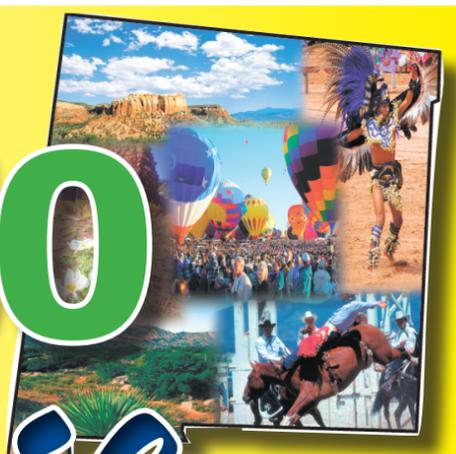


The NEW MEXICO Nurse



The Official Publication of
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 NEW MEXICO NURSES ASSOCIATION

A Constituent Member Association of the American Nurses Association
 Quarterly circulation approximately 25,000 to all RNs, LPNs, and Student Nurses in New Mexico.

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January, February, March 2011

Inside



Capitol Challenge 2011
 Page 6, 7



Notification of ANA/NMNA
 Membership Fee Increase
 Page 10

Leadership and Self-Advocacy

by Dr. Leslie D. Paternoster
 Part 1 of 4

What does the word Leadership mean to you? Do you find leaders in your practice who are supportive, dictatorial or somewhere in between? This is the first of four articles that will discuss and describe a leadership style that will help nurses become the leaders they want to be as well as help leaders who want to change to a more productive style.

Burns (1978) was the first to theorize about a leadership style that “occurs when one or more persons engage with others in such a way that leaders and followers raise one another to higher levels of motivation and morality (fundamental wants, needs, aspirations, and values of the followers)” (p.8). Transformational leadership traits can help all nurses become self advocates in their prospective settings. Let’s discuss the four different traits associated with the transformational leadership style and focus on the first of the four to see how a nurse can adopt these traits to enhance their nursing practice.

The four traits of the transformational leadership style are; 1) Inspirational Motivation; 2) Idealized Influence; 3) Intellectual Stimulation, and; 4) Individualized Consideration. Here are the definitions of the four traits.

- **Inspirational Motivation**—The nurse who uses this trait talks optimistically about the future and what is to be accomplished. He/she is able to articulate a compelling vision of the future, and likewise express a confidence that the goals will be achieved.
- **Idealized Influence**—The nurse who uses this trait instills pride in others, goes beyond self-interest, acts in ways that builds others respect, displays a sense of power and confidence, is the person who has a strong sense of purpose, and considers the moral and ethical consequences of a decision.
- **Intellectual Stimulation**—The nurse who uses this trait seeks differing perspectives when solving problems, gets others to look at problems from many angles and suggests new ways of looking at how to complete assignments.
- **Individualized Consideration**—The nurse “provides a supportive climate in which they listen carefully to the individual needs of followers.” The nurse uses “delegation as a means to help followers grow through personal challenges” (Northhouse, 2001, p. 138-139).

Leadership and Self-Advocacy continued on page 4

New Mexico State Budget May Impact Nurses and Nursing Programs

The above-the-fold headlines in today’s *Journal North* 11/12/2010 report that we may be facing a \$450,000,000.00 deficit starting in July, and the incoming Governor responded, “The revelation of a near half-billion dollar deficit is far worse than expected....”

Six weeks ago, when the expected budget shortfall was \$370 million, school systems, health care providers, and governmental departments debated how big cuts to their budgets would be, and how they to live within their budgets while doing to least harm to the public. The Medicaid Department hoped they could get through this shortfall by limiting new enrollees. With this news, they may reduce limit, or eliminate a number of the non-mandated services. Our Medicaid program has provided non-mandated services to improved

the health and quality of life of Medicaid recipients. These added services included adult dental services, podiatry, Durable Medical Equipment (DME) (walkers, canes, Oxygen supplies, and prosthetics), pharmaceuticals for adults, PT, OT, ST, and more.

If their budget is cut they’ll be forced to cut some of these “extra” services. What could that mean? It could mean that the recipient or family members may have to pay for the oxygen concentrators and other supplies. A CVA patient may not get PT and other rehab services to help them recover from the stroke, which may mean they cannot return to work. The diabetic will not receive podiatry visits and recommended diabetic shoes to protect their feet, which may lead to pressure ulcers, gangrene,

New Mexico State Budget continued on page 4

Index

2011 Legislative Session.....	5
In Memoriam	5
Carrie’s Corner	8
Continuing Nursing Education Listings	9
Membership Application.....	11
New Members.....	11

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Today, 12/9/2010, after a morning of reports to the board by advisory committees and a number of groups and individuals, the Board of Nursing fired Ms. Deborah Walker, MSN, RN, as Executive Director of the Board.

This is a great loss to the entire nursing community. We will miss her expertise and experience in managing budgets, personnel, the Board office, and her involvement in efforts to improve nursing workforce and nursing education opportunities statewide. The action of the board in this case was impetuous and vengeful over the successes of a highly qualified nursing leader. Their sole purpose is supposed to be the protection of the public, not establishing a “legacy.” We are very concerned about the safety of the public and the ability of this board to perform to the standard we’d learned to expect of a professional board.

NEED INFORMATION?

Here's how to get in touch

Academy of Med-Surg Nurses (AMSN)
Rio Grande Chapter, Contact: Steve Ross
505-291-5474 or sross@salud.unm.edu

American Assn. of Critical Care Nurses (AACN)
Albuquerque Chapter, P.O. Box 36546
Albuquerque, NM 87156-6546
Heidi Radke, Chapter President
Email: hskrgl@msn.com

American Assn. of Nurse Assessment Coordinators

www.aanac.org a website for members of assn. of Long Term Care MDS Coordinators, offering CNE, on-line discussion, latest news updates.
1873 S. Bellaire Street, Suite 800
Denver, CO 80222
1-800-768-1880, Contact: Debbie Hoellen

American Nurses Association
8515 Georgia Avenue - Suite 400
Silver Spring, MD 20910
1-800-274-4ANA
www.nursingworld.org

American Society for Pain Management Nursing

Contact: Linda Sorensen
4401 Royene Ave. NE, Albuquerque, NM 87110
(505) 724-6134 lsorensen@phs.org

Assn. of PeriOperative RNs, Central NM Chapter

Contact Claudia Hoff, hjhcahoff@aol.com

Association of Women's Health, Obstetric and Neonatal Nurses (AWOHN)

Contact: Kathleen Matta 505-690-6218

Case Managers Society of American, Rio Grande Chapter

Contact Carolyn Simon at 505-816-2059, carolyn_simon@bcbsnm.com OR: Elizabeth Ramos at 505-228-2238, elizramos@aol.com

Desert Mountain Chapter

American Society for Pain Management Nursing
Contact: Irene Zamora, RN, MSN, CNS
505-272-8727 or IVZamora@salud.unm.edu

Legal Nurse Consultants, Greater Albuquerque Chapter

Contact Maria Scarpelli at 505-352-6562 or mariascarpelli@onque.net

New Mexico Association for Home Care

3200 Carlisle Blvd. NE
Albuquerque, NM 87110
(505) 889-4556

New Mexico Association of Neonatal Nurses
Contact: Raychelle Creech, (505) 839-2625

New Mexico Board of Nursing
6301 Indian School, NE, Suite 710
Albuquerque, NM 87110
(505) 841-8340

New Mexico Developmental Disabilities Nurses Association

Contact Person: Judi Murphy
(505) 332-6820 or jmurphy@arc-a.org

NM Emergency Nurses Association (ENA)

Contact information, meeting dates, etc. can be found at www.nmena.com

NM Native American Indian Nurses Association

PO Box 26674, Albuquerque, NM 87125
Josephine Waconda, President (505) 869-2134

New Mexico Nurses Association

PO Box 29658
Santa Fe, NM 87592-9658
(505) 471-3324

New Mexico Nurse Practitioner Council

Contact any Board of Directors Member at nmnp@nmnp.org

New Mexico Organization of Nurse Executives

PO Box 4491
Albuquerque, NM 87196 or their web site:
www.nmone.org

NM School Nurses Association (NMSNA)

Contact Judith Bauer-Creagan, RN, BSN, MSN, President
jcreagan@gisd.k12.nm.us
(575) 882-0036

NM Wound, Ostomy, and Continence Nurses

Contact Pat Collins at 505-473-1544 or patjamescol@aol.com

PeriAnesthesia Nurses Assn. of NM

Connie Hardy Tabet, pres. 2010
Email toatea2@yahoo.com
Mary Ann Lewis, Pres-Elect
Email byebyeeasy@yahoo.com

If you would like your organization's name and phone # listed in the *New Mexico Nurse*, forward your information to:

**NMNA, PO Box 29658
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President: M. Colleen Campbell, BSN, RN, ÇEN

1740 Belvoir Circle Clovis, NM 88101
Hm: 575/763-7741 mc.campbell@suddenlink.com
term exp. 2011

1st Vice-President: Leigh DeRoos, MSN, RN

4644 Sandalwood Drive Las Cruces, NM 88011
Hm: 575/521-4362 lderoos@nmsu.edu
term exp. 2012

2nd Vice-President: Fran A'Hern-Smith, DNSc, MSN, RN

1332 Wellesley Dr. NE Albuquerque, NM 87101
Cell: 505/321-6892 FAsmith@itt-tech.edu
term exp. 2011

Secretary: Jennifer B. Drexler, MSN, RN

5920 Unitas Lane, NW Albuquerque, NM 87114
Hm: 505/975-7035 jbomard@hotmail.com
term exp. 2011

Treasurer: Margaret Onuska, MSN, CNM, RN

3907 Hannett NE Albuquerque, NM 87110
Hm: 505/268-0723 monuska@juno.com
term exp. 2012

Directors:

Gloria Doherty, MSN, RN, ACNP

1905 Rita Court NE Albuquerque, NM 87106
Hm: 505/243-2628 gdoherly@salud.unm.edu
term exp. 2011

I. Lorraine Goodrich, MSN, RN

841 East 2nd Street Portales, NM 88130-6007
Hm: 575/359-0679 lorraine.goodrich@enmu.edu
term exp. 2012

Stephanie Martin, BSN, RN

2917 Ross Street Clovis, NM 88101
Hm: 575/762-7379 tsmartin@plateautel.net
term exp. 2012

Romona Scholder, MA, RN, CNS

5647 State Highway 41 Galisteo, NM 87540
Hm: 505/466-0697 romonascholder@gmail.com
term exp. 2012

Jane Swanson, MSN, RN

PO Box 2961 Mesilla Park, NM 88047-2971
Hm: 575/317-1589 jswanson1@hotmail.com
term exp. 2011

NMNA Website: www.nmna.org

NMNA general Email: info@nmna.org

CNE application Email: ceapps@nmna.org

Office Mailing Address: P.O. Box 29658, Santa Fe, NM 87592-9658

Office Phone: 505/471-3324

Office Fax: 877/350-7499 toll free

Executive Director: Carolyn Roberts, MSN, RN

3692 State Highway 14 Santa Fe, NM 87508-8063
Hm: 505/471-2169 carrie@nmna.org
Cell: 505/577-0752

Lobbyist: Linda Siegle

P.O. Box 720 Cerrillos, NM 87010
Wk: 505/471-3563 lsiegle1@msn.com
Cell: 505/690-5850

**NMNA has endorsed
*The Cancer Wheel: Creating
Balance and Wellness from
Catastrophe*, by Jocelyn Elder,
MA, RN, LPCC, LADAC as a
helpful book for those with, or
caring for those with, cancer.**

DISTRICT PRESIDENTS AND CONTACTS

DNA 1, Albuquerque—Margaret Onuska, 3907 Hanett NE, Albuquerque, NM 87110, Hm: 505/268-0723.

DNA 2, Santa Fe—Kimberly Stout, 7 Vuelta De la Tusa, Santa Fe, NM 87506, k2stout@msn.com, 505/992-1145.

DNA 4, Clovis—Stephanie Martin, tsmartin@plateautel.net, 575-765-7379.

DNA 7, Carlsbad—Inactive but contact—Tiffany Baggs, 1313 Doepp Drive, Carlsbad, NM 88220, tiffbaggs@gmail.com, Hm: 505/887-6725.

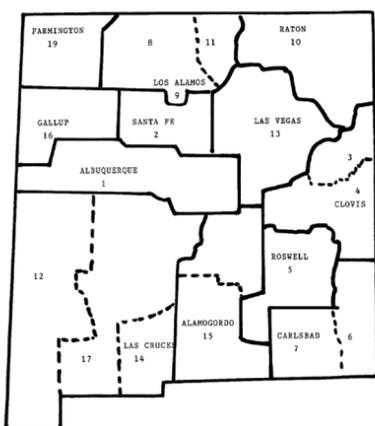
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DNA 14, Las Cruces—Leigh B. DeRoos, 4644 Sandalwood Dr., Las Cruces, NM 88011, lderoos@nmsu.edu, Hm: 505/521-4362.

DNA 19, Farmington—Dianne M. Bonebrake, P.O. Box 887, Kirtland, NM 87417, bonebrake@peoplepc.com, Hm: 505/598-0232.

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DNA 5, Roswell;
DNA 6, Hobbs;
DNA 8, Española;
DNA 9, Los Alamos;
DNA 11, Taos;
DNA 12, Silver City;
DNA 13, Las Vegas;
DNA 15, Alamogordo;
DNA 16, Gallup;
DNA 17, Deming



Nursing Information Web Sites

NM Nurses Association: www.nmna.org

Information on the organization, calendar of events, legislative update, on line registration for workshops, job listings for all kinds of health care jobs, and Continuing Education applications for workshops for nurses.

NM Board of Nursing: www.bon.state.nm.us

Lists board meeting dates, download the Nursing Practice Act, Rules and Regulations, download renewal forms, complaint forms, get information on recent rules and regulation changes, get names of board members.

NM Center for Nursing Excellence: www.nmnursingexcellence.org

Information on NMCNE activities to lessen the nursing shortage, recognize nurses for their accomplishments, Links to nursing organizations, workforce reports and much, much more.

NM Nurse Practitioner Council:

www.nmnpcc.org

Information on the organization, activities, legislative initiatives, and formulary for sale to NPs.

American Nurses Association:

www.nursingworld.org

Membership, bookstore to buy standards of various nursing practices, the Code of Ethics for Nurses, Online Journal of Nursing, press releases on various legislative initiatives, connections to state (constituent) nurses associations, American Nurses Credentialing Center, and the American Academy of Nursing.

Exceptional Nurse: www.ExceptionalNurse.com

A nonprofit resource for nurses and students with disabilities. The email address is exceptionalnurse@aol.com.

MISSION STATEMENT

New Mexico Nurses Association is committed to advocating for all licensed nurses, improving health care, and promoting life-long learning.

Core Values

- Promote the professional and educational advancement of nurses.
- Develop alliances with other professional health care organizations on issues affecting nurses and health care.
- Enhance recognition of the contribution of the nurse in health care.
- Promote high standards of nursing practice by upholding the integrity of the New Mexico Nursing Practice Act.
- Improve access to health care services by expanding opportunities for nurses.
- Foster personal and professional self-advocacy.
- Advocate for nurses through legislative, regulatory, and policy making endeavors.

revised 06/03/2008

New Mexico State Budget continued from page 1

and amputation; and they won't get an artificial limb and PT. Will Medicaid pay for them to return to work using a wheelchair? No, that is another DME, so it wouldn't be paid for either. If Medicaid somehow finds the money for wheelchairs, they may limit replacement to once every so many years. What if it is worn out way before then? Tough.

The Medicaid program may have to increase the co-pays for medications, or institute a rule that each recipient can't fill more than x # of prescriptions a month. What happens if they need 5 or 6 medications a month and they are only allowed 4? They'll have to find the money for the other two, or try to get the health care provider to write for combined medications that will cover the needs, but perhaps then fall into brand names and higher co-pays.

Hospitals, clinics, physicians and advanced practice nurse's offices may receive decreases in payment for their services, and if the cuts are significant, some may withdraw from the Medicaid program because they can't afford to see those patients!

We expect cuts to Universities and community colleges. Nursing is an expensive program, so nursing may attract the attention of the college administrations for budget cuts. Just as the Baby Boomers start reaching 65, we may see cuts in the programs that are educating our replacements! Faculty may be laid off or have their hours cut, and the number of "slots" for nursing students may be decreased to save money. The Martinez administration is considering combining Public Education Department and Higher Education Department into one department. That might actually help with the statewide effort to improve math and science preparation for all students before graduation.

If we 16,000 New Mexico RNs donated \$2,815.00 each to the state, we'd be able to make up this

deficit. I don't know about you, but I don't have the income to do that, so instead, I am asking that you to come to Santa Fe on 2/3/2011 to attend Capitol Challenge, our yearly legislative workshop. We can make our presence known at the legislature, and tell them we'll pay our fair share of income tax increases in order to protect Medicaid, Public education, and our nursing programs in community colleges and universities. We can also let the legislators know that we think businesses that do business here but have their offices in other states should pay income tax for the profits made here. What do you think? We need you, your enthusiasm, and your help in steering the state away from taking from the most vulnerable.

Many of you signed our petition to keep the New Mexico Board of Nursing as an independent Board, separate from other professional boards because our licensure fees pay for the entire operating budget and we want nurses to be the ones deciding what nursing programs are approved, and how nurses are disciplined when complaints are filed. This may not be an issue after all—at least not today. We are holding those petitions in reserve in case the issue is raised again as a way of cutting the budget, but for now, they are just sitting in a file in the office. We may contact the signers by email, asking that you email or phone your representative or senator about issues we feel would be detrimental to nurses and the profession.

The legislative session is a 60-day session in 2011, starting January 18 at noon, and ending March 19 at noon. This is the session when any bill can be introduced, not just budget bills, so groups wanting to expand their practice, or build a new office park, or whatever can introduce bills. Any bill asking for money will have a hard slog trying to get passed, and a lot of the legislative hearings will be focused on decreasing spending or increasing state income, but we do have an opportunity to protect the Board of Nursing and our profession, so think about working with us!

Leadership and Self-Advocacy continued from page 1

Looking over these four traits, what can nurses do to work them into their practice? First, nurses need to understand that every nurse is at one time or another put in a position of leadership. When that happens, look to these traits and see how you can empower others. If nursing can come together in one voice, consider all that could be done for the healthcare system in the United States.

Now let's apply the first trait, Inspirational Motivation to a scenario. Consider the new (novice) nurse who comes onto your floor for the first time. Have you thought about how this nurse must feel? Think about using the trait of inspirational motivation, be optimistic about your expectations, and believe this nurse will become part of your cohesive unit and someone you can count on to help. If others see your approach to this new nurse, they will see an empowered person and who doesn't want to feel empowered? Ask the new nurse to help you problem solve a situation. Understand the power of inspirational motivation. The new nurse could be your most valuable ally. Do not underestimate the power of good leadership skills.

What can you do to help inspire the novice nurse? "Transformational leaders behave in ways that motivate and inspire those around them by providing meaning and challenge to their follower's work" (Avolio & Bass, 2002, p. 2). Consider a novice nurse who has recently graduated from nursing school. Remember that this nurse has safely learned the basics of nursing by learning rules. Know that it will take 2-3 years before she becomes competent to practice on her own (Benner, 1984). This is the prime time to utilize effective leadership skills to engage the novice nurse in the profession.

A leader who is following the inspirational motivation trait will inject a team spirit on the floor or department. Enthusiasm and optimism are a true part of inspirational motivation (Avolio & Bass, 2002). It might take time and energy to keep your optimism and enthusiasm going, but it will make such a difference in your practice. The key part to remember is the person who uses inspirational motivation clearly communicates expectations to followers (novice nurses) and demonstrates a commitment to the vision and goals of the team (Avolio & Bass).

Consider this first trait of inspirational motivation in your everyday practice. Can you see your unit working more cohesively? In the next article we will look at Intellectual Stimulation. Get ready for a great discussion.

References

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2011 Legislative Session—Not Where You Want to Be, But We Need You Involved

Linda Siegle, Lobbyist for NMNA

The 2011 60-day legislative session will be different than any we have had in decades maybe any we have had ever. We have never experienced such dramatic declines in revenue likely totaling \$1.2 billion since 2008. Our state budget will have gone from \$6.1 billion at its high in 2008 to somewhere in the vicinity of \$4.8 (if we are lucky) for the fiscal year beginning in July 2011.



Linda Siegle

There will be no winners—only losers. On behalf of nurses and New Mexico's 2 million plus patients, we need to get it right with health care. We will face huge potential Medicaid cuts which will likely fall on the backs of providers of all types. We must begin to address health insurance reform by passing legislation that will at least create the structure for the 2014 mandated health insurance exchange. Many questions must be answered before we can pass much detail in such legislation. We must keep funding nursing (and other health care) programs in

our higher education institutions. We must keep our health and social services safety nets intact.

Problems with ongoing health care issues continue especially for advance practice nurses and nurse midwives. How do we streamline credentialing for all providers? We will have a bill. How can providers be protected from years past recoupment demands from insurance companies? We will have a bill. How can we create a sensible review of proposed scope of practice changes without domination by one profession? We will have a bill. How can we collect health practitioner data to use for workforce development? We will have a bill. How will we help nurse midwives with their continuing skyrocketing malpractice premiums? We don't know yet. How can we protect the public health system infrastructure with such declining revenues? It remains to be seen.

Keep track of what is happening in that strange roundhouse at the corner of Old Santa Fe Trail and Paseo de Peralta from January 18th through March 19th by being part of your nurses association. Get on the NMNA email list. We will keep you posted and maybe even ask for your help.

Give the Board of Nursing your NEW ADDRESS!

If the Board of Nursing sends you a notice and you don't receive it because they don't have your latest address, you may miss something critical to your license!

There is a Name/Address change/ Residency Change form at www.bon.state.nm.us under Licensing Forms



On Wednesday, 11/10/2010 the Nursing Community lost a true leader upon the death of **Courtney B. Cook**. Ms. Cook, age 60, was actively involved with people across the state, working on developing the program that became the NM Board of Nursing's Diversion Program. This program was only the third in the nation that allowed nurses with substance use disorders to enter a closely monitored program of support and personal growth and remain involved in nursing. Courtney also worked for NMNA as a lobbyist during the mid-90's, and worked in the NMNA office as the support person for the Continuing Education program, helping educators to navigate the process of having their CE activities approved for contact hours.

She was a funny, energetic, creative woman who brought joy to those who knew her, and we will miss her presence in our lives.

~ ~ ~ ~ ~

Also on 11/10/2010 **Nelda Hogan** died at the age of 104. Ms. Hogan was a nursing leader, teaching at the LPN program of St. Vincent, wrote some of the first questions for the first NCLEX-PN, served as a public health nurse in Northern New Mexico, and was recognized as a Nursing Legend by the New Mexico Center for Nursing Excellence in 2007.

Capitol Challenge, 2011 February 3, 2011 in Santa Fe



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or register online at
www.nmna.org under
Events.



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Continuing
Nursing
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Cost: \$40/ student, faculty or volunteer
\$50/ NMNA member
\$75 for Non-Members

Cost includes morning session at 201 W. Marcy
Street, SFe 87501, lunch, breaks, and parking, and
the afternoon session at the State Capitol: 491 Old
Santa Fe Trail.

Presenters:

- Linda Siegle, lobbyist for NMNA
- Patricia Montoya, MPA, BSN, RN, Special Projects director of NM Medical Review Association,
- Rose Gonzalez, MSN, RN, director of ANA's Government Affairs Department
- Dr. Jeanne Floyd, past Executive Director of the American Nurses Credentialing Center
- Deborah J. Walker, MSN, RN, Executive Director of the NM Board of Nursing

You must be present the entire day and complete the evaluation form in order to receive a
Certificate of Successful Completion.

Sleeping rooms are available at **Courtyard by Marriott**, 3347 Cerrillos Road, Santa Fe, NM 87507 for single
or double occupancy, for \$65/ night. You may reserve rooms February 2-4th, 2011 by calling **505-473-2800**
and ask for the **New Mexico Nurses Association group rate**.

Agenda:

- 0700 Exhibitors may set up
- 0730 Registration
- 0800 Linda Siegle: The Power of One Voice and How a Bill Becomes a Law
- 0850 Patricia Montoya: Doors Open to you Professionally when you become Politically Active
- 0930 *Break for 30 minutes- visit our exhibitors!*
- 1000 Rose Gonzalez: Lobbying for Nursing in Washington, DC- what we've done for you lately!
- 1045 Dr. Jeanne Floyd: The Magnet and Pathway to Excellence programs and How Specialty
Certification can Jumpstart your Climb to the Top!
- 1135 Deborah Walker: The Role of the Board of Nursing and Current Regulatory Issues
- 1210 Mary Sletten: Current Bills, writing your notes to legislators
- 1230 *Lunch!*
- 1315 Walk to the Capitol, meet Faculty and Volunteers to Observe, and Listen
- 1615 Meet Faculty and Volunteers, turn in evaluations, debrief on what you saw and heard, how you felt
about that, receive Certificate of Completion

Please register before 1/26/2011 Cancellations within the last 7 days before the event will incur a 30% handling fee

Name _____ Email _____

Address _____ City _____ Zip _____
 Student, Faculty or Volunteer NMNA member Non-member I'll be parking

Carrie's Corner

You know, I really appreciated the beautiful flowers and trees, the plums from our plum "trees" (more like bushes if you ask me), and the level of the creeks and rivers this past spring and early summer. I'm sorry that La Niña is building in the Pacific and we'll have another one of those Non-El-Niño years when all the snow goes to Colorado and we're very dry. On the other hand, we won't have to dig out from 27" of snow down our ¼ mile long driveway and worry about traveling through terrible snowstorms throughout the winter. I guess it is one of those half-full/half-empty issues: I can live through all that snow when I know we'll have a bountiful spring and early summer; I can appreciate the ease of getting around during dry winters (La Niña) but wistfully long for more snow when the flowers are less abundant and lush with spring.



Carrie Roberts

We succeeded in getting about 500 signatures on our petition to keep the New Mexico Board of Nursing independent from other professional boards. If the legislature decides to raise the issue again in 2011 (just 2 months from now!) we'll be ready to send copies to all of the legislators. We're hoping you can help us keep the Board of Nursing independent, if it is again threatened with consolidation during the upcoming legislative session.

We've sent out fliers to all of the nursing programs in the state about our legislative workshop, Capitol Challenge, 2011, which will be held on February 3, 2011 in Santa Fe. We're hoping that the programs will send senior students and some faculty to the event, so that they can learn the importance of political awareness and involvement. We are having some wonderful presenters this year: Rose Gonzalez, director of ANA's Government Affairs Department will discuss the lobbying they do to increase funding for nursing education, working on patient and staff safety, working conditions and more. Dr. Jeanne Floyd, retiring from the American Nurses

Credentialing Center December 31, will discuss the Magnet program, Pathway to Excellence program, and why specialty nursing certification is important. Patricia Montoya will talk about her involvement in politics over the course of her nursing career and how being involved opened doors for her. Deborah Walker, former Executive Director of the NM Board of Nursing will discuss statewide professional issues. Linda Siegle will provide information on how a bill becomes a law, lobbying tips, and we'll provide a list of bills that NMNA is supporting, opposing, and why. Each participant will have two sheets of note-paper on which they can write a note to their representative and senator (coming armed with that knowledge would be a great thing to do) about why they support or oppose a piece of legislation. Lunch will be served, and then we will walk to the Capitol (about a mile away, so dress warmly) so that all can observe the House and Senate in session OR attend some of the hearings that are occurring in the hearing rooms. You can go to the New Mexico Legislative website at www.nmlegis.gov click on members then click find your legislator. Look for both your senator and house member.

If you read my article about how the state's budget may affect the people of New Mexico and nursing, you are aware of how grim the budget is right now. Unless the legislature does something big, like increasing payroll taxes, or taxing companies doing business here but having tax exemptions, or radical cuts to Education and Health Care, and cuts to all agencies in state government they will not be able to balance the budget, which is required by law. We need you to add your voices to ours to protect the most vulnerable populations so that Education and Medicaid cuts don't irreparably harm our citizens. If we don't already have your email address and you'd like to be added to the Email Alert List, and make calls or email legislators when we urgently need support for our issues, please send your email to carrie@nmna.org. If you work in a facility like Pres or San Juan College, that has a strong Spam firewall, consider giving us your home email, instead of work email.

You may think that politics and legislative issues are boring, tedious, something to avoid, but remember the legislature has to pass the Nursing Practice Act and the Governor has to sign it or you wouldn't be a licensed nurse in New Mexico. Politics really controls our lives. We wouldn't have schools, roads, clean water, wastewater treatment plants, and department of health

initiatives to improve the health of our people. The electrical companies, gas companies, telephone and cable/ internet companies could set the fees to whatever they wanted without the legislature. It is important that you pay attention to what is going on in city, county, state, and federal rule-making and legislative bodies, and it is important that you speak out and let your representatives know what you think and feel about current issues being considered by them.

One of the ways NMNA is going to protect our nursing practice act and board of nursing is through a bill carried by Senator Linda Lopez that outlines the roles and responsibilities of the professional boards to perform due diligence in evaluating any proposed changes/ expansions of scopes of practice by their licensees, and hold fact-finding hearings on the pros and cons of such a change in scope: Will the public be safe? Will it increase access? Will it increase or decrease costs? Will it improve coordination of care by myriad providers of care for those with chronic disease? The National Council of State Boards of Nursing's Consensus report on Advanced Practice Registered Nurses states that NPs, CNSs, CNMs, and CRNAs should be educated in a way that all of the APRNs receive the same core courses, that new programs should be approved prior to admitting students, that the APRNs should take certification examinations that measure core competencies in both the core courses (pharmacology, pathophysiology and physical assessment) and in the specifics of the populations they will be treating, and that the state Boards of Nursing should be the sole regulatory body responsible for the licensing, rule making, and disciplinary action against those providers.

In addition, the New Mexico Nursing Practice Act RULES state:

H. Standards for professional registered nursing practice. Registered nurses practice in accordance with the definition of professional registered nursing in the NPA. [61-3-3, J. NMSA 1978].

(1) RNs may assume specific functions and perform specific procedures which are beyond basic nursing preparation for professional registered nursing [61-3-3, J. NMSA 1978] provided the knowledge and skills required to perform the function and procedure emanates from a recognized body of knowledge and practice of nursing, and the function or procedure is not prohibited by any law or statute.

(2) When assuming specific functions and performing specific procedures, which are beyond the nurse's basic educational preparation, the RN is responsible for obtaining the appropriate knowledge, skills and supervision to assure he/she can perform the function/procedure safely and competently.

This means that registered nurses also may function beyond the usual scope of professional registered nursing if they have the required education, skills and supervision to safely perform that function. NMNA appreciates the Board of Nursing and New Mexico Legislature's foresight in writing this rule, which allows for the evolution of nursing practice as the nursing profession changes, and we want to keep it that way by ensuring that the Board of Nursing remains independent and controlled by knowledgeable nursing leaders from various nursing profession roles.

I was surprised when I saw my first Christmas commercials on TV before Halloween, but I am really looking forward to having a couple of days free of work to cook and have time with my family for the Holidays. After a few days to rest and recuperate from this busy Fall, I'll be jumping back in, working with Linda Siegle, our lobbyist, to protect you and your profession from unintended consequences of legislation introduced during the 60 day session.

Wishing you the very best this Holiday Season!

Carrie

Continuing Nursing Education Listings

NMNA is now an ANCC-accredited approver—all CNE is ANCC approved!

A: = Alternative Therapies

Date	Location	Title	CE	Sponsor	Contact
Jan 21-22 2011	Honolulu, HI	Updates in Primary Care for NPs and RNs	10.5	Wilson Shepard Education Associates/ Anchors Aweigh Travel	585-473-7804 9a-5p EDT
Feb 3, 2011	Santa Fe, NM	2011 Capitol Challenge (annual legislative workshop for nurses)	6.0	NM Nurses Association	carrie@nmna.org online: www.nmna.org starting 12/1/2010
Any time	Home Study	Neck and Shoulder Pain	3.0	Institute for Natural Resources	925-609-2820
Any time	Home Study	Chronic Fatigue Syndrome	3.0	Institute for Natural Resources	925-609-2820
Anytime	Online or video course	Professional Legal Nurse Consultant certification course	16.0	Jurex Center for Legal Nurse Consulting	www.jurexnurse.com 901-496-5447
Any time	at your home computer	multiple titles	various	National Council of State Boards of Nursing	www.learningext.com
Any time	at your home computer	multiple titles—all free!	various	Medscape website	www.medscape.com
Any time	at your home computer or by book & mail	multiple titles	various	Nursing Education of America	www.nursingeducation.com 1-800-234-8706
Any time	at your home computer or by book & mail	multiple titles	various	Western Schools	www.westernschools.com 1-800-438-8888
Any time	at your home computer or by book & mail	multiple titles	various	National Center of Continuing Education	www.nursece.com 1-800-824-1254
Any time	at your home computer	multiple titles	various	American Nurses Association	http://nursingworld.org/ce/ cehome.cfm
look at the website	NM and elsewhere	Various CE activities—all ANCC approved via Wisconsin Nurses Association	various	HEALTH Education Network	http://www.health-ed.com/
TBA	Albuquerque	Introduction to IV Procedures for Nurses and Non-nurse Professionals	8.3	Central New Mexico Community College (thru 3/19/2011)	Alicia West at 505-224-5204
Various times	at your home computer	Various titles, subjects; Gerontology Complementary & Alternative Medicine; Spirituality, Health and Healing; End of Life; and many more.	various	Clovis Community College/ALLEGRA Learning Solutions	www.ed2go.com/cloviscc/ then click on Health Care Continuing Education

Notification Of ANA / NMNA Membership Fee Increase

At the June 2010 ANA House of Delegates, delegates approved a request by the ANA Board of Directors that provides periodic increases in the dues paid to ANA by CMAs (Constituent Member Associations)—called a “dues escalator”—that is tied to the Consumer Price Index-Urban (CPI-U) and assists ANA in offsetting the impact of inflation. This escalator cannot increase by more than 2% per year. The dues escalator is calculated on an annual basis but only implemented every three years. In 2010, the ANA House of Delegates removed the sunset clause from the escalator policy allowing these changes in the ANA Assessment Factor to continue.

As of January 1, 2011, the ANA dues will rise \$4 annually. The increased funding will be used to strengthen and sustain ANA and the CMAs and to support programs that enhance the ANA/CMA partnership.

In the recent elections, there was a question about an NMNA dues increase. NMNA hasn't increased their portion of the dues since 1996, while the Consumer Price Index has increased 31.4% during that time. NMNA is struggling to meet of members' needs and expectations with

progressively diminishing value of dues. The result of the ballot proposition was overwhelming support for a 30% increase in NMNA dues (\$18.00/ year increase for full members). Below is a breakdown of what the ANA and NMNA increases will cost you.

Tri-Level (ANA, NMNA, and active district dues) are as follow:

- Employed full or part-time working RNs—**Easy Pay Automatic Monthly Payment Plan—\$19.67 a month (a \$1.83 increase a month) or annual payment of \$230.00**
- Newly-licensed graduates, RNs not employed; RNs who are full-time students; or age 62+ and not earning more than Social Security allows—**Easy Pay Automatic Monthly Payment Plan—\$10.08 a month or annual payment of \$115.00**
- RNs 62+ years of age and not employed, or totally disabled—**Easy Pay Automatic Monthly Payment Plan—\$5.30 a month or annual payment of \$57.50.**



Bi-Level (ANA, NMNA and no active district, or choose District 50)

- Employed full or part-time working RNs—**Easy Pay Automatic Monthly Payment Plan—\$18.67 a month (a \$1.83 increase a month) or annual payment of \$218.00**
- Newly licensed graduates, RNs not employed; RNs who are full-time students or age 62+ and not earning more than Social Security allows—**Easy Pay Automatic Monthly Payment Plan—\$9.48 a month or an annual payment of \$109.00**
- RNs 62+ years of age and not employed, or totally disabled—**Easy Pay Automatic Monthly Payment Plan—\$5.05 a month or an annual payment of \$54.40.**

NMNA-Only or NMNA/ District Only membership fees will not increase.

We hope that over the time you have been an NMNA member you have found value in your membership, whether from a sense of doing something important for your profession, or involvement in your local district, or the nursing leaders and job opportunities you've had access to through networking with other members, and that you will choose to continue to support our efforts.

Carrie

Carolyn Roberts, MSN, RN, E.D. of NMNA



A constituent member association of the American Nurses Association
 P. O. Box 29658, Santa Fe, NM 87592-9658 www.nmna.org
 505-471-3324 Fax: 1-877-350-7499 toll free

Office Use Only	
CMA _____	DNA _____
Exp date _____	_____
Approved by _____	Date _____
Amt. enclosed _____	Ck # _____

Combined Membership Application

_____ for ANA/NMNA/ District membership, NMNA or NMNA/ District ONLY, and LPN Affiliate membership

Last name _____ First name _____ MI _____ DOB: _____

Check preferred contact

Home Address _____ City _____
 County _____ State _____ Zipcode _____ Hm. Phone (_____) _____ - _____
 Fax (_____) _____ - _____ Email: _____

OR Employer name _____
 Street/POB _____ City _____
 County _____ State _____ Zipcode _____ Wk Phone (_____) _____ - _____
 Fax (_____) _____ - _____ Email: _____

Basic nursing program/ City/ State _____ License # _____ License State _____

Graduation month/ year _____ Highest degree held _____

Member of a collective bargaining unit? YES—specify what unit _____ NO

Trilevel-ANA, NMNA, and Active district membership

<input type="checkbox"/> Full membership (employed full or part time in nursing)	\$230.00 yearly or	\$19.67 /month
<input type="checkbox"/> Reduced 50% reduction in membership fees <input type="checkbox"/> Not employed <input type="checkbox"/> Full Time student <input type="checkbox"/> New licensee within 6 mo. of graduation <input type="checkbox"/> 62 y/o and not earning more than Social Security allows	\$115.00 yearly or	\$10.08 /month
<input type="checkbox"/> Special—75% reduction in membership fees <input type="checkbox"/> > 62 y/o and not employed or <input type="checkbox"/> Totally disabled	\$57.50 yearly or	\$5.30 /month

Only the following districts are active and are either receiving membership fees or are accruing them:
District 01– Albuquerque; **District 02**– Sante Fe; **District 04**– Clovis/Portales; **District 10**– Raton;
District 14– Las Cruces; **District 15**– Alamogordo; and **District 19**– Farmington.

Bi-level-ANA, NMNA, no active district or District “50” membership

<input type="checkbox"/> Full membership	\$218.00 yearly or	\$18.67 /month
<input type="checkbox"/> Reduced 50% reduction in membership fees <input type="checkbox"/> Not employed <input type="checkbox"/> Full Time student <input type="checkbox"/> New licensee within 6 mo. of graduation <input type="checkbox"/> 62 y/o and not earning more than Social Security allows	\$109.00 yearly or	\$9.48 /month
<input type="checkbox"/> Special—75% reduction in membership fees <input type="checkbox"/> > 62 y/o and not employed or <input type="checkbox"/> Totally disabled	\$54.40 yearly or	\$5.05 /month

Choice of payment:

- Full Annual Payment (submit application with a check payable to ANA for the yearly amount)
 - Online (www.nursingworld.org—credit card only)
 - E-Pay (This is to authorize monthly electronic payments to American Nurses Association, Inc. (ANA)). By signing on the line, I authorize my Constituent Member Association (CMA)/ ANA to withdraw of 1/12 of my annual dues plus bank fees from my account.
 - Checking—Please enclose a check for the first month’s payment; the account designated by the enclosed check will be drafted on or after the 15th of each month.

 Monthly Electronic Deduction Authorization Signature

- Automated Annual Credit Card Payment This is to authorize annual credit card payments to American Nurses Association, Inc., (ANA). By signing on the line, I authorize my Constituent Member Association (CMA)/ ANA to charge the credit card listed in the credit card information below for the annual dues on the 1st day of the month when the annual renewal is due.
- Monthly Electronic Payment through Credit Card Please complete the credit card information below and this credit card will be debited on or after the 1st day of each month.

CREDIT CARD INFORMATION

VISA Mastercard

Bank Card Number and Expiration Date _____

Authorization Signature _____

Printed Name on Card _____ Amount _____

Please mail your completed application to: New Mexico Nurses Association, P. O. Box 29658, Santa Fe, NM 87592 or American Nurses Association Customer and Member Billing, P. O. Box 17026, Baltimore, MD 21297-0405

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

NMNA-only or NMNA/ District- ONLY membership (Not ANA)

Membership Category (check 1)

- NMNA only \$128.00/year
- NMNA & active district only \$140.00/year

LPN Affiliate membership (Not ANA)

Membership Category (check 1)

- NMNA only \$50.00/year
- NMNA & active district only \$62.00/year

Active districts: **District 01**– Albuquerque; **District 02**– Sante Fe; **District 04**– Clovis/Portales; **District 10**– Raton; **District 14**– Las Cruces; **District 15**– Alamogordo; and **District 19**– Farmington.

New Members

August-November, 2010

District 01- Albuquerque area
 Mary Jane Ante
 Laura Marie Berg
 Manuelita Chapman
 Lois Coomer
 H. Raphael Fields
 Carol Anne Head
 Socorro M. Heft
 Shelby L. Kraus
 Justin David Laird
 Annette J. Licht
 Edward R. Lobaugh
 Katrina D. Morgan
 Dawn Tecumseh Piniak
 Gale L. Reed
 Teresa J. Royer
 Marianne Denise Sanchez
 Norrisjean Schaal
 Robin Spears
 Johanna Kathleen Stiesmeyer
 Pauline H. Tither
 Diane Viens
 Mariah Wood

District 02- Santa Fe area
 Mary J. Hatala
 Jennifer M. Porter
 Jesse White

District 04- Clovis/ Portales area
 Denise Martin

District 14- Las Cruces area
 Jill A. Martino
 Estelle T. Sanchez

District 15- Alamogordo area
 Cynthia Gail Dalton
 M. Kay McClune

District 19- Farmington area
 Olivia Mae Hodgins

District 50- “At Large” or no active district
 Carolyn Kay Caraway- Ft. Sumner
 Jennifer Chechani- Roswell
 Ronald J. Haugen- Carlsbad
 Lorraine Lisotto-Roswell
 Jean Payton- Jamestown
 Victoria C. Priest- Los Alamos
 Selva Thompson- Gallup