Celebrating Nurses Week May 6-12, 2011
Teri Wicker, PhD, RN, AzNA President

Welcome to all 80,000+ Arizona nurses! AzNA members are excited to be sharing the Arizona Nurse newsletter with you. This is the first time the newsletter has been sent to all nurses in Arizona and we hope that you find it informative and enjoyable. Our articles and stories are tailored to highlight the work of the association, celebrate nursing successes, and inform you of upcoming events.

As most of us know, May is the month that we celebrate the nursing profession. In 1974 President Nixon was the first to issue a proclamation for a National Nurses Week; however it wasn’t until 1982 that President Reagan signed the proclamation acknowledging May 6th as “National Recognition Day for Nurses.” The American Nurses Association, along with other nursing associations, worked diligently to celebrate the nursing profession. In 1974 President Nixon was the first to issue a proclamation for a National Nurses Week, and it wasn’t until 1982 that President Reagan signed the proclamation recognizing May 6th as “National Recognition Day for Nurses.” The American Nurses Association, along with other nursing associations, worked diligently to support Congress’ approval of our special day and now we are honored with a week, May 6th-12th, each year to celebrate and observe nurses nationwide.

Year after year nurses are voted the most honest and trustworthy profession in America, so it is no surprise that this year’s national celebration theme is “Nurses Trusted to Care.” During this week, nurses are recognized for their heroic acts, years of service, exemplary courage, dedication to each other, community work, education advancement, legislative representation, commitment to their profession, and other amazing accomplishments.

In Arizona this tradition of celebration is honored yearly at the Arizona Nurses Foundation’s Annual “Pride of Nursing” luncheon and will be again this year on May 6th.

This May I will have been a nurse for 30 years and it makes me proud to be part of this wonderful profession and proud to participate in the work of the Arizona Nurses Association. I hope that you will find the Arizona Nurse a mechanism to connect with other nurses in Arizona, to learn about hot topics and current issues, and hopefully it will inspire you to join your professional organization.

It is my sincere hope that each of you is thanked during Nurse’s Week for the special work you do.

Article and Submissions for Peer Review

Articles (manuscripts) must be typed, double spaced and no more than four pages. Manuscripts must be original, unpublished and not under review for another publication. Members of the Communications Committee will review manuscripts. Format for publication will be according to the Publication Manual of the American Psychological Association, 6th ed., 2010.

The Arizona Nurse is the official publication of AzNA and is a copyrighted newsletter. Therefore all authors must include the following statements on a separate sheet of paper: “I, (full name)____ and (date)____ transfer all copyright ownership to AzNA in the event my work is published. I will accept the editing of my manuscript.” “I, (full name)____ and (date)____ have not included any material that to the best of my knowledge, is libelous, unlawful, or that infringes upon the copyright law.

- Include name, credentials and current professional position. The author’s picture would enhance the offering and a vita would provide information about the author if the manuscript were published.
- Mail to AzNA office with notation “For the Editor” or email to AzNA at mary@aznurse.org with “For the Editor” in the subject line. AzNA does not accept responsibility for loss or damage of unsolicited manuscripts or pictures. No fee will be given for manuscripts that are published in the Arizona Nurse.
- If a manuscript is not accepted for publication, the manuscript will be destroyed. If the author wishes to have any materials returned, a postage paid, self addressed envelope should be enclosed.

No material in the newsletter may be reproduced without written permission from the Executive Director. Subscription price: included in AzNA membership or $30 per year. The purpose of the Arizona Nurse is to communicate with AzNA members and non-members in order to 1) advance and promote professional nursing in Arizona, 2) disseminate information and encourage input and feedback on relevant nursing issues, 3) stimulate interest and participation in AzNA and 4) share information about AzNA activities.

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613, (800) 626-4881, sales@aldpub.com. AzNA and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject advertisements. Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Advertisements do not imply endorsement nor approval by the Arizona Nurses Association (AzNA) of the product advertised, the advertisers or the claims made. AzNA shall not be held liable for any consequences resulting from the purchase or use of advertised products. AzNA and Arthur L. Davis Publishing Agency, Inc. reserve the right to reject advertisements. Rejection of an advertisement does not imply that the offering or product for advertisement is without merit, lacks integrity, or that this association approves of the offering or product.

The Arizona Nurses Association is a constituent member of the American Nurses Association.
Confessions of an Executive Director:

Robin Schaeffer, MSN, RN, CNE
Executive Director

When people ask me if I like my job as Executive Director of the Arizona Nurses Association (AzNA), I confess; “How could I not love a job that advocates for the profession that I have been proud to be part of for over 30 years!” Being a nurse is part of what defines me as a person and being a part of the Arizona Nurses Association feels very familiar and comfortable. When I moved to Arizona from the east coast, I lost the entire professional network that I had established during my 25 years of nursing practice. One of the first things I did when I arrived in Arizona was to join AzNA. I joined a committee, became a member of the Board of Directors and am now the Executive Director. I truly believe in this organization and have been extremely impressed with all of the past and present accomplishments.

AzNA is successful because of the work of our members; our volunteers. There is such a long history and diversity of experiences and talents that all helped move the work of nursing forward in this state. It would be beneficial for every nurse to be a member of AzNA. As the launch of the Arizona Nurse premiers state-wide, I would like to share some lessons that I have learned from belonging to this professional organization, both from a volunteer and employee perspective.

I have realized that:

• It’s great to belong to a group that all have the same name; Nurse!
• As nurses we have the ability to influence our future by using our knowledge, passion and voice.
• It is not OK to sit on the sidelines and wait for someone else to step forward.
• Every nurse needs an advocate.
• Nobody understands our profession better than us, therefore we need to be at the legislative and regulatory tables for every issue that involves nurses.
• It’s normal to feel uncomfortable talking to your legislators, however you know so much more about nursing than they do. They need your expertise and voice to help them make informed voting decision.
• As a collective group of nurses we might not always agree with each other, but we can work together and move forward with a message and voice that represent our profession.

As I stand on my advocacy soapbox, I am honored to share my beliefs with two esteemed nurse leaders:

“I have an almost complete disregard of precedent, and a faith in the possibility of something better. It irritates me to be told how things have always been done. I defy the tyranny of precedent. I go for anything new that might improve the past.”—Clara Barton, American Civil War Nurse, Founder of the American National Red Cross, 1821-1912

“I think one’s feelings waste themselves in words; they ought to be distilled into actions which bring results”—Florence Nightingale, British Nurse and Humanitarian, 1820-1910

I will sign off by thanking all our members for their contributions to AzNA and ask all the non-members to mail in their membership form today and be part of our mission: To Advance and Promote Professional Nursing in Arizona. To say it even more simply: “We’ve Got Your Back . . .”

Advocacy and Communications

Nursing Advocacy Novice to Expert

Ray Kronenbitter, RN, MSN, PCCN
AzNA Director of Governmental Affairs

The copy deadline for the May issue of Arizona Nurse was March 18th. As I write this article a week before the deadline, a tsunami after a devastating 8.9 magnitude earthquake occurred in eastern Japan. The 50th Arizona Legislature has past the halfway mark in its first regular session and will probably be adjourned, or perhaps in special session, as you read this. All the bills the Arizona Nurses Association monitored and lobbied for or against will have already been passed or failed to become statute. How relevant are the things happening in the Arizona Legislature today, as I write this article, going to be to you and your nursing practice two months from now?

The answer is ‘extremely relevant’ and the answer is the same every legislative session year after year. Each year bills are filed in the Arizona Legislature that directly affect your nursing practice and the nursing care your patients receive. This session there have been bills filed that change the makeup of the members of the Board of Nursing, SB1563; that would require nurses to submit an affidavit that we have completed at least 60 hours of continuing education for licensure renewal, HB2099; and that would bring baccalaureate degrees in nursing to community colleges, HB2277. All of these bills and others have a direct impact on nursing practice in our state. There are too many bills related to health care policy to list, but the topics have a direct impact on you and your patients. Eliminating AHCCCS, AHCCCS programs eradication and downsize enrollment, hospitals being required to verify immigration status before providing inpatient care, assisted living administration, small employer health insurance pools, health insurance exchanges and the list goes on and on. Who amongst us cares enough to advocate for our professional practice and our patients?

There are over 70,000 Registered Nurses in Arizona, of all types, and over 10,000 Licensed Practical Nurses. These are potentially powerful numbers for nursing advocacy. Yet of these tens of thousands of nurses, how many are advocates for nursing? Are you a nursing advocate? What is a nursing advocate anyway? We are trained in our undergraduate education to be advocates for the patients and families for whom we provide care. We do it every week from the bedside, as nurse managers and directors and as nursing administrators. We collaborate with other nurses, providers, our interdisciplinary colleagues, health insurance companies and community resources to get our patients and families what they need to maximize their health and wellness. Nurses with graduate and post graduate degrees have been exposed to nursing advocacy at the state and federal levels in the public health care policy arena. So we are all patient advocates and we all have the basic skill set to be successful nursing advocates. But how many of us advocate for our profession and our patients and communities when the rules, statutes and regulations shaping health care policies are being written and revised?

Sadly only a small percentage of nurses in Arizona are engaged in advocacy outside of their immediate practice setting. From a legislative perspective the single most important first step in nursing advocacy is to be a registered voter and to vote in every election, primary and general alike. There are nearly 3.2 million registered voters in our state according to the office of the Secretary of State, January 2011. If all nurses in the state who are registered and vote, then about one in 37 voters are nurses. Again these are potentially powerful numbers for nursing advocacy. If you are not registered to vote, get registered now. If you have not voted in past elections, then you have made a commitment to yourself and your patients to vote in every election from now on. If you do this one thing, you are a nursing advocate at the advanced beginner level.

The second most important nursing advocacy step is to know your Arizona legislators; you have three; and communicate with them so that they know who you are and that you are a nurse. They should know that you are an advocate for your profession and for meaningful health care policy that promotes and enhances the health of all Arizonians. If you have never communicated with your two Representatives and Senators, write to them now. All the contact information you need, including how to figure out who your legislators are, can be found at www.azleg.gov. Thank them for their public service and let them know that you are paying attention to what is going on in the legislature. Sign your e-mail or letter with your title ‘Registered Nurse,’ ‘Licensed Practical Nurse’ or ‘Nurse Practitioner’ as appropriate. (Most legislators will not know what the alphabet soup of abbreviated nursing certifications mean, so leave those off.) If you communicate with your district legislators and vote in and year out, you are a nursing advocate at the competent level.

The third most important nursing advocacy step is professional association. Professional association means you are a member in good standing with the Arizona Nurses Association (AzNA) and your specialty organization(s) such as the Arizona Organization of Nurse Executives (AzONE), or your nursing practice involves nurse management or administration. The dues you pay for AzNA membership helps to support a strong lobbying voice at the State Capitol and on Capitol Hill. Your membership brings you relevant and current information about proposed health care policy and nursing practice changes putting you on the front lines of nursing advocacy with a seat at the table for positive change. If you have one or more professional associations, and you maintain them in addition to voting and communicating with your legislators, than you are a nursing advocate at the proficient level.

By now I hope you can see where I’m going with this. There is an expert level to nursing advocacy. It’s the hard part; like getting up an hour early to exercise before going to work. You have to want to do it, be motivated to achieve an unsurpassed level of health and wellness of body and spirit. You have to invest the time. It’s the same way with nursing advocacy at the expert level. We all can do it, but how many of us invest the time and effort? I’m talking about volunteering your time to be a nursing advocate for your professional nursing association or specialty organization. It’s reading proposed legislation, writing reviews, calling, visiting or e-mailing your legislators about how nursing practice and health care policy can be improved or more meaningful. It’s about being passionate about your profession and those served by it. At AzNA, our nursing advocacy volunteer group is called the Public Policy Committee and you can read all about what we do on the Public Policy page at www.aznurse.org. If you vote, communicate with your legislators, belong to one or more professional nursing associations or organizations and volunteer for a nursing committee, council, board or task group of any type than you are a nursing advocate at the expert level. Thank you for your dedication to our profession.
In 2010 Congress passed the Affordable Health Care Act and the President signed this act into law. Whether you as a nurse agree or disagree with this legislation, the train has left the station. The Arizona Nurses Association (AzNA) encourages our colleagues to speak up on this journey to ensure that nurses and patients reach the best destination possible. According to the 2010 Institute of Medicine (IOM) report, “The United States has the opportunity to transform its health care system to provide seamless, affordable quality care that is accessible to all, patient centered, evidence based and leads to improved health outcomes. Achieving this transformation will require remodeling many aspects of the health care system. This is especially true for the nursing profession, the largest segment of the health care workforce.”

The IOM report further explicates that nursing will evolve rapidly in the next few years. All nurses should take an active role and engage in this health care transformation at every milestone in the journey. After all, who better to create the road map for this transformation than the experts who live it every day and will be required to continue to live it well into the future. AzNA is committed to support the profession of nursing in this endeavor and we would like you to be a part of our coalition to support meaningful change to the health care system.

Many of our members are active on committees within AzNA to influence nursing and health care in the following areas: education, professional practice, health policy, health care technology and innovation among others. AzNA is on Facebook ready to hear your opinions and ideas to improve health care. Join us and join your colleagues as we speak up to shape the future of health care in a meaningful way that will benefit all healthcare providers and patients. The sense of accomplishment will be well worth the commitment along the journey for nurses who actively participated in Health Care Transformation.

Other resources for involvement information in AzNA and Health Care Transformation are listed below:
- Arizona Nurses Association at [https://www.aznurse.org/](https://www.aznurse.org/)
- The Online Journal of Issues in Nursing at [https://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN.aspx](https://www.nursingworld.org/MainMenuCategories/ANAMarketplace/ANAPeriodicals/OJIN.aspx)

AzNA wants to publish news about the professional accomplishments of our members. News about awards, promotions, educational and research activities, certification, appointments to community service boards or publications may be submitted to the AzNA office. All news items must be typed and signed with name, credentials, address and chapter affiliation. Please send a photo to accompany the article.

---

Anne McNamara, PhD, RN, has been appointed American Nurses Credentialing Center (ANCC) Board of Directors for a two-year term. Congratulations Anne.

---

Patt Rehn, PhD, RN, was recently appointed interim Chief Nursing Officer at John C. Lincoln Hospital North Mountain. Congratulations Patt.
The National Database of Nursing Quality Indicators (NDNQI): Linking Nurse Staffing with Patient Outcomes

Pam Hinshaw MSN, RN, CCM
NDNQI® Program Specialist
National Center for Nursing Quality
American Nurses Association

History
The National Database of Nursing Quality Indicators® (NDNQI®) had its beginnings in the early 1990’s when the American Nurses Association (ANA) wanted to identify the linkages between nurse staffing and patient outcomes. Health care organizations were downsizing and restructuring replacing registered nurses with unlicensed staff. ANA knew the value keeping registered nurses where they mattered most...at the bedside with the patient. As a result, The Patient Safety and Quality Initiative was launched in 1994 by ANA to conduct pilot studies to capture the impact of nursing care on patient outcomes1.

Using Donabedian’s framework of process and structure affect outcome, nursing-sensitive indicators or measures were developed and tested. In 1998, with the final set of 10 nursing-sensitive indicators identified NDNQI was established along with the National Center for Nursing Quality at ANA. NDNQI is housed and managed at the University of Kansas Medical Center (KUMC) School of Nursing with oversight by KUMC Research Institute1.

Today
In 2011, demonstrating quality is even more important. With changes in reimbursement, hospitals are challenged with providing high quality, cost effective care. Hospitals strive to improve care at the patient level and sustain those improvements over time. NDNQI is a tool hospitals can utilize to improve their outcomes in 18 nursing-sensitive measures and RN work environment with the use of the RN Survey.

Over 1700 hospitals now participate in NDNQI nationwide and internationally. In Arizona, 43% or 31 hospitals participate in NDNQI. NDNQI uniquely measures nursing care from the nursing unit perspective. Measuring care from the unit level empowers nursing units to improve patient care from where they matter most—the nursing unit. NDNQI research has demonstrated nursing units vary by patient population and type and the structure of care and processes of care should be designed to meet the need of the nursing unit. With state, regional, and national comparison data, hospitals can benchmark themselves against the best of the best. Nurses can and have demonstrated with the use of NDNQI ways to improve patient outcomes.

The ANA and NDNQI continue to promote evidence-based practices with the annual NDNQI conference where hospitals have the opportunity to share best practices, network and learn the latest developments in health care from leading experts. The Nursing Quality Network was launched in 2011 in response to the request of our member hospitals to network with each other. An online collaboration and learning community for nurses, The Network offers learning events such as forums, webinars and learning voyages as well as access to a resource library. Nurses and hospitals can connect with other nurses and share best practices, information and find solutions together. To learn more about the Nursing Quality Network, please visit www.nursingqualitynetwork.org

NDNQI’s Future
Researchers at NDNQI continue to work to improve data collection and reporting from all types of nursing units as well developing new measures. Currently, 400 hospitals are participating in the Pain Care Quality Study and NDNQI researchers will soon be recruiting for hospitals to participate in the development of mixed acuity unit measures development. To learn more about NDNQI please visit www.nursingquality.org.

CONTINUING EDUCATION: Part of Lifelong Learning

Amy Charette, MS, RN, Director of Continuing Education
Robin Schaeffer, MSN, RN, CNE, Executive Director

NURSES ARE RESPONSIBLE FOR MAINTAINING PROFESSIONAL COMPETENCE

The American Nurses Association’s Scope and Standards of Practice (ANA, 2010) states that regulatory agencies require minimal standards of nurse competency for the protection of the public, and employers are responsible to provide a work environment conducive to competent practice. However, ultimately “The registered nurse is individually responsible and accountable for maintaining professional competence” (ANA, 2010, p. 12). The ANA believes that there is no single evaluation tool or method that can guarantee competence and that lifelong learning contributes to the ability to perform at expected levels of competent practice. Continuing Education is just one component of lifelong learning.

DISTRIBUTION OF NURSING EDUCATION

Nursing education occurs in three main categories and is an ongoing process throughout our careers as depicted in the graphic below. These categories are not equally weighted.

Academic Education includes Pre-licensure programs of study (Diploma, ADN, BSN), advanced degree programs (MSN, APRN, PhD, DNP) and national specialty certifications.

• After completion of nursing school, the challenge lies in how to keep up-to-date, broaden our outlook and ensure that patients benefit as the health care arena changes and the nurse moves into a variety of practice/specialty settings.

Continuing Education is the systematic professional learning experience designed to augment the knowledge, skills, and attitudes of nurses and, therefore, enrich the nurses’ contributions to quality health care and to their pursuit of professional career goals. (ANCC, 2011).

• Programs or activity topics must meet CE accreditation criteria to be awarded contact hours.

• Formal Continuing Nursing Education Activities are regulated by nationally-recognized accrediting bodies. The American Nurses Credentialing Center (ANCC) is the world’s leading accreditor of continuing nursing education. ANZA holds ANCC accreditations as both a provider of CE activities and an approver for individual groups and organizations wishing to award contact hours.

A growing body of research (Josiah Macy Foundation, 2008; AMC and AACN, 2010; Institute of Medicine, 2010) has focused on the value of continuing education in the lifelong learning continuum. The consensus of findings has recommended improvements to the delivery of CE in order to maintain a workforce of knowledgeable health care providers. Examples of improvements to CE delivery include inter-professional education, less use of classroom-type lectures and more use of interactive teaching methodologies, simulations, self-directed learning and point-of-care interventions.

• The Institute of Medicine’s (IOM) report: Redesigning Continuing Education in the Health Professional (2010) calls for a “new, comprehensive vision for CE that prepares all health professionals to perform to their highest potential.” The IOM refers to this comprehensive vision as Continuing Professional Development (CPD). In addition to the recommendations above, this report emphasizes individual learning needs and the need for each health care provider to be responsible for their own learning. AzNA is planning a self-assessment tool for nurses that will incorporate various dimensions of nursing practice and help each nurse create an individualized professional learning plan.

Examples of individual current and future CE activities include:

• Live Instructor Facilitated Event (Seminars, workshops, conferences, courses)

• Independent Study (Online courses, self-learning modules, journal articles, teleconferences, webinars, and audio conferences)

• Simulations, Lunch and Learn

In-Service Education or Staff Development Activities—is uniquely different for CE and often is confused with CE. In-service education consists of activities intended to enhance performance in the participant’s current job role and are based on a specific facility/organization’s policies and procedures, equipment, and resources. If in-service education or staff development activities contain content that is transferrable to another job setting, it may be considered eligible for contact hours (for example ACLS.)

• It is a relevant area of learning and important knowledge for the nurses’ practice performance in a given setting or specialty, however these programs do not meet the ANCC accreditation requirements to merit CE contact hours

Examples of activities in-service education or staff development activities include:

• Activities that address how to utilize the equipment of a particular organization or hospital

• Activities that address a particular organization’s policies and procedures

• Commercial interests (including speakers from industry)

• Programs or topics that refer to a product

• Activities that focus on financial planning and retirement are not considered eligible for continuing education.

IS MANDATORY CONTINUING EDUCATION COMING TO ARIZONA?: A nursing continuing education bill that includes language that would mandate CE requirements as a condition of re-licensure has been introduced in the 2011 Legislative Session. Although the bill did not pass this session, Representative Matt Heinz will re-introduce the bill next year (2012) and has asked for input from the nursing community, including AzNA.

In summary, AzNA supports the availability of quality continuing education (CE) activities by holding national (ANCC) accreditations as both a provider of CE activities and an approver for CE activities and provider organizations. Currently AzNA approves over 150 individual activities annually and award the status of Approved Provider (of CE) to over 20 health care companies and institutions in Arizona, California and Hawaii. If you are planning an educational activity/program and need assistance in determining if your program meets criteria for CE or you need help developing your application for contact hours, please visit our website www.aznurse.org and click continuing education, or call Debby Wood at 480-831-0404.

References:
American Nurses Association (ANA). (2010). Nursing Scope and Standards of Practice (2nd ed.). Silver Spring, MD

##In-Service Education or Staff Development Activities##

- Activities that address how to utilize the equipment of a particular organization or hospital
- Activities that address a particular organization’s policies and procedures
- Commercial interests (including speakers from industry)
- Programs or topics that refer to a product
- Activities that focus on financial planning and retirement are not considered eligible for continuing education.

##IS MANDATORY CONTINUING EDUCATION COMING TO ARIZONA?##

A nursing continuing education bill that includes language that would mandate CE requirements as a condition of re-licensure has been introduced in the 2011 Legislative Session. Although the bill did not pass this session, Representative Matt Heinz will re-introduce the bill next year (2012) and has asked for input from the nursing community, including AzNA.
Past:
White Caps in the Desert: A Historical View of the Arizona Nurses Association (1919-1925)
Barbara K. Miller, PhD, RN
AZNA Archives Committee

The Arizona State Nurses Association (ASNA) was originally formed by three Graduate Nurse Groups whose main objective was to raise the standards of nursing in Arizona. On December 3, 1919 in Tucson, 42 graduate nurses of the state of Arizona met to organize ASNA. The following officers were elected: President, 1st Vice President, 2nd Vice President, Secretary, Treasurer and six Board of Directors.

In order to fulfill the organization’s main objective of raising the standards of nursing in Arizona the officers agreed that a state registration for qualified nurses was needed. Therefore, the first ASNA committee was legislation. In 1921 the ASNA legislative committee developed and presented the Nurse Practice Act Bill to the State Legislature. On the last day of the legislative session, the bill was still not heard. Edith Snowden, Chair of the ASNA legislative committee along with other members of her committee traveled from Tucson to Phoenix (site of the state Capitol). This staunch group of Graduate Nurses went to the Legislative Chambers and informed the Chairman of the State Legislative committee that they were prepared to stay until the Nurse Practice Act Bill was heard and passed. The nurses sat in the balcony of the Legislative Chambers with bags of peanuts and popcorn to ward off pangs of hunger. Finally on Friday at 2 a.m. the Bill was passed: “The first Arizona Nurse Practice Act became law on June 9, 1921.” (Shields, 1970, p. 9) Thus on June 14, 1921, the Arizona State Board of Nurse Examiners was organized in Governor Campbell’s office at the Capitol Building in Phoenix. The newly organized State Board of Nurse Examiners needed monies to license and inspect nursing programs’ curriculums, thus the ASNA Board of Directors voted to assess their members. Each member gave $2.00 to help with the initial cost.

By 1925, ASNA members formed seven geographic groups in the more populated areas and were identified as Districts. These districts were: 1. Phoenix; 2. Tucson; 3. Bisbee; 4. Globe; 5. Prescott; 6. Ganado; and 7. Yuma. Communication was important to the members. From 1921 to 1947, information about ASNA, and the American Nurses Association, and nursing in general was conveyed to members by a quarterly mimeographed publication known as the Arizona Nurse and a bi-monthly publication called the Arizona State Nurses Bulletin. In September 1947 the first issue known as the Arizona Nurse was published and continues today.

In the early 1970s the state offices and various organizations multiplied and not only the nurses, but the public became confused among all the state names. Because ASNA was a nonprofit organization and not a state agency, the ASNA Board of Director in 1973 approved the name change to Arizona Nurses Association (AzNA).


Timeline

1919: The Arizona State Nurses Association was formed. Main Objective: Raise the standards of nursing in Arizona.
1921: First Nurse Practice Act was developed and presented by members of the ASNA Legislative Committee. White caps traveled across the desert to support the bill!
1925: Seven years after formation of ASNA, association grew from one district to seven state-wide districts.
1973: Name changed from Arizona State Nurses Association (ASNA) to Arizona Nurses Association (AzNA).

Present:
The Collective Voice and Work of AzNA

- Workplace Advocacy initiatives
- Workplace Civility Workshops
- Acuity Workshops
- Safe Staffing Initiatives

- Healthcare Policy
  - AzNA wrote the first Nurse Practice Act in 1921
  - AzNA successfully passed Whistleblower Protection for Nurses
  - AzNA advocated for hospital policies of No Mandatory Overtime
  - Established new DHS rules that lowered the Nurse to Patient ratio in ICU’s from 1:3 to 1:2

- RN Communication Network: fosters dialogue among nurses on important issues
  - The Arizona Nurse (quarterly publication)
  - AzNA Today (bi-monthly internet publication)
  - Legislative Hotline (frequent updates to membership during legislative session)
  - AzNA Convention and House of Delegates

- Education
  - Lobby Days, Legislative and Media Days
  - NP Annual Symposium
  - AzNA Symposia
  - Biennial Convention

- Foundation
  - Scholarship Walk
  - Promise of Nursing for Arizona Luncheon
  - Awards $30,000 in scholarships annually to nursing students

- Strategic partnerships and collaboration with other organizations
  - Arizona Health Care Leadership Academy (AzHCLA)
  - Arizona Hospital and Health Care Association (AZHHA)
  - Arizona Organization of Nurse Executives (AzONE)
  - Arizona State Board of Nursing (AZBN)
  - Local Nurse-Specialty Associations

Future:
Converging Forces of Nursing Issues in the 21st Century Nursing

Below are just some of the initiatives and discussions that AzNA is currently involved in:

- Affordable Care Act: Where/how does nursing fit in?
  - Accountable care organizations, medical homes, care of patients with chronic diseases, focus on health promotion and prevention, shift from acute care to community-based nursing
  - Roles of RNs and APRNs will increase

- Nursing shortage vs. Nursing surplus
  - Nurses expected to leave workforce (i.e. retirement age) stalling due to current economy
  - Part-time have gone back to work full-time
  - Many new nursing school graduates are challenged with finding their first job
  - All workforce predictions for the future point to a large nursing shortage

- Educating Nurses: A Call for Radical Transformation
  - The Carnegie Foundation for the Advancement of Teaching released the results of the first national nursing education study in 30 years
  - Findings from the study state “changes in nursing and the health care industry call for equally profound changes in the education of nurses and the preparation of nurse educators”
  - Educating Nursing: A Call for Radical Transformation (Jossey-Bass Publishers) describes the redesign of nursing education as “an urgent societal agenda”

- Education-Practice Gap
  - Design of evidence-based nurse-residency programs that transition the new grad from student to RN, and increase retention rates

- The Future of Nursing Initiative
  - The Robert Wood Johnson Foundation Initiative on the Future of Nursing, at the IOM, recommends an action-oriented blueprint for the future of nursing as part of larger efforts to reform the health care system
  - Nursing and non-nursing stakeholder groups in Arizona are currently meeting to determine how the action-oriented blueprint (also called a RAC or Regional Action Coalition) will look
STRENGTH THROUGH ASSOCIATION

Why Join the Arizona Nurses Association (AzNA)?
Because Membership in AzNA is:

1. Your professional investment. Membership demonstrates a commitment to professional nursing and your desire to bring the best to your practice, regardless of your specialty.

2. Your networking connection. Meeting with nurses outside your own working environment, you gain perspective on the profession you have chosen, make connections with nurses who have varied experiences and learn about potential new positions.

3. Your continuing education link. AzNA CE activities meet the requirements of the American Nurses Credentialing Center Commission on Accreditation (ANCC). You receive reduced rates for AzNA conferences and workshops and participate in planned educational experiences that meet your needs.

4. Your way to support and shape the strong legislative and lobbying program of AzNA. AzNA works to improve patient care through lobbying for better patient and nurse benefits and protections. AzNA lobbies on behalf of issues important to nurses.

5. Your opportunity to develop leadership skills in your work setting and community.

6. Your link with the American Nurses Association. ANA lobbies for nursing issues at the congressional level, offers publications free (The OJIN, The American Nurse) and at reduced rates. ANA develops the professional standards for practice, the Code for Nurses and other fundamental resources for nursing practice.

7. Your access to special, lower cost programs with direct benefits such as credit cards, medical and dental coverage, insurance for liability and disability.

8. Your link with information about nursing. AzNA serves as an information exchange and resource to learn what is going on with nursing in Arizona.

Frequently asked Questions

QUESTION: If I have an Arizona Nursing License don’t I already belong to the Arizona Nurses Association?

ANSWER: No you do not. You are licensed through the Arizona State Board of Nursing. The State Board of Nursing is a governmental body responsible for protecting the public. The State Board of Nursing assures that nurses meet the standards of practice and that their practice of nursing is competent. The State Board of Nursing is not a membership organization.

Participation in the AzNA is voluntary and requires paid membership dues. The mission of AzNA is advocacy for all nurses in Arizona. Our mission is to advance and promote professional nursing in Arizona. AzNA is the only nursing organization in our state that represents the interests of all nurses in Arizona. We have been a strong voice of nursing since 1919.

QUESTION: Why are the dues so high? (about $24/mo)

ANSWER: Actually, they are not, given what you get for your investment. Your dues include membership to the American Nurses Association (ANA), AzNA, and your local chapter.

ANA speaks for all nurses in national and international forums and is a recognized and respected voice—with considerable clout—in Washington, DC. ANA has taken the lead in pushing for reforms such as the RN Safe Staffing Act of 2003 and Quality Nurse Care Act of 2004. Both mandate the development of staffing systems that require the input of direct-care RNs, provide whistle-blower protections for RNs who speak out about patient care issues, including inadequate levels of nurses, and establish a requirement for minimum staffing ratios based on ANA’s Principles of Nurse Staffing.

ANA also was responsible for laws providing Medicare reimbursement to advanced practice registered nurses and mandating the use of safer needles, to name a few. Additionally, ANA, calling on its volunteer members, shapes practice standards, and defines the code of ethics for the profession.

ANA also keeps the interests of nurses in the forefront of national debate through its very active media relations work with national and regional reporters. Visit the ANA website www.nursingworld.org to see all of the work that is being done.

Tangibly, members receive a subscription to The American Nurse (TAN), the bimonthly publication of the ANA, as well as a subscription to the Online Journal of Issues in Nursing (OJIN). Members receive discounts on various credentialing and conference fees and discounts on insurance if they choose to purchase disability and liability insurance through ANA. Individual members can apply for an ANA Visa credit card, and earn Nursing Rewards points. Additionally, ANA maintains the website, NurseWorld.org. Coupling these benefits with the constituent and state nurses association benefits offered makes membership in ANA a strong value for the cost.

At the state level two big pluses are ongoing extensive lobbying to improve health care and nursing practice. Continuing education is a second major effort at the state level. The state association is also the major source of information for and about Arizona nurses. In your chapter you find great networking and leadership opportunities and community involvement. You can drive the progress you want to see—both for nursing and for the possibilities within your own career.

Using the electronic dues transfer option for paying your membership fees, you pay less than one dollar a day!

QUESTION: I belong to my specialty organization. Why join AzNA?

ANSWER: We think specialty organizations are important. They bring you clinical information for your specialty area that the nurses association does not. The question is—who is looking out for your profession, for your scope of practice and advancing your practice opportunities? And what would happen if there were no ANA or AzNA? Your nurses association membership is an investment in your professional career.

QUESTION: I am too busy to be involved right now. If I can’t participate, why join?

ANSWER: There are many ways to participate. And we all participate to various degrees at different times. Your membership dues supports the work of the association. There are other members who right now are able to serve on the Legislative Committee, run for the Board of Directors, or deal with professional issues. In another year or two, you may be ready to get more involved. There will always be work to do and we can only do it with the support of a strong membership.

QUESTION: Does AzNA participate in collective bargaining related to nurses?

ANSWER: AzNA does not participate in collective bargaining related to nurses. In 1992 AzNA developed a multi-level Professional Advocacy Program. The intent was to clarify to members and non-members that our advocacy position was to resolve issues in a non-collective bargaining environment. Exceptions from the approved 1992 reference proposal include “AzNA will continue to develop effective professional advocacy strategies other than collective bargaining” and “AzNA will maintain a strategic plan, programs, coalitions, and legislative programs that promote a nurse friendly and satisfying workplace for nurses.”

QUESTION: Do my dues support any political candidates?

ANSWER: No, your dues support the work and mission of AzNA and ANA only. No part of your dues goes to any candidate. Members may choose to support the Political Action Committees (PACs) separately from their membership dues.

QUESTION: How do I find out about all of the benefits of my membership?

ANSWER: You may go online at www.nursingworld.org. To find out about the multiple membership benefits, visit the ANA marketplace.

Why join AzNA?

Membership in AzNA provides each member with an expanded network of colleagues, important professional contacts for job advancement opportunities, and the opportunity to be one of many voices collectively influencing the profession and its services.—Pat Johnson
Membership News

AzNA Welcomes New Members

The Arizona Nurses Association would like to extend a warm welcome to the following nurses who have recently joined the association.

Chapter 1
- Deann Williams
- Cyndi Krause
- Tanya Pipersburgh
- Cherelle Brown
- Adenij Rose
- Hong Li
- Joan Dodgson
- Colleen Keller
- Arielle Manross
- Michelle Winters
- Susan Tallieu
- Rebecca Shortt
- Zarqueena Coleman
- Dawn Horak
- Heathery McClure
- Kristina Schilling
- Rosetta Faires
- Marilyn Waldron
- Julia Scott
- Takiyah Muhammad
- Kelly Bowers
- Lindsay Loucks
- Michelle Reading
- Doris Jean Caldwell
- Sharon Nyquist
- Monika Swwy
- Darlene Cover
- Karen Lukens
- Cynthia Oberg
- Sonnia Rodriguez
- Alice Mwanza
- Noel Arring
- Crystelle Johnson

Chapter 2
- Sarah Mae DeRubeis
- Alice Fleming
- Cynthia Blue
- Tammy Smith
- Christie Yingling
- Tina Obijo
- Rae lynne Wiest
- Kimberly Bernardi
- Amber Valenzuela
- Jodi Swena
- Janet Strachan
- Christine Bronston
- Christi Lanoue
- Michelle Foster

Chapter 3
- Mattie DeRubeis
- Brenda Scordato
- Branden Bowers
- Jill Upton
- Ellen Poole
- Margaret McLaughlin
- Sommer Pahl
- Marguerite Smith
- Diana Comaduran
- Theresa M. Austin-Walter
- Martha Carey-Lee
- Lyndsey Dishman
- Evangeline M. Dowling
- Maureen Kane
- Matthew S. Parsons
- Edith Ann Pennington
- Dorothy Riley
- Julie Everson
- Cheryl Schilden
- Lexa Nelson
- Aaron Saxton
- Jindoah Stamper
- Lori Gutierrez
- Laurie Priebel
- Candace Darling
- Jeanne Dew
- Adrienne Oldfield
- Christine Pasquet
- Sherry (Krueger) Ray
- Susan Stetton
- Kelli Borgwardt
- Dana Cruz
- Barbara Tomlinson
- Lane Petri
- Troy Allen
- Tonya Toussaint

Chapter 4
- Lillian Gilmore

Chapter 5
- Misty Alexander
- Amy Ledesma

Chapter 6
- Cindy Chambers
- Tammy Hostetler

Chapter 7
- Staci Dingley
- Robert Lucero
- Helena Gibson
- Sammi Hicks

Chapter 8
- Sandra Eikimoto

Chapter 9
- Carol Finney

Strength Through Association! Your Voice Since 1919!
Join Today!

AzNA Membership Application

The Arizona Nurses Association is a constituent member of the American Nurses Association. Please complete the information below and mail to 1850 E. Southern Ave., Ste. 1, Tempe, AZ 85282-5832 or fax it to 480.839.4780. For more information or to apply online, please visit our website www.aznurse.org where you will be directed to the ANA Membership page.

Name _____________________________  Credentials _____________________________

Chapter # _____________________________  E-mail _____________________________  H-Phone _____________________________

Address _____________________________________________  City _____________________________  State ___________  Zip _____________________________

Employer _____________________________________________  W-Phone _____________________________

Clinical Practice Area _____________________________

Position _____________________________________________  RN License # _____________________________

State of Licensure _____________________________  Year of birth _____________________________

Signature _____________________________________________  Date _____________________________

Chapter Membership Category
❑ M- Full Membership Dues
❑ EFT (monthly electronic payment) By signing on the line below, I authorize AzNA/ANA to withdraw 1/12 of my annual dues and any additional fees for this service (approximately 2.5%) from my account.
❑ Payment Plan
❑ Employed Full-time
❑ Not Employed
❑ Full-time student (must be a RN)
❑ New graduate from basic nursing education program, within six months of graduation (first year only)

R-Reduction Membership
❑ S-Special Membership
❑ 62 years of age or over and not employed
❑ 65 years of age or over and not employed
❑ Totally disabled

F T H-Phone _____________________________

State of Licensure _____________________________  Year of birth _____________________________

Signature _____________________________________________  Date _____________________________

Membership Dues Vary By Chapter

<table>
<thead>
<tr>
<th>Chapter</th>
<th>M</th>
<th>$</th>
<th>R</th>
<th>$</th>
<th>S</th>
<th>$</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Greater Phoenix</td>
<td>M</td>
<td>$278.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 Tucson</td>
<td>R</td>
<td>$199.00</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Nurse Educators</td>
<td>S</td>
<td>$69.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7 Rio Colorado/Yuma</td>
<td>S</td>
<td>$68.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5 Territorial/Prescott</td>
<td>R</td>
<td>$136.50</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24 Nurse Practitioners</td>
<td>S</td>
<td>$88.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15 School Nurses</td>
<td>S</td>
<td>$88.25</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

EFT Signature* _____________________________

Payment Plan
❑ Annual Credit Card Payment
❑ By signing on the line below, I authorize AzNA/ANA to charge the credit card listed for the annual dues on the first day of the month when the renewal is due.
❑ By signing the EFT or Annual Credit Card authorizations, you are authorizing ANA to charge the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel the authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a $1 fee for any returned drafts of chargebacks.

Membership Dues Information

Annual membership dues in the Arizona Nurses Association (AzNA) include membership in the American Nurses Association (ANA) and the local chapter. AzNA dues are not deductible as a charitable contribution for tax purposes, but may be deductible as a business expense. The percentage of dues used for lobbying is not deductible as a business expense. Contact AzNA for the current non-deductible percentage of dues.

EFT Payment Plan
❑ S $ 65.75
❑ M $ 263.00
❑ R $ 131.50
❑ S $ 65.75

By signing the EFT or Annual Credit Card authorizations, you are authorizing ANA to charge the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel the authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a $1 fee for any returned drafts of chargebacks.

By signing the EFT or Annual Credit Card authorizations, you are authorizing ANA to charge the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel the authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a $1 fee for any returned drafts of chargebacks.

Annual Credit Card Authorization Signature* _____________________________

*By signing the EFT or Annual Credit Card authorizations, you are authorizing ANA to charge the amount by giving the above-signed thirty (30) days advance written notice. Above signed may cancel the authorization upon receipt by ANA of written notification of termination twenty (20) days prior to the deduction date designated above. Membership will continue unless this notification is received. ANA will charge a $1 fee for any returned drafts of chargebacks.

Membership News

Congratulations to AzNA Members who are Celebrating Their Two-Year Anniversary!

Sarah Mae Dvubebe
Brenda Scordato
Branden Bowers
Jill Upton
Ellen Poole
Margaret McLaughlin
Sommer Pahl
Marguerite Smith
Diana Comaduran
Theresa M. Austin-Walter
Martha Carey-Lee
Lyndsey Dishman
Evangeline M. Dowling
Maureen Kane
Matthew S. Parsons
Edith Ann Pennington
Dorothy Riley
Julie Everson
Cheryl Schilden
Lexa Nelson
Aaron Saxton
Jindoah Stamper
Lori Gutierrez
Laurie Priebel
Candace Darling
Jeanne Dew
Adrienne Oldfield
Christine Pasquet
Sherry (Krueger) Ray
Susan Stetton
Kelli Borgwardt
Dana Cruz
Barbara Tomlinson
Lane Petri
Troy Allen
Tonya Toussaint

AzNA Membership News

May, June, July 2011

Arizona Nurse • Page 11
Nurses Night With the Suns

On April 1st, 100 AzNA members and health care workers from across the state along with their friends and families participated in “Nurses Night with the Suns.” The night was extra special as the Suns went on to beat the Clippers 111-98! After the game, AzNA’s guests enjoyed a special treat of shooting baskets. Those who stayed to play on the court after the game had a great time. The coordinator of the event, Troy Garland commented, “Everyone had a great time at the game and the support from participants was awesome!”

Fabiana and John Bowles, both nurses, made the trip from Yuma to enjoy “Nurses Night with the Suns” on April 1st.

Some of the 100 guests posed center court for a photo at the Suns game on April 1st.
AzNA’s Biennial Convention 2011

Mark Your Calendars for Convention 2011!
October 13-14
Mesa Convention Center
Marriott Phoenix Mesa

Commercial Exhibit space available!
Merchant space is available for AzNA members who have personal businesses such as Creative Memories, Party Lite, Mary Kay, jewelry, clothing, etc.

There will be a poster session, so get ready to share your work!

E-mail
mary@aznurse.org
or call
480.831.0404
for more information

Convention Dates to Remember

June 1, 2011
Bylaw amendments to be considered by the membership at the October 13-14, 2011 membership meeting, are now being accepted. The meetings will be held at AzNA’s Biennial Convention in Mesa. Please submit bylaws amendments to Shannon E. Perry, RN, PhD, FAAN, Chair Bylaws Committee, info@aznurse.org by June 1, 2011.

Action proposals are due in the AzNA office by June 1, 2011. By submitting an action proposal, you are taking the first step to discovering the power of your voice and how it can affect the nursing community. Use your voice to influence the direction of AzNA. Send to info@aznurse.org.

June 1, 2011
Committee reports from committee chairs must be completed and in the AzNA office by June 1, 2011. The reports are published in the August issue of the Arizona Nurse. These reports are a great way to let members know about the important work being done by AzNA’s many committees. Send to mary@aznurse.org.

August 12, 2011
Call for nominations: If you are planning on running for one of the AzNA Board of Directors/Standing Committee positions, you must have your consent to serve form filled out and in the AzNA office by August 12, 2011. Please call 480.831.0404x101 or email debby@aznurse.org to request the consent to serve form.

September 1, 2011
Nominations for awards are due on September 1, 2011. Please call the AzNA office at 480.831.0404 for awards criteria. The awards will be presented at Convention. The categories are listed below:
- Outstanding Member
- Outstanding Chapter President
- Outstanding Nursing Student
- Employer Excellence
- Health Care Reporter Excellence
- Excellence in Clinical Practice
- Mentoring Excellence

Send to mary@aznurse.org.

Lucy Hanus, LoAnn Bell and Sandy Thompson engage participants at the AzNA and AzNA-PAC booths at Convention 2009.
“Never doubt that a small group of thoughtful, committed people can change the world. Indeed. It is the only thing that ever has.” Margaret Mead

Sharon Rayman, MS, RN, CCTC, CPTC, Director-Appointments/Nominations

Are you looking for an opportunity to network with colleagues? Want to make a difference in your professional practice or generate momentum for maximizing the contributions of all nurses? If you answered yes, I challenge you to take the lead in promoting the vision of the Arizona Nurses Association (AzNA). You can start by running for an elected position either as an officer, director, or committee member in AzNA.

Election for AzNA’s Board of Directors (BOD) and committee positions is rapidly approaching. On behalf of the AzNA BOD and AzNA members, the Nominations/Appointments Committee invites you to identify yourself or member nurses to become involved and support AzNA’s mission.

The committee is seeking nominations for the following:

**Officer positions:**
- **President (2 year term):** Provides leadership to AzNA and serves as ANA Delegate to Constituent Assembly of the ANA and House of Delegates
- **First Vice President (2 year term):** Supervises convention planning and serves as ANA Delegate
- **Second Vice President (2 year term):** Chairs the Professional Issues Steering Committee, oversees symposium planning and serves as ANA Delegate
- **Treasurer (2 year term):** Monitors the association’s financial affairs and long range strategic financial planning and serves as ANA Delegate
- **Secretary (2 year term):** Assumes responsibility for correspondence and documentation of records for the Board of Directors and the association and serves as ANA Delegate

**Director Positions:**
- **Continuing Education (4 year term—requires BSN or graduate degree in nursing):** Maintains AzNA’s accreditation as an approver and provider of continuing education, chairs the Approver Unit Steering Committee, and serves as an alternate ANA Delegate
- **Appointments/Nominations (4 year term):** Identifies nurses with leadership potential for appointment/nomination to internal positions, serves a member of Appointments/Nomination Committee, chairs Awards Committee, and serves as alternate ANA delegate

**Director at Large (4 year term—must be filled by a staff nurse):**
- Leads special taskforces and initiatives related to current issues and events, serves as active liaison between AzNA and Student Nurses Association of Az, serves as liaison between BOD and committees as assigned and serves as first alternate ANA delegate

**Committees:**
- **Appointments/Nominations (2 year term):** Develop a slate of candidate for nominations
- **ByLaws (2 year term):** Review and revise bylaws

Volunteering for an AzNA leadership position is rewarding. Show your commitment to the profession of nursing by running for one of the BOD or committee positions.

For complete position descriptions please visit AzNA’s website at www.aznurse.org or call 480.831.0404. If you plan to run for one of the AzNA board of director or committee positions, you must submit a consent to serve form to the AzNA office by August 12, 2011. Call 480-831-0404 or email debby@aznurse.org to request the consent to serve form.
AzHCLA Marks

It’s 7th Year

The Arizona Healthcare Leadership Academy is a non-profit collaboration among The University of Arizona College of Nursing, Eller College of Management and Arizona Nurses Association.

The mission of the Arizona Healthcare Leadership Academy is to assist hospitals and healthcare providers achieve optimum work environments and quality patient care through contemporary leadership training provided to front-line and middle managers in healthcare settings.

The Arizona Healthcare Leadership Academy (AzHCLA) is a two-tier program, each in four parts, designed for frontline nursing and all healthcare providers who aspire to such positions. It was also designed for those individuals recognized for their leadership abilities and potential. Participants can earn up to 22.5 nursing contact hours. Please call 520.270.1541 or visit www.azhcleadership.org.

AzHCLA 2011 Schedule

Tier I
February 9th, 23rd, March 9th and 23rd
St. Joseph’s Hospital & Medical Ctr. Training Ctr.
3115 N. 3rd Avenue Suite 132, Room 5, Phoenix

September 14th, 28th, October 12th and 26th
Eller College of Management
The University of Arizona
1130 E. Helen Street, Room 208, Tucson

Tier II
March 30th, April 13th, 27th and May 11th
University of Arizona College of Nursing
1305 N. Martin, Tucson

September 29th, October 13th, 27th and November 10th
Mercy Gilbert Medical Center
3420 S. Mercy Road, Gilbert

As we transition our new board members in and the old ones out, we would like to remind all chapter members that they are welcome to participate in any of our meetings, which are held on the first Wednesday of each month at the John C. Lincoln Cowden Center north of Dunlap on 2nd St. Keep in mind as well that becoming a board member is a great way to increase your visibility in the nursing community and network for job possibilities. Elections are held each year in the spring (usually in April), so watch the website for more information. We have many opportunities for you to be involved with your chapter, including assisting with planning details for our annual Fall and Spring Events where you can earn Continuing Education Contact Hours, and working on our strategic initiatives. Our strategic initiatives for this year are:
1. Expand partnerships with other organizations for events and activities
2. Develop and implement strategies to engage new and existing members
3. Investigate and implement options for advancing electronic chapter operations
4. Increase community visibility (nursing and the community at large)

The board also welcomes any suggestions and ideas for ways to increase our membership as there is a huge opportunity for us to expand. We invite you to partner with us and ask your coworkers and friends to join the association and come to our events. Nurses have a wonderful opportunity as the largest single group of healthcare workers to be influential in their community issues through the nurses association.

Lobby Days are held each February so that nurses can meet with legislators to discuss healthcare issues that are either already in the legislature, or should be brought to their attention. As the new Healthcare Reform law begins to take form, now is the time to get involved and stay abreast of new information that will affect you and your patients.

AzNA Chapter 1, Greater Phoenix Area Chapter (GPAC)
Beth Hunt, MSN, RN, President, Chapter 1

AzNA Chapter 2, Tucson
Jackie Metes, RN, MSN, MA

AzNA Chapter 2, Tucson, boasts of nearly 300 members from Tucson and surrounding southern Arizona cities. Tucson nurses remain a driving force in nursing and in AzNA dating back to December 5, 1918 when 21 Tucson nurses met at St. Mary’s School of Nursing to organize the Pima County Graduate Nurses’ Association. The new association joined two other new associations from Phoenix and Cochise County to form the Arizona State Nurses Association.

AzNA Chapter 2 Tucson continues to do good work in Tucson. The group capped off 2010 with a food drive and holiday gift donation for the women and children’s shelter, New Beginnings. In January the group co-sponsored a conference with Sigma Theta Tau, Beta Mu Chapter titled “Caring for the Caregiver.” Chapter 2 will be participating in the Tucson Nurses Week Celebration May 6th by sponsoring a membership table and by holding a drawing for a gift basket. The group will also be sponsoring nursing students to attend the Tucson Nurses Week Celebration.

For more information on becoming a member of Chapter 2, Tucson, please visit our website at www.aznurse.org.

AzNA Chapter 6
Nurse Educators
Melanie Logue, MS, APRN, CNFN

Chapter 6, Nurse Educator Chapter of the Arizona Nurses Association (AzNA), has been growing steadily since its inception. Our mission is to promote high standards and excellence in nursing education and help ensure the delivery of quality care to Arizona’s citizens by fostering and advancing the professional and educational development of nurses to the end that all people may have better nursing care. We support nursing education as a career and would like to see growth in the graduate student membership for those interested in a nursing education path.

To facilitate communication among our members, we have initiated a bi-annual newsletter titled, Inspiring Minds. In addition to the newsletter, the nurse educator listserv assists us in offering timely and relevant information to our members. To date we have hosted multiple events including the book signing event with Dr. Patricia Benner last fall and numerous co-sponsored events with Chapter 1. At this symposium we plan to discuss the results of the recent member survey and create an action plan for future events. The board of directors for Chapter 6 is really working hard on keeping our members connected, both on the service and academic sides of the house. Chapter 6 is 143 members strong and growing rapidly. As a nurse educator we invite you to be a part of this Chapter’s mission. We are very excited about the future of nurse educators!

AzNA Chapter 2, Tucson
Jackie Metes, RN, MSN, MA

AzNA Chapter 2, Tucson, boasts of nearly 300 members from Tucson and surrounding southern Arizona cities. Tucson nurses remain a driving force in nursing and in AzNA dating back to December 5, 1918 when 21 Tucson nurses met at St. Mary’s School of Nursing to organize the Pima County Graduate Nurses’ Association. The new association joined two other new associations from Phoenix and Cochise County to form the Arizona State Nurses Association.

AzNA Chapter 2 Tucson continues to do good work in Tucson. The group capped off 2010 with a food drive and holiday gift donation for the women and children’s shelter, New Beginnings. In January the group co-sponsored a conference with Sigma Theta Tau, Beta Mu Chapter titled “Caring for the Caregiver.” Chapter 2 will be participating in the Tucson Nurses Week Celebration May 6th by sponsoring a membership table and by holding a drawing for a gift basket. The group will also be sponsoring nursing students to attend the Tucson Nurses Week Celebration.

For more information on becoming a member of Chapter 2, Tucson, please visit our website at www.aznurse.org.
Social Networking – Nursing Practice Implications

Reprinted with permission from the
Washington State Nurse

Social networking such as use of Facebook, Twitter, and MySpace is becoming the norm in today’s world. There are, however, ethical and professional boundary issues emerging that potentially place the nurse at risk.

Many healthcare providers are using social networking systems including email to discuss patients, or even talk with patients. Text messaging patient information can indeed become a patient confidentiality and HIPAA violation, especially if messages are sent unencrypted. Text messages should not contain personal opinions about a patient, patient’s family, other healthcare providers, or care being provided.

Some nurses, however, use texting to network regarding needed patient care advice. Texting typically employs the use of abbreviated terms, some of which can easily be misinterpreted, similar to issues of “unsual abbreviations.” While texting a patient’s condition to another healthcare provider in order to obtain suggestions for recommended treatment might be useful, a summary of the text may not become a part of the medical record. Just as with phone consultations, it is important that the medical record reflect the conversation. Without such information, should a lawsuit be filed, the ability to defend a case may be compromised. Additionally, if the actual texting is shown to a jury, “the appearance of the message will often not be one of professionalism, but one of hasty, casual, incomplete consultations, and one that may be interpreted as unconcerned, flippant, and/or disrespectful of the patient” (Baker, 2010, p. 5-6).

Adding patients or being added to a patient’s “my friends” on Facebook/LinkedIn/other social networking sites blurs the lines of professional boundaries. Posting pictures on web pages and networking sites can also place the nurse at risk. Nurses need to think about professional implications and the potential for discipline related to violations of standards of nursing conduct or practice (WAC 246-840-710).

Additionally, some employers as well as educational institutions are checking various social networking sites to locate more information about current and potential employees/students. According to a recent article published in American Nurse Today, “a recent Microsoft survey found that 70% of employers rejected job candidates after finding ‘unsuitable’ photos or ‘inappropriate comments’ (such as complaints about employers) on social networking sites used by applicants” (Trossman, 2010, p. 38).

These examples describe some of ways that we use technology and the hazards that can accompany these new tools, but this is certainly not an exhaustive list. These are emerging issues that employers, employees, care providers and patients are still navigating. There are not yet any definitive guidelines. To protect yourself and best serve your patients, be thoughtful and cautious in your online and text communications.

References


Human Capital Theory: Another Way of Valuing RNs Knowledge


Valinda Jones, BSN, RN, Director Clinical Resources St. John Medical Center-Tulsa

Studies show the nursing shortage negatively impacts patient care and inadequate staffing levels place heavy burdens on nursing staff and leads to burnout and increasing RN vacancy rates. Nursing Administrators struggle to advocate for more RNs in the current financial environment where healthcare facilities are being pushed to decrease or better manage human capital utilization. Nursing leaders must promote the clinical perspective in organizational decisions while remaining cognizant of the financial impact of those decisions. This article suggests that considering staff RNs from the perspective of human capital theory might be another strategy to assist Nursing Administrators.

The defining attributes of nursing human capital are:

• Skills/Competency—an individual’s actual performance in a situation and includes cognitive, affective and psychomotor skills
• Knowledge—acquired through formal education or on the job training
• Experience—comes with practice
• Talent—a personal gift or skill

Nursing human capital is operationally defined as the knowledge and skills obtained from:

• Academic preparation
• Participation in continuing education development
• Specialty certification
• Experience in clinical specialty
• Unit tenure

Cowell (2008) describes a relationship between nursing knowledge, skills and experience and patient and organizational outcomes. She proposed that the theory of nursing intellectual capital (NIC) provides a more comprehensive understanding of the conditions that affect patient and organizational outcomes. She conceptualized the relationships among variables as described below:

Nurse staffing and nursing human capital:

• A higher proportion of RN’s has been found to be inversely related to adverse patient events

Employer support for nurse continuous professional development (CPD) and nursing human capital:

• Educational support is necessary to ensure high quality patient care

Nursing human capital and organizational outcomes—investment in CPD leads to:

• Higher retention rates
• Lower vacancy rates
• Greater job satisfaction

Nursing structural capital and patient outcomes:

• Care maps
• Practice guidelines
• Protocols contribute to improved patient outcomes

Nursing human capital and patient outcomes—evidence indicates better patient outcomes are realized when:

• Nursing education is BSN or higher
• Staff experience is >5 years.

According to research funded by the AHRQ, hospitals with low RN staffing levels tend to have higher rates of poor patient outcomes. Specifically, the research found:

• In hospitals with high RN staffing, medical patients had lower rates of UTIs, pneumonia, shock, upper GI bleeding and longer hospital stays
• Major surgery patients in hospitals with high RN staffing had lower rates of UTI and failure to rescue
• Nurses are managing an increased workload due to higher acuity patients and added responsibilities
• Hiring more RNs does not decrease profit margins
• Higher levels of staffing have a positive impact on both quality of care and nurse satisfaction (US Department of Human Services)

Nursing leaders face the daunting task of advocating for the needs of front line nurses, while providing safe patient care and maintaining the financial stability of the organization. Using the principles of human capital should assist them in advocating for improving the RN skill mix.

Valinda is a student in OUHSC CN Nursing Administration Pathway.

References


Today, “a recent Microsoft survey found that 70% of employers rejected job candidates after finding ‘unsuitable’ photos or ‘inappropriate comments’ (such as complaints about employers) on social networking sites used by applicants” (Trossman, 2010, p. 38).
AZNA Calendar of Events

Save the dates:

May 6, 2011
Promise of Nursing
The Ritz Carlton

June 22, 2011
New Grad Forum
Gateway Community College

July 30-31, 2011
23rd Annual Southwestern Regional Nurse Practitioner Symposium
High Country Conference Center Flagstaff

October 12-14, 2011
Chapter Leadership Retreat
Biennial Convention
Mesa Convention Center

October 22, 2011
2nd Annual
5K Walk for Education
Phoenix

“Lady with the Lamp”
Pendants Designed
Especially for AzNA

Just in Time for Graduation!

These beautiful pieces are part of the “Lady with the Lamp Collection” designed especially by Coffin and Trout fine jewellers and are available by contacting Coffin and Trout at 800.684.8904 or sales@coffinandtrout.com. The pendant is available in gold, white gold, silver and with or without diamond trim. A portion of the proceeds benefits AzNA.

Share Your Special Skills!

In addition to your skill of delivering nursing, many AzNA members have additional hobbies and/or skills that can help move our nursing profession forward in Arizona!

If you have expertise/experience in any of the areas below and would like share your talents with AzNA, e-mail Robin Schaefer, Executive Director, with your interest and your area(s) of expertise at robin@aznurse.org.

Marketing
Artwork
Creative Writing/Journalism
Photography
Public Speaking
Networking
Acting

Time commitment can be as much or as little as you want. Thank you in advance for your contribution.

Up to $15,000 in Scholarships Awarded Each Semester!

The Arizona Nurses Foundation (AzNF) provides scholarships to help support entry into professional nursing and for career mobility within nursing. Scholarships are based on the applicant’s merit and financial need. Students may be enrolled part-time or full-time.

Scholarships are available for nursing students who are enrolled or accepted for enrollment in nursing schools and are committed to nursing practice in Arizona.

Application forms and guidelines are available at www.aznurse.org; click on the Arizona Nurses Foundation Link. Application Deadlines are: Fall-March 1 and Spring-October 15.