directors and engage them as mentors for nurses who are ready to move into the Boardroom.

If you are a nurse leader who is on a Board, please go to www.NJSNA.org and complete the form describing what Board you are on. If you are interested in joining other Boards or you feel you are ready to take on the challenge I hope you will sign up for Nurse Leaders in the Boardroom. It is time we take the lead.

Please send this information on or before September 1, 2011:

Email: Office of Patricia Barnett, NJSNA CEO: sandy@njsna.org
1479 Pennington Road, Trenton, NJ 08618

AARP NJ and NJSNA are seeing to identify NJ nurses who are serving on national, state, regional, and/or local Policy Making Boards. Please let us know the name of Board/s on which you serve ASAP (on or before September 1, 2011).

Name ___________________________________________________________
Street Address ____________________________________________________
Telephone number _________________________________________________
Policy Making Board Name/s on which you serve:
1. ________________________________________________________________
2. ________________________________________________________________
3. ________________________________________________________________

Please send this information on or before September 1, 2011.

It’s Time. Time to make the leap. Time to resume the pursuit. Your name, followed by three big letters.

Chamberlain College of Nursing
chamberlain.edu
888.556.0228

Enroll 3 times a year—summer, fall and spring semesters
can lead to “aha” moments, when the individual, the corporate structure can experience some type of an epiphany, when a new level of understanding is reached. We didn’t make the hospital workplace environment an ergonomically or emotionally friendly place to be. We didn’t prevent or address needle stick injuries and even, bullying and outright violence. We didn’t organize our associations enough, and instead splintered into divisive special interest clinical and professional organizations which virtually guaranteed a profession-wide failure to be able to speak with one united voice about our own—and our patient’s—needs.

Colleagues, we are on the threshold of accomplishing amazing things. As we celebrate the publication of landry’s (2008) book “What Makes them Fail” that literally have the capacity to change the world, the IOM Report on the Future of Nursing and the federal Accountable Care Act of 2010, have we also prepared ourselves to practice intelligent failure such as we have done? I am thinking about new ways to embrace our differences and celebrate diversity. I am thinking about preventing another generation of nurses from workplace injury. I am thinking about speaking up about expanding opportunities for advanced practice nurses in accountable care organizations (ACOs) that are not decreasing, the number of nurses in our school systems to protect our children’s health and safety. To you, I have to ask: Are you prepared for this change? If it was delivered free to your door, or because you made a commitment to our profession to advance nursing research, scholarship, legislative causes and the issues that matter the most to our patients? Log onto nina.org, join or renew your membership right now to make your voice count.

As Burnison (2011) said, “In the face of uncertainty, learning from intelligent failure is the strategy that allows them to strive for what is possible, rather than become paralyzed by the risk of failure.”

References

UMDNJ-SCHOOL OF NURSING

NURSING FACULTY: UMDNJ-Newark & Stratford, NJ.

The University of Medicine and Dentistry of New Jersey (UMDNJ) - School of Nursing offers a comprehensive nursing education program on its campuses in Newark and Stratford, NJ. UMDNJ is an equal opportunity employer.

• Adult Health
• Pediatric Nursing
• Community Health
• Certified Adult or Family Psychiatric Nurse Practitioner

Qualifications: Required: eligible for RN licensure in New Jersey; master’s degree in nursing, appropriate certification, and clinical expertise. Preferred: doctoral degree in nursing, education, research or related field, and teaching or related work experience.

To apply: Please submit a letter of interest and CV to Wendy A. Ritch, MA, WTS, Assistant Dean for Admission, UMDNJ School of Nursing, 500 Hoes Lane, Suite 1127, Newark NJ 07101-1709; Ritchwa@umdnj.edu

UMDNJ, the nation’s largest public health sciences university, offers unique opportunities in teaching, research and clinical practice along with competitive salaries and excellent benefits. Onsite childcare and fitness facilities are available. UMDNJ is an Equal Opportunity/Affirmative Action Employer. WTW.

You’re a nurse, you’re busy, yet you need that DEGREE!

Modular R.N. to B.S. Program ONLINE

Fully accredited...15 months, no clinical, no tests. Need a scholarship? Ask us!

STARTS EVERY MARCH, JULY, AND OCTOBER

585.594.6073 800.777.4792
www.roberts.edu/nursingonline

Ask us!

Find the perfect nursing job where you can work hard and live

nursingALD.com

Registration is free. Cost, confidential and secure. You will receive emails when a new job posting matches your job search.
Compassion In Action: American Red Cross Disaster Relief

For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy. For thousands of families throughout Alabama and the South, this past Mother’s Day weekend was not a time of joy.
Politics: A Next Natural Step for Nurses

Bethany Lytle

To most nurses, the idea of running for political office may sound like something that other people do. The process may strike them as potentially complicated and confusing. It’s understandable that many nurses may have feelings of inadequacy and uncertainty around whether or not they can run for office. The very same thing that informed me as a nurse: asking questions and then researching the answer.” In 2002, when she was a nurse at the Veterans Affairs Medical Center in New York City, only 24% of state legislators are women. A slight boost to these percentages occurred in the early 1990s, but they soon began to level off.

NURSING SKILLS: JUST WHAT POLITICS NEEDS

In response to this situation, women in general and nurses in particular are being called upon to parlay their expertise and experience into careers in politics—and with great effect.

“Nurses possess a level of insight into health care issues and policymaking that makes their role invaluable,” said Mary V. Hughes, founder and director of the 2012 Project, a nonpartisan campaign affiliated with the Rutgers Center for American Women and Politics that’s encouraging and supporting women with the background to make politics become more active and run for office. “And it’s no secret that health care is a huge priority in Washington. Policy and delivery systems, both those in place and those being proposed, tested, and adopted,” said Hughes in a telephone interview with AJN.

The fact is, nurses who pursue politics often describe themselves as having a natural next step. They simply cannot: a firsthand and accurate accounting of what happens on site in medical institutions, in private practice, and in home health care environments. Nurses in political office are also likely to do exactly what they’ve been doing in health care settings for years: adjust and adapt to ever-changing situations; listen carefully; interpret and discuss; decide, and deal thoughtfully with unexpected outcomes and turns of events.

“Politically, it’s about,” said Hughes. “By the time these nurses are entering office, they have typically raised families, excelled in their careers; possibly assisted with their parents’ aging processes, and been involved in their communities, either formally or informally, for years.” Rather than view their careers in health care as separate from politics, she added, nurses should see politics as a natural next step.

TIMING IS EVERYTHING

America’s health care system. And this matters.

As the United States approaches the critical deadline thoughtfully with unexpected outcomes and turns of events.); adjust and adapt to ever-changing situations; listen carefully; interpret and discuss; decide, and deal thoughtfully with unexpected outcomes and turns of events.); adjust and adapt to ever-changing situations; listen carefully; interpret and discuss; decide, and deal thoughtfully with unexpected outcomes and turns of events.); adjust and adapt to ever-changing situations; listen carefully; interpret and discuss; decide, and deal thoughtfully with unexpected outcomes and turns of events.); adjust and adapt to ever-changing situations; listen carefully; interpret and discuss; decide, and deal thoughtfully with unexpected outcomes and turns of events.

Whereas

Whereas the collaborative partnership of the Institute of Medicine (IOM) and the Robert Wood Johnson Foundation (RWJF), to meet the present and future health needs of the public resulted in the visionary report, The Future of Nursing. and, Whereas, the recommendations of the Report on the Future of Nursing reflect many elements of the ongoing efforts of the ANA and NJNNA to advance the nursing profession by: Entrenching nurses in all settings practice to the full extent of their education and licensure; Improving nursing education systems and promoting academic research and scholarly activity; Partnering with other health care professionals in re-designing health care; Planning for an effective workforce; and, Whereas, NJ is one of the first five states selected to implement the recommendations through a Regional Action Coalition; and,

New Jersey State Nurses Association Resolution

Endorses the Institute of Medicine Report: The Future of Nursing, Leading Change, Advancing Health

Whereas, the collaborative partnership of the Institute of Medicine (IOM) and the Robert Wood Johnson Foundation (RWJF), to meet the present and future health needs of the public resulted in the visionary report, The Future of Nursing. and, Whereas, the recommendations of the Report on the Future of Nursing reflect many elements of the ongoing efforts of the ANA and NJNNA to advance the nursing profession by: Entrenching nurses in all settings practice to the full extent of their education and licensure; Improving nursing education systems and promoting academic research and scholarly activity; Partnering with other health care professionals in re-designing health care; Planning for an effective workforce; and, Whereas, NJ is one of the first five states selected to implement the recommendations through a Regional Action Coalition; and,

Whereas, NJNNA through its executive directive is an appointed leader and active in the NJ Regional Action Coalition (RAC), now, therefore, be it

Resolved: NJNNA

1. Endorses the IOM recommendations and works in partnership with other organizations under the New Jersey RAC to develop a plan for implementation by: Removing scope-of-practice barriers Expanding opportunities for nurses to lead and diffuse collaborative improvement efforts Implementing nurse residency programs Increasing the proportion of nurses with a baccalaureate degree Increasing the number of nurses with a graduate degree Ensuring that nurses engage in lifelong learning Preparing nurses to lead health care change Building an infrastructure for the collection and analysis of interprofessional health care workforce data

2. Identifies and collaborates with a broad based coalition of organizations willing to teach, train, and support nurses who are interested in pursuing politics. And in case you’re wondering whether nurses ever really do that—which they do—let me tell you that 100% state legislators and administrative leaders are nurses. Nurses who are interested in pursuing politics. And in case you’re wondering whether nurses ever really do that—which they do—let me tell you that 100% state legislators and administrative leaders are nurses.

Looking back, though, many of these nurses-turn-politicians say that they didn’t see their career changes coming.

“Honestly, if anyone had told me 20 years ago that I would be an elected official one day, I’d have said they were crazy,” said Kathleen Keenan, a Democratic state representative in Vermont, kept her ED nursing job until just five years ago. “Legislature is Monday through Friday. I’d come home on Friday and [my father] would say, ‘Katie, you’re at work Thursday and Saturday and Sunday in the ED. For me, one role informed the other. When you work in a field, you have a different attitude about things. You’re not sheltered. You really know that after five years and in the legislature, I always felt like a nurse.”

“Now more than ever,” said Hughes, “women in their mid-40s to mid-50s are shaping Washington. They are career nurses who have been physically and/or psychologically injured 2 and, Whereas, trauma-based symptoms, such as an acute stress disorder diagnosis (PSTD), may occur in those who have been physically and/or psychologically injured 2 and, Whereas, NJNNA through its executive directive is an appointed leader and active in the NJ Regional Action Coalition (RAC), now, therefore, be it

Resolved, the New Jersey State Nurses Association support the implementation of proposed new rules related to the Violence Prevention in Health Care Facilities, and be it further

Resolved, the New Jersey State Nurses Association Resolution led efforts in successful legislative efforts in Violence Prevention in Health Care Facilities introduced and passed; now, therefore, be it

Resolved, the New Jersey State Nurses Association Resolution led efforts in successful legislative efforts in Violence Prevention in Health Care Facilities introduced and passed; now, therefore, be it

Resolved, the New Jersey State Nurses’ Resolution to Support Workplace Safety

Whereas NJNNA advocates for the welfare of nurses is a responsibility of the professional association and,

Whereas workplace violence and incivility has been on the rise in healthcare facilities and agencies placing staff at risk for psychological and physical injury and,

Whereas effective workplace violence prevention requires an organized and integrated program of administrative and policy-based practices, employee training, environmental control, and security equipment and personnel 3 and,

Whereas trauma-based symptoms, such as an acute stress disorder diagnosis (PSTD), may occur in those who have been physically and/or psychologically injured 2 and, Whereas, trauma-based symptoms, such as an acute stress disorder diagnosis (PSTD), may occur in those who have been physically and/or psychologically injured 2 and,

Whereas effective workplace violence prevention requires an organized and integrated program of administrative and policy-based practices, employee training, environmental control, and security equipment and personnel 3 and,

References:


Financial Impact to the Association: The impact of...
POLST is Coming to New Jersey

by Susan Weaver, APN
Chair, Congress on Policy & Practice

POLST, Physician Orders for Life-Sustaining Treatment, is a process that enables patients and their families to think ahead about their treatment goals for patients with advanced progressive illnesses or frailty. POLST complements an advance directive by converting a person’s wishes regarding life-sustaining treatment into a medical order.

POLST began in Oregon in the early 1990s and now some states in the country have established programs. Some states utilize different acronyms for this program, such as New York has MOLST, Medical Orders for Life-Sustaining Treatment, and West Virginia has POST, Physician Orders for Scope of Treatment.

In September 2004 a national POLST task force was established. This task force included physicians who have established POLST programs. The primary goal of this task force is to facilitate the development, implementation, and evaluation of POLST programs in all states including New Jersey.

Senators M. Teresa Ruiz and Loretta Weinberg are now sponsoring Senate Bill no. 2197 “Physician Orders for Scope of Treatment Act,” which provides for use of Physician Orders for Life-Sustaining Treatment forms and establishes registry for New Jersey residents.

Under the Microscope: Pulmonary Nontuberculous Mycobacteria

by Katie Keating, RN, MS
Amy Leitman Director of Communication, NTM Information & Research, Coral Gables, Florida.

In April 2001, a cluster of Mycobacterium chelonae, a strain of nontuberculous mycobacteria (NTM), appeared in LASIK patients in Southern California. Concerned about a manufacturer-contaminated product, physicians around the country were asked to report any cases of NTM infection in the eyes. A number of additional cases were reported to the Centers for Disease Control. The NTM outbreak was later traced to contaminated tap water being used in a hospital’s ice machine.

Researchers like Dr. Kevin Winthrop of Oregon Health & Science University, went on to study the LASIK outbreaks in California. The outbreak was an early example of NTM being controllable by effective water management. Chlorination of our water systems simply is not effective because NTMs are such hardy bacteria, surviving in the natural surrounding environment for up to a year. Oncewater is chlorinated and other pathogens eliminated, it presents these slow-growing mycobacteria with a clear playing field where they can thrive.

The first study, published in 2004, confirmed the link between household water and pulmonary NTM infection. Dr. Falkinham discovered that higher temperatures in hot water heaters may be one way to reduce NTM presence. How effective is a question that can only be answered with additional research.

Falkinham’s household water study was partially funded by NTM Info & Research, the only organization devoted solely to the cause of pulmonary NTM disease. Through its innovative Rapid Information Pilot Studies (RIPS) program, NTM Info funds short-term studies, the results of which are intended to develop large scale, multi-centered research projects involving organizations such as the National Institutes of Health.

In the last year alone, NTM Info has co-funded research to the recommendation that women not shave their legs to prevent NTM infection. The Integrative Healing Arts Program at the National Institutes of Health, log on to www.ntminfo.org or www.wikilung.org for more information on pulmonary NTM and other rare and emerging lung diseases.

NTM Info’s website, ntminfo.org, is the online communications hub for information about pulmonary NTM disease, from clinical trials and research results to a physician referral list and an online discussion forum. For the last year alone, NTM Info has co-funded research with the American Lung Association to find new medications to treat pulmonary NTM. NTM Info has also recently embarked on a new venture, WikiLung.org, an online repository of information about pulmonary NTM and other rare and emerging lung diseases.

On the advocacy front, NTM Info’s co-founder represented the NTM patient voice at the Thoracic Society International Conference in Denver, presenting her story to a room of more than 150 doctors and researchers.

For more information about pulmonary NTM disease, log on to www.ntminfo.org or www.wikilung.org.
**VOLUNTEERS WANTED**

Do you have free time on your hands, know a retiree who is not ready to just sit in their rocking chair, or someone looking for valuable experience to update their resume?

NJSNA and the Institute for Nursing are looking for volunteers for membership, education, finance, general office duties and gardening. One can volunteer for as little as a few hours a month or once a week. Volunteering is a great way to develop skills, meet others, make contacts for possible employment and to have fun. If you have a skill or interest you would like to share, we have a place for you.

Contact Debhra Elko at (609) 883-5335 ext. 16 with questions or to apply for a volunteer position.

---

**CLINICAL UPDATE**

New Jersey Issues Medical Marijuana Dispensary Permits; Program on Hold Awaiting Federal Clarification

by Ken Wolski, RN, MPA

New Jersey’s Compassionate Use Medical Marijuana Act was signed into law January 2010. The New Jersey Department of Health and Senior Services (DHSS) proposed regulations to enact this law, and the public comment period ended April 23, 2011. The NJ legislature agreed in December that the proposed regulations were inconsistent with the legislative intent of the Compassionate Use Act. Currently there is a Resolution in the legislature that would invalidate significant parts of the DHSS regulations. State Senator Nicholas Scutari, the original sponsor of the Compassionate Use Act, wants to stop the DHSS from capping marijuana’s THC potency at 10%, from limiting marijuana to only three strains, and from prohibiting home delivery. The Resolution is not yet scheduled for a vote.

Meanwhile, on March 21, 2011 the DHSS issued permits to six non-profit organizations to open medical marijuana dispensaries, or Alternative Treatment Centers (ATCs), in the state. The DHSS said at the time that patients can expect marijuana to be dispensed from these ATCs by late summer. Sixteen states currently have medical marijuana laws. New Jersey is one of only two states with a medical marijuana law that does not allow for home cultivation, i.e., the right of qualified patients to grow their own limited supply of marijuana. Qualified patients who obtain an ID card from the DHSS will be eligible to purchase up to two ounces a month from one of these six ATCs.

On April 19, 2011 New Jersey Attorney General Paula Dow sent a letter to federal officials asking them if they intend to punish anyone associated with New Jersey’s Medicinal Marijuana Program (MMP) by “civil suit or criminal prosecution.” The Coalition for Medical Marijuana (CMMNJ) and NJSNA member, Ken Wolski, RN, MPA, Executive Director of CMMJ, met with the attorney general on May 24. CMMNJ members expressed their concern that state officials were looking to federal officials for guidance on New Jersey’s law, when states have a constitutional right to define medical practices within each state. Moreover, the federal government considers marijuana a Schedule I drug that has no accepted medical uses in the U.S. Numerous health care organizations, including the American Nurses Association, and NJSNA, accept the scientific evidence of marijuana’s safety and efficacy for a wide range of diseases, symptoms and medical conditions. The attorney general defended her actions, saying she could not put state employees at risk. A spokesman for Governor Christie’s policy office confirmed that the state’s MMP is suspended until there is a response from the Department of Justice.

---

**2011 Election Results**

**Vice President**
Ben Evans

**Secretary**
June Brandon Chu

**Board of Directors (Vote for Two)**
Brenda Marshall, Tara Heagele

**Board of Directors Staff Nurse**
Eileen Davis

**Committee on Nominations (Vote for Three)**
Aaron Schneider, Tara Heagele, Margaret Huryk

**Congress on Policy & Practice (Vote for Two)**
Dorothy Borresen, Erin Glospie

**ANA Delegates (Vote for 12)**
Mary Ann Donohue, Patricia Barnett, Judith Schmidt, Eileen Davis, Rosemarie Rosales, Minnie Campbell, Muriel Shore, Eileen Fay, Barbara Chamberlain, Tara Heagele, Grace Reily, Jamie Smith

---

**Become a member of NJSNA**

**Direct Membership—NJSNA**
- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Members-Only practice consultation with professional staff
- Nurse lobbyist in Trenton working for you
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

**Dual Membership—NJSNA & ANA**
- Free NJSNA & ANA publications
- E News, Legislative Bulletins and Alerts
- Members-Only practice consultation with professional staff
- Nurse lobbyist in Trenton working for you
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings
- Recertification discounts
- And much more!

**Call (609) 883-5335 ext. 13 or Log on to www.NJSNA.org**

**MEMBERSHIP APPLICATION**

<table>
<thead>
<tr>
<th>First Name</th>
<th>Last Name</th>
<th>Credentials</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Home Address</th>
<th>County</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Home City</th>
<th>Home State</th>
<th>Home Zip</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Home Phone</th>
<th>Work Phone</th>
<th>Cell Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Email Address (REQUIRED)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>License No.</th>
<th>I am a member of a Union</th>
<th>I am NOT a member of a Union</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>DUES PAYMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>$308</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Card No.</th>
<th>Exp Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Signature</th>
<th>Printed Name</th>
<th>Total Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**NJSNA Partners with Capital One to Provide Members with Credit Options**

NJSNA is pleased to announce we have partnered with Capital One® to offer our members a wide range of credit card choices. To learn more and apply for a card, members can go online to www.njsnacard.com. Credit approval required. Terms and conditions apply. Offered by Capital One, N.A. © 2011 Capital One.
It was an informative and insightful experience to attend the convention as a Board Member this year.

I especially enjoyed listening to Dr. Vicki Lachman speak about Moral Courage & Mary Ann Christopher, RN, MSN, CEO of the VNA, speak about the IOM report’s impact on nursing practice. It was a great opportunity to spend quality time with Board Members too. Nancy English, RN, MSN, was nominated during the Business Meeting to run for a Director-at-Large position.

Sue Weaver, RN, MSN, CRNI, NEA-BC, prepared a poster board outlining the duties of Congress on Policy and Practice to help educate members on this important role. Region 1 was honored to donate a Verizon I-Phone, as one of the grand prizes! We attended the Sylvia Edge Endowment Reception, and listened to heartfelt tributes to her from colleagues, family, and friends. Sylvia Edge was a member of Region 1, and we donated $250.00 to her fund to continue the important mission of embracing diversity in nursing.

For more information about open positions or joining Region 1, please contact Jackie Galante at jax963@gmail.com, or Paula Lefever at plefever@cse.edu.

**Region 2—Bergen, Hudson**

Victoria Correale, RN VP Communications

President Linda Wolfson represented NJSNA Region 2 at Hackensack University Medical Center for the celebration of National Certified Nurses Day on March 18th and received interest in potential members.

Convention was a nice time together for networking, fun, and moving forward with our business meeting. This year Region 2 sponsored a raffle to a Region 2 nurse that was retired or unemployed to attend the full NJSNA convention in March. Congratulations to our winner Kathy Herron. We would also like to recognize and congratulate our region members President Dr. Mary Ann Donohue, Dr. Lucille Joel, and Mary Carroll who were actively involved with the convention this year.

A few of our returning members brought first timers this year for the Notre Dame Parish Retreat for Healthcare Professionals this April. The retreat was held at College of Saint Elizabeth. All members reported they thoroughly enjoyed and will be in attendance for next year.

Nurse’s week education dinner program was sponsored by Abbott Laboratories and held at Maggiano’s Little Italy in Hackensack on May 4th with a presentation on Psoriatic Arthritis, Psoriatic Arthritis, and Ankylosing Spondylitis in the primary care setting by Sushama Mody, MD. An additional dinner meeting will be held on June 7th sponsored by Karl Cysert Financial Planning Corp at the Hilton in Hasbrouck Heights. Topics include: Strategies for Keeping More of What You Earn and Straight Talk for Job Changers.

For future events, meetings, and our most recent newsletter, please refer to the NJSNA website located under Region 2 (www.njsna.org), also watch your email for eblast with members.

For more information, contact Sandy Quinn at squinn@chsnj.org.
IOU Future of Nursing Report Recommendations Are In: Now What? Implications for Nursing

At the New Jersey Nursing Convention, Mary Ann Christopher, RN, MSN, FAAN, President and Chief Executive Officer of the Visiting Nurse Association of Central Jersey, was the keynote speaker for the NJNSA health policy plenary session on April 1. Christopher addressed the IOM Future of Nursing report recommendations, and implications for nursing practice, education and research. She serves as one of three NJ leaders of the Regional Action Coalition for the Future of Nursing: Campaign for Action. She also heads the National Advisory Board of the NJ Nursing Initiative, a $23 million Robert Wood Johnson Foundation (RWJF) funded project to address the state’s nursing and faculty shortage, and as a University of Medicine and Dentistry Board member.

Christopher described the ‘Campaign for Action’ as a collaboration among partners, the AARP Center to Champion Nursing in America (CCNA) and the Robert Wood Johnson Foundation (RWJF). These partners are ‘building on the momentum and experience of AARP in advocating for change and building coalitions to engage a wide range of health care stakeholders to advance the IOM report’s recommendations,’ she stated. AARP CCNA will provide technical assistance to the Regional Action Coalitions; five pilot states were initially selected, New Jersey, New York, California, Mississippi, and Michigan.

Christopher outlined the four key messages:

1. Ensure that nurses can practice to full extent of their education and training
2. Improve nursing education
3. Provide opportunities for nurses to assume leadership positions and to serve as full partners in health care redesign and improvement efforts
4. Improve data collection for workforce planning and policy-making

An example of the first key message, practicing to the full extent of the nurses preparation is the “Riverview Proactive Health Management Program,” characterized by the following:

- Nurses practice within a small multidisciplinary medical office
- Prevention, wellness and chronic care management are the focus
- Evidence based algorithms used
- Coaching and counseling included
- A foundation for patient centered medical home

Another example is the Residency Program for APNs under the Affordable Care Act (ACA). The first class received the IOM report in October 5, 2010. Donna Shalala, PhD, RN, FAAN, former Secretary of Health and Human Services, chair of the IOM Committee that created the report, said that improvement in care and how to improve care. The Vision of the Future of Nursing report includes: quality of accessible care, leads to improved health outcomes, and a workforce with the education and experience to meet the needs of a changing population. This vision can be addressed through primary care and prevention as drivers of the current need for inter-professional collaboration and care coordination. The IOM report is to help government and the private sector make informed health decisions by providing evidence upon which it can rely.

The Future of Nursing report was the result of a partnership between the RWJF and the IOM, and was released on October 5, 2010. Donna Shalala, PhD, President of the University of Miami, and former US Secretary of Health and Human Services, chair of the IOM Committee that created the report, said that improvement in care and how to improve care. The Vision of the Future of Nursing report includes: quality of accessible care, leads to improved health outcomes, and a workforce with the education and experience to meet the needs of a changing population. This vision can be addressed through primary care and prevention as drivers of the current need for inter-professional collaboration and care coordination. The IOM report is to help government and the private sector make informed health decisions by providing evidence upon which it can rely.

The fourth key message to improve data collection for workforce planning and policy-making needs to be addressed:

- Build infrastructure to collect and analyze health care workforce data
- Create minimum data sets across disciplines
- ACA – Workforce Commission to determine skill mix needs
- Nurses in every Health Information Exchange
- Design of clinical information systems

The NJ Nursing Initiative at the NJ Chamber of Commerce Foundation is providing staff support for the Regional Action Coalition. Initiatives underway are, for example: Implementation of the State Health Care Workforce Planning Grant by the State Employment Training Commission, and the Partners in Nursing Grant to Create a Nursing Academic Resource Center. Additional sources of expertise will be the NJ Collaborating Center for Nursing at Rutgers College of Nursing, and the Health Information Exchanges. "Implementation of the Future of Nursing report will take all of us—such as government, business, health care institutions, academia, other health professionals, and the insurance industry." Christopher identified two other NJ Regional Action Coalition leaders, Edna Cadmus, PhD, RN, NEA, BC, clinical professor and director of the Doctorate of Nursing Practice (DNP) program of the Leadership Track at Rutgers University, College of Nursing, and David Knowlton, President and Chief Executive Officer, NJ Health Care Quality Institute. The NJ Nursing Initiative will guide the state’s Regional Action Coalition for the Future of Nursing’s Campaign for Action with the assistance of groups of stakeholders who will address each of the key messages: Scope of Practice, Nursing Education, Leadership and Workforce Planning. We will ‘capture the best practices, track lessons learned, and identify replicable models.’ (Visit the website at: www.futureofnursing.org)
We Are Not Just For Nurses Anymore
Judy Schmidt, RN, MSN, President

We have thought out of the box! We have taken ourselves beyond the awards and recognition dinners as fundraisers. On April 16th the IFN hosted an ‘Ice Cream Social’ at the “Grounds for Sculpture” in Hamilton Township, NJ. Although it was rainy and cold, everyone who attended thoroughly enjoyed the event. Children of all ages from 4-84 years marveled at the ingeniously, almost real like, statues on the grounds. The flowers were absolutely gorgeous and vibrant for so early in the spring—and the ice cream sundaes, by “Maggie Moos” of Robbinsville, were absolutely delicious. It was the first time we tried this type of event, for the whole family, and despite many obstacles was very successful. IFN would like to thank our sponsors: Capital One; Affinity eHealth; and many others to help out. Everyone will need a nurse, help us make sure there is a nurse in your future. Donations may be made online at njnurse.org or by mailing a check or credit card information to the Institute for Nursing, capital campaign, 1479 Pennington Road, Ewing, NJ 08618. All donations are tax deductible. Please call Debra Eiko at (609) 883-5335 ext. 16 with any questions.

Nursing Research and Standards of Practice
Susan B. Fowler, PhD, RN, CNRN
Column Editor

According to the American Nurses Association (ANA), standards are:
• Authoritative statements that describe the responsibilities for which registered nurses are accountable.
• Reflective of the values and priorities of nursing and provide direction for professional practice.
• A framework for the evaluation of this practice.
• One mechanism to define the nursing profession’s accountability to the public.
• Focused on outcomes for which registered nurses are responsible.

The Standards of Professional Nursing Practice articulated by ANA highlights research in standard 9.

This standard focuses on both evidence-based practice and research. The registered nurse (RN) integrates evidence and research findings into practice. The following competencies are delineated for the RN:
• Uses current evidence-based nursing knowledge, including research findings, to guide practice.
• Incorporates evidence when initiating changes in nursing practice.
• Participates, as appropriate to education level and position, in the formulation of evidence-based practice through research.
• Shares personal or third-party research findings with colleagues and peers.

What mechanisms do you have in place at your institution/practice setting to assist nurses in meeting these standards?
• Are policies and procedures referenced, reflecting current evidence and research?
• Do you use guidelines to direct practice, either ones crafted by your institution or those already developed by national professional associations such as the Oncology Nurses Society (i.e., putting evidence into practice-PEP)?
• When is there a change in practice initiated at your institution, do you provide the rationale for this change, which is supported by best practices?
• Do you have resources, material as well as personnel, available to guide evidence-based or evidence-based practices?
• What is the mechanism for nurses to share best practices? Do you have Journal Clubs?
• Do you highlight new evidence in your nursing newsletters/publications? Do you have a designated place in unit break rooms for posting information about best practices and evidence?

In addition, research is addressed in standards for specialty nursing practice (i.e., emergency nursing) as well as nursing administration. Adherence to these research standards can aid in meeting requirements for all 5 model components of Magnet designation:
• Transformational leadership,
• Structural empowerment,
• Exemplary professional practice,
• New knowledge, innovations, and improvement,
• Empirical quality outcomes.

In light of 2011 National Nurses Week theme, “A Model for Practice: Putting Evidence into Practice-PEP” and effort into this evidence-based practice and research standard, ensures that our colleagues and consumers can trust us in providing excellent patient care reflective of best practices.

References:

The Institute for Nursing Board has approved a capital development campaign and the building improvements. The first step is to remodel the bathrooms updating the look, making both the men’s and ladies’ room handicap accessible and enlarging the bathrooms to accommodate the larger groups we are hosting. This supports our ongoing mission of educating and serving the both nurses and the public. Architect Andrei Mikael, a young architect with national and international recognition has led the planning and design of the new space. Mr. Mikael has graciously donated his time designing the building remodel enabling IFN and NJSNA to create a space that will be both beautiful and functional for decades to come.

The project will be funded through a loan, and the IFN Board has created a Capital Campaign Committee whose role is to create programs to pay off the loan. Please consider a donation to the campaign and invite others to help out. The Institute for Nursing Board has approved a capital development campaign and the building improvements. The first step is to remodel the bathrooms updating the look, making both the men’s and ladies’ room handicap accessible and enlarging the

We invite any suggestions that you have that would come to fruition.
For 21 years the Institute for Nursing has been helping New Jersey nursing students to further their educational dreams by providing scholarships for nursing studies. Scholarships are awarded to students who demonstrate academic excellence and have the potential to make a significant contribution to society. This year’s scholars are certainly no exception. The applicants are clearly enthusiastic about the chance to begin or continue their studies with the help of the Institute for Nursing.

The Institute for Nursing Scholarship Committee, Dr. Carolyn R. Tuella, Annette Hubbard, RN, Dr. Regina Mastrangelo, Deborah Walker-McCall and Judy Schmidt, President of the Institute awarded nine (9) scholarships from the 31 scholarship applications received.

While the Institute scholars must now do their part and study hard in their chosen field, the success of the Institute’s scholarship program relies on the behind-the-scenes activities of a small group of New Jersey State Nurses Association members who volunteer their time and energy throughout the year to support the program. As one committee member remarked “it is hard work but it’s so rewarding to see the fruits of our efforts and to know that through our support we are helping these women and men to make a valuable contribution to society in the future.” Since its beginning in 1989 more than 300 students have benefited from the financial support of the Institute for Nursing Scholarship Program. Many have gone on to successful careers in direct patient care, education and research, administration, advanced practice, public health, corporate health, school nursing and countless other fields all of which allow them to give back to the communities and our profession.

This year’s scholarship recipients were recognized at the Institute for Nursing’s Research Luncheon on April 1, 2011 at the Tropicana Resort & Casino Hotel.

Jean Marshall Minority Scholarship
Helen Hall, RN
Felician College

Lucille Joel Scholarship
Tamera Calaro
Rutgers, The State University

Centennial Scholarship
Carolina Giannoulis
Bergen Community College

Arthur L. Davis Publishing Agency, Inc. Scholarship
Samuel Berger
New Jersey City University

General Scholarship
Kathleen McShane
Our Lady of Lourdes School of Nursing

Mary Germain Scholarship
Audra Antoinette Bowen
The College of New Jersey

Newark City Hospital School of Nursing Alumni Association Scholarship
Calicia Cruz
Essex County College

Sylvia C. Edge Endowment Scholarship
Frances Boamah
The College of New Jersey

If you would like to help continue this invaluable program as a volunteer or through a gift donation, please contact the Institute for Nursing at 1479 Pennington Road, Trenton, New Jersey 08618-2694. Telephone 609-883-5335, Fax 609-883-5343 or email Debbra Elko, Chief Financial Officer at Debbra@njsna.org for more information or visit our web site through the NJSNA website www.njsna.org.

Congratulations again to the 2011 Institute for Nursing Scholarship Recipients. Good luck in all your endeavors.

Samuel Berger, Recipient of the IFN Arthur L. Davis Publishing Agency, Inc. Scholarship

The 2011 recipient of the Institute for Nursing (IFN) Arthur L. Davis Publishing Agency, Inc. Scholarship in the amount of $1,000 is Samuel Berger, of Lakewood, NJ. Berger is a student at New Jersey City University in the BSN program and expects to graduate in May 2011.

The IFN Arthur L. Davis Publishing Agency Scholarship is an educational scholarship open to all high school graduates or adult students who are enrolled in or applying to a associate degree, baccalaureate or diploma nursing program in New Jersey and also to all RNs pursuing a higher degree in nursing. The Arthur L. Davis Publishing Agency, Inc., publisher of NJSNA’s New Jersey Nurse, is the sole contributor to this fund. The scholarship is awarded once a year in the amount of $1,000.

The deadline to submit applications is January 15th each year, and preference is given to financial need and leadership potential. Approval for granting scholarships is the sole responsibility of the Institute for Nursing’s Board of Trustees.

All requests for scholarships shall be made on the Institute for Nursing’s Scholarship Program Application form available in September on the NJSNA website www.njsna.org. You can also request a copy by emailing Sandy Kerr at sandy@njsna.org starting in September.

Update your nursing knowledge and skills

For more information:
302-831-7600
continuing-ed@udel.edu
www.pcs.udel.edu/rnrefresher
Institute for Nursing Holds 1st Annual Golf Tournament at Trump National Golf Club Philadelphia, Pine Hill, NJ

by Jackie Galante, RN, NJSNA Region 1 President

On April 25th the Institute for Nursing held its first golf tournament at the prestigious Trump National Golf Club Philadelphia in Pine Hill, NJ. Players enjoyed spectacular views and a great day of golf on a challenging course followed by a delicious dinner.

IFN President Judy Schmidt, RN and Robert Hess, Jr., RN, PhD spoke to dinner guests about the IFN’s mission and the importance of sponsorship to continue its mission and counteract the impending nursing shortage.

Thank you to all of the volunteers, sponsors, and advertisers who helped make the event a success. A special thank you goes out to the event organizer Robert Hess, Jr., RN, PhD.

All would agree that it was a “hole in one” kind of day! Stay tuned for information on our website about an upcoming women’s golf clinic and future golf outings.

SAVE THE DATE
April 30, 2012
Second Annual Institute for Nursing Golf Classic
Trump National Golf Club Philadelphia - Pine Hill, NJ

www.NJSNA.org
Take advantage of a Member Benefit!

NJSNA members receive a special 5% discount* on auto insurance!

Call 1-800-344-8479 today for your free quote!

*Discount only applies to NJSNA/IFN members’ new and renewal policies originally written on or after 06/04/07 in High Point Property and Casualty Insurance Company. If the discount is not currently applied, it may be offered upon request. May not be combined with any other group discounts. Other restrictions may apply. Offer available to New Jersey State Nurses Association/IFN members only. High Point Auto Insurance underwritten by High Point Property and Casualty Insurance Company. HP247/SG/112010.

Search for Balance

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.

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).

RN Opportunities

It isn’t just our size... It’s the scope of our opportunities!

At Bergen Regional Medical Center, in Paramus, NJ, we are proud to be the largest hospital in the area and the largest licensed nursing hours in the state. We are also extremely honored to be the biggest safety-net provider for the emotionally impaired, elderly, and uninsured or underinsured in the entire state of New Jersey.

Using your RN license and valued talent to fill exciting opportunities listed below:

**Long-Term Care Nurse Manager**
3 years of clinical experience required; supervisory experience preferred.

**Assistant Directors of Nursing – Per Diem**
MSN plus minimum 3-5 years progressive leadership experience required. BLS required.

**RNs – Emergency Room**
Critical Care • Acute Care

**Med/Surg • Behavioral • Long-Term Care**
1-2 years of experience in specialty area preferred. Many per diem and night positions available.

**Education Specialist**
B.S.N. plus Master’s in Nursing or related healthcare specialty. 5-10 years previous experience in academic setting.

**MDS Coordinator**
1-2 years of nursing experience required. B.A. in Nursing preferred.

Please submit your confidential resume for immediate consideration to: apply@bergenregional.com or fax your resume and desired position to: (201) 967-4109.
To learn more about us, visit www.bergenregional.com

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

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

The Frances M. McLaughlin Division of Nursing

TENURE TRACK FACULTY POSITION FOR FALL 2011:

MATERNAL/CHILD NURSING (PEDIATRIC/OB NURSING)

The Bloomfield College

Francis M. McLaughlin Division of Nursing invites applications for a tenure-track position in Maternal/Child Nursing

Please visit http://www.bloomfield.edu/jobs for complete details.

Bloomfield College

467 Franklin Street

Bloomfield, NJ 07003

www.bloomfield.edu

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.

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

The French M. McLaughlin Division of Nursing invites applications for a tenure-track position in Maternal/Child Nursing

Please visit http://www.bloomfield.edu/jobs for complete details.

Bloomfield College

467 Franklin Street

Bloomfield, NJ 07003

www.bloomfield.edu

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).
Institute for Nursing, the Foundation of the New Jersey State Nurses Association

Honor A Nurse

The Institute for Nursing (IFN), the Foundation of the New Jersey State Nurses Association (NJSNA) welcomes you to publicly recognize a special nurse in your life. With your minimum $50 tax-deductible donation to IFN, your honored nurse’s name will appear in the New Jersey Nurse as well as in the designated “Honor A Nurse” section of the NJSNA website. A photo and brief paragraph may also be submitted to further recognize your honored nurse.

This program is available to honor any New Jersey nurse. Honor a friend, family member, or colleague by marking their anniversary, birthday, special event or occasion, or as a memorial.

Your Donation will go toward continued support of the IFN and their work pertaining to scholarships, research awards, and education projects. IFN is a nonprofit, 501(c)(3) organization. Donations are tax-deductible to the fullest extent allowed by law and support the mission of IFN.

DONOR INFORMATION

Donor Name: ______________________________________________________________________
Address: ___________________________________________________________________________
(Street) (City) (State) (Zip)
Phone Number: ___________________________ ______________________________
(Home) (Work)
Email Address: _____________________________________________________________________

PAYMENT INFORMATION

Authorized Payment Amount $___________________________
❑ Check payable to Institute for Nursing enclosed
❑ MasterCard/Visa/American Express/Discover
Card Number _______________________________________________________________________
Exp. Date: _________ / ________ CVV: _______________ (3 or 4 digit code from back)
Cardholder Name  __________________________________ Billing Zip ______________________
(Please PRINT)

HONORED NURSE INFORMATION

Please Honor –
Name & Credentials: _______________________________________________________________
Comments regarding the Honored Nurse:
____________________________________________________________________________________
____________________________________________________________________________________
Include photo of Honored Nurse (if available) with contribution form or email to
Sandy@njsna.org
Send notification of gift to:
_____________________________________________________________________________________
_____________________________________________________________________________________
(City) (State) (Zip)

SUBMIT COMPLETED FORM TO
IFN | Honor A Nurse | 1479 Pennington Road | Trenton, NJ 08618
FAX: 609-883-5343
More information, call 609-883-5335 ext. 16

*Information filed with the Attorney General concerning this charitable solicitation and the percentage of contributions received by the charity during the last reporting period that were dedicated to the charitable purpose may be obtained from the Attorney General of the State of New Jersey by calling 973-504-6215 and is available on the internet at http://www.state.nj.us/lps/ca/charfrm.ht. Registration with the Attorney General does not imply endorsement.*

Your Life. Your Education. {Your Terms.}
Become a member of LPN Forum

NJSNA
1479 Pennington Road
Trenton, NJ 08638
www.NJStateNA.org

LPN Forum Member
- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

$50

LPN Forum Student Member
- Free subscription to the NJ Nurse
- E News, Legislative Bulletins and Alerts
- Valuable perks and benefits for you and your family
- Cutting-edge professional educational offerings

$15

Call (609) 847-5335 ext. 13 or log on to www.NJStateNA.org

MEMBERSHIP APPLICATION
LPN Forum of NJSNA

First Name: ___________________________ Last Name: _________________ Credentials: ___________________________
Home Address: ___________________________ City: ____________
Home City: ___________________________ Home State: ____________ Home Zip: ____________
Home Phone: ___________________________ Work Phone: ___________________________ Cell Phone: ___________________________
Email Address (REQUIRED): ___________________________
LICENSE No.: ___________________________ I am a member of a Union: ____________ I am NOT a member of a Union: ____________
Employer: ___________________________

DUES PAYMENT
- Check enclosed - Money Order enclosed - Credit Card

- $25.00 Institute for Nursing Donation
- LPN Forum Dues Payment
- LPN Member $50
- LPN Student Member $15

Card No. ___________________________ Security Code: ____________ Exp. Date: ____________
Signature: ___________________________ Printed Name: ___________________________ Total Amount: ____________

Special Thanks to the Sponsors of the Institute for Nursing Ice Cream Social & Garden Tour

Grounds for Sculpture
April 14, 2011

Cone $2.30
Eileen Toughill
Syrup $1.00
Pat Barnett
Ben Evans
Freda’s Landscaping
Linda Gural
Mary Ellen Jacobs
Rose Rosales
Runnels Specialized Hospital
Linda Wolfson
Friends of the Institute $10
Eleanor Dietrich

Proceeds benefit the Institute for Nursing, the Foundation of the New Jersey State Nurses Association, designated a 501 (c) 3 by the Internal Revenue Service.

Institute for Nursing
the foundation of the New Jersey State Nurses Association

Wine Tasting
Sunday, October 2, 2011
3:00 pm to 5:00 pm
Hopewell Valley Vineyards, Pennington, NJ

www.NJStateNA.org

Takes Care of Their Nurses

“Like HRN? I LOVE HRN SERVICES! A great nursing company to work for. Simply the BEST!”

HRN SERVICES INC.

HRN offers:
- Gateway To Travel® Coast to Coast
- Long and Short Term assignments
- More Guaranteed Shifts
- Contracted at major hospitals
- Excellent Pay & 401K Program
- Housing & Travel Stipends
- Work Bonuses
- Free Health/Dental/Vision
- Daily/Weekly Pay

HRN Services Inc. provides local and Coast To Coast travel assignments to nursing professionals. Let our staff help you find the perfect assignment. Call us today 1-888-476-9333 or visit us at www.hrnservices.com
2011 APPLE Award

Call for Nominations

The Institute for Nursing is pleased to issue a call for nominations for the 2011 APPLE Award, Acknowledging Physician Partners: A Liaison for Excellence.

The purpose of the award is to recognize physicians who are supportive of nurses and patient advocacy that is the foundation of nursing. These physicians are true partners who view the physician-nurse relationship as one of respect, collaboration, and mutual support. The Institute for Nursing honors these physicians and salutes them for their shared commitment to quality health care and the patients served.

Nominations for this distinguished service award can be made by the Chief Nurse Executive by sending a brief letter of nomination to the Institute APPLE Award Selection Committee by August 15, 2011. Letters of nomination should address the criteria in the award description and identify the activities for which the nominee is believed to deserve this award. Award recipients will be honored at an annual gala. The gala will be held at the Hyatt Regency Princeton on Thursday, December 8, 2011. The reception begins at 5:30 p.m. with dinner starting at 6:30 p.m.

Nominations can be mailed to Debra Harwell deb@njsna.org, faxed to 609.883.5343 or by mail to Debra Harwell, Association Director, Institute for Nursing, 1479 Pennington Road, Trenton, NJ 08618.

Deadline for nominations is August 15, 2011.

If you have any questions or need additional nomination forms, please contact Debra Harwell, Associate Director, at 609-883-5335 ext 19.

Call for Award Nominations

APPLE Award

Acknowledging Physician Partners: A Liaison for Excellence

APPLE Award recipients are physicians who truly are partners. They believe in and are committed to the physician-nurse relationship. Honorees are acknowledged for their efforts and support of nurses and the patient advocacy that is the foundation of nursing. Funds raised by this premier event are used to provide educational scholarships and research grants to nursing students and nurse scholars in our state.

You are invited to complete the nomination form, telling us about the physician whose focus and energy have made a difference and whose efforts will serve as an inspiration for continued physician-nurse collaboration throughout the state. Nominations deadline is August 15, 2011.

Information about the Nominator

<table>
<thead>
<tr>
<th>Last Name: ________________________</th>
<th>First Name: ________________________</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credentials (degrees earned, certifications):</td>
<td></td>
</tr>
<tr>
<td>Current Job or Position Title:</td>
<td></td>
</tr>
<tr>
<td>Agency or Institution (name and address):</td>
<td></td>
</tr>
<tr>
<td>Agency Telephone: __________________</td>
<td>Agency Fax: __________________</td>
</tr>
<tr>
<td>Home Address: ________________________</td>
<td></td>
</tr>
<tr>
<td>Email Address: ________________________</td>
<td></td>
</tr>
<tr>
<td>Home Telephone Number: _______________</td>
<td>Cell Number: _______________</td>
</tr>
<tr>
<td>City: __________ State: __________ Zip Code: __________</td>
<td></td>
</tr>
</tbody>
</table>

Nominator’s Rationale for Nominee Selection

Provide a persuasive statement showing the accomplishments of the nominee. In no more than 2-3 pages, double-spaced, describe:

1. The most important contributions made by the candidate of the physician-nurse relationship.
2. Documentation of these contributions (e.g., other awards and distinctions, numbers and categories of people influenced)
3. Development of explicit communication structures for nurse-physician dialogue on patient care and decisions (example, innovative contributions)
4. Create and nurture the cultural value of collegial and collaborative relationships
5. Leads change (examples: developed/implemented an organizational vision
6. Leads people (examples: supervise staff/team; maximize nurses potential
7. Build Coalitions/Enhance Communication (examples: developed partnerships, etc
8. Consistently looked upon as a role model by his/her peers and is a valuable resource person
9. Title of published work, if applicable
10. Outline of significant positions held, (employed, voluntary, associations)
11. Outline summary of educational background

Organizational/agency/foundation Support

Provide complete contact information for any institutions or groups who would financially support this nominee. Support may be in the form of purchasing tables for the event, taking ads in the Program Book, or any other support of the event (wine, flowers, souvenirs, photographer).
Registration is free, fast, confidential and easy! You will receive an e-mail when a new job posting matches your job search.

It’s time to check your vitals.

- Flexible programs at Thomas Edison State College to achieve your goals
- Unique online RN-BSN/MSN and graduate nursing certificate programs
- Twelve-week courses; year-round availability; no on-campus requirements
- Credit for testing, prior learning assessment and transfer
- More than 25 years of experience in quality distance education for RNs

GENERAL INFORMATION SESSION – FRIDAY, AUGUST 12, 2011 AT 10 A.M.
Thomas Edison State College
301 West State St.
Trenton, NJ 08608
RSVP is required. You may register online, or call 1.888.442.8372 to RSVP.

ONLINE PROGRAMS:
- RN-BSN
- RN-BSN/MSN
- MSN: Nurse Educator
- Nursing Informatics
- Nursing Administration
- Graduate Nursing Certificate Programs

EXCLUSIVELY FOR ADULTS.

W. CARY EDWARDS SCHOOL OF NURSING
CALL 1.888.442.8372 • EMAIL nursinginfo@tesc.edu • VISIT www.tesc.edu/nursing
Accredited by the NLNAC, CCNE and NJBON
Everyday, nurses just like you are choosing Drexel University Online to further their education, specialize their skills, and advance their careers and salaries. Here’s what Drexel Online offers:

- A full selection of accredited RN to BSN, MSN, & Certificate programs
- U.S. News & World Report ranks Drexel University among “America’s BEST Colleges 2011”
- 80% of Drexel’s full-time faculty members hold a PhD
- A highly-interactive online format with 24/7 online access and support