

OHIO NURSE

Volume 9 | Number 2 | January 2020

Quarterly publication direct mailed to approximately 10,000 RNs and LPNs in Ohio and delivered electronically via email to 260,000+ RNs and LPNs in Ohio



THE OFFICIAL PUBLICATION OF THE OHIO NURSES FOUNDATION | WWW.OHIONURSESFUNDATION.ORG | WWW.OHNURSES.ORG



Page 2 & 4

What's inside this issue?



Mandatory Reporting of Elder Abuse in Ohio

Page 6

House Bill 144 Passes the Ohio House of Representatives

Tiffany Bukoffsky, MHA, BSN, RN

The first year of a two-year legislative session in the 133rd General Assembly (GA) has been quite busy, with the Ohio Nurses Association (ONA) working diligently on a bill that would prohibit the use of mandatory overtime as a condition of employment. And because of the collective efforts of ONA's members, nurses from across the state, and patient advocates, House Bill 144 passed the Ohio House of Representatives before the end of the year!

To recap, House Bill (HB) 144 was introduced by Representative Don Manning (R- New Middletown) on March 19, 2019, with the intent to prohibit the use of nurse mandatory overtime as a condition of employment. HB 144 was referred to the House Commerce and Labor Committee on March 26th, where it received sponsor testimony on April 10th, and proponent testimony on May 8th. Four individuals testified on ONA's behalf: Kelly Trautner, ONA Interim CEO; Shelly Malberti, ONA First Vice President; Emma Jasper, ONA Supporter; and Baylee Stiers, ONA member who submitted written testimony.

The bill received opponent testimony on October 23rd and three individuals provided testimony in opposition of HB 144. Of most importance, the Ohio Hospital Association (OHA) provided testimony and James Guliano, OHA Vice President of Quality Programs had to stand up to several questions the Commerce & Labor Committee members had. Mr. Guliano stated that OHA is "philosophically opposed" because they believe the legislation is unnecessary due to a law that already holds hospitals accountable for safe staffing plans. He also stated that OHA conducted a survey of nursing leaders within some of Ohio's hospitals. He said 16 of 236 hospitals surveyed found no hours of "mandatory overtime" as defined by the bill during January 2019 through July 2019. However, his research showed that 255,000 hours of voluntary overtime had been picked up among the 16 hospitals. Many committee members were concerned that 255,000 voluntary hours of overtime is still quite a bit

of hours to be picked up by nurses and asked why hospitals do not hire more staff. One representative asked why OHA is opposing the bill if mandatory overtime is not happening and the bill would ensure that it doesn't happen. It was apparent that the OHA representative could not provide a sufficient response to why the Ohio Hospital Association opposes the bill.

HB 144 received a fourth hearing and call for a vote on November 20th, 2019. It received majority support with a vote of 12-2 and was favorably reported out of committee. Additionally, HB 144 received a floor vote by the House of Representatives on December 11th, 2019. With incredible floor speeches in support of the bill by the sponsor Representative Don Manning and Representatives Michele Lepore-Hagan, and Don Jones, the bill passed the

House by a vote of 80-13. While on the House floor, 40 additional Representatives signed on as cosponsors to HB 144.

The legislature is heading into a winter recess and will likely return in mid- to late-January. The legislative process will be the same for the Ohio Senate as it was in the Ohio House; the Senate Rules and Reference Committee will refer HB 144 to a committee and it will be up to that Senate committee to hear sponsor, proponent and opponent testimony. HB 144 will have a full year to favorably pass the Senate, receive concurrence from the House if need be, and acquire a signature from Governor DeWine before the clock runs out.

As we head into the second year of two-year legislative session, ONA will need your help getting HB 144 across the finish line. We are only as strong as our collective voice and ONA is only effective as our members enable it to be.



HB 144 PASSES HOUSE

If you would like to keep up-to-date with ONA's grassroots efforts at the Statehouse, please visit the Ohio Nurses' Action Center at:
<https://p2a.co/s4KjTLI>

If you would like to attend ONA's next Advocacy Academy, join us on March 10th, 2019 at ONA Headquarters. To register, visit www.ohnurses.org/nc__upcomingevents

If you would like to register for the 2020 Nurses Day at the Statehouse event on March 11th, 2020, visit www.ohnurses.org/nc__upcomingevents

current resident or

Non-Profit Org.
U.S. Postage Paid
Princeton, MN
Permit No. 14

Inside this Issue

Ask Nurse Jesse	3	Tips for Your Next Job Search	16
Mandatory Reporting of Elder Abuse	6	Workplace Violence	17
Nurse License Plate	7	A Guide to Displaying Nursing Credentials	18
ANA Enterprise Gears Up for Global 'Year of the Nurse' in 2020	11	The Nurses' Role in the Vaping Crisis	18
Calling for Appropriate Staffing	14	Ohio Nurse of the Year Award Winners	19



3rd Annual Nurse Wellness Retreat

March 20th, 2020

Punderson Manor Resort & Conference Center

11755 Kinsman Road, Newbury Township, OH 44065

Members: \$125

Non-Members: \$175

Jointly Provided by ONA and the Greater Cleveland

Nurses Association District

Contact hours will be awarded with successful completion.



The Ohio Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. (OBN-001-91)

OHIO NURSE

The official publication of the
Ohio Nurses Foundation
3760 Ridge Mill Drive
Hilliard, OH 43026
(614) 237-5414

Web site: www.ohionursesfoundation.org

Articles appearing in the **Ohio Nurse** are presented for informational purposes only and are not intended as legal or medical advice and should not be used in lieu of such advice. For specific legal advice, readers should contact their legal counsel.



2017-2019 Ohio Nurses Foundation Board of Directors

CHAIRPERSON: Susan Stocker

VICE PRESIDENT: Shelly Malberti

TREASURER: Janet Timmons

SECRETARY: Joyce Powell

DIRECTORS:

Davina Gosnell
Judith Kimchi-Woods
Nancy McManus
Barbara Welch

Interim President:

Kelly Trautner

The **Ohio Nurse** is published quarterly in January, April, July, and October.

Address Changes: The **Ohio Nurse** obtains its mailing list from the Ohio Board of Nursing. Send address changes to the Ohio Board of Nursing:
17 South High Street, Suite 400
Columbus, OH 43215
614-466-3947
www.nursing.ohio.gov

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

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

Now Hiring RNs and LPNs Across the State!

Leadership and Growth Opportunities Available



Browning Masonic Community
8883 Browning Drive
Waterville, OH 43566
www.bmcoho.org
(419) 909-6330

Western Reserve Masonic Community
4931 Nettleton Road
Medina, OH 44256
www.wrmcoho.org
(330) 708-7452

Springfield Masonic Community
2655 West National Road
Springfield, OH 45504
www.smcoho.org
(937) 504-6828

Offering Education Assistance paid upfront to the educational institution of YOUR choice!

Come work for the LeadingAge Ohio Excellence in the Workplace Award Winner!

Apply online at ohiomasonichome.org/job-openings

ONLINE NURSING EDUCATION ON YOUR SCHEDULE



100% Online RN to BSN

- Eight start dates per year
- Five-week online nursing classes
- Only \$240 per credit hour*

Master of Science in Nursing

- 5 online tracks and certificates
- APRN credentialed faculty

Doctor of Nursing Practice

- BSN to DNP track
- MSN to DNP track



Learn more at ohio.edu/onlinehealth

The baccalaureate degree program in nursing, master's degree program in nursing, Doctor of Nursing Practice program and post-graduate APRN certificate programs at Ohio University are accredited by the Commission on Collegiate Nursing Education (<http://www.ccnaccreditation.org>). *Subject to change by the Board of Trustees.



WILSON HEALTH

NURSING POSITIONS AVAILABLE

Learn more and apply at www.wilsonhealth.org

Visit us on Facebook and LinkedIn

Twitter @JoinTeamWilson

915 W. Michigan St. Sidney, OH 45365

937-498-5518

Caring Without Limits

ASK NURSE JESSE



Submitted Question:

I heard there might be a new rule regarding preceptor qualifications. Is this true?

Answer:

Yes! The rule on preceptor qualifications, 4723-5-10 5(b) of the Ohio Administrative Code (OAC), had proposed change during the rule-review this year. There was a Public Hearing held at the Ohio Board of Nursing on Wednesday November 20th, where several people testified in overwhelming support of the proposed rule change for preceptor qualifications. The proposed rule change removes the 2-year experience requirement for preceptors, making more nurses eligible to serve as preceptors.

This rule change is subject to review by JCARR, the Joint Committee on Agency Rule Review, and if approved will be officially filed. The earliest effective date for this change would not be until February 1, 2020.

**Have a question for Nurse Jesse?
Visit ohnurses.org/asknursejesse**

Aspire
Indiana Health

Nurse Practitioners needed for psychiatric & primary care

At Aspire Indiana, we take care of the entire person. Join a team that's headed in the right direction.

Text ASPIRE to 89743 to apply
Contact Hilary at (317) 587-0500 or email hilary.davis-reed@aspireindiana.org

get into lourdes.
LOURDES.EDU

DISCOVER MORE ABOUT OUR NURSING PROGRAMS:

- BSN – Direct admission option
- RN to BSN (Online)
- RN to MSN (Online)
- MSN Educator (Online)
- MSN Leader (Online)
- MSN Nurse Anesthesia
- DNP Leadership for Population Health (Online, Post-Masters)

LOURDES
COLLEGE OF NURSING
Discover More.

MESSAGE FROM ONF CHAIR

2020: Our Year!

By: Susan Stocker, RN, ONF Chair

Did you know that 2020 has been proclaimed the Year of the Nurse and Nurse Midwife by the World Health Organization?

As nurses, we can focus on the negative at times. We see problems with our patients and within our profession and we strive to make things better. I don't think we intend to be negative; perhaps realistic is a better word. As a nursing educator, I am become concerned when all you see in the media are the negatives that impact our profession. While they may present reality, my fear is that young people who are considering nursing as a career are shying away from it saying, "Why would I want to do that?" While I wholeheartedly agree that we need to improve working conditions and patient safety, I think we need to use the year of the nurse to highlight the great things we are doing for the profession and our patients.



**Susan Stocker,
ONF Chair**

We need to celebrate the things we do daily. We need to pat ourselves on the back for the difference we make in our patients and their family's lives. And nurse educators should be celebrated, too. Celebrate those ah-ha moments with students when you see the light bulb go on in clinical and they connect theory with practice.

One great opportunity to celebrate our profession and individual nurses is the Nurses Choice Luncheon. The luncheon is moving back to the Blackwell in Columbus and will be held on April 24, 2020 starting at 10:00am. At the luncheon we announce scholarship recipients, recipients of funding for research, recognize non-nurses who support nursing and the big award is presented in honor of former executive director Gingy Harshey-Meade to a member who has demonstrated leadership in nursing and ONA. Mark your calendar now and stay tuned for more details.

Here's to the Year of the Nurse. Let's celebrate all the wonderful things we love about our profession and let's celebrate our nurse colleagues for the difference they are making every day.

SUCCESS IN NURSING IS A MATTER OF DEGREE.

ARE YOU READY to become the professional nurse you've always wanted to be? Then Mount Carmel College of Nursing is ready for you. We're a fully accredited nursing college with undergraduate and graduate programs, including online RN to BSN Completion and online Doctor of Nursing Practice. Begin today. Advance your career with a nursing degree that truly matters.


MOUNT CARMEL
College of Nursing
mccn.edu



THE NURSE Wellness CONFERENCE

Celebrating the Year of the Nurse: The 3rd Annual Nurse Wellness Retreat

The World Health Organization (WHO) has designated 2020 as the “Year of the Nurse and Midwife.” There are thousands of pages out there talking about all the good that nurses do and the accomplishments we achieve. However, what about the nurses themselves?

We at The Ohio Nurses Association (ONA) want to celebrate a different aspect of Year of the Nurse – “Nurse Wellness.” Without being able to properly care for ourselves and manage our own lives in a healthy way, how can we expect ourselves to continue to care for patients and do our jobs to the best of our abilities?

Nurses are at risk for exposure to occupational health hazards and workplace violence. They have a high rate of health concerns and are more at risk for certain conditions, such as poor cardiovascular health. Other issues may include poor sleep due to erratic schedules, back pain and injuries, and emotional issues such as compassion fatigue; burnout and moral injury and are all common in the nursing profession.

Change begins with us. Nurses need to place the same emphasis on their own health as they have on their patient’s!

This year, ONA is honoring the Year of the Nurse by making some big changes to our annual Nurse

Wellness Retreat. This year, the 3rd Annual Nurse Wellness Retreat will be hosted at the lovely, historic Punderson Manor in Newbury Township, near Cleveland, Ohio. We will be taking advantage of the beautiful views with exciting sessions overlooking the lake.

The Wellness Retreat is a unique opportunity to spend some time focusing on you. Contact hours are awarded for this retreat, because we acknowledge the impact of nurse self-care on patient care. Learning how to take care of yourself and the importance of doing so is just as important as learning about clinical topics.

If you are planning to attend the Wellness Retreat, we recommend the following:

- Register today! Because we want to offer comfortable break-out sessions including active sessions, we have to limit the number of participants. Register early if you want to reserve your spot.
- Book your room early! Punderson is generously offering a significant discount on hotel rooms for the ONA room block, but only a limited number of rooms are available and this discount is only good until January 3rd!
- Bring your own yoga mat for the early morning yoga classes and your own beach towel, if you

are planning to do any aquatic activities. (indoor pool is available)

- Don’t forget to register for the Thursday evening pre-con – “A Night at the Movies and Slumber Party.” You can wear your most comfortable pajamas, enjoy some popcorn and watch the movie, “The American Nurse,” (contact hours will be awarded for this program).
- Please let us know if you have any accessibility or dietary concerns. While Punderson is ADA compliant, there are stairs throughout the hotel and we want to be aware of any special needs you may have.

Details:

- March 20, 2020 (Pre-Con March 19th from 7p-10p)
- ONA Members: \$125 (retreat), \$135 (retreat + pre-con)
- Non-Members: \$175 (retreat), \$185 (retreat + pre-con)
- **Lodging Information:** ONA discounted room block available until January 3, 2020! Call this number and mention ONA to book your room! 440-564-9144

The Ohio Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center’s Commission on Accreditation. (OBN-001-91)



RN to BSN

RN to BSN/MSN

MS in Nursing -
Nurse Administrator

EdD in Instructional Leadership -
Nurse Educator

DNP - Doctor of Nursing Practice

BamaByDistance.ua.edu/nurseoh

800-467-0227

THE UNIVERSITY OF ALABAMA®

THE FUTURE IS IN YOUR HANDS



1605 NW Professional Plaza, Upper Arlington, OH 43220

Arlington Court
Sklilled Nursing & Rehab Center
Vrable Healthcare Companies

State Tested Nursing Assistants
Licensed Practical Nurses
Registered Nurses
614-451-5677

NOW HIRING NURSES
Apply Online at
applyatvhc.com

REGISTERED NURSES

Pomerene Hospital, A NorthCoast 99 winner, is currently seeking dedicated RNs to join our dynamic team.

Our current openings are for
Med/Surg – Part-time – Full-time
SCU – Full-time
Surgical Services – Full-time

Email your resumes to:
jobs@pomerenehospital.org

Apply online:
www.pomerenehospital.org
330-674-1015

Join us Today!

Competitive Benefits Package

Pomerene
981 Wooster Rd. Millersburg OH 44654

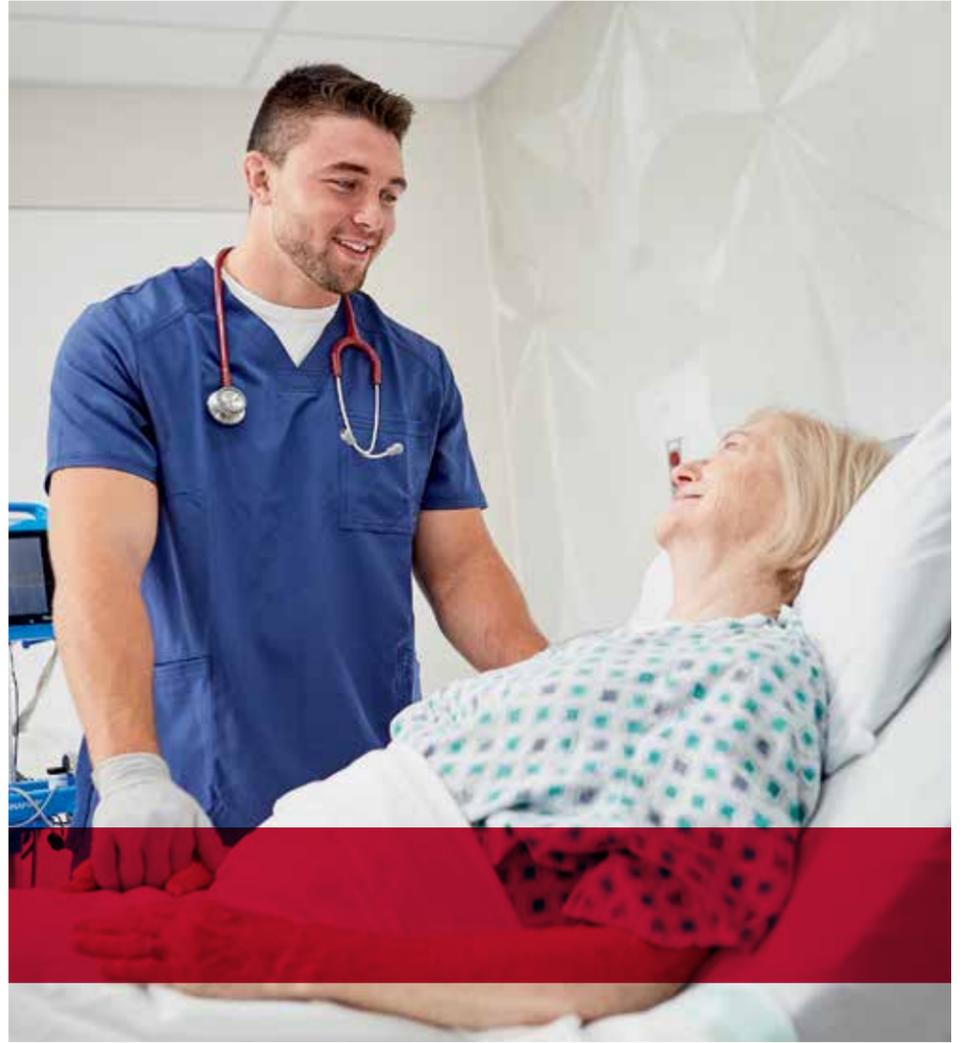
GET THE APP JOIN THE DISCUSSION



Questions about Convention?
Want the latest updates?
Need a form?
Want to connect with
other attendees?



Download the ONAConnect app and
visit the ONA Convention community!



LIKE, SHARE, POST, COMMENT ON FACEBOOK



Like us on Facebook for even more nursing and ONA news
facebook.com/ohionursesassoc

BECOME A BUCKEYE NURSE

We'd love to see you become part of The Ohio State University Wexner Medical Center's nationally recognized team of healthcare experts striving toward the same goal: to improve health in Ohio and across the world.

Why the Ohio State Wexner Medical Center?

Ohio State offers generous retirement plans, affordable health insurance and tuition assistance for employees and their dependents. Our Buckeye Spirit prioritizes collaboration and inclusiveness. With nearly 30,000 faculty and staff, we're one of the largest and most diverse academic medical centers in the country. Despite our size, you'll quickly feel right at home.

Apply at wexnermedical.osu.edu/nursingjobs.

The Ohio State University Wexner Medical Center is an equal opportunity/affirmative action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation or identity, national origin, disability status or protected veteran status.



Love What You Do &
Where You Do It!

When you join
our team...

...you join a 100-bed inpatient hospital that includes a robust group of physician clinics, many offsite facilities and multiple specialty services. We offer endless opportunities for growth, change and support to our TEAM of over 700 associates. If you seek to be part of an organization that provides nationally recognized health care and has major expansion plans in process, apply now!

OUR CURRENT OPPORTUNITY:

RN – Intensive Care Unit – We have Full/Part-time 12 hour shift openings on days (7a-7:30p) or nights (7p-7:30a). Applicant must have 1 yr. ICU RN or 2 yrs Med/Surg experience and be able to assume responsibilities of all unit patient populations. In addition, applicant must be a graduate of accredited school of nursing, hold current State of Ohio RN Licensure and active BLS from AHA.

This position includes sign-on **BONUS**. (external candidates)

Please check our website for specifics on our open positions and apply today!!

Are you looking for a great place to work with a family friendly atmosphere?

Are you looking for loan forgiveness?

Are you looking for BSN paid at 100%?

If you answered yes, then Mary Rutan Hospital is looking for you to work in our ICU unit.



Learn more by visiting maryrutanhospital.org or calling (937) 599-7009

EQUAL OPPORTUNITY EMPLOYER M/F

Our TEAM members enjoy a competitive salary and robust benefit package which includes paid time off, health insurance with low deductibles and co-pays, 7.82% pension contributions, life insurance, sick time, short term disability to name a few, along with many opportunities for personal and professional growth.

If interested, apply online or in person at Mary Rutan Hospital, Human Resources, 205 E. Palmer Rd., Bellefontaine, OH 43311, Monday - Friday, 8 a.m. - 5 p.m.



THE OHIO STATE UNIVERSITY
WEXNER MEDICAL CENTER

Mandatory Reporting of Elder Abuse in Ohio

Jessica L. Dzubak, BSN, RN,
Kelli Schweitzer, MSN, RN-BC

Holding a nursing license carries significant responsibility. In addition to taking care of people of all ages, nurses in Ohio are considered mandatory reporters. This means that if a nurse suspects a child or elderly adult is being abused or neglected, he/she must report this to the appropriate authorities (Ohio Revised Code, 2004/2017). This is not only a legal but also an ethical responsibility for Nurses.

In addition to Nurses, our elder adults will now have other professions required to work in their best interest. Effective September 28, 2018, Ohio law now requires more professions to be mandatory reporters of suspected elder abuse. In addition to Nurses, mandatory reporters now include: "pharmacists, dialysis technicians, firefighters, first responders, building inspectors, [certified public accountants] CPAs, real estate agents, bank employees, financial planners and notary publics" (Associated Press, para. 3).

What is Elder Abuse?

The ORC (Ohio Revised Code 5101.60) defines elder abuse "as the infliction upon an adult by self or other of injury, unreasonable confinement, intimidation or cruel punishment result in physical harm, pain or mental anguish" (Ohio Department of Job and Family Services [ODJFS], 2018, p.2). Abuse can include, but is not limited to, physical violence, financial exploitation and self-neglect. The U.S. National Academy of Science defines elder abuse as, "(a) intentional actions that cause harm or create a serious risk of harm (whether or not harm is intended) to a vulnerable elder by a caregiver or other person who stands in a trust relationship, or (b) failure by a caregiver to satisfy the elder's basic needs or to protect the elder from harm" (Pillemer, Burnes, Riffin, & Lachs, 2003/2016, para. 8). Therefore, elder abuse includes active and passive

forms of abuse including physical violence, emotional violence and neglect.

It has been difficult to obtain accurate statistics on the prevalence of elder abuse. Varying definitions and significant underreporting contribute to this lack of data. Researchers do note, however, that the trend seems to be increasing. The National Center on Elder Abuse reports that financial exploitation is the most common form of elder abuse (National Center on Elder Abuse, n.d.)

Reporting Elder Abuse

There are several agencies that suspicions of elder abuse can be reported to. The most common is Adult Protective Services, or APS.

In Ohio, Adult Protective Services serves adults who:

- Are aged 60 and older
- Handicapped from aging or other disabilities that prevent them from providing their own care and/or protection
- Reside in an independent living situation (ODJFS, 2018, pg. 4).

If the suspected abuse victim resides in a nursing home or long term care facility, concerns of abuse can and should be reported to the Ohio Attorney General. Other complaints about these facilities should be filed with the Ohio Department of Health (Ohio Hopes, n.d.).

If a mandatory reporter is not certain where to report to, APS should be contacted first for direction. Other agencies that can take reports include: Ohio Department of Developmental Disabilities, Ohio Department of Mental Health and Addiction Services, and Ohio Department of Health hotline, as well as the general abuse and neglect hotline. APS staffs someone 24/7 to take reports, which can be made via phone, in person or in written form.

Reports can be made anonymously, although the more information received, the better. Mandatory

reporters are encouraged to report any and all suspicions, even if they are not confirmed. Actual evidence is not needed to file a report, however any and all information related to the suspicion should be shared. Should the investigation determine there is no abuse occurring, the reporter will not be disciplined. However, should one knowingly make a false claim, perjury charges could be filed.

Suspicious of abuse and mandatory reporting laws supersede patient or client confidentiality. Reporting suspicions of abuse is in the patient or client's best interest and is intended to ensure their safety and general welfare.

The Ohio Board of Nursing (BON) states: "Pursuant to ORC 5101.63, nurses, dialysis technicians, employees working in nursing homes, residential care facilities, home health, hospitals, community mental health and other work sites listed in this statute, who have reasonable cause to believe that an adult is being abused, neglected, or exploited, or is in a condition that is the result of abuse, neglect, or exploitation, shall immediately report such belief to the county department of jobs and family services" (Ohio Board of Nursing [BON], 2018, para. 1).

Reporting abuse of any kind is not only following the law, but it is the right thing to do.

According to the ANA Code of Ethics Provision One: The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person. (ANA, 2015)

Nurses are patient advocates and should do everything in their power to ensure that those they serve are safe. Provision Two of the ANA Code of Ethics explains that the nurse's primary commitment is to the patient (ANA, 2015). The reporting of suspected abuse is the duty of the nurse and honors the commitment he/she has made.

As is the case with children, not all older adults can advocate for themselves and now more people than ever are aware of what signs to look out for and how they can make a difference. Nursing can help

Enhance your skills and expand your knowledge with an online certificate.

Topics include:

- Nurse educator
- Healthcare leadership and innovation
- Primary care nursing
- Nurse coaching
- School nursing

Learn more: nursing.osu.edu/certificates



THE OHIO STATE UNIVERSITY
COLLEGE OF NURSING

Take a deep-dive and make evidence-based practice a reality in your organization.

EBP Immersion benefits include:

- 40 contact hours of nursing continuing education
- Work with EBP practitioners, leaders and educators from around the world
- Access to monthly EBP webinars and resources

Learn more and register today: fuld.nursing.osu.edu/ebp-immersion

South University – Pittsburgh, PA

The Assistant/Associate Dean for Online Programs,
College of Nursing and Public Health

- Current and valid APRN Certification
- Current and unencumbered licensed as a registered nurse (RN)
- PhD in nursing (Preferred) or Terminal degree from a regionally accredited institution in a nursing or a related discipline from a regionally accredited institution
- Held positions of increasing responsibility and leadership within a university or industry setting, with online and/or academic experience a plus.
- Teaching experience at the collegiate level, with online experience a plus.
- Distinction between the Assistant and Associate position levels is commensurate with academic and professional background and experience.
- The individual must be able to travel out of the local area up to 20% to participate in a variety of meetings and conferences.
- Campus based position

Email your resume to:
pcatanese@southuniversity.edu

www.southuniversity.edu

South
UNIVERSITY™
ESTABLISHED 1899

lead the way in protecting vulnerable populations by reporting abuse and assisting other professions to know their need to report as well.

Case Studies:

Mary lives at home alone, and her daughter has begun doing her banking for her. Mary called her bank because she saw a discrepancy in her bank balance. The bank employee investigated Mary's account and noted that Mary's daughter had withdrawn several thousand dollars and had not informed Mary.

What should the bank employee do?

1. Nothing, this is a family matter
2. Report suspected elder abuse to Adult Protective Services
3. Call the daughter to verify what is occurring

Answer: Because this is potential for elder abuse, the bank employee should report this incident to Adult Protective Services.

Julie is a mentally disabled elder resident of a group home. Shelley RN is a home health RN assigned to Julie's care after her recent hospitalization. On her regularly scheduled visit to assess Julie, Shelley was turned away from the group home. A group home staff member stated that Julie "wasn't available." Shelley made a note in her documentation and left the facility. When Shelley arrived the next day, she found Julie crying with several new bruises on her face. When Shelley asked Julie what had occurred, Julie stated that she didn't know and that she was afraid. Julie was more withdrawn than usual and did not want Shelley to touch her. The group home staff, sensing Shelley's concern, tell her that Julie got into an argument yesterday with another resident and that the issue has been reported to the appropriate authorities, per facility guidelines.

What should Shelley do?

1. Further question the staff about the incident

Mandatory Reporting continued on page 8

NOW AVAILABLE

OHIO

AAAA000

SUPPORT NURSING

CARING FOR OHIO

INVEST in yourself and **OPEN** new doors

Why Choose UC?

BEST ONLINE PROGRAMS
U.S. News & World Report
GRAD NURSING 2019

#10 Best Online Grad Nursing Programs
(U.S. News & World Report)

100% of faculty are **certified** in the **APRN** specialty that they teach

GRE is **NOT** required for admission

Choose Your Future

Master of Science

- Family Nurse Practitioner
- Adult-Gerontology Primary Care Nurse Practitioner
- Women's Health Nurse Practitioner
- Nurse-Midwifery

Post-Master of Science Certificate

- Family Nurse Practitioner
- Psychiatric-Mental Health Nurse Practitioner

University of **CINCINNATI** | ONLINE

FREE CE FOR ONA MEMBERS

Mandatory Reporting of Elder Abuse in Ohio

OUTCOME: The nurse will have an enhanced knowledge of elder abuse and the mandatory reporting of elder abuse process in Ohio. 0.7 contact hour will be awarded. Expires 6/1/2020

DIRECTIONS

1. Please read carefully the enclosed article entitled, "Elder Abuse and Mandatory Reporting in Ohio"
2. Then complete the post-test. To receive contact hours, you must achieve a score of 80% or better.

If you have any questions, please feel free to call Sandy Swearingen: sswearingen@ohnurses.org.

This independent study was developed by: Jessica Dzubak, BSN, RN and Kelli Schweitzer, MSN, RN-BC. The authors and planning committee members have declared no conflict of interest.

Call me Miss Wertz: Culturally sensitive care for Trans-gendered patients

Learner Outcome: Learners will identify at least two culturally-sensitive care practices for trans-gendered patients via reflective journal evaluation.

3 Contact Hours will be awarded with successful completion.

Criteria for Successful Completion: Read the article, view Miss Wertz video, view the discussion webinar, and complete the reflective journal evaluation.

Expiration: 7/31/2022

There is no conflict of interest among anyone with the ability to control content of this activity.

This activity is jointly provided by The Frances Payne Bolton School of Nursing and Ohio Nurses Association.

The Ohio Nurses Association is accredited as a provider of continuing nursing education by the American Nurses Credentialing Center's Commission on Accreditation. (OBN-001-91)

To take these courses, visit
www.CE4nurses.org

Mandatory Reporting continued from page 7

2. Do a complete assessment and document her findings
3. Nothing. The incident has been reported by facility staff.
4. Contact the Ohio Department of Developmental Disabilities

Answer: Shelley should first completely assess and document her objective findings and talk with the staff at the group home to obtain more information. Based on her assessment findings, Shelley should contact the Ohio Department of Developmental Disabilities and/or Adult Protective Services. Regardless of whether or not the incident has been reported, a mandatory reporter such as Shelley is required to report any suspicions of abuse.

Should Shelley notify the group home supervisor of her decision?

No. Shelley's obligation is to her patient, Julie. She does not need to inform anyone at the group home of her decision to notify APS/ODDD. Further questioning can actually impede any potential investigation and it is not recommended. It is clear that the facility staff may be lying to cover something up, and it is not Shelley's role to investigate further – only to report her findings and suspicions.

Consequences for Not Reporting

In addition to conflicting with the Nurses Code of Ethics (ANA, 2015), it is illegal for a mandatory reporter such as a nurse to leave abuse or neglect suspicions unreported. In the state of Ohio, it is a misdemeanor criminal offense to fail to report. Additionally, professionals such as nurses, jeopardize their licensure by failing to report. (Ohio Hopes, n.d.). Even if it is unclear who the information should be reported to, taking the first step and speaking up is the right thing to do. The various resources out there can guide you in the right direction. Telling someone is better than telling no one.

References

American Nurses Association. (2010 & 2015). Code of ethics for nurses. Washington, DC: Author.

Associated Press. (2018). Ohio expands list of people required to report elder abuse. Retrieved November 6, 2018, from <https://www.wcpo.com/news/state/state-ohio/ohio-expands-list-of-people-required-to-report-elder-abuse>

National Center on Elder Abuse. (n.d.). Research. Retrieved December 4, 2018, from National Center on Elder Abuse: <https://ncea.acl.gov/whatwedo/research/statistics.html>

Ohio Board of Nursing. (2018). Publications. Retrieved November 6, 2018, from <http://www.nursing.ohio.gov/Publications.htm>

Ohio Department of Job and Family Services. (2018). Understanding elder abuse: A guide for medical professionals. Retrieved from <http://www.odjfs.state.oh.us/forms/num/JFS08097/pdf/>

Ohio Hopes. (n.d.). Reporting. Retrieved from Ohio Hopes: <http://ohiohopes.org/elder-abuse/reporting-and-how-to-report/>

Ohio Revised Code, art. 21 § 2151.421 (2004 & Suppl. 2017).

Pillemer, K., Burnes, D., Riffin, C., & Lachs, M. (2016). Elder abuse: Global situation, risk factors, and prevention strategies. *The Gerontologist*, 56(2), S194-S205. (Original work published 2003). <https://doi.org/10.1093/geront/gnw004>

FORTIS College

Nursing Faculty

Full and Part time positions, MSN preferred.

Michelle A. Uhler
Nursing Office Manager
4151 Executive Parkway, Ste. 120
Westerville, OH 43081
614-882-2551 x 5252
MUhler@FortisCollege.edu



www.fortis.edu

Current Positions Available:

In-Patient Mental Health Unit (Acute)
FT 3rd shift (7P-7:30AM)
3 days a week and alternating weekends
Night, Weekend and Charge Nurse Differentials
Full Benefits including vacation, sick and personal time, paid holidays, company paid life/AD&D insurance and much more.

In addition, we are also looking for flexible RN's and LPN's for PRN positions covering both the unit (1st & 3rd) and possible outpatient medication clinics as needed.

Interested candidates should submit a resume to nicole.nickell@mhscc.org or visit our website at www.mhscc.org for more details.



100% online affordable RN-BSN, MSN & DNP

RANKED AMONG THE BEST BY
U.S. NEWS & WORLD REPORT

100% ONLINE FLEXIBLE FORMAT

ACCELERATED 8-WEEK COURSES

CCNE-ACCREDITED

go.eku.edu/OHNURSE



Conduct cutting-edge research and lead the next generation of nursing scholars.

Our graduate students benefit from outstanding faculty mentors who are committed to urban health research.

Visit us soon and see why the college is once again ranked among the top graduate schools in the country by *U.S. News & World Report*.



WAYNE STATE
College of Nursing
nursing.wayne.edu

There's no place like
NOME

\$5,000 Sign on Bonus

- Director of Nursing, Hospital Services
- Population Health RN - Acute Care RNs

Registered Nurses (ER, AC, OB & PC)
Manager of In-Home Support Program RN

Contact Recruiter@nshcorp.org
or 877-538-3142 for more information

Nome, Alaska
www.nortonsoundhealth.org



MEMBER BENEFITS

For a full list of benefits, visit connect.ohnurses.org/profile/benefits

Free & Discounted Continuing Education

ONA's award-winning CE department provides members with the continuing education they need to stay current in their practice.

- Members receive three free independent studies every three months from the ONA powered CE4Nurses.org.
- Members receive free or discounted access to other continuing education activities throughout the year.

Performance Scrubs at a Discount

Members receive a 10% discount on the stylish and professional scrubs from PerformanceScrubs.com. Performance Scrubs have moisture-wicking fabric that controls odor. They're comfortable, high-quality and a big hit among ONA members. Use discount code OHNURSE at checkout.

ANA Membership when you Join ONA

MORE BENEFITS 

Updated 2/29/2016

Auto & Home Insurance at a Discount

California Casualty provides the best coverage at big discounts to American heroes. That's why they've partnered with ONA to provide nurses with high-quality insurance at an affordable price. ONA members are eligible for many great benefits, including:

- Summer or winter skip payment options.
- Waived deductibles if your car is damaged at work.
- Towing, roadside assistance and identity theft protection.
- Access to incredible promotions, such as Nurses Night Out.

Visit www.ohnurses.org/calcas for a no obligation quote today!

Affordable Professional Liability Insurance

Every nurse should carry their own professional liability insurance. An employer's policy is not enough. The Nurses Services Organization (NSO) provides members with quality coverage at an affordable price. Visit www.ohnurses.org/nso to get a quote.

Plus More from ANA

ONA membership includes membership to the American Nurses Association. This means ONA members enjoy extra benefits offered by ANA, including:

- Big savings on ANCC certification.
- Discounts at nursebooks.org.
- Access to valuable tools, such as PubMed Citations, CINAHL and the drug name error finder tool.



A powerful network of remarkable nurses.



**YOUNGSTOWN
STATE
UNIVERSITY**

Earn Your RN to BSN

100% Online

*Tuition only \$9,800**

Complete in as few as 12 months

YSU is a student-centered institution that prepares nurses to reach higher and accomplish more with an enhanced evidence-based practice and leadership skills.

Why choose YSU?

- 5 convenient start dates per year
- CCNE & ACEN accredited
- Block transfer credit**

*Price reflects in-state tuition. Out-of-state tuition is \$9,940.

**75 credit hours of general education and ADN/ASN nursing courses are eligible for block transfer credit.

**LEARNING
ONLINE** and proud.

Call 877-513-0093 for more information
Apply at YSUNurses.com



**ONLINE convenience,
QUALITY education**



UNIVERSITY OF
SOUTHERN INDIANA

College of Nursing and
Health Professions

**We offer over 30 continuing education
programs for health professionals**

From anticoagulation therapy to wound management. Designated contact hours for pharmacology for APRNs! Learn **your** way with live, independent study, online interactive, and hybrid programs.

Education in Your Own Time and Place

<http://www.usi.edu/health/center-for-health-professions-lifelong-learning/certificate-programs/>
877-874-4584



In support of improving patient care, the University of Southern Indiana Center for Health Professions Lifelong Learning is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

Significance of Driving RN Psychological Safety in Healthcare

Donna M. Fountain, RN, PhD

Reprinted with permission from *New Jersey Nurse*, January 2020

Psychological safety refers to employees feeling free to express their opinions and authentic self without fear of negative consequences (Kahn, 1992). Studies indicate that psychological safety is linked to higher levels of registered nurse (RN) work engagement, productivity, quality of care outcomes, and patient satisfaction (Advisory, 2007; Fountain & Thomas-Hawkins, 2016; Rivera et al., 2011). Similarly, Fountain's 2016 study of psychosocial factors that drive nurse engagement predicted a positive correlation between psychological safety and work engagement. When tested, psychological safety ($r = .33, p < .001$) was positively related to work engagement indicating higher levels of safety were significantly associated with higher levels of engagement in a national sample of 227 nurses (2016). Therefore, psychological safety is an essential antecedent to the degree of nurse's being engaged clinical patient-care settings. Identifying and supporting workplace conditions that drive RN psychological safety should be a prime goal for diverse healthcare teams. More research is needed to explore the best strategies to improve nurses' psychological drivers to reach this goal.

In 2017, a Gallup survey revealed that three out of 10 employees strongly agreed that their opinion count at work (Herway, 2017). Importantly, if this ratio was changed to six out of 10 employees, businesses "could realize a 27% reduction in turnover, a 40% reduction in safety incidents and a 12% increase in productivity." (2017). Since hospitals are often modeled as hierarchical structures, nurse leaders and managers are in critical positions to create safer RN working conditions. Moreover, the use of RN psychological safety surveys by managers may serve as an essential strategy to improve overall work engagement levels. Also, as senior management

embraces best-practice leadership styles, for example transformational and positive interpersonal relationships, they could realize the value of such changes in higher levels of RN engagement and increased job satisfaction.

Thus, fostering effective nursing leadership and supportive relationships between the manager and staff nurses can be used to improve the drivers of engagement, namely, psychological safety among RNs. Likewise, hospital nurse administrators and leaders can provide proactive education programs and promote team-building opportunities to enhance perceived safety at work. Finally, nurse managers, advanced practice clinicians, nurse educators, and nurse researchers can demonstrate a culture of collegiality, collaboration, and interdisciplinary team efforts to promote a climate of safety for all healthcare employees.

References

Advisory Board Company. (2007). *Engaging the nurse workforce: Best practices for promoting exceptional staff performance*. Washington, DC: Advisory Board Company; 2007.

Fountain, D. M. (2016). *Relationships among work engagement, drivers of engagement, and bullying acts in registered nurses working in hospital settings*. (Doctoral dissertation). Rutgers, The State University of New Jersey. Retrieved from doi.org/doi:10.7282/T3NZ89PC.

Fountain, D. M., & Thomas-Hawkins, C. (2016). A pilot study: Testing of the psychological conditions scale in hospital nurses. *The Journal of Nursing Administration*, 46(11), 586-591.

Herway, J. (December 7, 2017). Gallup Workplace (2019). *How to Create a Culture of Psychological Safety*. Retrieved October 24, 2019, from Website: Gallup <https://www.gallup.com/workplace/236198/create-culture-psychological-safety.aspx>

Kahn, W. A. (1992). To be fully there: Psychological presence at work. *Human Relations*, 45(4), 321-349.

Rivera, R. R., Fitzpatrick, J. J., & Boyle, S. M. (2011). Closing the RN engagement gap. *Journal of Nursing Administration*, 41(6), 265-272.

NursingALD.com
can point you right to that perfect
NURSING JOB!

NursingALD.com

- Free to Nurses
- Privacy Assured
- Easy to Use
- E-mailed Job Leads

ALD
Arthur L. Davis
Publishing Agency, Inc.

NURSING OPPORTUNITIES

Glenbeigh, a Cleveland Clinic affiliate inpatient drug and alcohol rehabilitation hospital located in Rock Creek, Ohio, serves patients across Ohio, Pennsylvania, and beyond. Our mission is to provide the highest quality healthcare to those in need of alcohol and drug addiction treatment and to support ongoing addiction recovery efforts.

Currently seeking full-time and part-time RNs and LPNs with an interest in Chemical Dependency and valid Ohio Nursing license.

Glenbeigh

ACMC Healthcare System

An affiliate of

Cleveland Clinic

Please apply online www.glenbeigh.com

EOE

**Financial Services
just for you.**



We are a full-service financial institution exclusively for Ohio's healthcare employees, volunteers, retirees, and their families.

- ✓ Mobile Banking
- ✓ 30,000 Surcharge-Free ATMs
- ✓ 5,300 Shared Branching locations
- ✓ Free Checking/Debit & Bill Pay
- ✓ Low-Rate Loans & Credit Cards
- ✓ Federally-Insured Savings
- ✓ Holiday/Christmas Club accounts
- ✓ Free Financial Counseling

OhioHealthCareFCU.com/join
Or call us at (866) 254-4491

**OHIO HEALTHCARE
FEDERAL CREDIT UNION**
We Care Because You Care.

**Nursing Continuing Education
DIABETES EDUCATION PROGRAM**

Do your patients/clients understand and effectively apply diabetes self-management skills? How good are you at managing hospitalized patients? Enhance your patient teaching and management strategies, and optimize patient outcomes with this professional development course.

Register Today!
csuohio.edu/nursing/CE

Tuition: \$695

4 Thursdays:
May 14 - June 4, 2020

CSU Main Campus Cleveland, OH
216.687.3867 | cenursing@csuohio.edu

24 Contact Hours Awarded to RNs
Approved by the Commission on Dietetic Registration for 24 CPEUs

Cleveland State University is approved as a provider of continuing nursing education by Ohio Nurses Association, an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation. (OBN-001-91)

Enhance patient, family
and community care

Lead the charge by understanding the professional and ethical responsibilities while providing optimal care in the ever-expanding health care field.

Learn more about the master of arts or certificate programs in medical ethics and humanities at Northeast Ohio Medical University.

neomed.edu/graduatestudies/medical-ethics-humanities



NEOMED COLLEGE of
GRADUATE
STUDIES

ANA Enterprise Gears Up for Global 'Year of The Nurse' in 2020

Silver Spring, MD – The ANA Enterprise announced its intent to elevate and celebrate the essential, robust contributions of nurses as the world recognizes 2020 as the “Year of the Nurse.”

The ANA Enterprise is the family of organizations that is composed of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. ANA Enterprise will celebrate Year of the Nurse by engaging with nurses, thought leaders and consumers in a variety of ways that promote nursing excellence, infuse leadership and foster innovation.

“As the largest group of health care professionals in the U.S. and the most trusted profession, nurses are with patients 24/7 and from the beginning of life to the end. Nurses practice in all healthcare settings and are filling new roles to meet the ever-growing demand for health and health care services,” said ANA President Ernest J. Grant, PhD, RN, FAAN. “Despite the major role nurses play in health care delivery and community outreach, there are opportunities to increase understanding of the value of nursing in order to expand investment in education, practice and research, as well as increase the numbers of nurses who serve in leadership positions.”

“We look forward to working with partner organizations to communicate a contemporary and accurate view of nurses and the critical work they do, as well as challenge boards and other influencers to commit to nursing and nursing leaders in order to improve the nation’s health,” said Grant.

Given the wide range of nursing roles in the U.S., ANA Enterprise will promote inclusivity and

wide engagement of all nurses throughout Year of the Nurse. As an example, during 2020, ANA Enterprise will expand National Nurses Week, traditionally celebrated from May 6 to May 12 each year to a month-long celebration in May to expand opportunities to elevate and celebrate nursing.

The World Health Assembly, the governing body of the World Health Organization, declared 2020 the International Year of the Nurse and Midwife, in honor of the 200th anniversary of Florence Nightingale’s birth. The celebration offers a platform to recognize past and present nurse leaders globally, raise the visibility of the nursing profession in policy dialogue and invest in the development and increased capacity of the nursing workforce. This declaration is an extension of work initiated by the Nursing Now campaign to elevate the profession and ensure nurses are leading efforts to improve health and health care. ANA Enterprise is leading Nursing Now USA along with the Chief Nurse, U.S. Public Health Service; the University of North Carolina Chapel Hill; and the University of Washington, School of Nursing.

Nurses are encouraged to use #yearofthenurse and follow us on social media as we celebrate nurses in 2020.

The ANA Enterprise is the organizing platform of the American Nurses Association (ANA), the American Nurses Credentialing Center (ANCC), and the American Nurses Foundation. The ANA Enterprise leverages the combined strength of each to drive excellence in practice and ensure nurses’ voice and vision are recognized by policy leaders, industry influencers and employers. From professional



development and advocacy, credentialing and grants, and products and services, the ANA Enterprise is the leading resource for nurses to arm themselves with the tools, information, and network they need to excel in their individual practices. In helping individual nurses succeed—across all practices and specialties, and at each stage of their careers—the ANA Enterprise is lighting the way for the entire profession to succeed.

4500 John Shields Parkway, Dublin, OH 43217
THE GRAND
 Skilled Nursing & Rehab Center
 Venable Healthcare Companies
State Tested Nursing Assistants
Licensed Practical Nurses
Registered Nurses
614-889-8585
NOW HIRING NURSES
 Apply Online at
applyatvhc.com

EXPANDING EXPERIENCE

Earn your D.N.P. or graduate certificate from **The University of Toledo College of Nursing.**

Areas of specialization include:

- **Adult-Gerontology Primary Care Nurse Practitioner**
- **Family Nurse Practitioner**
- **Nursing Education**
- **Primary Care Pediatric Nurse Practitioner**
- **Psychiatric Mental Health Nurse Practitioner**

Many programs can be completed 100% online.

Ready to expand your expertise? Enroll today!

Learn more at utoledo.edu/nursing.



FUELING TOMORROWS

INDIANA WESLEYAN UNIVERSITY • NATIONAL & GLOBAL
 ESTABLISHED 1920 • REGIONALLY ACCREDITED • NOT-FOR-PROFIT

SHINE. BRIGHTER.

ONLINE NURSING DEGREES

<p>Bachelor's Degree RN to BSN</p> <p>Master's Degrees ASN- MSN MSN- MBA MSN- Post-MBA MSN- Nursing Administration MSN- Nursing Education MSN- Primary Care Nursing • Family Nurse Practitioner • Psychiatric Mental Health Nurse Practitioner</p>	<p>Doctoral Degrees DNP Post-BS/BSN to DNP - Family Nurse Practitioner (FNP)</p> <p>Certificates Post-Master's and Undergraduate Certificates available</p>
--	---

Some programs require onsite components and/or residencies.
All nursing degree programs require clinical/practicum experiences.

TEXT IWU TO 58052 | INDWES.EDU/NURSING
 4 OHIO LOCATIONS • CINCINNATI • COLUMBUS • CLEVELAND • DAYTON

When Nurses Speak: Advocacy Described

Patricia Abbott, RN, PhD

Reprinted with permission from Colorado Nurse, November 2019

Nurses Can and Should Leverage Their Expertise to Inform and Influence Healthcare Policy

All Registered Nurse (RN) licensees have immense insight on healthcare and a voice to use that expertise to inform and influence healthcare policy. According to the American Nurses Association (ANA, 2019) there are approximately four million nurses in the United States (US), the largest part of the US healthcare workforce. Now is the time for the nursing profession to use its strength in numbers, its expertise from their frontline roles and use their voices to positively influence healthcare policy.

Nurses are at the very center of healthcare, and what the nursing profession says matters to policy makers at all levels. Registered nurses by the nature of their education/training have well developed advocacy skills and with every patient a nurse encounters, they advocate for patients. Research confirms NPs are adept at advocating for patients and patients value this advocacy. It is essential that nurses also use these advocacy skills to inform and influence healthcare policy that directly affects what they do as healthcare providers and the care they provide.

There are three levels of advocacy where nurses can impact healthcare: (1) direct care, (2) organizational, and (3) policymaking. As a profession nurses

have made strides to positively influence direct care and organizational policy, but there remains a perceived reluctance to inform policy makers at the state and federal levels, thought to be due to lack of knowledge and confidence. Nurse advocates need to become more politically astute and pay more attention to health-related politics. To do so, nurses must have the will and energy to be "players" in the political arena to determine strategic action with a unified voice.

Nurses can influence policy only if they share their expertise and wisdom by using their voices. Where does the busy nurse begin?

How to Inform and Influence

1. Have confidence – You can positively influence healthcare; value the expertise you have.
2. Join professional organizations – There is greater influence in numbers and a unified message.
3. Interact with policy makers at all levels – Educate them on barriers and issues that face nurses and patients. Tell them your personal stories from the frontline of healthcare.
4. Know your legislators – They want your vote & need your insight and wisdom.
5. Policy/legislative websites – Become familiar with these websites which provide information on current trends and bills.
6. Make your voice heard – Provide expert testimony at public hearings, give presentations, write editorials/articles/policy briefs.

Conclusions

- Nurses offer a unique perspective that influences every aspect of the healthcare system. It is time to share that perspective to influence healthcare policy.
- Now is the time for the nursing profession to use its strength in numbers, its expertise from their frontline roles and use their voices to positively inform healthcare policy
- By speaking through a unified voice on healthcare issues and supporting all nurses to work to the full extent of their licenses and education, nurses will improve healthcare for all (ANA website) <https://www.nursingworld.org/practice-policy/>
- This future of quality healthcare is dependent on RNs using their voices to inform and influence healthcare.



**Aim Higher:
Become an RN!**
LPN's - Earn your ADN With Fortis!

Flexible Class Schedules • Financial Aid Available for those who Qualify • ABHES Accredited

LPN's can receive credit for previous gen ed course work!

855.445.3276
www.fortis.edu

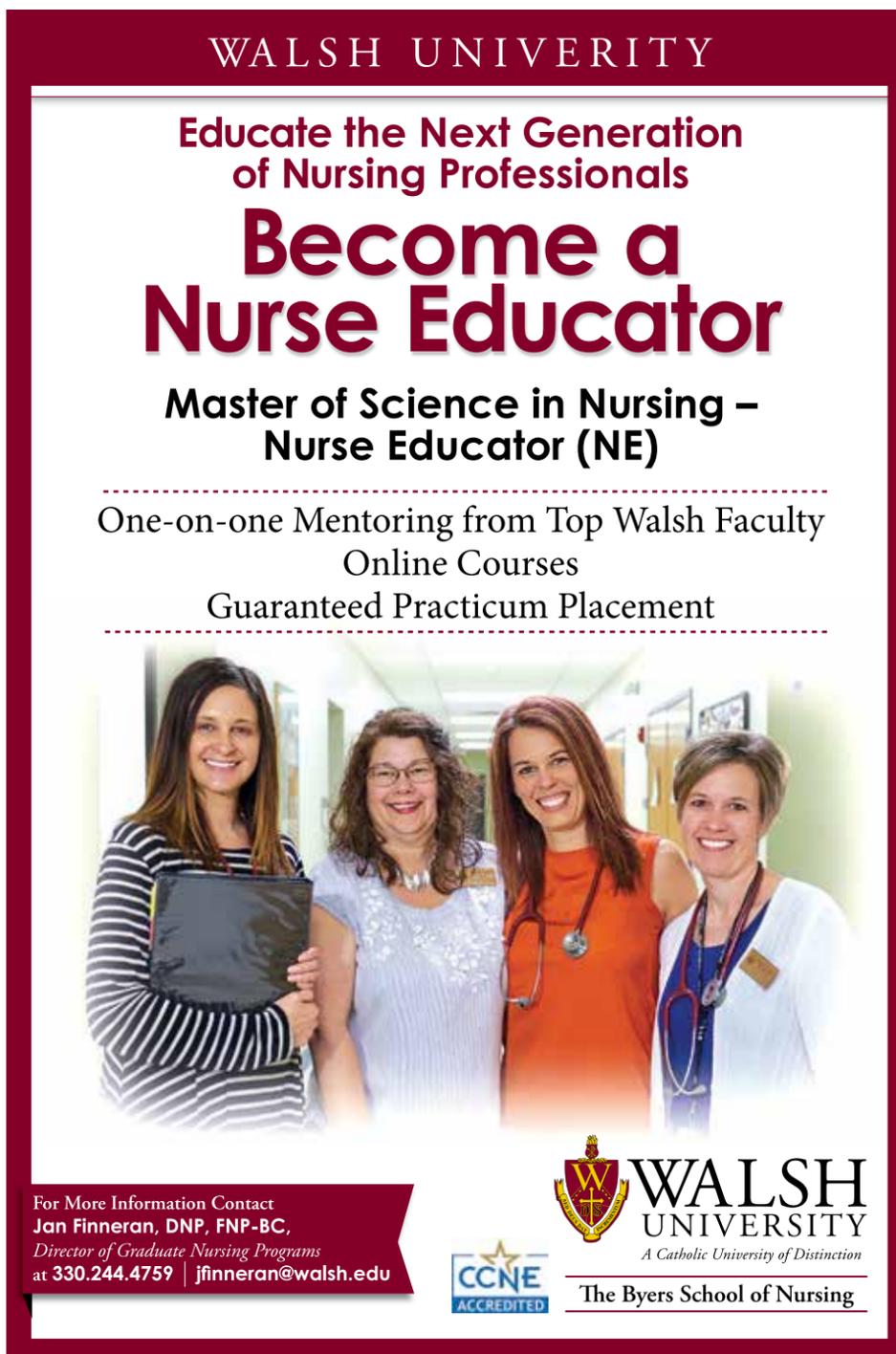
CENTERVILLE • CINCINNATI
COLUMBUS • CUYAHOGA FALLS

FORTIS
COLLEGE

OH Regs. 05-09-1769T, 06-11-1801B, 06-03-1780B, and 04-09-1734T

Also offering 100% online programs for MSN and RN to BSN at Denver College of Nursing

FOR CONSUMER INFORMATION VISIT WWW.FORTIS.EDU



WALSH UNIVERSITY

Educate the Next Generation
of Nursing Professionals

**Become a
Nurse Educator**

Master of Science in Nursing –
Nurse Educator (NE)

One-on-one Mentoring from Top Walsh Faculty
Online Courses
Guaranteed Practicum Placement

For More Information Contact
Jan Finneran, DNP, FNP-BC,
Director of Graduate Nursing Programs
at 330.244.4759 | jfinneran@walsh.edu

CCNE ACCREDITED

WALSH
UNIVERSITY
A Catholic University of Distinction

The Byers School of Nursing



Discover Medical Surgical Nursing Careers
in Cleveland Clinic's Digestive Disease and Surgery Institute



clevelandclinic.jobs

Cleveland Clinic is an Equal Employment Employer.

Night Shift

**Debra Rhinewalt, BSN, CHPN,
Director, Council on Nursing Practice**

Reprinted with permission from Mississippi RN, December 2019

What if you were: age 51, a newly licensed RN, first job assignment was in ICU, working a 7 p.m. to 7 a.m. 12-hour shift, and this was the first time working nights.

Well folks, that was me eleven years ago. Being a newly licensed RN was very exciting and the ICU assignment was overwhelmingly frightening; therefore, I never even thought what working nights might mean.

My family and friends were horrified that I was going to be working “shift work” (“at my age,” I’m sure they were thinking). Shift work is work that takes place on a schedule outside the traditional 9 a.m. to 5 p.m. day. Shift work may involve evening or night shifts, early morning shifts or even rotating between these two shifts.

It is vital in many industries. The majority of professions that participate in shift work are in the service industry, such as: policemen, firemen, healthcare workers, and transportation. These are areas that require 24-hour availability.

There are a variety of reasons people work shift work: allows for better arrangements for family or childcare, personal preference, “nature of the job,” or simply the only option available. Being a new nurse in a facility almost always guarantees you a night shift position; it is said “we have to pay our dues.” So is shift work a punishment or privilege? I guess that can best be answered by each individual.

Becoming a nurse was a life-long dream and I simply felt privileged to fulfill the dream. It was just my husband and me, both our sons were grown and in college. My husband willingly offered to step up and take on many of my responsibilities at home, which I must say he did very well!

I could give you a list of the pros and cons from scientific research, but I would rather tell you what I experienced and how I chose to “accentuate the positives and worked to eliminate the negatives” as the Bing Crosby song goes.

Actually one of the first things I did was to give myself a head start. If you are able, about a week before you start your job, try the new schedule at home. You will be able to see when you will need to wake up, how long it will take to prepare for work, and how long the drive will take. If you have children to get ready for school, try a couple of “dry runs” and be sure to assign your children age appropriate duties such as dressing themselves or preparing lunches and snacks. If you have a spouse or other drivers in your family, check your schedules to see where they may line up. Be sure to make a point of having family time to have a meal or talk together; personal time is also important. These practice runs will help you budget your time successfully.

Acquiring restful sleep was one of my biggest challenges, but I knew I had to make my sleep schedule feel as normal as possible. Waking up when the sun went down and going to sleep when the sun comes up had not ever been my normal pattern. Well, maybe as a teenager, but that’s been quite some time!

Light was my biggest enemy; it took some time but I finally found a “black-out” shade that really worked. I had to learn to turn off the TV or any noise creating device. I bought a sound machine which really worked wonders. I learned to make this work, I had to silence my phone and allow all my calls to be forwarded to voicemail.



Shift work can result in weight gain. It is a scientific fact, which I said I wasn’t going to talk about BUT I must have a valid reason for gaining weight. Switching sleep schedules can interrupt your natural circadian clock (human body’s natural, internal inclination to follow a 24-hour cycle), which research has shown can impact everything from insomnia to weight gain—hence my reason for gaining weight. Because I am quite sure the wonderful pot lucks or the late-night visits to pick up fast-food had nothing at all to do with it! I would recommend that you take healthy snacks that are easy to access and eat - especially when you are pressed for time.

It is difficult on your days off. Some night-shift nurses try to keep the same wake hours and bedtime on their days off, so their body doesn’t have to keep readjusting. I found that adjustments could be made for family time and I tried to have an “almost normal” schedule when I wasn’t working.

I was fortunate to have a “dream schedule” where I worked 40 hours a week, which included only one weekend and once a month I had seven days off in a row. It was a great schedule. It was like a “free” week of PTO every month. Honestly, the first day off, I usually spent as a “catch-up” day. Everyone does not have that luxury and many rotate between shifts, which I think requires even more work to ensure you get the rest that you need. No matter your shift schedule, you have to find what works for you and your family!

Doctor of Nursing Practice
Advocate for Patients’ Mental Health Services.
 Through Saint Mary’s College DNP program, you’ll learn how to take your patient care to the next level. Our award-winning curriculum* teaches you how to effectively provide mental health care across the lifespan. Coupled with a mental health clinical, you’ll engage in patient advocacy, health coaching, and supporting patients and their families as they seek out mental health services. Visit grad.saintmarys.edu/mentalhealth for more information.
Advance Your Career.
 With our hybrid-online program you can change your life and healthcare on your schedule.
*AACN Innovations in Professional Nursing Education Award, 2017

THE OHIO STATE UNIVERSITY
 COLLEGE OF MEDICINE

Biomedical Informatics Graduate Programs

We are currently accepting applications!

For more information, please visit:
<http://go.osu.edu/BMIEducation>

Master of Public Health (MPH)
 The 48 credit Master of Public Health degree is intended for students whose interests in Biomedical Informatics are oriented towards professional practice within the public health and/or healthcare domains.

Certificate Program
 This 15 credit online program can be completed in 1 year and is geared toward self-motivated healthcare professionals seeking informatics education.

Calling for Appropriate Staffing

Susan Trossman, RN

Reprinted with permission from ANA on the Frontline, as seen in American Nurse Today.

When asked why appropriate staffing was so important, Tracy Viers, MSN, RN, CCRN, didn't hesitate for a second.

"The bottom line is it's all about patient safety and positive outcomes," said Viers, an ANA-Illinois member and intensive care unit (ICU) staff nurse at Blessing Hospital in Quincy, Illinois. "Good patient outcomes are dependent upon nurses, who can't do their best when they have too many patients and tasks."

And that inability to provide every patient with the best possible care also causes nurses, no matter where they work, incredible physical and emotional stress, she added.

The American Nurses Association (ANA) wants appropriate staffing to be the rule—not the exception—across care settings. To that end, the association continues to increase and widen its efforts, knowing that complex problems require a multipronged approach.

One effort involves pursuing a unified legislative and regulatory approach to achieve ANA's staffing goal. Another is an educational and outreach campaign launching this fall to provide nurses with guidance and tools to help them make an immediate case for appropriate staffing and implement practical, comprehensive staffing plans. Among these resources is ANA's *Principles for Nurse Staffing*, which was recently revised to make it more applicable to all settings and to emphasize nurses' critical role in ensuring healthcare facilities meet their mission of providing patients and communities with quality, safe, and cost-effective care.

Assessing the problem

In a 2019 ANA membership survey of more than 6,700 nurses, 93% identified staffing as an important issue, with 72% identifying it as "extremely important." And when asked to name their top three nursing issues, "early career" nurses (0-4 years of experience) and "up and comers" (5-14 years of experience) named staffing as a priority far more than any other issue.

Texas Nurses Association member Bob Dent, DNP, NEA-BC, FAAN, FACHE, FAONL, who helped revise ANA's staffing principles, pointed to years of research showing that appropriate nurse staffing leads to better patient outcomes and fewer adverse events. Studies also have linked appropriate staffing to cost savings that result from preventing complications and readmissions.

Yet findings from an ANA Enterprise HealthyNurse® Survey gathered between February 2017 and May 2019 revealed that more than a quarter of the 18,500-plus respondents said they were often assigned a higher workload than they felt comfortable with. About 52% responded that they frequently must work through their breaks to complete their assigned workload and 53% often have to arrive early or stay late to get their work done.

Speaking to staffing as a national issue, Washington State Nurses Association (WSNA) member and neuro-trauma ICU staff nurse Danielle O'Toole, BSN, RN, CCRN, said, "Nurses are continually being asked to do more and more and more with less."

She also affirmed the ANA's survey findings about nurses working nonstop. For years, nurses in her facility didn't take rest and meal breaks for fear of overburdening their coworkers and putting their patients at risk. "Anything can happen in 30 minutes, especially in an ICU where you have critical I.V. drips," O'Toole said.

Looking at the principles

Although ANA's revised principles include additional information, such as referencing the Institute for Healthcare Improvement's triple aim efforts to improve health system performance, this resource continues to provide nurses with an important framework to help them develop, implement, and evaluate appropriate nurse staffing plans and activities. It includes core components of appropriate staffing such as:

- RNs at all levels within a healthcare system must have a substantive and active role in staffing decisions to ensure they have the necessary time to meet patients' care needs and their overall nursing responsibilities.

Currently hiring faculty in Cincinnati for all specialty areas.

We change the life of one to care for the lives of many

Student Success, Institutional Excellence, Relationships, Stewardship

Galen College is currently hiring expert educators and committed professionals in all areas of expertise whose guidance and experience contribute to the success of thousands of students entering the nursing field every year.

Must have MSN, DNP or PhD degree



galencollege.edu/careers

THE BEST PLACE TO BECOME A NURSE IS ALSO ONE OF THE BEST PLACES TO WORK.



Knox Community HOSPITAL
One Team United in Caring
Located in Mt. Vernon, Ohio

In the Community, For the Community

We are seeking Registered Nurses

- Intensive Care Unit
- Progressive Care Unit
- Medical/Surgical

To Apply: Visit
www.kch.org
Phone 740.393.9021 • Fax 740.399.3170

Education

Moraine Valley embraces our role as an educational resource to our local community by offering excellent education, a variety of programs, cultural events, and entertaining performances for all.

Nursing Instructors Full-time Tenure Faculty

This position requires a strong commitment to teaching and diversity while incorporating technology and innovation in the delivery of instruction. The ability to infuse new approaches into the teaching/learning process is essential. Candidates must be able to work actively and collegially with faculty within and outside of the department. Faculty teach across medical/surgical and specialties in theory, lab and clinical in the Associate Degree Nursing Program. Other related faculty responsibilities may be performed as required. Minimum requirements for this position are a Master's degree in Nursing, a current unencumbered IL Registered Professional Nurse license and a minimum of two years clinical practice in Medical/Surgical, Pediatric, OB or Psychiatric nursing. Teaching experience in a community college preferred. A willingness and flexibility to learn and expand to new content areas is a plus.

Help us continue to expand upon our strong community partnership. To be considered, you must provide us with a resume and cover letter indicating your specialty area of interest. **This position will begin in the Fall of 2020.** For further information or to apply, visit: <https://jobs.morainevalley.edu/postings/2851>.

Moraine Valley is an EEO/A/F/D/V employer that values diversity and is committed to excellence.



9000 W. College Pkwy., Palos Hills, IL 60465-0937 • morainevalley.edu

Advance your career on your schedule

- MSN
- ONLINE RN TO BSN
- ONLINE DNP

Ranked among the best nursing schools in the country, Ursuline's Breen School of Nursing offers flexible, affordable, career-focused nursing programs to advance your practice.

Make Your World More
Ursuline College
ursuline.edu/breen

- All settings should have well-developed staffing guidelines with measurable nurse-sensitive outcomes specific to that setting and the healthcare consumer population they are serving that are used as evidence to guide daily staffing.
- Staffing needs must be based on an analysis of the patient's or consumer's healthcare status, such as acuity and intensity, and the environment in which care is provided.

Other considerations include RNs' competencies, experience, and skill set; staff mix; and previous staffing patterns that have shown to improve care outcomes.

Dent reinforced the importance of nurse involvement and collaboration—such as through the implementation of staffing advisory committees—to attain appropriate staffing and good patient experiences and care.

"It's important that nurses aren't questioning whether they are really making a positive difference for their patients," said Dent, who recently left his long-time leadership role at Midland Memorial Hospital in Texas and is now vice president and chief nursing officer of three facilities within the Emory Healthcare system. "I've found that if nurses have a positive and healthy work environment—and appropriate staffing is a component of that—then their patients are getting good care and having great experiences."

The ANA document also outlines specific principles related to healthcare consumers, RNs and other staff, the organization and workplace culture, the practice environment, and staffing plan evaluation—all of which can guide direct care nurses and those at other levels in making sound staffing decisions and plans.

For example, staffing decisions should take into account factors such as the age and functional ability of patients and healthcare consumers, as well as their cultural and linguistic diversities, scheduled procedures or treatments, and complexity of care needs.

On the other side of the equation, nurses' level of overall experience (novice to expert), educational preparation, language capabilities, and experience with the population being served should be among the factors considered.

"Staffing is complex," said Deborah Maust Martin, DNP, MBA, RN, NE-BC, FACHE, who also contributed to the revised principles. "We need to look at patient outcomes and how we get the best match of patients and nurses."

The principles of staffing document also emphasizes other key points, such as calling mandatory overtime an unacceptable solution to achieving appropriate staffing, ensuring that nursing students aren't counted as staff, creating a workplace culture that leads to retention, and identifying costs of nursing care in patient billing and reimbursement requests to provide visibility to the value of nurses and nursing services.

Maust Martin, a Wisconsin Nurses Association member, noted that the principles are designed to be applicable to nurses working in all settings, from acute care to school and community-based practices. The term "healthcare consumers" instead of "patients" shows the broad reach of nurses' roles and the populations they serve.

Pursuing other efforts

Many state nurses associations and specialty-focused organizational affiliates also are engaging in a range of efforts to address this priority issue.

In Washington State, O'Toole testified before legislators about nurses' inability to take needed rest and meal breaks and the impact it has on nurses and patients. Her advocacy and that of other WSNA nurses and staff led to the passage of a state law providing breaks and overtime protections

for nurses, effective in January 2020. Her facility, Tacoma General Hospital, hired "break relief" staff to cover nurses during those times as a result of legal action by WSNA, and the new law reinforces the hospital's obligation to ensure nurses get breaks.

"I'm taking my first breaks since the law passed," said O'Toole, who also is chair of her WSNA local. "We also have a robust staffing committee that meets once a month that is 50-50 staff nurses and management to address staffing issues." The committee additionally reviews the efficacy of every unit's staffing plan, including negotiated standards, every 6 months to determine if any changes are needed.

ANA-Illinois Executive Director Susan Swart, EdD, MS, RN, CAE, said the association plans to introduce legislation to strengthen the state's existing staffing law, which went into effect in 2008 and was based on ANA's earlier staffing principles. The law requires healthcare facilities to have staffing committees made up of at least 50% direct care nurses and that staffing decisions are based on patient acuity, skill mix, and other key factors.

"We want to put some teeth in the law so the committee isn't advisory but has real pull," Swart said. "We know from our recent member survey that nurses continue to struggle with staffing and workplace issues that are connected with understaffing."

ANA-Illinois also is working with the Illinois Hospital Association's new chief nursing officers group to more immediately strengthen and raise the profile of staffing committees. Part of their strategy is to include information about staffing committees, including their purpose, as a routine part of orientation in all facilities, Swart said.

"We want nurses to feel empowered and that their participation is valued and respected," Swart said. That requires an institutional culture that supports nurses, as well as nurses at all levels working together to implement staffing solutions.

One staffing solution that Viers believes can be instrumental is having a dedicated charge nurse on every unit who doesn't have to carry a patient assignment. That would leave the charge nurse free to mentor new nurses and handle all the other issues that routinely crop up during the course of a shift. (Her Illinois facility has a professional practice committee that addresses staffing issues.)

ANA-Illinois board member and staff nurse Lauren Martin, RN, CEN, also thinks it's critical that nurses from all shifts are represented on staffing committees.

"Night shifts tend to not be staffed as well as day shifts, and oftentimes it's new nurses, who are just learning the job, working those shifts," said Martin, who works in a specialty long-term care facility. "So, we really need to increase nurses' involvement on committees and in other ways to solve staffing issues. That includes looking at all the factors that are causing inappropriate staffing."

Both Dent and Maust Martin added that nurses must think about new ways to manage staffing needs—whether it's adjusting shift length, having long-time nurses support novice nurses through ongoing, virtual mentoring, or piloting new models of care.

Noted Dent, "We all have a piece of the pie when it comes to addressing nurse staffing."

— Susan Trossman is a writer-editor at ANA.

Resource

Access ANA's new staffing webpage for key documents and tools at www.nursingworld.org/PrinciplesForNurseStaffing.

UK HealthCare | NOW HIRING
 Registered Nurses - ALL AREAS including PERIOPERATIVE and EMERGENCY

We are currently recruiting RNs in Lexington, KY in all areas of UK Chandler, UK Good Samaritan and Kentucky Children's Hospital, all part of the University of Kentucky HealthCare system.

BENEFITS INCLUDE:

- Education opportunities • Nurse residency program
- Tuition benefits • Nursing professional advancement program
- Comprehensive benefits package including retirement plans with 200% match

APPLY NOW: UKJOBS.UKY.EDU

NOW HIRING SUMMER RN's 

YMCA CAMP WILLSON - Bellefontaine, Ohio
 1 week + multi weeks available ● June 7th- August 8th

Housing included ● \$400-\$500/week based on experience

CONTACT Mary.Sullivan@ymcacolumbus.org

ONLINE RN-BSN \$9870 TUITION INCLUDES ALL CLASSES!



513-585-2401
 TheChristCollege.edu 

 19530 Bagley Rd, Middleburg Heights, OH 44130
Southern Hills
 Skilled Nursing & Rehab Center
 Venable Healthcare Companies

State Tested Nursing Assistants
Licensed Practical Nurses
Registered Nurses
440-816-7500

NOW HIRING NURSES
 Apply Online at applyatvhc.com

♥ CARING FOR YOU AND ABOUT YOU ♥

South Lake Hospital has Nursing Opportunities in the following areas:

ICU • Cath Lab
OR • PACU • Same Day
CDU • PCU • ED
Intermediate Cardiac Care

We offer competitive wages including shift differentials and clinical ladder, along with a dynamic benefits package that includes: health, dental, vision, disability, life, 401k, paid time off, and on-site fitness center.

For a full listing of positions and to apply online, please visit: www.southlakehospital.com

For assistance, please contact Human Resources:
 1900 Don Wickham Drive • Clermont, FL 34711 • 352.394.4071 Extension 7120



South Lake Hospital

Tips for Your Next Job Search

Melissa Marrero MSN, RN, CWCN

Reprinted with permission from *New Jersey Nurse*
October 2019 issue

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

PERSONALIZE YOUR APPLICATION

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

job description in your résumé; this will pull your application higher on the software match list.

HONESTY

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

STRONG REFERENCES

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

OPPORTUNITIES TO NETWORK

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

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

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

The Ethical Oath of Advocacy: A Nurse's Promise

Karen Kiefer, APN, NP-C, RN-BC

Reprinted with permission from *New Jersey Nurse*
October 2019 issue

As nurses we see and assist people during the most vulnerable and private times in their lives. We are physically and emotionally present often feeling the burden, honor and spirit of walking them through painful and frightening experiences. We guide them through understanding, acceptance and participation in their healthcare (Sommaruga, et al. 2016). The impact we (knowingly or unknowingly) impart does not end with the transition of patient to home, other health facilities or even death. We can do so much more for ourselves, our patients and families.

I challenge you to join public advocacy groups and use your experience, knowledge and desire that you choose and continue to work in nursing. Nurses are one of the most trusted professions interacting with the public (Sommaruga et al., 2016). The American Nurses Association Code of Ethics addresses advocacy, education and affects change in public policy and legislation (ANA, 2019). Participation includes public advocacy organizations, professional organizations, participation in public hearings regarding health issues and national work groups for healthcare issues (Taylor, 2016). Nurses can and do lead on boards of public advocacy organizations and Nightingale, continuing through the present day. A contemporary example is

NJ Assemblywoman Nancy Munoz who is impacting healthcare policy and legislation.

I challenge nurses to become involved in public concerns that are present and concrete. Examples include the opioid epidemic, chronic diseases, the rise of elderly population and access to insurance and healthcare (Office of Disease Prevention and Promotion, 2019). There is a need to assist the public in understanding the impact of chronic conditions with actions of education, and inclusion within the healthcare team resulting in increased daily function and decreased hospitalizations (MacLeod et al., 2017). I have chosen to become involved in groups such as the American Pain Foundation and the pain community (thepaincommunity.org) It provides an opportunity for professional and personal growth honoring the oath for education, advocacy and the inferred promise of disruptive change to advance health, promote comfort, and provide emotional support (CDC, 2019) The non-profit website provides virtual support groups, education, an opportunity for expression via blogs, research and tools for patients and caregivers. The information provided increases healthcare literacy, patient centered care using research and credible information. As a board member I implore you to look at public advocacy organizations and find your place, and impact many people who benefit from your experience, knowledge and vocational mission.

References

- American Nurses Association. *Code of Ethics for Nurses with Interpretive Statements* (View only for members and non-members). Retrieved from <https://www.nursingworld.org/practice-policy/nursing-excellence/ethics/code-of-ethics-for-nurses/coe-view-only/> on July 14, 2019.
- Centers for Disease Control and Prevention. *Health Literacy*. Retrieved from <https://www.cdc.gov/healthliteracy/learn/index.html> on July 14, 2019.
- MacLeod, S., Musich, S., Gulyas, S., Cheng, Y., Tkatch, R., Cempellin, D., Bhattari, G., Hawkins, K. & C. Yeh (2017). The impact of inadequate health literacy on patient satisfaction, healthcare utilization, and expenditures among older adults. *Geriatric Nursing*, 1-7. <http://dx.doi.org/10.1016/j.gerinurse.2016.12.003>
- Office of Disease Prevention and Health Promotion. *HealthyPeople.gov. Access to Health Services*. Retrieved from <https://www.healthypeople.gov/2020/leading-health-indicators/2020-lhi-topics/Access-to-Health-Services> on July 14, 2019.
- Sommaruga, M., Casu, G., Giaquinto, F. & P. Gremigni. (2016). Self-perceived provision of patient centered care by healthcare professionals: The role of emotional intelligence and general self-efficacy. *Patient Education and Counseling*, 1-7. <http://dx.doi.org/10.1016/j.pec.2016.12.002>
- Taylor, M. (2016). Impact of Advocacy. Initiatives on Nurses' Motivation to Sustain Momentum in Public Policy Advocacy. *Journal of Professional Nursing*, 32(3), 235-245 <http://dx.doi.org/10.1016/j.profnurs.2015.10.010>.

To access electronic copies of the
Ohio Nurse, please visit
<http://www.nursingald.com/publications>



Behavioral Health Nursing Leadership Positions ACROSS THE USA!



- **New Mexico** - Directors of Nursing
- **Ohio** - Clinical Nurse Managers
- **Corporate, Richmond, VA** - VP of Clinical Services
- **West Hartford, CT** - Clinical Nurse Manager
- **Lynchburg, VA** - Admissions Manager

To apply, contact: **Ann Belvin, VP HR Recruitment**
Phone: **804.649.9340**
Email: abelvin@diamondhealth.com
Diamond Career Page: diamondhealthjobs.com

DIAMOND
Healthcare

Workplace Violence: How Can We Feel Safe at Work

Jessica Vos, BSN

Reprinted with permission from North Dakota Nurse November 2019 issue

No one should have to go to work with fear of physical violence, verbal threats, or threatening behavior. Unfortunately, many nurses do. According to the American Nurses Association, one in four nurses are assaulted. Of those one in four, only 20-60% of those incidents are reported. Nurse abuse, also known as workplace violence, attributes to 13% of missed worked days (American Nurses Association, n.d.)

In order to address work place violence, we need to first be able to identify what it is. According to Joint Commission's Sentinel Event from April 2018, workplace violence can be described as intimidating, harassing behavior, physical assaults or threats of assaults and verbal, written, or physical aggression intended to control or cause death, serious bodily injury or damage to property (Joint Commission, 2018.) According to the American Nurses Association (ANA), the violence includes incidences by patients, patients' family members and external individuals and includes physical, sexual and psychological assaults (ANA, 2019). Workplace violence can be further dissected into sub groups of bullying and incivility by co-workers, but for the sake of this article, we will be discussing workplace violence and nurse abuse from other sources other than co-workers.

Some of us may never personally experience workplace violence and that is a good thing, but "workers in health care settings are four times more likely to be victimized than workers in private industry" (Joint Commission, 2018.) The Joint Commission also has 68 reported sentinel event incidences of homicide, rape, or assault of hospital staff members over an eight-year period, (Joint Commission, 2018.) This is outrageous! There is no better time than now to raise awareness and support for safe work environments, especially for the most trusted profession taking care of the most vulnerable populations.

It is the nurses' caring nature to feel empathy for their patients. With this empathy comes a downside as nurses tend to underreport workplace violence

"because they often believe that their assailants are not responsible for their actions due to conditions affecting their mental state. The most common characteristic exhibited by perpetrator of workplace violence is altered mental status associated with dementia, delirium, substance intoxication, or decompensated mental illness," (Joint Commission, 2018.) The empathy nurses feel for their patients can overwhelm their rational senses and may brush off the violent act as "the patient didn't know what they were doing" as justification for the abuse. According to ANA's 2019 issue brief on reporting incidents of workplace violence other barriers to reporting include:

- A health care culture that considers workplace violence as part of the job
- A perception that violent incidents are routine
- A lack of agreement on definitions of violence; e.g. does it include verbal harassment?
- Fear of being accused of inadequate performance or of being blamed for the incident
- Lack of awareness of the reporting system
- A belief that reporting will not change the current systems or decrease the potential for future incidents of violence
- A belief that the incident was not serious enough to report
- A practice of not reporting unintentional violence; e.g., incidents involving Alzheimer's patients
- Lack of manager and employer support
- Lack of training related to reporting and managing workplace violence
- A fear of reporting supervisory workplace violence

With this list of barriers to reporting workplace violence, it can almost be guaranteed that incidents happen at a substantially higher number than we anticipated. It is especially difficult if nurses don't know when or even how to report these incidents.

No matter who inflicts the act of violence, it is the nurses duty to report any and all acts of workplace violence. It is the organizations duty to train nurses to identify workplace violence and have an effective reporting system that is continually addressed. No one benefits from workplace violence as it "results in low staff morale, lawsuits, and high worker turnover," (Joint Commission, 2018.) This is no good for the nurses, the organization, or the patients. Organizations should also be responsible to provide training to employees in preparation for disruptive behaviors, self-defense/self-protection, and de-escalation of these incidents. Being proactive and having staff be able to identify escalation of events that could lead to violence, could greatly help in de-escalation before the violent acts can occur. Organizations should also debrief with employees after these disruptive events occur to better determine what went well, what didn't go well, and how things could be handled more effectively in the future.

Everyone needs to feel safe at work and we need to be able to report acts of violence no matter how small; if the incident causes physical or mental distress, or makes the nurse feel unsafe in any way, the incident should be reported and followed up with by management or the security team. Nurses should not feel shame for reporting workplace violence, the concerns should not be minimized by management. Workplace safety is everyone's job and collaboration between management, security and staff is a must if we are to provide sustainable culture of safety.

American Nurses Association (2019). Issue Brief Reporting Incidents of Workplace Violence. <https://www.nursingworld.org/~495349/globalassets/docs/ana/ethics/endabuse-issue-brief-final.pdf>. (Retrieved August 27, 2019.)

American Nurses Association (n.d.) End Nurse Abuse. <https://www.nursingworld.org/practice-policy/work-environment/end-nurse-abuse/>. (Retrieved August 27, 2019.)

Joint Commission (April, 2018.) Sentinel Event Alert Physical and verbal violence against health care workers. https://www.jointcommission.org/assets/1/18/SEA_59_Workplace_violence_4_13_18_FINAL.pdf

Students Testing the Waters: Incivility in the Classroom – What is the Novice Nursing Faculty to Do?

Dr. Erica Edfort, DNP, MSN, NVRN-BC, RN-BC, FAHA

Dr. Susan Rux, PhD, MSN, RN, PHN, ACNS-BC, CHEP, CNE, CPRW, NEA-BC

Reprinted with permission from New Jersey Nurse, January 2020

Classroom incivility involves students and faculty alike. Overt behaviors that are demonstrated by students include disruptive talking while instruction is occurring; arriving late to class; exhibiting distractive behaviors, such as texting or in severe instances sleeping in class. Faculty may also exhibit uncivil behaviors such as persistent attempts at redirecting a student who needs clarification; arguing with students in an attempt to take a positional authoritative approach in a discussion. Students or faculty may also express negative nonverbal behaviors, such as eye-rolling, disrespectful actions or communication or blatant arguing. Is this a one-sided dilemma or a two-fold situation? Who is to blame?

Overwhelming evidence regarding student and faculty incivility exist in the literature. So let's examine the novice nursing faculty and the relationship of incivility in the classroom. In the academic setting, novice faculty are vulnerable to being on the receiving end as well as being the aggressor, if the novice faculty is not aware of how to respond to the uncivil situation. Rawlins (2017) recognized that incivility incites incivility stating rude or discourteous behavior will, in turn, perpetuate uncivil behavior. Responses to incivility from both students and faculty may be negative in nature due an underlying lack of respect.

Rad & Moonaghi (2016) acknowledged strategies such as "threatening to give lower marks, and sending the case to disciplinary committee are among the last resort management actions from educator's perspective" as being more common in novice educators who don't have sufficient management skills. Students may view constructive criticism from faculty as belittling which may cause students to respond in an uncivil manner. Mieres (2018) also identified how student incivility may be purposeful, such as "to get what they want – a better grade, adjusted assignment." These tactics may be used if students "perceive difficult assignments to be a form of punishment and bully faculty as a defense mechanism."

Nursing faculty entering academia from the clinical setting are oftentimes unfamiliar with the holistic responsibilities of their new position. Due to the regulatory requirements within higher education organizations, such as developing course material; committee involvement; attending conferences or developing publications to continue certifications or for rank advancement; as well as organization and/or board membership may cause undue stress to novice faculty leading to emotional/physical health issues (Green, 2018). However, there is limited evidence detailing the lived experiences of faculty related to student incivility. Thomas, Bantz & McIntosh (2019) conducted a case study which revealed faculty feeling less tolerance for students who do not follow the rules and especially those who are not prepared at the level expected. The case study also revealed "increasing complaints of feeling overwhelmed to peers, being tired all the time and not getting adequate sleep." In addition, the case study identified "feeling guilty about the lack of family time available and the nurse finding herself

reflecting on the career that was once fulfilling but now often thinks about resigning." This case study included a nursing faculty with more than 20 years of experience – imagine how a novice nursing faculty may react when subjected to incivility in the classroom.

As nurses make the transition from bedside to classroom, we must be mindful of the needs to ensure that the transition is successful – some nursing faculty have not had prior teaching experience. Providing mentors to new faculty as support assist the novice nursing faculty to evolve into his/her new role achieving a better work/life balance, setting realistic professional goals and assisting with the multitude of inquiries that the novice nursing faculty will likely experience is critical to their success. As nursing faculty, mindfulness must occur in managing stressors, not only in the classroom but stressors in general.

References:

- Green, C. (2018). New Nursing Faculty and Incivility: Applying Mindfulness-Based Strategies. *Holistic Nursing Practice*. 32(1), 4-7.
- Meires, J. (2018). Workplace Incivility: When Students Bully Faculty. *UROLOGIC NURSING*. 38(5), 251-255.
- Rad, M. & Moonaghi, H. K. (2016). Strategies for Managing Nursing Students' Incivility as Experienced by Nursing Educators: a Qualitative Study. *Journal of Caring Sciences*, 2016, 5(1), 23-32
- Rawlins, L. (2017). Faculty and Student Incivility in Undergraduate Nursing Education: An Integrative Review. *Journal of Nursing Education*. 7, 56(12), 709-716
- Thomas, C. M., Bantz, D. L. & McIntosh, C. E. (2019). Nurse Faculty Burnout and Strategies to Avoid it. *Teaching and Learning in Nursing*. 14(2), 111-116.

A Guide to Displaying Nursing Credentials

Kathryn Handy, DNP, RN, CNE

Reprinted with permission from New Jersey Nurse, January 2020

In today's complex health care system, a competent nursing workforce possessing the knowledge and skills to provide safe, high quality care, is essential. In 2010, the Institute of Medicine (IOM) released the landmark report, *The Future of Nursing: Leading Change, Advancing Health*, on the nursing profession and identified the need for nurses to take on leadership roles in all settings to meet the ever increasing demands of our changing health care system. Nurse academicians and clinicians continue to heed this call, advancing education and engaging in a wide range of professional development activities that support the evidence-based recommendations of the IOM. Credentialing and certifications validate the skills, knowledge, and abilities nurses need to succeed and create change in this ever-changing profession.

Utilizing a standard process of credentialing nurses ensures that nurses, healthcare providers, consumers, and other relevant entities understand the significance and value of credentials. To avoid confusion, there is a specific procedure for displaying credentials in a uniform manner. The American Nurses Credentialing Center (ANCC) provides a step-by-step guide to understanding and displaying your nursing credentials (ANCC, 2013).

Every day we see the multiple streams of initials within a nurse's signature. There is a vast array of credentials to note. Educational degrees include doctoral degrees (PhD, DrPH, DNS, EdD, DNP), master's degrees (MSN, MS, MA), bachelor's degrees (BS, BSN, BA), and associate degrees (AD, ADN). Licensure credentials include RN and LPN. State designations or requirements recognize the authority to practice at a more advanced level in that state and include Advanced Practice Registered Nurse (APRN), Nurse Practitioner (NP), and Clinical Nurse Specialist (CNS). National certification,

which is awarded through accredited certifying bodies such as the ANCC, the National League for Nursing (NLN), or the American Organization for Nursing Leadership (AONL), includes Family Nurse Practitioner-Board Certified (FNP-BC), Certified Nurse Educator (CNE), and Certified in Executive Nursing Practice (CENP) respectively. Awards and honors that recognize outstanding achievements in nursing include those such as Fellow of the American Academy of Nursing (FAAN) and Fellow of Critical Care Medicine (FCCM). Other possible recognitions include non-nursing certifications that recognize additional skills, such as the EMT-Basic/EMT, awarded by the National Registry of Emergency Medical Technicians. As nursing continues to advance as a profession, the use of credentials to designate and to identify the levels of attained education, licensure, certification and achievement as a professional is essential.

Displaying credentials correctly is vital. The preferred order of displaying one's credentials is the following: (a) highest degree earned; (b) licensure; (c) state designations or requirements; (d) national certifications; (e) awards and honors; and (f) other recognitions. Why is this so important? The order is placed in regard to degree permanence. One's educational degree is placed first as it cannot be taken away except under extreme circumstances. Next, the licensure credentials and the state designations or requirements, which are required for practice. These are generally time limited and need to be maintained through renewals and continuing education. Then finally, the awards, honors, and other recognitions which are voluntary and not required for practice (ANCC, 2013).

This seems easy enough, right? It may be helpful to add a few points of clarification here. You might ask, do I have to place all my credentials on everything I sign or include in professional speaking and writing endeavors? With legal documents, such as prescriptions and documentation within the medical record, you must use the credentials required by your particular state for your area

of practice. In professional endeavors such as speaking, writing for publications, or providing testimony before a legislative body, you should use all your relevant credentials. Please note that journals sometimes order credentials differently, so it is appropriate to conform to their specific style. Or perhaps, what if I have multiple credentials of the same type? In this case you would list the highest education degree first and if your second degree is in another relevant field, you may choose to list it as well. For example, a nurse executive might choose Nancy Gordon, MBA, MSN, RN. Note here that the highest non-nursing degree is listed first followed by the highest nursing degree. A nurse who has a master's in a non-nursing field might choose Anne Peterson, MEd, BSN, RN. Remember though, if you have a doctorate and a master's degree, omit your baccalaureate degree. If you have multiple nursing certifications, they may be listed in the order you prefer. Do consider listing them in order of relevance to your practice or in the order they were obtained, with the most recent first. Always list non-nursing certifications last.

Properly displaying credentials enables nurses to demonstrate their specialty expertise, professionalism, and validate their knowledge to employers, patients, colleagues, and students. Through education and professional development, we enrich ourselves, the future nursing workforce, ensure the provision of safe, high quality, patient-centered care, empower the nursing profession, and have the ability to promote change. Wear your credentials proud. Be proud of your accomplishments; acknowledge them and allow others to acknowledge them.

References

- American Nurses Credentialing Center. (2013). *How to display your credentials*. Retrieved from <https://www.nursingworld.org/~49636a/globalassets/certification/certification-specialty-pages/ancc-credentialsbrochure.pdf>
- Institute of Medicine. (2010). *The future of nursing: Leading change, advancing health*. Retrieved from http://books.nap.edu/openbook.php?record_id=12956&page=R1

The Nurses' Role in the Vaping Crisis



Larider Ruffin, DNP, APN, NP-C, ANP-BC, A-GNP, CRNP, CTTS, Assistant Professor of Nursing at Stockton University
Maria Caccavo, BSN, RN, Graduate Nursing Student at Stockton University

Reprinted with permission from New Jersey Nurse, January 2020

Electronic cigarettes (E-cigarettes) are battery-operated devices that transport a nicotine-containing aerosol or vapor by heating the liquid. The liquid usually contains nicotine, propylene glycol or glycerol, chemicals, and a flavoring agent. In addition, e-cigarettes are used to vape illicit substances such as cannabis. When the chemicals are heated, they convert to toxic aldehydes that cause lung disorders, inflammation, and upper airway irritation. Some of the flavorings for e-cigarettes contain chemicals that can cause inflammatory obstruction of the bronchioles. This is called bronchiolitis obliterans (popcorn lungs).

Bronchiolitis obliterans is an injury to the small airways. The signs and symptoms of bronchiolitis obliterans are cough, dyspnea, wheezing, and fatigue. The symptoms are usually slow and progressive (Duderstadt, 2015; Gonzalvo, Constantine, Shrock, & Vincent, 2016; Schnur, 2019).

E-cigarette use increased in high school students in the United States (U.S) from 11.7% in 2017 to 20.8% in 2018. E-cigarette use increased in middle

school students in the U.S from 3.3% in 2017 to 4.9% in 2018. Approximately 3.62 million middle and high school students were current users of e-cigarettes in 2018 (FDA, 2019). Current advertising and health debates about e-cigarette use do not include the negative health effects of nicotine addiction and the vulnerability of young people to nicotine because their brains are in a critical time of development (Duderstadt, 2015).

If a patient has been vaping and has respiratory issues such as a cough, shortness of breath, wheezing, or chest pain, they should go to the Emergency Department (ED) immediately. Patients that vape should tell their primary care provider (PCP) of any of the symptoms immediately for further direction. The role of nurses during the vaping crisis is to be knowledgeable about vaping, advocate for patients, follow institutional protocol, and if popcorn lung is suspected in the community, patients should be referred to the ED for prompt evaluation. As the most trusted professionals, nurses should support patients to stop smoking and vaping (Schnur, 2019).

Nurses should know that the nicotine in e-cigarettes varies from zero to 36 mg/mL. Even the so-called nicotine-free products have been shown to contain nicotine, and heating e-liquid which elevates temperatures increases nicotine release and its negative effects. When nurses are evaluating patients with respiratory issues, they should ask patients if they have used e-cigarette products or vaped in the last three months. If the patients say yes, nurses should ask about the substances used (homemade liquid, re-used old cartridges, commercially purchased liquids, etc.), the brand name, purchased location, whether e-cigarettes were shared with others. The nurse should act accordingly and report to the Department of Health (Schnur, 2019).

The popularity of young people vaping is growing. Young people are vulnerable to social and environmental pressures to use tobacco products. Legislation to prevent the sales, marketing, and use of e-cigarettes can help protect susceptible children from negative long-term health effects (Duderstadt, 2015).

References

- Duderstadt, K. (2015). E-Cigarettes: Youth and Trends in Vaping. *Journal of Pediatric Health Care*, 29(6), 555–557. <https://doi.org/10.1016/j.pedhc.2015.07.008>
- Gonzalvo, J., Constantine, B., Shrock, N., & Vincent, A. (2016). Electronic Nicotine Delivery Systems and a Suggested Approach to Vaping Cessation. *AADE in Practice*, 4(6), 38–42. <https://doi.org/10.1177/2325160316666115>
- Schnur, M. (2019). Vaping Epidemic: A Public Health Crisis. Retrieved from <https://www.nursingcenter.com/ncblog/september-2019/vaping-epidemic>
- U.S. Food & Drug Administration. (2019). Vaporizers, E-Cigarettes, and other Electronic Nicotine Delivery Systems (ENDS). Retrieved from <https://www.fda.gov/tobacco-products/products-ingredients-components/vaporizers-e-cigarettes-and-other-electronic-nicotine-delivery-systems-ends>

Developing our Mentorship Strengths

Donna L. Castellani, BSN, MSN.Ed, RN, CNE

Reprinted with permission New Jersey Nurse, January 2020

Many of us have had the opportunity to have had a strong leader in our past work experiences, but how many of us were fortunate to also form a relationship with someone who was a positive role model and mentor? If you were one of the fortunate ones who found that person, you are well aware of the positive influence your mentor has had in your personal and professional development. Perhaps you are now thinking that you are ready to provide mentorship to others but are unsure if you are qualified to do so. Let's explore the term "mentoring," and then look the characteristics which are important for a mentor to possess.

According to Saletnik, "mentoring is a process of teaching, providing advice and emotional support, and nurturing and maintaining a relationship that extends over time" (2018, para.2). The Merriam-Webster definition is that of "a trusted counselor or guide" (2019). Breaking this down into more contemporary terms, mentoring is helping less experienced colleagues develop into capable, confident individuals. Mentor relationships have benefits to the institution as well by increasing job satisfaction and reducing staff turnover (Bean, 2019).

Key characteristics of a good mentor are many; here are ten of the most frequently cited as important (Bean, 2019; Eller, et.al., 2014):

1. One who is a role model who leads by example - one who is a guide rather than just a teacher and a boss, who models ethical behavior in all situations;
2. One who is able to give praise when due, but also provide constructive criticism when necessary;
3. One who communicates well, sets clear expectations and provides guidance in setting goals for the mentee;
4. One who is inspirational, and enthusiastic in their own role and career path;
5. One who fosters independence, but also collaboration with members of the healthcare team;
6. One who encourages knowledge expansion by demonstrating the importance and purpose of continued learning and research opportunities;
7. One who maintains a relationship of mutual respect and trust;
8. One who encourages feedback from their mentee, and receives that feedback well;
9. One who helps the mentee assimilate into the "culture" of the workplace, and provides networking opportunities;
10. One who is trustworthy and keeps their promises.

As nurses, we should look for opportunities to guide and mentor our colleagues, whether it is formally or informally. Mentoring will help strengthen the nursing workforce, create strong future leaders, and lead to better patient care and outcomes (Saletnik, 2018). The value of mentorship is immeasurable, but more mentors are needed. Take a chance, become a mentor and be part of the valuable experiences our nurses need to grow into the future leaders of our profession.

Bean, MacKenzie (2019). 10 Qualities of a good nurse mentor. *The Journal of Advanced Practice Nursing*. Retrieved Nov. 6, 2019 from asrn.org/journal-advanced-practice-nursing/2072

Definition of mentor. Merriam-Webster. Retrieved Nov. 6, 2019 from <https://www.merriam-webster.com/dictionary/mentor>

Eller, L. S., Lev, E. L., & Feurer, A. (2014). Key components of an effective mentoring relationship: A qualitative study. *Nurse education today*, 34(5), 815-820. doi: 10.1016/j.nedt.2013.07.020

Saletnik, Laurie. (2018). The importance of mentoring. *AORN Journal*, 108(4), 354-356. doi:10.1002/aorn.12386

CONGRATULATIONS!



OHIO NURSE OF THE YEAR AWARD WINNERS



nurseoftheyear.org/ohio

Advanced Practice Category Winner

Sheila Chucta, The Ohio State University Wexner Medical Center

Nurse Leadership Category Winner

Janet Schuster, Cleveland Clinic - Lutheran Hospital

Public Health Category Winner

Susan Breitenstein, The Ohio State University College of Nursing



Join our Exceptional Family-centered Care Team



Shriners Hospitals for Children®

Full or Part-Time Positions Cincinnati / Dayton Area

RN's - Inpatient / ICU
Comprehensive Benefits

Submit resume to:
careerscin@shrinenet.org

3229 Burnet Avenue • Cincinnati, OH • 513-872-6142

311 Buckridge Road, Bidwell, OH 45614
State Tested Nursing Assistants
Licensed Practical Nurses
Registered Nurses
740-446-7150

NOW HIRING NURSES
Apply Online at
applyatvhc.com

Your home for an exceptional career



- Obstetrical RN – Women's Health Nurse
- Home Health Infusion Nurse

Full-Time and Per Diem Available



View all openings at:

optioncare.com/work-with-us/

Online Certificate Program Focuses on Veterans' Needs, Starts January 12



The Ohio State University College of Social Work is offering a 14-week, online **Advanced Certificate in Serving Veterans and Their Families** program for social workers, nurses, therapists and anyone interested in exploring military culture, its impact, and learning more about how to serve veterans and their loved ones.

It's time to serve those who have served us. **Sign up today!**
go.osu.edu/veterans-certificate

Contact cswce@osu.edu or 614/292-5167

It's time to provide
amazing patient care



Our nurses are at the heart of what we do.

We offer you:

- Competitive pay, paid time off and paid holidays
- Generous benefits, including student loan repayment and tuition assistance
- Opportunities to grow and serve where you're most passionate
- A supportive workplace that promotes teamwork and mutual respect

Learn more about our opportunities and commitment to quality.

mercy.com/careers



GO GREEN

Now hiring advanced practice nurses with doctoral degrees to join our team. Potential for multi-year contract.

Contact Tiffany Keck at tewellti@msu.edu.



College of Nursing
MICHIGAN STATE UNIVERSITY

nursing.msu.edu

Advance your NURSING CAREER

We've expanded our degree programs to give you more choices and ways to earn an advanced degree.

[i'm] changing the world one patient at a time. It's possible.



LPN

Diploma in Practical Nursing
Earn your Practical Nursing Diploma in as few as 12-months*.

AASN

Associate of Applied Science in Nursing
Prepare for your nursing career by earning an associate degree in nursing in as few as 20-months*.

BSN

Bachelor of Science in Nursing
Earn your BSN degree in 3 years or less and get a jumpstart on your MSN at the same time.

RN to BSN

RN to BSN Program – Online
Open to nurses who already hold an active RN license. Earn your BSN online in as few as 12-months*. Block transfer up to 70 credit hours!

MSN

Master of Science in Nursing – Online
Advance your nursing practice on your schedule. Choose between three online specializations that align with your career goals.

- **MSN – Family Nurse Practitioner (20-month program)**
Build on your professional nursing practice and prepare to sit for national certification as a family nurse practitioner.
- **MSN – Nursing Education (16-month program)**
Combine your nursing expertise with a passion for teaching and prepare to educate future and current nurses.
- **MSN – Nursing Leadership & Administration (16-month program)**
Become a nurse leader and prepare to facilitate change by understanding the business of healthcare.

PMC

Post-Master's Certificates – Online
Build upon your clinical expertise through our online post-master's nursing certificate programs.

- **Family Nurse Practitioner Certificate (16-month program)**
- **Nursing Education Certificate (8-month program)**

*Program completion time results may vary by student and is subject to admissions and university transfer credit policies, as well as clinical or preceptor availability.

HERZING
UNIVERSITY

#HUPossible

LEARN MORE
(330) 597-5788
HERZING.EDU

The baccalaureate degree program in nursing at Herzing University Online and Akron are accredited by the Commission on Collegiate Nursing Education (<http://www.ccnaccreditation.org>).
The master's degree in nursing and post graduate APRN certificate program at Herzing University Online are accredited by the Commission on Collegiate Nursing Education (<http://www.ccnaccreditation.org>).
The Associate of Applied Science in Nursing program at Herzing University Akron is accredited by the Accreditation Commission for Education in Nursing (ACEN, 3343 Peachtree Road NE, Suite 850, Atlanta, Georgia, 30326, 404-975-5000, www.acenursing.org).
Herzing University is accredited by the Higher Learning Commission - www.hlcommission.org - 800-621-7440. For more information about our graduation rates and other important information, visit: Herzing.edu/consumer-disclosures.
Herzing University admits students of any race, color, and national or ethnic origin.