

IOWA NURSE REPORTER

Quarterly publication direct mailed to approximately 62,000, including all active RNs, LPNs and ARNPs licensed in Iowa

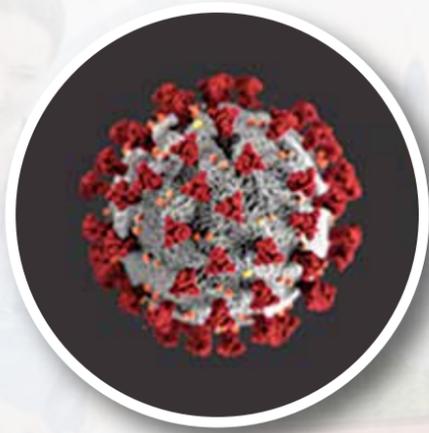


Volume 3 • Number 4
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If you have any questions or comments about The Iowa Nurse Reporter, please contact Tobi Lyon Moore at the Iowa Nurses Association by email at tmoore@iowanurses.org or by phone at 515-225-0495. You can join INA at www.iowanurses.org. Join us today!

INA'S PRESIDENT'S MESSAGE

WOW! When we were together in February at the INA Legislative event, I was out of the room more than I was in because I was receiving text messages and calls from my hospital regarding the coronavirus that was beginning to circulate in the United States. When I left Des Moines that day that I knew that I would be very busy when I got back to my hospital, but little did I know what was to come.



Lisa Caffery
MS, BSN, RN-BC,
CIC, FAPIC

As I write this, Iowa and the rest of the country have begun the process of reopening businesses after closures due to the COVID-19 pandemic. The last few months have been difficult for all of us, schools have closed, people have been furloughed from jobs and many more have learned to use technology to work from home. We have all had to make changes in our daily lives that, prior to this, were unimaginable. It has not been easy, but we made it through the first phase. As we move into the next phase, we need to be vigilant and continue to follow the recommendations from public health. We must continue to practice social distancing, wearing a mask, sanitizing our hands, and staying home when we are ill. The spotlight has been on nurses, and rightly so, throughout this pandemic. It is clear that the public loves us and views nurses as role models. It is critical that we model the recommendations if we are to keep this pandemic under control.

One of the things I love about nursing is the variety of career paths the profession offers;

regardless of your role, each of you has been touched in some way by this pandemic. Since the beginning of the crisis, we have been here to care for patients and residents in our facilities, lead our organizations and communities through planning, help nursing students continue their education, and supporting each other during this very stressful time. Nurses on the front lines have been asked to work through shortages of personal protective equipment, deal with constantly changing recommendations, and advocate for patients and families while providing care for critically ill and dying patients. Nurses are collaborating to develop innovative ways to provide safe care for patients while reducing their co-workers' risk of exposure to the deadly virus. I have heard from retired nurses who felt bad that they could not do more; please know your words of encouragement were very much needed and appreciated. Keep them coming!

In this issue, you will read about the INA COVID-19 Task Force. This group of nurses did a ton of work in a short period of time! They made sure that the voice of nursing in Iowa was heard.

Also, thank-you to those who facilitated the Networks of Support sharing that were held over Zoom on several weekends. The discussions were wonderful and helped participants to get through some intense and difficult times.

I was also struck by how much our communities love us! Our communities have come together to sew masks, gowns, and headcovers. I will never forget the day that I was standing in our emergency department's entrance with a group, and an elderly gentleman approached me with a bag. In that bag were N95 masks and goggles. You see, he was retired and no

INA President's Message continued on page 2

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Crisis Leadership

The world we live in has changed. The introduction into our lexicon of the term "Coronavirus" has changed our lives and how we live. As leaders, our strength, resolve, and dedication to our people and mission must be very visible, steadfast, and determined in times like these.

Through my experiences leading through disasters, I have observed several behaviors from leaders which we should avoid during this time. As a leader, your professionalism will be tested during a crisis. Many will look to you to set a course forward through a very inconsistent and confusing time. Leaders don't have a day off, so as you continue through this season of Coronavirus, avoid these pitfalls of crisis leadership.

The first issue: leaders under pressure decompensate to low level professional behavior and actions. It's almost a natural evolution. When stressed, you disengage your critical thinking and resort to emotional



Dr. Dean L. Prentice, Colonel (Ret), USAF, NC, DHA, MA, BSN, NE-BC

and many times, unprofessional behaviors. These are exhibited in flip-flopping in direction, lack of clarity and transparency in responses, emotional outbursts at inappropriate times, and alienation of staff, peers, and supervisors.

Next is a leader who becomes paralyzed or immovable in their thinking. They fall back into one way of thinking, unable to adapt to the changing environment or instructions. They keep trying to put everything back into their view of normal without consideration for the evolving direction. This replicates itself in poor decision making, pushing conflicting agendas, and adding confusion to the crisis.

Third is the behavior to stop collaboration. This leader goes into survival mode; "It's all about me or my mission." The ability to cooperate and collaborate is gone, or they lose focus on the power of teamwork, believing they will only be successful if they take care of themselves. This usually manifests as a leader who spreads discontent, becomes suspicious of superiors and followers, and they usually separate themselves from others, becoming a lone wolf.

In my days of crisis management, I learned several things leaders need to do to stay engaged, relevant, and professional. Know your organization and personal disaster plans. Engage them early during the crisis. Take detailed notes of things working well and not working well while you are experiencing them. When this is done, there will be many lessons learned so we can improve for our next response. This is your job as a leader.

Finally, keep yourself informed through reliable sources. We have seen how the information during this crisis is constantly evolving. Steer away from unverified social media sources and focus on organizations with more reputable information that is updated and respected. Now is not the time to pass along "this helpful article," which may encourage misinformation at best, and can be harmful by increasing unnecessary panic.

Your professionalism is under your control. During a crisis, you need to protect all of you: your body, your mind, and your spirit. Take breaks, get respite downtime, and ensure you follow healthy coping skills. Remember to speak less and listen more. When you act, do so with an objective mind, filtered through another trusted leader, and remain flexible in thought and action. Those who you lead deserve the best of you in these times. I know you can do it!

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Executive Director

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INA President's Message continued from page 1

longer needed these and thought that someone at the hospital could use them. He went on to explain that we had saved his wife's life and he wanted to be sure that we were protected. People have provided meals, prayed for us, displayed hearts, and other signs of encouragement in their yards and homes. Businesses made face shields, gowns, hand sanitizer (who knew that distilleries could do that!) donated personal protective equipment and loaned us the equipment to complete Fit Testing for N95 masks.

Florence Nightingale said, "For the sick, it is important to have the best." Iowans know that Iowa nurses are the best and stand ready to provide quality compassionate care in all settings across the state.

Stay safe and take care of yourself. Take time this summer to recharge. You've earned it!

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MESSAGE FROM THE EXECUTIVE DIRECTOR

Where do I start? COVID-19, development of resources and our Networks of Support series for Iowa Nurses, advocating on your behalf with elected officials, the swift organization of our COVID-19 task force, setting up and operating the 24 hour Nurse to Nurse warm line, distributing PPE donations, billboards, nurses month activities, a special gift to our members to Celebrate Nurses Month... The past 90 days feels like it has been a year!

Thank you. Those words barely do the justice deserved by the amazing women and men across our state, risking it all to help others. During these extraordinary times, we have not forgotten that 2020 is the *Year of the Nurse*. Your unwavering commitment to patients, dedication to your profession, and overall bravery truly made this year all about the Nurse.

With our nurses working countless hours on the front line of the COVID-19 pandemic, Iowa Nurses Association wanted to ensure that nurses had resources at their fingertips. We have worked to provide opportunities to share your experiences in a safe place for open discussion across our network. We are continuing our social media efforts, encouraging you to "Share Your Selfie," and advocating for you by highlighting your experiences with elected officials. Your openness inspires us. A group of INA members felt strongly compelled to come together as the COVID-19 task force and has to date authored two letters of support of Iowa nurses and swiftly organized the Nurse to Nurse warm line available as a support tool to all Iowa nurses. More than six Iowa media outlets provided coverage of the INA Nurse to Nurse warm line.

We created a platform for virtual meetups via our Networks of Support: Connecting Iowa Nurses series; sessions continue to be facilitated by INA leadership but are an open forum for sharing experiences, ideas, and questions. Additionally, we have held webinars specifically dealing with self-care to mitigate stress – these were recorded sessions and are available on our website (along with the slide decks). These resources are not limited to INA membership as we are encouraging our members to invite colleagues across their network.

Topics have included:

- Sharing of stories and experiences (chicken soup for the nurses' soul)
- Mental health (techniques to mitigate PTSD, Psychological First Aid triage)
- Impact on our nursing programs, nursing students & program/clinical requirements
- Nursing retention & practice (nurses not wanting to be nurses anymore)
- Aligning/unifying all nursing organizations
- Advocacy
- Trauma Among Healthcare Workers
- Stress Management and Self Care for Nurses

INA has pivoted aggressively with innovation to support nurses in this time of need and crisis. We will continue to adapt and advocate for members and all nurses across the great state of Iowa.



Tobi Lyon Moore, MBA



2020 YEAR OF THE NURSE Ways to Celebrate

Amid the national crisis and spotlight on our front-line healthcare providers across the country, many haven't shined light on the fact that 2020 is the Year of the Nurse. With the brave work, our nurses are doing across Iowa, we want to ensure you are recognized, inspired, and celebrated!

Throughout the rest of the year, INA will provide resources to our members, encouraging opportunities and activities to promote nursing excellence. Here are a few ideas to start:



GET SOCIAL

Get social with INA and share your story about what makes you proud to be a nurse in 2020. Share a picture of you, and we'll highlight you on our social media! Now more than ever, we want to recognize our amazing nurses.

Share here: bit.ly/INA_Selfie



BE A MENTOR; THANK A MENTOR

Take the time to reach out to a colleague, friend in nursing, or former instructor who you've been inspired by. Tell them your story and how they've helped you along the way... write a note, buy them a coffee or just let them know what they've meant to you. On the flip side of things, you can engage with a newer nurse and ask them how things are going; be a sounding board during these crazy times and help them navigate with your real-life experience.



MAKE SELF-CARE A PRIORITY

Have some "you time"; consider some yoga postures, get a good night's sleep, binge watch a whole season on Netflix ... whatever it is that helps you unwind. You can also join Healthy Nurse, Healthy Nation's Grand Challenge and connect with other nurses across the country focusing on physical activity, nutrition, rest, quality of life and safety. (www.healthynursehealthynation.org)

INA is proud of the work nurses across the country are doing. We will keep you updated on all #YON2020 activities on our new Year of the Nurse pages on our website. There might even be a few surprised or two in store! Thank you for truly making 2020 the year of the nurse.



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A Novel Virus – Novel Experience

As we entered the International Year of the Nurse and Midwife, we also encountered the emergence of a novel virus. Despite the uncertainty that came with the virus, two prevalent themes remain: the continued (and heightened) celebration of nursing as an art and a science, and promotion of a healthy environment through healthy nurse initiatives. Both of these themes recognize nursing as a science responding to the physical, cellular, and immunologic needs required to care for our patients in a crisis and responding to the art - the emotional, mental, and social balance. As nurses, we respect what the science tells us while continuing to nurture and care holistically.



**Dawn M. Bowker, Ph.D., RN, MSN, ARNP
INA Public Policy Chair**

In December 2019, the novel virus, COVID-19, raged into the United States, requiring us to shelter in place, desperately searching for toilet paper and personal protection items, and feeling uncertain about the future. Currently, there are over five million COVID-19 cases in the world; over one and a half million cases reported in the United States and globally over 300,000 deaths, one-third of which have been American lives. Although these statistics are staggering, the effects of COVID-19 are much more significant. COVID-19 overwhelmed our health care systems and changed the way we practice medicine. Hospitals cancelled non-essential procedures and surgeries. Institutions wrestled with how to protect the front-line workers and ways to find an adequate amount of personal protective equipment (PPE) needed to keep those providing direct care, and their families, safe. Health care providers began managing patients via telehealth to stem the spread of the virus. With these health

care provisions, some people were reluctant to seek care and subjected themselves to harmful delays; for others, the direct-to-consumer healthcare approach was reassuring and comforting. The division between politics and science has left many confused and anxious about the management of this pandemic. We're left wondering, if there were to be a second wave, will it be even more disruptive and have a greater impact on Americans, our health care system, and the economy?

The effects on our economy have been unprecedented, prompting mandates to close non-essential businesses, creating substantial unemployment and economic challenges, and generating further disparities for at-risk populations. In addition to these tangible consequences, there have been detrimental effects on mental health. Kam (2020) described the "Deaths of Despair" from drug and alcohol misuse and suicide due to unemployment, social isolation, and fear about the virus." There is a generalized sense of trauma from COVID-19 and predictions of a future surge of post-traumatic stress disorder (PTSD) from the lived experience. Anxiety and fear are further provoked by the 24/7 media coverage and mixed messaging of new knowledge development and opinions.

INA Responds

Both the INA and ANA focused on several strategies to help closely monitor and respond to the emerging science and growing knowledge of COVID-19 and the best evidence-based responses. The ANA and INA encourage nurses to stay healthy in the most holistic sense; this means caring for our physical self and our emotional self. INA created a wealth of COVID-19 resources on the INA website.

INA initiated a COVID-19 Task Force in response to the many questions nurses asked regarding personal safety, the safety of their families, availability of proper PPE, the frequent and ever-changing CDC guidelines, and sufficient essential

equipment to care for our patients. Nurses were concerned about the potential ethical and moral dilemmas of care.

From the public policy committee, the INA COVID-19 Task Force established a Nurse-to-Nurse 24-hour "Warm Line" for nurses to call and speak freely of their concerns, provide referral services, and encourage health-promoting activities to assist coping with the challenges while on the frontline during the pandemic. In a short time, the INA members on the Task Force have created a volunteer guide with coping strategies, dialogue tips, and additional resources for the volunteers staffing the warm line. Several media outlets across Iowa covered the INA Nurse to Nurse warm line story to help get the word out about this service to Iowa nurses.

In addition to the Nurse to Nurse warm line, members of the INA COVID-19 Task Force recently authored two letters in support of COVID-19 responses.

In early April, the group penned a letter to the editor that was submitted to both the *Des Moines Register* and the *Iowa Capital Dispatch*. The letter shared anonymous testimonials from Iowa's nurses, urged Iowans to practice physical distancing, and called upon elected leaders to step up and help protect the nursing workforce.

Additionally, the group recognized a need to support nurses and staff in every long-term care facility in Iowa. The letter implores Governor Reynolds to provide support, tools, and guidelines to support these front-line workers. The letter was sent to the Governor's office in April.

Thank you to this group of INA members who are working on the INA COVID-19 Task Force:

Dawn Bowker, Carol Chesterman, Darci Colsch, Sheila Crook-Lockwood, Rebecca DeVine, Pam Diechmann, Teri Schloss, Michelle UMBER-Mackey, Virginia Wangerin, Susan Whitty.

A Novel Virus continued on page 10



If you or a patient are facing a problem with alcohol, drugs, gambling, mental health or suicidal thoughts, you're not alone. That is why the Iowa Department of Public Health has created YourLifeIowa.org so Iowans can chat live, get reliable information and treatment options, and find nearby help.

Be supported 24/7 for problems with alcohol, drugs, gambling, mental health and suicidal thoughts at YourLifeIowa.org.

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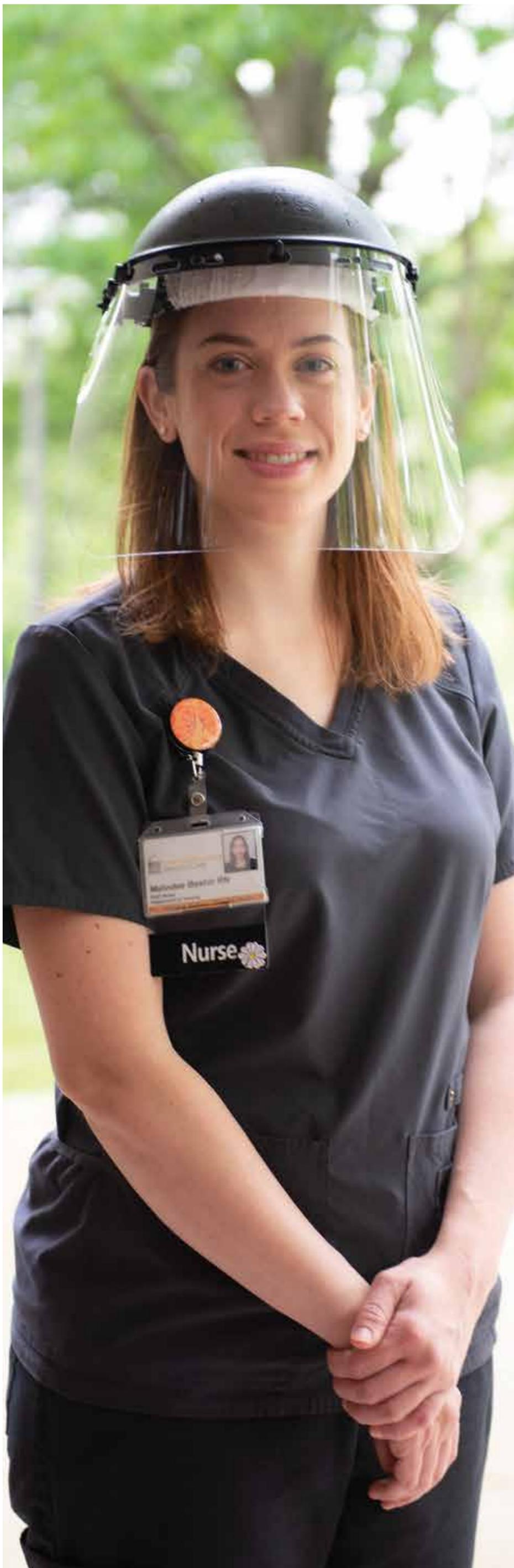
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– Melodee, RN

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Primary care providers (PCPs) are on the front line for detecting and reducing the spread of HIV.

Approximately **1 in 7** people living with HIV is **unaware** of his or her status. About **40%** of new HIV infections are **transmitted** by people **undiagnosed** and unaware they have HIV.

The CDC recommends that **everyone** between the ages of 13 and 64 get tested for HIV **at least once** in their lifetime as part of routine health care.

For those with specific risk factors, CDC recommends getting tested at least once a year. Patients who may be at high risk for HIV include:

- ▶ Heterosexuals who themselves or whose sex partners have had ≥ 1 new sex partner since their most recent HIV test
- ▶ Sexually active men who have sex with men
- ▶ People who exchange sex for money or drugs
- ▶ People who inject drugs and their sex partners
- ▶ Sex partners of people with HIV
- ▶ People receiving treatment for hepatitis, tuberculosis or a sexually transmitted disease

Routine, opt-out screening removes the stigma associated with HIV testing, is cost effective, fosters earlier diagnosis & treatment, and reduces the risk of transmission.

Despite seeing a PCP in the last year, more than **75%** of patients at **high risk** for HIV weren't offered an HIV test during their visit

The Centers for Disease Control and Prevention (CDC) and the Iowa Department of Public Health (IDPH) are asking PCPs to take the following steps:

- 1) Conduct routine HIV screening at least once for all their patients regardless of risk factors
- 2) Conduct more frequent screenings for patients at greater risk for HIV
- 3) Link all patients who test positive for HIV to medical treatment, care, and prevention services

Learn more at <https://idph.iowa.gov/hivstdhep/reporting/HIV>

Let's Stop HIV Together.



LEGISLATIVE UPDATE

No one can dispute that we are living in most unusual times. This year began on a hopeful note with 2020 recognized as the International Year of the Nurse. Before ninety days had passed, nurses were on the frontlines taking care of patients with a new life-threatening illness; only this time, nurses were risking their own health and lives to do so. This virus opened our eyes to many things. First and foremost was the recognition that life is unpredictable (though many of us were guilty of believing we could plan our futures with some specificity). We were re-awakened to the truth that every life is valuable and counts (our patients and our own). Nurses thought they could rely on their employers to have appropriate personal protective equipment (PPE) and other sufficient medical tools (e.g., ventilators, testing supplies, etc.) to safely meet patients' health care needs. Nurses knew what the standard of care was, but now, they were being told by their employers and government agencies that there are new ways to deal with the realities they were facing. Government entities were, at times, sending mixed messages, which added to the confusion. New quarantine protocols excluded family members from visiting, even though nurses knew the essential role family members play in their loved one's lives. And the list goes on.



J.R. "Lynn" Bøes, RN, BSN, JD, INA Legal Counsel

Two hundred years ago, on May 12, 1820, Florence Nightingale was born. She is credited as being the mother of modern Nursing. When she arrived on the battlefield of the Crimean War in Turkey, there were insufficient supplies and overcrowding. There were inadequate sanitation and standards. So, the "Lady with the Lamp," as she became known, worked to address these issues head-on. She asked family members to help out, she established standards of care, kept records, worked long and hard hours to ease human suffering, and even took on the establishment when needed. Shortly after arriving in Crimea, she became ill with "Crimean fever" and dealt with the lasting effects for decades because there was no known treatment.

We are the daughters and sons of Florence Nightingale. Like Florence, nurses came to work and provided the best care they could under the circumstances. They also raised their voices to address the problems they were dealing with. They provided compassionate care to their patients, cheering for those who recovered from the virus enough to go home, and weeping over those who did not survive the virus. They supported each other as they knew that "we are all in this together" was not just a catchy phrase, but words to live by. Nurses have kept records. Nurses have sought out knowledge to be better informed. In the past, often, most of what nurses do on a day-to-day basis is an invisible but integral part of the health care delivery system. But now, the light of truth is shining on nurses, doing what they do best! They are selfless, dedicated, compassionate, and intelligent; they are creative problem-solvers and skilled change-agents..

On behalf of the Iowa Nurses Association, I wish to THANK all nurses for their sacrifices, not only now, but for all you have done and will do for Nursing! Onward and upward!



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Board Member Highlight

What made you get involved in INA?

I got involved in the INA after my mentor, friend, and colleague Dr. Dawn Bowker introduced the idea for me to become more involved in the association as a new nurse. I was heavily involved in the student nursing association while in nursing school and pursuing a position on the board of the INA seemed like the next step in furthering my involvement in nursing leadership.

What has been most fulfilling from your experience with INA?

There have been many fulfilling experiences for me while serving on the board of the INA. Some of those include learning my role as Newly Licensed RN and becoming more comfortable and confident in my responsibilities within that position. I also thoroughly enjoy working with the other board members in planning the annual conference and working to help advance nurses and nursing practice in the state of Iowa. Having the opportunity to assist with growing INA membership and connecting with fellow nurses in Iowa to encourage involvement in the INA has been very rewarding.

Why do you think it's important that nurses get involved in their communities?

I think being involved in your community is important so your voice is heard and you have the ability to make important changes that strengthen your community. It allows you an opportunity to meet new people, build relationships, and collaborate with others on ways to enhance issues important to your community or profession.



Kate Pace, BSN, RN
INA Director - Newly Licensed RN

"Having the opportunity to assist with growing INA membership and connecting with fellow nurses in Iowa to encourage involvement in the INA has been very rewarding."

Board Member Highlight

What made you get involved in INA?

I received a loan from 8th District INA for my tuition when transitioning from LPN to ADN, I needed to repay and attended a few meetings while doing that. I became hooked because of the nurses that seemed to be able to serve as mentors (before I knew what a mentor was). When I attended my first convention I was able to engage with all kinds of nurses in so many different settings.

What has been most fulfilling from your experience with INA?

It truly has been integral in developing leadership skills. INA coupled with an awesome Nurse Manager who felt strongly about developing even quiet and shy nurses to find their voice. I have been able to mentor other nurses and encourage a few to join. One nurse in particular was frustrated with lack of communication from the state level and was going to quit. There was an opening on the board for the staff nurse and I encouraged her to run for that position so she could have her concerns heard. She has been active on the state and regional level ever since.

What other Boards or Committees are you involved in, either associated with nursing or in your community?

I have been on the Webster County Board of Health for many years, currently serving as board chair. I am an INA representative on the IDPH Preparedness Advisory Committee and the IDPH EMSAC Mobile Integrated Area 7 Coalition.

Why do you think it's important that nurses get involved in their communities?

When nurses are involved in their communities they are better able to understand their communities strengths, weaknesses, opportunities and threats. From that knowledge base they can best decide how to serve, be it leadership, knowledge, providing services, etc. Nurses are generally trusted, good at problem solving and working with others. The more you give, the more you receive. The more you reach out, the more you learn and grow. I recently heard "You are either green and growing or ripe and dying."



Linda Opheim, RN, BSN, CIC
INA Director of Northwest Region

"The more you give, the more you receive. The more you reach out, the more you learn and grow."

Board Member Highlight

What made you get involved in INA?

I became a member while in my BSN completion program. It was a requirement to attend a professional organization meeting and the faculty for my program suggested attending a local INA meeting. I loved that this group of nurses from a variety of settings had one common goal of ensuring that nurses had a voice.

What has been most fulfilling from your experience with INA?

The friends that I have made and confidence that I have gained by being a part of the organization.

What other Boards or Committees are you involved in, either associated with nursing or in your community?

I am also a member of the Association for Professionals in Infection Control and Epidemiology, as a member of that group I chaired their Professional Development Committee and have been involved with revision of competencies for infection preventionist. I volunteer with Camp Hertko Hollow as a camp nurse and serve on the camp committee.

Why do you think it's important that nurses get involved in their communities?

I have always been involved with something in my community. There are an unlimited number of things nurses can do in their communities using the nursing knowledge. Being involved provides insight into the community and can provide the nurse with opportunities to grow professionally.



Lisa Caffery, MS, BSN, RN-BC, CIC, FAPIC
INA President

"Being involved provides insight into the community and can provide the nurse with opportunities to grow professionally."

"You can make a difference, and that makes you different and it makes you better."

Board Member Highlight

I have been a nurse for over 40 years, and an INA member for most of those. I have been a nurse educator for over 30 years and have always tried to share the importance of nurses as advocates. This semester I taught a health policy class to undergraduate students, and several students asked me how I got involved in advocacy and what advice I would give. I am sharing my response, because I think it describes my sense of what community engagement could mean to any nurse in any setting.

"A few of you have commented on the advocacy aspect of public policy and asked how I got started in my advocacy roles. It is really based on a few simple but powerful behaviors. First, the most basic actions we can take as citizen advocates is to vote - every time we have the opportunity - whether for the President of the United States or an action with a local social club. To vote responsibly we need to be informed, so read about the candidates or proposed actions. Ask questions. Consider your options against your personal moral, ethical compass and the available facts. Second, speak up. When opportunities arise, go to informational events and read provided supporting information. Seek and consider both sides to controversial issues or decisions that need to be made. Ask questions. Be respectful at all times. Third, take a risk in service. Volunteer for a leadership role, get involved in organizations or causes you feel passionate about. Start by offering to serve on a committee or volunteer at an event or in service. Then consider chairing a committee, or join the operating board.

As you get involved, opportunities arise. As you stay informed, opportunities arise. When you see an opportunity, speak up. Write a letter, make a call, volunteer. Almost without fail, you will get more in return than you invest. You can make a difference, and that makes you different and it makes you better."

I have had the pleasure of serving in many capacities in the INA, my local church, local school, and on the Board of Directors of several non-profit organizations. I have found that the community value the experiences of nurses, and we can make a difference. Volunteering in any capacity brings immense rewards beyond potential recognition. The satisfaction of helping others, making a difference and influencing decision makers is rewarding. Knowing that your contribution helped improve lives and impact health can't be quantified. The rewards are mostly limited to knowing you have done some good and made a difference, yet what better rewards could there be?



Virginia "Ginny" Wangerin, RN
INA Director-Resolutions



2020
Year of the Nurse
CELEBRATING IOWA'S NURSES

October 12-13, 2020
Stoney Creek Hotel & Conference Center
5291 Stoney Creek Ct
Johnston, IA 50131



2020 INA CONFERENCE & ANNUAL MEETING

2020 is the Year of the Nurse, Florence Nightingale's 200th birthday, the year of the coronavirus pandemic. Nurses have been the backbone of 2020, making sacrifices of their own personal health and well-being to care for COVID-19 patients, and stepping up with new innovations to improve patient care and safety for patients and providers in during the pandemic response. Join us October 12 & 13, 2020 to recognize and celebrate you and your fellow Iowa nurses.

This year's conference and annual meeting will take place, Monday, October 12, and Tuesday, October 13 at Stoney Creek Hotel & Conference Center in Johnston, Iowa.

For more information, visit www.iowanurses.org. If you have any questions, please contact the INA office at events@iowanurses.org or (515) 225-0495.

Demographics of Those Who Attend

This conference is designed to support nurses in all stages of their career. The purpose of the conference is to celebrate, honor, and learn from the sacrifices and contributions nurses make every day.

Conference Objectives:

1. Identify ways to get involved at the state or local level to impact issues that affect nursing.
2. Develop a personal career path plan in nursing.
3. Identify techniques to handle stress during a crisis to avoid long lasting negative effects.

Education Exhibitor & Sponsorship Opportunities

INA invites interested vendors to share product expertise with us during the conference. For more information on these opportunities, please contact the INA office at events@iowanurses.org or (515) 225-0495.

Continuing Education Credits

This activity has been submitted to the Ohio Nurses Association for approval to award contact hours. The Ohio Nurses Association is accredited as an approver of continuing nursing education by the American Nurses

Credentialing Center's Commission on Accreditation. (OBN-001-91) Pending approval, participants can receive a maximum of 7.25 contact hours for attending this activity.

ATTENDEE REGISTRATION

EARLY BIRD DEADLINE:
SEPTEMBER 18, 2020

REGISTER ONLINE AT: www.iowanurses.org

HOTEL INFO

Stoney Creek Hotel & Conference Center

For individual reservations, call **800-659-2220**.

Cut-Off and Release Room Date: The hotel will hold the above block of rooms until **9/11/2020**.



SHIPPING PROCEDURES

Upon request of the hotel, when shipping packages to the hotel, they ask that packages be shipped to arrive no more than four days prior to the event. All packages must be addressed as follows:

Stoney Creek Hotel & Conference Center
5291 Stoney Creek Ct
Johnston, IA 50131

AGENDA

Monday, October 12th, 2020

- 6:00 – 8:00pm** Monday night reception & presentation:
Panel Discussion
Snapshot of The Future: Iowa Nurses

Tuesday, October 13th, 2020

- 7:45 – 8:30am** INA Annual Membership Meeting (breakfast provided)
- 8:30 – 9:00am** Coffee with Exhibitors & View Posters
- 9:00 – 10:00am** The Importance of the Nursing Voice
- 10:00 – 10:30am** Break with Exhibitors & Poster Presenters
- 10:30 – 11:30am** Recovering After a Crisis
- 11:30am – 12:30pm** The Faces of Iowa Nurse Leaders
- 12:30 – 1:45pm** Awards Luncheon & Visit with Exhibitors and Poster Presenters
- 1:45 – 2:45pm** How Nursing and Nursing Practice Have Changed
- 2:45 – 3:15pm** Break with Exhibitors & Poster Presenters
- 3:15 – 5:00pm** Creating Your Nursing Legacy
Tena Brown
- 5:00pm** Closing Remarks

***Agenda is subject to changes*

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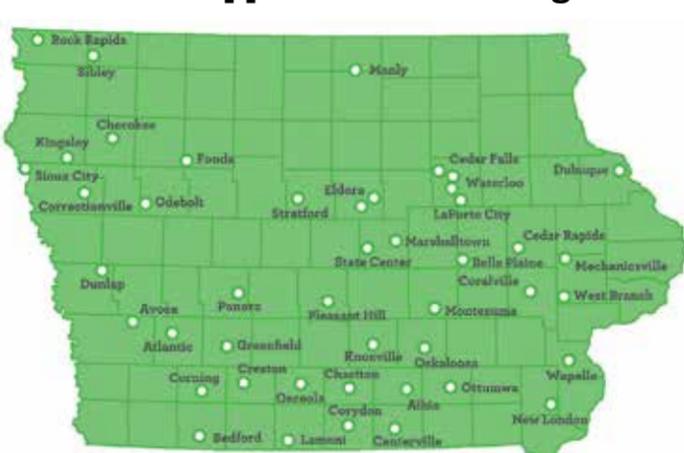
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October 12-13, 2020
 Stoney Creek Hotel & Conference Center
 5291 Stoney Creek Ct
 Johnston, IA 50131



2020 INA CONFERENCE & ANNUAL MEETING

2020 is the Year of the Nurse, Florence Nightingale's 200th birthday, and the year of the coronavirus pandemic. Nurses have been the backbone of 2020, making sacrifices of their own personal health and well-being to care for COVID-19 patients, and stepping up with new innovations to improve patient care and safety for patients and providers during the pandemic response. Join us October 12-13, 2020 to recognize and celebrate Iowa nurses.

Iowa Nurses Association (INA) invites your organization to participate in a celebration of leadership and innovation. This year's conference and annual meeting will take place Monday, October 12, and Tuesday, October 13, 2020 at the Stoney Creek Hotel & Conference Center located at 5291 Stoney Creek Ct, Johnston, IA 50131.

All sponsorships over \$500 include a FREE exhibit booth (the fee of \$250 will be waived)! As an exhibitor, you can showcase your company's products and services for one day in a high-traffic area where attendees gather between sessions and enjoy their meals.

We look forward to hearing back from you before the application deadline of September 9, 2020. For more information, visit www.iowanurses.org. If you have any questions, please contact the INA office at events@iowanurses.org or (515) 225-0495.

Exhibitor Scavenger Hunt

Exhibitors/Sponsors are asked to donate a prize item that will be given away during each break with Exhibitors. Conference attendees must be present to win. Conference attendees will be encouraged to visit each exhibitor. Participants will be tracked via our conference app, and those names will be used in drawings for the raffle prizes. To participate, please note your raffle item in addition to indicating your exhibitor level on the online registration form.

SPECIALTY SPONSORSHIP OPPORTUNITIES

Celebrate Iowa Nurses Reception Sponsor - \$1,000

(five available)

Exhibit level, company name on mobile app and INA website with clickable link, social media recognition, one social media post, podium shout outs, one push notification, one banner ad, opportunity to address attendees during the reception on Monday, October 12, and two complimentary conference registrations.

Poster Sponsor - \$500

(one available)

Exhibit level, exclusive signage in poster area, company name on mobile app and INA website with clickable link, and mobile app & social media recognition.

Lanyard Sponsor - \$500

(one available)

Exhibit level, company name on mobile app and INA website with clickable link, and mobile app & social media recognition.

Audio/Visual & Wi-Fi Sponsor - \$500

(one available)

Exhibit level, company name on mobile app and INA website with clickable link, and mobile app & social media recognition.

Attendee Gift Sponsor - \$1,250

(one available)

Company logo on attendee conference gift, exhibit level, company name on mobile app, social media recognition, podium shout outs, two push notifications, and one banner ad.

Banner Ads - \$250

(five available)

Clickable banner ad on mobile app.

MEAL SPONSORSHIP OPPORTUNITIES

Harvest Lunch Sponsor - \$1,250

(one available)

Exhibit level, exclusive signage at lunch, company name on mobile app and INA website with clickable link, social media recognition, podium shout outs, one push notification, one complimentary conference registration.

Coffee Break or Energy On-the-Go Sponsor - \$750

(two available)

Exhibit level, exclusive signage at breaks, company name on mobile app, social media recognition, podium shout outs and one push notification.

MEAL SPONSORSHIP OPPORTUNITIES

Keynote Sponsor - \$1,500

(two available)

Exhibit level, exclusive signage at front of general session room, company name on mobile app and INA website with clickable link, podium shout outs, one push notification, one banner ad, social media recognition, and one complimentary conference registration.

Education Session Sponsor - \$500

(one available)

Exhibit level, exclusive signage at front of general session room, company name on mobile app and INA website with clickable link, social media recognition, podium shout outs, one push notification, social media recognition and one complimentary conference registration.

EXHIBITOR SCHEDULE

THURSDAY, SEPTEMBER 24, 2020

3:00 – 5:00pm Exhibitor and poster set-up

FRIDAY, SEPTEMBER 25, 2020

7:00 – 8:00am Exhibitor and poster set-up

8:30 – 9:00am Breakfast and exhibit area open

10:00 – 10:30am Attendee break with exhibitors and posters

1:00 – 2:15pm Lunch with exhibitors

3:15 – 3:45pm Afternoon break with exhibitors

4:00pm Exhibitor Teardown

EXHIBITORS

The Exhibit Hall opens on Tuesday, October 13, 2020. We invite exhibitors and sponsors to join us for the Iowa Nurses Celebration from 6-8pm on Monday, October 12, 2020.

Exhibit Table - \$250

- Company name on mobile app with clickable link
- Two company representatives at exhibitor table
- Continental breakfast, breaks and lunch included
- 8-foot linen-draped exhibitor table with two chairs
- Exhibit space centrally located in meeting area where food will be served
- Booth placement will be determined by INA staff with priority given in order of sponsorship levels

Video Add On - \$300

- Add a short branded video to your listing on our mobile app

SPONSOR & EXHIBITOR APPLICATION

DEADLINE: MONDAY, SEPTEMBER 21, 2020

REGISTER ONLINE AT:
iowanurses.nursingnetwork.com



Part Time School Nurse 190 Day Contract

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- Bachelor's Degree in Nursing.

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2020 Year of the Nurse
CELEBRATING IOWA'S NURSES

CALL FOR POSTER ABSTRACTS
DEADLINE: SEPTEMBER 4, 2020

2020 INA CONFERENCE & ANNUAL MEETING
October 12-13, 2020
Stoney Creek Hotel & Conference Center
5291 Stoney Creek Ct
Johnston, IA 50131

Have a great research and evidence-based, information or quality improvement project? Present it in a poster during the INA Conference & Annual Meeting on Tuesday, October 13, 2020 at the Stoney Creek Hotel & Conference Center in Johnston, Iowa. Posters are open to nursing professionals and students. The following types can be submitted:

- Research
- Quality Improvement—pilot projects, clinical innovation, and change projects
- Informational

Submit to present today: www.surveymonkey.com/r/INA2020poster

\$250 prize money will be awarded to the top presenters! All applications need to be submitted electronically via the surveymonkey link by Friday, September 4, 2020. Notification of poster acceptance will take place by September 16, 2020.

Each poster presenter by register for the conference and be available to present on Tuesday, October 13. Posters must be displayed on a trifold, free-standing poster board no larger than 3'x4'.

For more information, visit: www.iowanurses.org. If you have questions regarding poster abstracts, contact the INA office at (515) 225-0495 or events@iowanurses.org.

POSTER SCHEDULE

Monday, October 12, 2020
6:00 – 8:00pm Networking Reception: Celebrate Iowa's Nurses and Panel Discussion: Snapshot of The Future: Iowa Nurses

Tuesday, October 13, 2020
7:00 – 7:45am Poster set-up
7:45 – 9:00am Breakfast with exhibitors and poster presenters
10:00 – 10:30am Attendee break with exhibitors and poster presenters
12:30 – 1:45pm Lunch with exhibitors and poster presenters
2:45 – 3:15pm Afternoon break with exhibitors and poster presenters
4:00pm Poster Teardown

INA began offering Networks of Support the last week of March to all Iowa nurses. The INA Networks of Support are weekly virtual "face-to-face" gatherings that encourage nurses to open up and share their concerns, celebrations, and frustrations in a safe environment with other nurses. INA leadership moderated the discussions, and nurses across Iowa have joined in these discussions to support and learn from one another.

Moving forward

A multidiscipline approach to COVID-19 will be required to analyze, predict, manage, and message the American people. For honest appraisal, scientists, public health officials, historians, ethicists, psychologists, economists, and others who are uniquely qualified to appraise pandemics will have to work together to control the current situation and to avoid a second devastating wave of COVID-19.

Society must continue to be prudent with social distancing, use of protective devices such as facemasks in public, and washing our hands with soap and water. With this, the responsibility rests on individuals to adhere to the guidelines and adapt to new habits to keep themselves and others safe.

To decrease the emotional and mental impacts of the pandemic, it will be essential to incorporate behavioral changes to help us cope with the stress and transition successfully from COVID-19. These behavioral changes are positive ways to release stress; these include activities such as exercise, mediation, journaling, and deep breathing.

Conclusion

Despite the challenge of the novel virus, nurses stepped up and brought attention to the profession, heightening appreciation of nursing as an art and a science. It was, and continues to be, a novel experience. Through it all, nurses demonstrated strength, knowledge, skill, compassion, empathy, and courage. Together we cried, laughed, supported, and encouraged each other and our patients. A year that was intended to celebrate nurses and nurse midwives has been challenging and historical. Nurses responded to the challenge and made history.

Free Resources:

There are several free resources to assist with relaxation through deep breathing, meditation, journaling, and yoga. Here are a few to get you started:

INA's Self-Care and Wellness resources as part of the Year of the Nurse and Midwife recognition:

<https://iowanurses.nursingnetwork.com/page/94421-self-care-wellness>

Relax Lite: Stress and Anxiety Relief (Saagara)

De-stress with guided breathing and meditation exercises that use calming music to promote relaxation. Available at: <https://apps.apple.com/us/app/relax-lite-stress-anxiety/id409665681>

Smiling Mind (Smiling Mind)

Practice mindfulness each day to help lower stress levels, improve sleep, manage emotions, and foster better relationships. Available at: <https://www.smilingmind.com.au/>

Journal for Mindfulness: Daily Self-Care Journaling (Forward Human Inc.)

Journaling is like yoga for the mind. It's a healthy, mindful practice to improve mood, health, and productivity. Available at: <https://apps.apple.com/us/app/jour-journal-for-mindfulness/id1439590239>

5-Minute Yoga Workouts (Olson Applications Limited)

Yoga is a mindfulness exercise that can calm, reduce stress, and increase flexibility and strength. Available at: <https://apps.apple.com/us/app/5-minute-yoga-workouts/id362093404>

Kam, K. (2020, May 08) *WebMD. Mental Health an Emerging Crisis of COVID Pandemic.* <https://www.webmd.com/lung/news/20200508/mental-health-emerging-crisis-of-covid-pandemic>

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Working with and for America's Veterans is a privilege and we pride ourselves on the quality of care we provide. In return for your commitment to quality health care for our nation's Veterans, the VA offers an incomparable benefits package.

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For questions on becoming part of our proud tradition, contact:

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Sioux Falls, SD 57105
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www.siouxfalls.va.gov

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IOWA NURSES FOUNDATION NEWS

Message from the INF Chair

It has been a challenging spring for everyone. Among the many other things happening, graduation ceremonies were cancelled. Graduate nurses have been licensed and gone to work without the opportunity to take the licensing examination. Nurse practitioners have been licensed without completing the certification examination used as a credentialing tool for advanced practice licensing. In the Year of the Nurse, it is a good time to celebrate these new nurses who have entered nursing during this time of crisis.



**Lorinda Inman
RN, MSN, FRE**

The Iowa Nurses Foundation (INF) is accepting 2020 scholarship applications. The due date is July 1, 2020. All application materials must be received by that date. There are two types of scholarships awarded every year. One scholarship is awarded to undergraduate

nursing students enrolled at Grandview University, Des Moines Area Community College or the University of Iowa. This scholarship was established by a benefactor. The other type of scholarship is an INF scholarship awarded to an INA member who is pursuing additional nursing education beyond the RN level. This scholarship could be awarded to an RN enrolled in a BSN program or an RN enrolled in a graduate-level nursing program. The RN applicant must be a member of INA. Applications are available at iowanurses.nursingnetwork.com.

Please consider donating to the Iowa Nurses Foundation Scholarship Fund. It is an investment in nurses and nursing, our current and future workforce. There are many reasons to give, including annual contributions, memorials, honorariums recognizing achievement or endowment. Contributions to the Iowa Nurses Foundation are tax-deductible charitable contributions.

INF is the charitable and philanthropic arm of the INA with a mission to promote and support the professional development of registered nurses in Iowa.

Nursing Scholarships Available

Deadline is July 1, 2020

Iowa Nurses Foundation Scholarship Applications Open for 2020

Mike Anderson Memorial Fund

Applicants need to be full or part-time students currently enrolled at DMACC, Grandview, or the University of Iowa, College of Nursing with the intent of earning an ADN or BSN degree. Please note students at these institutions are the ONLY persons that can apply for this scholarship.

Iowa Nurses Foundation Scholarships

Applicants can be full or part-time students attending an approved program leading to an RN-BSN or MSN in Nursing, DNP, or a Ph.D. in Nursing or a related field, such as education.

The applications can be found on the INA website: <https://iowanurses.nursingnetwork.com/page/79551-2020-scholarships>.

WELCOME INA NEW MEMBERS!

NORTHEAST	NORTHWEST	CENTRAL	SOUTHWEST	SOUTHEAST
Kate Applegate David Asche Ann Bock Corine Carlson Ashley Ernst Patti Evans Stephanie Feyen Madigan Hillyard Marcia Hosier Jade Kalina Sara Kelly Karla Mangrich Allison Martin Jody Meier Jodi Morse James Mueller Marlaina Orcutt Lana Schmitt Sara Shaffer Nick Stull Summer Thomas Brian Van Brocklin Heather Weidman Annamaria Wilder	Brian Busse Denda Evans Romona Everson Andrea Harris Lacey Kern Toshiharu Nishimura Josie Scheer	Elisa Bauer Heather Jones Tiffany Larramendy Ingrid Long Christina Marchant Sheri Mead Catherine Monhollen Dianna Steinberg	Ariel Alstott Robert Baltes Marcey Bell Rebecca Blair Manges David Burrows Thyra Cox Amanda Dahlstrom Bonita Le Anne Day Natalie Elizalde Sheena Howard Kailey Ingram Laura Jensen-Kimball January Kim Anicna Kitundu Amy Nachazel Christine O'Hern Jessica Ramos Marlene Ruby Patricia Russell Lydia Schrandt Elaine Selden Janet Sullivan Alohalani Taylor Teresa Whiteaker Breanna Wilson	Jenny Begeske Adrianne Behning Kerri Berndt Kelsey Boekhoff Shaunette Brems Andrea Callan Nichole Carroll Amy Cash Autumn Chihak Tara Davidson Gabrielle Dedrick Renee Gaumer Amber Gotto Nichole Granados Melinda Grau Amy Graves Danielle Hanna Marlo Hedden Brooke Hower Julie Hoffmann Jill Holub Jenny Johannes Jane Jungwirth Shari Kvidahl Darren Logan Shelby Lombard Karla Mabarak Caroline Maliske Dana Medin Kelly Mortier Holly Smith Lisa Sotelo Tina Sullivan Rebecca Swise Tammy Watson



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INA 2020 Nurse Recognition Awards

Honor an Iowa Nurse

Do you know someone who promotes professionalism in nursing? Here is your chance to recognize their contributions to nursing. Iowa Nurses Association (INA) has established several awards to recognize excellence in Iowa nursing. Plan to nominate a nursing colleague. There is no easier way to bring the honor that they deserve. Award nominations are due to the INA office by Friday, August 21, 2020. Award winners will be notified by September 7, 2020.

The celebration and presenting of awards will be held during breakfast at the INA Conference and Annual Meeting on Tuesday, October 13, at the Stoney Creek Hotel & Conference Center in Johnston, Iowa. The luncheon will take place at 12:30 pm, followed by the awards ceremony.

Nomination Procedures

Nominations should be emailed to: events@iowanurses.org with the subject, "Award Nomination" by Friday, August 21, 2020.

Nominations may be submitted for an individual, group, or an organization.

Each nomination must include the following:

- Completed nomination form
- A narrative statement by the nominator outlining the accomplishments of the nominee and how these meet the established criteria for the award. The statements should describe the nominee's compliance with the established criteria for the award as explicitly and concisely as possible.
- At least one letter supporting the nomination, but no more than three letters of support for the nomination.
- All nominations must be typed.
- All nominations become the property of the INA.
- INA reserves the right to request further information related to a nomination. Incomplete nominations will not be considered.

Awardees will be notified of the Committee's decision by September 7, 2020.

Award Categories

HALL OF FAME AWARD

The Hall of Fame Award will be given annually to an individual who has displayed visionary leadership, dedication to the mission of INA, and a passion for the profession of nursing in an ongoing basis.

Criteria:

1. Registered nurse (may be retired) who has demonstrated outstanding contributions as a member of the Iowa Nurses Association at the regional, state, and/or national level.
2. Act as a role model of leadership that supports the Iowa Nurses Association's mission statement: To connect, advocate, and support for nurses and healthcare in Iowa.
3. Demonstrate behavior that reflects nursing's concern for issues that affect Iowa nurses' ability to provide safe and effective care.
4. Demonstrate professional achievement that has enduring significance in the individual's lifetime and beyond.

NURSING LEADERSHIP IN THE WORKPLACE

This award is conferred on a Registered Nurse who has developed an innovative and unique approach to nursing theory and knowledge in any practice setting. They will be recognized as a role model of consistent high-quality nursing practices. This nurse will have created an environment of professional autonomy and control over their nursing practice. The nomination can come from a peer, patient, or supervisor. A letter of one page or less describing the attributes and examples of Quality, Professionalism, or a Description of a Specific Event in which the Nurse was exceptional will nominate the nurse for this award.

NURSING LEADERSHIP IN ADVANCED PRACTICE NURSING

This award is conferred on an Advanced Practice Nurse who has developed an innovative and unique approach to the provision of nursing in their practice setting. The APRN can be nominated for providing a positive impact to patients or peers in the work setting, or for the provision of autonomous practices. This nurse will have served as a role model for other APRNs. A letter of one page or less describing the attributes of the nurse will be required to nominate the Advanced Practice Nurse.

EXCELLENCE IN LEADERSHIP – LIGHTING THE WAY

This award is conferred on an INA member who, during their career, has provided support to the values of the Iowa Nurses Association and the profession of nursing in the state of Iowa. A letter of nomination should include examples of the activities of the nominee which would show lifetime achievement in quality, caring, service and/or dedication to innovation or provision of patient care.

FACES OF OUR FUTURE NURSES

This award is given to one nurse from each Iowa Region who has been licensed as a Registered Nurse for five years or less. The nominee will have become known in that time of practice since graduation for innovative practice, service in the community, or a specific program that will serve the public in the area where they practice. At least one nominee will be suggested by the leaders of the INA Region and other nominees can be solicited from peers, nursing supervisors, or patients of the nominee. A letter of one page or less describing the attributes of the nurse will be required to nominate a new nurse for this important award. The Faces of our Future recipients will receive a one-year membership.

INSPIRING OUR FUTURE NURSES

This award is given to an INA member nursing instructor who has been a positive influence on the future nurses of Iowa. A letter of nomination should include information about innovative teaching practices, instructional materials developed, new courses developed, major course improvement projects, grants or awards relating to teaching, and assessments of teaching by both students and peers. Instructional activities outside the classroom will also be considered. Such activities may include, but are not limited to, advisory activities, instructional activity in the community, and/or presentations related to teaching made at professional meetings.

COLLABORATIVE PRACTICE AWARD

The Collaborative Practice Award will identify a health system or individual hospital for a collaborative project which shows an interdisciplinary approach to best practices that resulted in improved patient outcomes or cost savings. The nomination letter should include the names of the project champions, and examples of how the project improved patient incomes or resulted in cost savings.



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Nurses Climate Challenge: Educating 50,000 Health Professionals by 2022

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There is increasing interest and engagement among those in the nursing community around environmental matters that influence human health, such as climate

change. Nurses are trusted health professionals and makeup nearly 40% of the healthcare workforce, serving as catalysts of change in their institutions and practice settings.

To inspire nurses to act, the Alliance of Nurses for Healthy Environments (ANHE) and Health Care Without Harm (HCWH) launched the Nurses Climate Challenge (the Challenge) in May 2018. The Nurses Climate Challenge is a national campaign to educate health professionals on climate and health, with nurses leading the education. The Challenge started with the original goal to educate 5,000 health professionals. That goal was quickly surpassed in less than a year due to the combined efforts of Nurse Climate Champions around the world.

The response to the Nurses Climate Challenge has been robust. There are over 1,000 Nurse Climate Champions from nearly all 50 states, with over 13,000 health professionals educated since the launch. Additionally, nurses from 19 countries outside the United States have registered as Nurse Climate Champions. However, there are nearly four million nurses and 18 million workers in the healthcare sector in the US alone; therefore, there is an opportunity

to scale the impact of the Challenge exponentially. To do this, we are aiming to educate 50,000 health professionals by 2022.

The Nurses Climate Challenge offers a comprehensive toolkit with all the resources nurses need to educate colleagues on climate and health and engage in climate-smart practices in health settings and at home. Nurses using the Challenge resources are highlighted through profiles (<https://nursesclimatechallenge.org/champion-profiles>) published on the Challenge website, shared in newsletters, and posted on social media to showcase the work they're doing and inspiring others to join.

The Challenge also calls on nurses to be advocates for climate and health. Leading within a nursing organization, health institution, or academic center to spearhead initiatives addressing climate change is an example of how nurses can move health professionals from education to action. The Challenge resources include a guide to taking action within the workplace and home settings and provide other points to get started.

As a nurse, you can also educate policymakers and the public about the connection between climate and health and how to take action by writing a letter to the editor in a local newspaper, meeting with elected officials, or talking with patients, friends, family members, and/or your community about the health impacts of climate change. The Challenge website includes sample talking points and a "letter to the editor" template in the resources section.

Furthermore, the Climate, Health, and Nursing Tool (CHANT) 2020 is now available. CHANT is a 10-minute voluntary survey asking respondents about awareness, motivation, and behaviors related to climate and health. Nurses and other health professions are encouraged to take the survey every year. Access CHANT here: <http://bit.ly/30riTR9>.

Learn more and join the Nurses Climate Challenge by visiting nursesclimatechallenge.org.

Approved 2020 INA Strategic Plan

The strategic plan gives the board a frame work to continue to follow our mission of promoting the profession of nursing, provide a unified voice for nurses, and advocate for a healthier Iowa.



2020 STRATEGIC PLAN

Vision: Together, we promote the growth of the profession, guide nursing practice, and monitor current issues in nursing. Our strength is to stay engaged by advocating for and connecting with Iowa nurses in the diverse, dynamic health care environment.

Mission: To connect, support and advocate for nurses and healthcare in Iowa.

Goal: Increase the number and engagement of nurses.

- Apply targeted segmentation to deliver the most relevant content, programs, services, practices, policies, and advocacy to the registered nurse population.
- Create new approaches that increase direct relationships with all registered nurses.
- Transform our organizational structure that will mobilize and engage nurses across Iowa that will no longer create silos.
- Drive collaboration with other nursing and healthcare associations so that they better understand the value of a partnership with INA can bring to their members.

Engaging Membership Experience

Goal: Deliver cohesive professional education focused on nursing practice.

- Explore the option of creating a comprehensive and cohesive professional development program that supports nurse-focused innovations and best practices, similar to a nursing leadership institute. Also, that generates revenue.
- Implement relevant and timely topics related to nursing practice that will enable members to successfully communicate with other nurses to help them solve the range of challenges they face daily.

Member Focused Education

Goal: Serve as the voice of nursing on issues and policies that impact the nursing community. Increase presence at the table with local, state, and federal officials.

- Create a new process in how our legislative agenda is determined and updated, which allows for members to be a part of the process.
- Empower nurses to advocate for the profession.
- Providing resources to build advocacy skills where they can leverage and tell their story.

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A Tribute to Nurses – Those Who Have Come Before and Those Now Serving

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Donna J. Craig,
RN, JD

For over a century nurses have selflessly met extraordinary obstacles and challenges to care for their patients. Most of their names never made it to the history books, and they may not have received awards or accolades. Whether during times of war or national emergencies, nurses have always been on the front lines. They provide compassionate, skilled, and quality care, always with a “can-do” attitude and never giving excuses. We honor and pay tribute to those nurses who have served before and those currently using their talents, gifts, and skills to comfort and care for others. The following notable nurses are just a fraction of those who embodied the spirit, passion, and devotion to the nursing profession.

The Civil War Era – As a Union supporter in the Civil War, **Mary Ann Bickerdyke** found herself accidentally drawn to nursing. She was a middle-aged widow who raised money for hospitals built at the junction of the Mississippi and Ohio rivers. After witnessing the suffering of soldiers who had no one to care for them, she felt compelled to tend to their needs. She could have easily turned away, but her inner spirit told her what she needed to do. She was the only woman that General William T. Sherman allowed with his army. At the Tennessee battle of Lookout Mountain, she was the sole nurse for about two thousand men.

On the Confederate side, **Captain Sally Tompkins** was commissioned as an officer in the Confederate army, giving her the power to commandeer supplies. Her Richmond mansion was converted into Robertson Hospital. Her commitment to quality of care at the time resulted in the lowest death rate of any facility in the North or South. Her staff of six, four of whom were black women still in slavery, treated more than 1,600 patients and lost only 73. That is an extraordinary accomplishment in an era before germ theory was understood.

In 1872 the first nation’s nursing school was established in Boston by Dr. Marie Zakrewska. A graduate, **Linda Richards**, was credited as America’s first professionally trained nurse. Striving for excellence, Richards went on to establish precedent-setting programs as the superintendent of nursing at New York’s Bellevue Hospital and at Massachusetts General Hospital. She is also known for establishing the first nursing school in Japan.

Another graduate of the Boston nursing school was **Mary Mahoney**. Despite her dedication and informal training during the Civil War, she was unable to be formally trained as a nurse because she was African American. At the time most educational institutions did not admit African Americans. Not willing to take no for an answer, Mahoney was accepted in Boston’s nursing program and became the first credentialed black nurse when she graduated in 1879. As segregation remained the rule, Mahoney led the National Association of Colored Graduate Nurses, which began in 1908.

Nursing in World War I – In May of 1917 **Helen Dore Boylston** served in France with the first Harvard Unit, a U.S. medical team that treated more casualties than any other group of American doctors and nurses during the conflict. The following excerpts from her diary provide a sense of the challenges she faced.

March 24, 1918 – 4:00 am – “... Our first warning that the convoys were coming was the low drone of motors—the ambulances, winding over the roads in the moonlight. As far as the eye could see, they were coming. Just black beetles, crawling, scarcely a yard between them, and not a light anywhere. It was about an hour after supper, and there was an air-raid on. Not a very bad one, but our shells were coming over so low that our hair stood on end with every screech. Ruth and I were standing outside the mess watching the air-raid, when, through the sound of whistling shells, we heard a low purring note that had nothing to do with the jerky growl of Gothas. We exchanged a startled glance and started for Matron’s office, neither of us saying a word.

Just as we reached the Administration Hut, the first ambulance stopped in front of us, the others close behind, and we had to wait until the boys were taken out. Nearly everyone should have been a stretcher case. Ragged and dirty; tin hats still on; wounds patched together anyway, some not even covered. The boys’ faces were white and drawn, and their eyes glassy from lack of sleep. Some of them were not more than sixteen or seventeen. And they stood, ghastly in the pale light, waiting to be told where to go. There were great husky men crying with the pain of gaping wounds and dreadfully swollen, discolored trench feet, who sank down exhausted the moment they stopped. There were strings of from eight to twenty blind boys filing up the road, clinging tightly and pitifully to each other’s hands, and led by some bedraggled limping youngster who could still see.”

September 7, 1918 – “The lad was a Canadian, about twenty-two, with a frightful arm; elbow joint smashed, and the whole arm stiff and

swollen, and full of gas gangrene. In getting off the dressing, I had to move it some, and though I was as careful as I could be, I could hear the bones crunching and grating inside. Then I had to pull off hard, dry sponges, and haul out yards of packing that kept catching on the splintered bone. The lad just turned his head away and never made a sound—didn’t even grit his teeth. Once, accidentally touching a bare nerve-end with my forceps, I hurt him terribly, and he turned his head to see what I was doing. I saw that his eyes were full of tears, and the pupils enormously dilated with pain. But not a word out of him. No groaning. No “Please wait a minute, sister.” Just patient silence. I choked for an instant, and then burst out, “Oh, I’m awfully sorry, lad! I didn’t want to hurt you.” And he said, so gently, “It’s quite all right, sister. Carry on.”

Other notable nurses who served in World War I included:

Edith Cavell, who was born in England in 1865, received her nursing training at the London Hospital. During her service in Belgium, Cavell helped Allied prisoners to escape during World War I. She was arrested on August 3, 1915, and charged with protecting Allied soldiers. She was court-martialed for this crime and detained in isolation until she was executed after submitting her written confession.

United States Army nurse **Beatrice MacDonald** is noted for her bravery. Although military leaders wanted to keep female nurses far from danger, they knew that soldiers’ lives could be saved if their wounds were treated near the front line. In August 1917, MacDonald was on duty at a casualty clearing station when she came under enemy fire during an air raid. Fragments of shrapnel from a bomb blast sliced through her eye. After being evacuated, MacDonald refused orders to go home, reportedly stating, “I have just started doing my bit.” With only one eye, MacDonald remained on duty in France until after the armistice, and was awarded the Distinguished Service Cross.

World War II Era – During the Allied invasion of Italy in September 1943, the HMHS Newfoundland was one of two hospital ships sent to deliver 103 American nurses to the Salerno beaches. These hospital ships were attacked twice on one day by dive bombers, and by evening they were joined by a third hospital ship. Concerned by a number of near misses, it was decided to move the ships out to sea and anchor there for the night.

All three ships were brightly illuminated and carried standard Red Cross markings to identify them as hospital ships, to ensure their protection under the Geneva Convention. On September 9, 1943 U.S. Army nurse **Vera Lee** came close to being one of the estimated 460 women who died as a result of their service in World War II. She was present when Allied forces launched a ferocious six-day invasion of Salerno, Italy. Although the white ship bore giant



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red crosses and was brightly illuminated at night, the Luftwaffe repeatedly bombed it, killing six British nurses and all medical officers aboard, and damaging the ship to such an extent that the Allies had no choice but to scuttle it on September 14.

Another nurse who served in both World War I and World War II was **Laura M. Cobb**. At the end of World War I she briefly served as a nurse at the Canacao Naval Hospital in Manila, Philippines. After other assignments in the States and Guam, she returned to Canacao Hospital in 1941, serving as its Chief Nurse. The Naval Hospital was located next to the Cavite Navy Yard, and when it was attacked on December 10, 1941, she and other nurses remained with the wounded in Manila until the U.S. Military surrendered to the Japanese on January 2, 1942. She and eleven other nurses, known as the Twelve Anchors, were imprisoned in a Japanese internment camp for 37 months. During this time she made it her mission to serve as the chief nurse to the other POW nurses, including some of the Angels of Bataan and Corregidor who were captured by the Japanese in and around Manila. For Cobb's selfless devotion and invaluable leadership to her comrades, she received a Bronze Star and other commendations.

Notable Men in Nursing – Luther Christman also faced discrimination. He was denied admission to two different nursing programs because of his gender. Although he eventually received a diploma from the Pennsylvania Hospital School of Nursing, he was denied his maternal rotation because of his gender. Exemplifying leadership, he went on to establish the National Male Nursing Association, which was later renamed as the American Assembly for Men in Nursing. Mr. Christman is also noted for serving contemporaneously as the Dean of Nursing at Vanderbilt University and Director of Nursing at Vanderbilt University Medical Center. He also received accolades for being the first man to be inducted into the hall of fame of the American Nurses Association. In 2007, the American Nurses Association established the Luther Christman Award, which "recognizes the significant contribution an individual man has made to the nursing profession."

In the late 1970s **Joe Hogan**, an African-American, sought to pursue his career and advance his education. Hogan decided that getting a bachelor's degree in nursing would be one of the best ways to boost his career. The closest nursing program that accepted men at the time was 150 miles away and was not practical for him to attend. Hogan sent an application to the Mississippi University for Women. His application was denied and was told he could audit classes for no credit. Undeterred and refusing to be denied his dream, he filed a discrimination case against the University. In 1982, the court ruled in his favor, ending school sex discrimination in publicly funded nursing schools throughout the country.

Selflessness on 9/11 – Some nurses were among those killed in the September 11th attack. Two individuals who exemplified the altruistic nursing spirit were **Kathy Mazza** and **Stephen Huzcko**. Both were trained as nurses but were working in the Port Authority Police Department at the time. Like many first responders, they were compelled to run into the North Tower to save those in need. Mazza and Huzcko relied on their previous training as nurses while participating in the rescue effort of the North Tower. Their bodies were found five months later, next to a woman still strapped into a rescue chair. They were close to escaping but were unwilling to abandon someone who needed their help.

Hurricane Sandy – Following Hurricane Sandy, there was no heat, no electricity, no phone, and no elevator service. Many patients were in need of home care nursing services, requiring nurses to climb pitch-black stairwells to get to those patients in need. **Suzanne Gilleran**, who trained nurses at her company, was pressed into service along with all other registered nurses. Their services were made more difficult by the weather, the power failures, and the lack of public transit. It took Gilleran three hours on the express bus from Forest Hills, Queens, to get to her patients. Then there were the stairs. The lowest patient "was on the fourth floor," she said, "the highest was on the 14th." "I realized," she added, "I walked halfway up the Empire State Building, and most of the stairwells were pitch black."

Allison Chisholm worked for the Visiting Nurse Service in New York City and lived with a frail mother in Brooklyn. When the lights started flickering during the storm, she had visions of her mother falling in the dark. But she also had patients who needed her, including one receiving hospice care in a 12th floor apartment in Chinatown, and one needing an

intravenous round of antibiotics in the West Village. "It was treacherous driving during the hurricane," said Ms. Chisholm. "But it's just something you have to do as a nurse. That continuity of care helps the healing. I don't see this as being heroic. I have a conscience. I need to get to sleep at night."

Nursing During the Coronavirus Pandemic – **Lisa Cifanlino** is a nurse at Holy Name Hospital in New Jersey. She crossed state lines to save an 82-year-old Queens woman who was alone in her apartment and suffering from the coronavirus. When the elderly woman started feeling sick, she initially dismissed the symptoms as allergies. As time went on, family members noticed she was beginning to sound worse. After more than two weeks with no improvement, the woman's son and daughter-in-law (Lisa's sister) insisted on calling 911. The elderly woman just wanted to stay one more night in her own apartment.

After hearing the panic in her sister's voice, Cifanlino stepped in and decided to rescue the 82 year-old woman. She lined the inside of her car with garbage bags, put on her personal protective equipment, and brought a bottle of bleach as disinfectant. When she arrived in Queens, the elderly woman was weak and turning blue. Ms. Cifanlino raced from Queens, to Teaneck, New Jersey, where Holy Name's emergency room team was awaiting their arrival. The elderly woman has since made a full recovery.

In Closing – In these unprecedented times, nurses are continuing the legacy of those featured here. Some will call these nurses heroes. Some will call them angels. For those of us who have/had the honor to serve as nurses, we know the spirit and passion of being a nurse is ingrained into our being and inner fiber. It is inexplicable.

Those who are not nurses feel compelled to give thanks. But nurses have never entered the nursing profession to receive thanks. While nurses will humbly accept thanks from patients and families, that is not what drives them. What drives us is knowing that nursing is not what we do, nursing is who we are.

Donna J. Craig, RN, JD is legal counsel to the ANA-Michigan Chapter. She practiced as a cardiac care nurse for several years before a chance opportunity to audit a graduate course in health care law and ethics changed her career path. That course propelled her to earn her law degree. After law school, Ms. Craig joined a medical malpractice defense law firm before transitioning her focus to health care corporate and administrative law matters. For over 20 years, she has maintained her private health law practice, representing health care providers and facilities in business, licensure, and compliance matters. For her expertise and accomplishments, Detroit's DBusiness magazine awarded Ms. Craig its Top Lawyer in Health

Care Law award on three occasions. Ms. Craig has the distinction and is proud of being a bar member of the Supreme Court of the United States of America. For more information about The Health Law Center, go to www.healthlawcenterplc.com.

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