

WYOMING NURSE

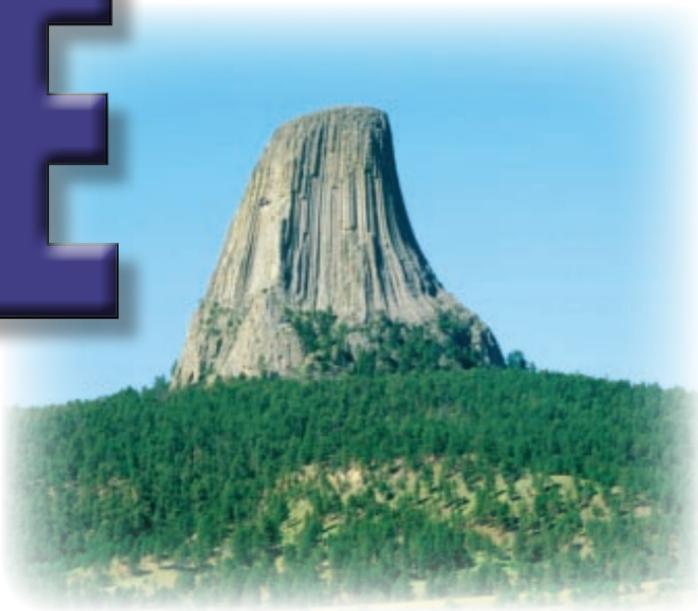
The Official Publication of The Wyoming Nurses Association



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PRESIDENT'S MESSAGE

As a profession we care for our patients throughout the lifespan including pre-birth. Every day Nurses are working to promote a healthier tomorrow. I hope you all had the opportunity to celebrate Nurses Week. I know, for many student nurses—our future—this nurses week was also finals week and for a very special group of 'new' nurses the beginning of May was graduation. To all the new grads; welcome to the nursing profession, we are very glad to have each one of you!



Sue Howard,
MSN, RN

I strongly encourage the new nurses to become members of a professional organization. The people you meet and the continuing education you will receive will exceed anything you can imagine!

Our profession is well positioned to care today for a healthier tomorrow.

The American Nurses Association has been involved in the Health care reform plans. The ANA has recently released a 20 page document outlining the sections of the Healthcare reform bill that will impact our profession. (www.nursingworld.org/healthcarereform click on **Key Health Care Reform Provisions Related to Nurses**.) Nursing will have a big role in the future of healthcare in America. Nurses have been fortunate to have ANA representing us "at the table" as the healthcare reform bill was shaped and now as it will be administered.

I am looking forward to the House of Delegates meeting in Washington DC June 17-19. We have a strong group of delegates representing Wyoming Nurses. We will bring back a full report! We are also meeting with our Senators and Representative, while we are in DC, to discuss Current issues that are impacting the nursing profession and patient care. The most exciting thing is the election for Ana president, with our own Mary Behrens as a strong candidate! Mary is a Nurse Practitioner in Casper. She has experience as First and Second Vice President for ANA, and as Mayor of Casper and State Representative for Natrona County! (Among many other offices she has held!) She has been active in promoting the nursing profession in several countries! Mary would make an outstanding ANA president.

On the state level, let me update you on several things happening within WNA.

1) **WNA is promoting leadership roles for nurses in Wyoming.** The biggest issue right now is the candidacy of one of our members. Mary Behrens, FNP from Casper, is a

candidate for President of the American Nurses Association. That office is one of the most influential nursing roles in our country... and has international influences too. I hope each of you will take time to contact nurses in other states to tell them about Mary, and encourage them to support her. It would be wonderful for ANA, and for Wyoming to have a president from a rural, 'non labor' state.

Another Leadership accomplishment for WNA has been the Wyoming Nurses Leadership Institute (WNLII), which recently completed its first year. Thanks to the vision and planning of Veronica Taylor and her work with WNA, the Leadership Institute was a great success. The night we had the mentors and the participants meet was an amazing opportunity to bring together many of the nurse leaders from all around our state. We have outstanding nurses in Wyoming, and they are doing amazing things!

2) **WNA is promoting Nursing Leadership in Legislation and Health policy.** WNA is fortunate to have our Nurse Lobbyist, Toni Decklever. The only paid lobbyist for nurses in our state. With Toni's guidance nurses were successful in promoting several bills this past legislative session, and now WNA is represented at the interim committee meetings, particularly the Labor, Health and Social Services committee.

State elections are coming up soon. I strongly encourage each of you to get to know the candidates from your area. Offer to campaign for them, support them financially if you can. Running for any office is very hard work, and support from friends and neighbors means more than you could know. It is also great to know the elected officials who are

making decisions on local, state and national issues that will impact nurses and our patients. Nurses have a strong voice in Wyoming legislation through our relationships with the elected officials, now is the time to be developing those relationships.

The elected officers and delegates, who will represent Wyoming Nurses at the American Nurses Association House of Delegates in Washington DC in June, will meet with Senator Enzi, Senator Barasso and Cynthia Lummis while we are in DC. I have received email questions about which healthcare issues are most important to Wyoming Nurses. Faith Jones, Robin Rolling, Mary Behrens and I as delegates, Ann Raga as our Delegate in training and Cheryl Cawiezell look forward to this opportunity to discuss national issues.

3) **WNA promotes the continuing professional development of nurses.** WNA provides continuing education credits for Legislative Days, the Annual WNA State Convention and the Wyoming Nurses Leadership Institute.

WNA has regrettably accepted the resignation of Laura Mallet as the Director of the on line Nurse Refresher course for RNs. We have posted the position and are about to announce the newly hired director for our Nurse Refresher course. WNA offers the only on-line RN Refresher course in the State.

4) **WNA promotes a quality workplace environment for nurses.** WNA has supported several legislative issues that relate to work environment for nurses. ANA has launched the "Handle with Care" and 'Safe Staffing' guidelines to

President's Message continued on page 2

MESSAGE FROM MARY

Nurses week May 6 to May 12 theme was "Caring today for a Healthier Tomorrow." There are many nurses to be highlighted but want to share just a few with you.

Cheryl Cawiezell was one of the planning committee members for the Wyoming Medical Center Nurse night in Casper. Over 17 nurses won awards for outstanding service and care. Fellow nurses nominated them all. There is no better way than to get a recommendation from a colleague. It was very festive evening with balloons and flowers. The Meadow Green House donated the flower plants for the



Cheryl Cawiezell on the Planners for Nurses Day Celebration at Wyoming Medical Center.

tables. Hazel and Bob Seudes are the owners. Hazel is also a long time nurse in Natrona County and has been teaching CNA classes for years.

Helen Byrd also a nurse from Casper went to Haiti with in February with Wyoming Haiti Relief. Humanitarian work is not new for Helen. She has been doing work in Central America before but a first to go to a country hit so hard by a disaster. Her group went to a smaller town Lescayes that is about 90 miles from Port au Prince the Capitol of Haiti. There was a small missionary hospital already there. They saw over 200 patients a day including wounds, fractures, amputations, and skin grafts according to Helen. It is a time to get back to nursing basics and use expert nursing assessment skills in a very primitive environment. It is hard work but so very rewarding when the people are so appreciative of your help.

Friends, faculty, students and family gathered at the Petroleum Club to honor Jolene Knaus who is retiring



Mary Behrens,
RN, FNP

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Message from Mary continued on page 8

President's Message continued from page 1

protect nurses. At our State convention we will be hosting a guest speaker who will discuss the image of nursing and how it affects us in the workplace. Respect and recognition of excellence leads to a healthier work environment. Please take time to nominate a co-worker for one of the WNA awards. This recognition by peers—like the Oscars—means so much!

5) Evaluate organizational efficiency. Our state organization is in excellent shape! We have a strong board of directors and an excellent Executive Director! Our Budget is in the black. It is exciting to realize that we will celebrate 100 years of WNA at our State convention in September.

The rest of 2010 is going to be a very busy and exciting time for WNA members. I hope to see all of you at the Centennial Celebration in Cheyenne on September 17 and 18!

WYOMING NURSE

The "WYOMING NURSE" is the official publication of the Wyoming Nurses' Association.

WNA BOARD OF DIRECTORS

President:

Sue Howard
Home: 682-8491; Work: 688-6007
Email: sue.howard@ccmh.net

President Elect:

Faith Jones
Home: 272-2207
Email: faithjones@bresnan.net

Vice President:

Kathy Luzmoor
Home: 875-3345; Work: 382-1742
Email: kluzmoor@sweetwaterhsa.com

Secretary:

Jennifer Jones
Home: 754-0233; Work: 578-2375
Email: jjones@directairnet.com

Treasurer:

Cyndy Rankin
Home: 751-9108; Work: 672-9789
Email: clrankin@bresnan.net

DISTRICT REPRESENTATIVES

#1 Cheyenne:

Maria Kidner
Home: 635-4141; Work: 637-0031
Email: mkidner@millec.com

#2 Casper:

Mary Behrens
Home: 577-5023; Work: 235-1503
Email: mary.behrens@bresnan.net

#3 Sheridan:

Vacant

#6 Rock Springs:

Marlene Ether
Home: 382-2019; Work: 382-1804
Email: mether@wcc.wy.edu

#10 Gillette:

Rose Rennell
Home: 686-2195; Work: 688-6008
Email: rennellrr@ccmh.net

#12 Laramie:

Jeanine Niemoller
Home: 742-5755; Work: 742-2141
Email: UncleBob60@msn.com

#15 Torrington:

Vacant

#16 Powell/Cody:

Lisa Horton
Home: 762-3270; Work: 754-7780
Email: lhorton@pvhc.org

#17 Evanston/Kemmerer:

Lou Ann Carmichael
Home: 279-3635; Work: 877-5717
Email: lcarmichael@southlincolnmedical.com

#50 Non Districted:

Barbara Jean James
Home: 328-1812; Work: 328-9274
Email: Barb.james@bresnan.net

EXECUTIVE DIRECTOR

Tobi Lyon
PMB 101
2816 Dogwood Avenue
Gillette, WY 82718
PHONE: 1-800-795-6381
E-Mail Address: tobilyon@wyonurse.org

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NEWS FROM AROUND WYOMING

News Around Wyoming

Iverson Memorial Hospital (IMH) proudly announces the hire of 11 recent new graduates of Wyoming Schools of Nursing. The graduates are supported through the transition from academia to the acute care setting with an extended orientation program. The graduates attend New Employee Orientation which includes a clinical and nursing component and then begin working with nursing preceptors on the units.

In addition to this, one day a week for the first four weeks is spent in the classroom setting. This is designed to give the new graduate insight into specific disease processes and specialized procedures and also to give them insight into the functions of other departments and nursing's relationship with those departments. Some of the topics reviewed are cardiac assessment, respiratory assessment, DKA and hyper-osmolar state, medical emergencies, special needs of oncology patients, the dying patient and many others. They also spend one day reviewing equipment operation and practicing bedside procedures that require assisting the physician. The graduates are followed throughout unit orientation with periodic review of progress on technical skills and critical thinking development. Strengths and area for improvement are identified and goals are set for meeting

needs. This comprehensive orientation helps prepare the new graduates for demanding and rewarding nursing practice in rural hospitals of Wyoming. This method of new graduate orientation was designed and is updated yearly by Marilyn Klocksiem RN, who is the Director of Education at IMH. Marilyn is committed to life-long learning in Nursing and is always looking for ways to promote education for both nursing and ancillary medical staff, as well as physicians. Marilyn has worked at IMH for 28 years and has developed an exemplary education program for Iverson Memorial Hospital. In cooperation with the Administrative team at IMH, a mandated 5 continuing education hours for Registered Nurses will be included in the evaluation process beginning in 2010. IMH is committed to providing education and training for Registered Nurses and all employees.



Marilyn Klocksiem

WNA RN Refresher Course News

by Laura Mallett, Coordinator for the RN Refresher Course

Finally we have moved into spring in Wyoming! I would like to tell all of you that the RN Refresher course is successful. At present we have 20 students that are either fully active or active part-time in the course. I have had several request for study guides, I am in the middle of developing them and will have them to students in a week or so! We are looking into do voice over on the power points and then updating the power points with the voice over. It has been an adventure working with RN's all over the state and even other states. We have had to date three complete the course and several will complete in the next few months. We have added a 6 month extension for \$70.00. This is to be used for RN's that have issues in completing the power point modules in 12 months. Please let RN's know that this course is available to them for getting license re-instated. It can be taken as a refresher if moving from one area to the other in nursing, but the course deals specifically with medical surgical and the clinical check list goes through many skills.

Living Wills: A Project for Wyoming Nurses

by Sue Howard MSN RN

Recently, the WNA Board members decided we would like to identify a project that all Wyoming Nurses could adopt, to help our communities. The board came up with the idea that Wyoming nurses can help citizens in their communities create Living Wills. As nurses we recognize the importance of making the individual's wishes known. As professionals many of us have first hand experience in situations where the family did not have this information, and everyone struggled.

WNA has developed a short power point program explaining the purpose and benefit of a living will. This is available to any Nurse who would like it, email me for a copy sue.howard@ccmh.net. You can obtain copies of a living will form from your local hospital. Some other alternative sites to obtain living will documents: <http://uslwr.com/formslst> has a one page, very basic, living will form and <http://rocketlawyer.com> has a free "fill-in-the-blank" on line format that I found very informative. I recommend using a living will form that includes durable power of attorney and organ donation. This will keep all of the information in one document.

Nurses, please consider offering a meeting or program to help people in your community write their own living wills. I did this with a church group. We met and discussed—with the pastor's guidance—the religious implications and then we discussed each page of the living will form. You could also offer this information at a Senior Center, or a civil group, or invite your friends over for coffee. My Mother brought blank living will forms to a family get together and sat us all down to do them together. At the time it seemed odd, but later, when Mom was undergoing major emergency surgery, it was a gift we all appreciated!

When completed these can be witnessed by any person who does not benefit from that Death.

Reminder: as a role model every nurse should have his or her own living will.

Rock Springs Marlene Ethier, District 6 President

District Nurses Association #6 celebrated Nurses Week with a variety of activities. One of the highlights was to bring multiple generations of nurses together. Nursing students at Western Wyoming Community College interviewed local retired nurses. The interviews were recorded and will be archived at the Sweetwater County Museum. The Sweetwater County Museum has installed an exhibit of the nursing history of Sweetwater County. Sweetwater County had a diploma program at the Wyoming General Hospital. It closed in 1948. One member of the last graduating class, Virginia Tominc, was a major contributor to the museum exhibit. The nursing students, retired nurses, and practicing nurses who are members of DNA #6 met at the museum to view the display and were photographed together.

Marlene Ethier, President of District Nurses Association #6 stated, "It has been exciting to prepare for the 100th anniversary of the Wyoming Nurses Association. As the different generations of nurses have come together, we compare how we were taught and how we practice. Many things have changed over the years. Patients have different kinds of health problems, standards for care are different, and the role of the nurse has changed. However, it is evident two things haven't changed. One is the pride in being a member of the profession of nursing. The second is the dedication to care for the patient."

Other activities included a proclamation for Nurses Week from the Mayor of Rock Springs and the Mayor of Green River. The annual Nurses Breakfast was held at Memorial Hospital of Sweetwater County on May 4. The nursing award was presented to Stephanie Mlinar, an ICU nurse at Memorial Hospital. At the breakfast, photos were displayed showing the retired nurses with the person who interviewed them and photos of the retired nurses as a students or early in their practice.



Nursing class '48



PPF at Museum 2010

Gillette Rose Rennell, District 10 President

District 10 sponsored the 17th Annual Nurse's Award Banquet at Towers West Lodge. The following Awards were presented:

Rising Star Student Nurse:

Pam Freed, having just completed her BSN online.

Community Health Promotion:

Carmen Harrison, Senior Public Health Nurse.

Clinical Excellence:

Jamie Quintana, RN, School nurse.

Nursing Leadership:

Suzanne Johnsrud, interim manager for OB/L&D.

Lifetime Achievement Award was presented to Dr Phillip McMahill. Retired Oncologist who established comprehensive Cancer treatment in Gillette. Loved by staff and patients, his enormous contributions to health care in our community are greatly appreciated.

The event included a history lesson on Florence Nightingale presented by Sue Howard. Our State President.

In recognition of our centennial anniversary, Dr Baker, orthopedic surgeon, displayed his 1950's EKG machine. Still fully functional, recorded one lead at a time on thermal paper.

Several members have contacted our retired nurses and conducted interviews. Their stories enlighten and entertain. "And we think we have to work hard!!" Look for them at the State Convention.

Our June meeting will be held at our Public Health Office at 5pm (second Thursday of month).



Carmen Harrison



Dr McMahill



Jamie Quintana



Pam Freed

Laramie Jeanine Niemoller, District 12 President

Elections for officers has been held and our new slate for 2010-2011 are as follows:

Jeanine Niemoller, RN, President

Caitlin Vasquez RN, Treasurer

Rebecca Carron RN, Vice President

Elizabeth Huffsmith RN, Secretary

A meeting of the board will be held soon to transfer duties from the old to the new officers. A special thanks goes out to Anne Marie Hart for her work on the nomination committee. Special Thanks go out to Rebecca Carron for her diligence as our Secretary during her past 2 years as she worked on her Ph.D. And Laura Mallet who served us as the Vice President. The work that these board members did while busy with jobs and other responsibilities will not be forgotten. Also a thank you to Norma Wilkerson who acted on our Legislative Committee and forwarded information on the bills included in the legislative session.

Laramie held the first annual Nurses Day Reception on May 12th that was co-sponsored by multiple organizations. This year the Nurses Day event was held at Iverson Memorial Hospital and was jointly sponsored by the Fay Whitney School of Nursing, represented by Dr Mary Burman, RN Debby Wiltse RN represented Sigma Theta Tau International, Alpha Pi Chapter; Sharon Gern RN, VP of Nursing represented Iverson Memorial Hospital

and Jeanie Niemoller, RN represented WNA District 12. Invitations went out to nurses who work at ARK, the School District, Summit Home Care, Continue Home Care, Premium Health at Home, Spring Wind Assisted Living, Laramie Care Center, local physicians offices and the nurses who work at Iverson Hospital. The event was well attended with about 50 nurses in attendance.

The purpose of the event was to honor all nurses who practice in Albany County and nurses who are retired and living in Laramie. Gifts were given to the attendees, and information on health care reform and the criteria for nursing awards for the 100th Anniversary of the Wyoming Nurses Association were offered to attendees. District 12 hopes to have an Albany County nominee for each award!

The nurses who attended were pleased with the opportunity to network and visit while they enjoyed a variety of snacks and punch. All of the sponsors hope to continue this cooperative meeting style. Nurses Day and Nurses Week were celebrated with the slogan, "Nurses Caring Today for a Healthier Tomorrow."



District 12 celebrating Nurses Day

Cody/Powell Lisa Horton, District 16 President

District 16 is working on scholarships to students accepted into any nursing program in Wyoming who are residents of Park County. Interested students should contact their local scholarship department at the college for applications. We are also looking at different items to sell for the upcoming 100th year celebration in Cheyenne. These items help fund future scholarships for nursing. We would also like to congratulate Landon Harris. A freshman nursing student at Northwest college in Powell who is originally from Idaho. Landon was the 2010 Heavyweight National Champion in Wrestling at 285lbs in Des Moines IA this past Spring. Landon and his wife are both nursing students here in Powell. Way to go Landon!

Evanston/Kemmerer Ardyce Hill, District 17 Secretary

District #17 celebrated Nurses Week by inviting all nurses and student nurses from the Evanston and Kemmerer area to socialize and network at our annual Nurses Day Dinner, which was held on May 10. Twenty-eight people, including 18 nurses, gathered at Suds Brothers for this celebration. We were pleased that three retired nurses were able to attend our celebration. The oldest nurse attending the dinner was Eleanor Achilles, who began her career as a nurse in 1941. Congratulations! Each nurse received a reed diffuser, and each attendee received a travel-size lotion. Ardyce Hill was honored for her work to organize our DNA and for her leadership in DNA #17. She is resigning her position as DNA Secretary due to relocation out of state. Lou Ann Carmichael, DNA President, welcomed the guests and encouraged nurses to attend the Nursing Summit, WNA Convention, and 100 year celebration of WNA in September. Tammy Krell, DNA Vice President, was in charge of the door prizes. Lynn Rogers, DNA Treasurer, was in charge of publicity for our Nurses Day Dinner. Thanks to all who attended and who worked to make our celebration a success.

District #17 will be holding elections at the first fall meeting, which will be held Monday, September 13, 2010, in Kemmerer at South Lincoln Medical Center Board Room at 6 p.m. We need members who are willing to serve as President and Secretary. Please contact Lou Ann Carmichael, President, (307-877-4401) if you are willing to be a candidate for one of these DNA #17 offices. Become pro-active; be informed. Help WNA and DNA #17 be a positive influence on the nursing profession!

NURSING SUMMIT & WNA CONVENTION



The Fay W. Whitney School of Nursing and the Wyoming Nurses Association invites health care leaders to participate in the *7th Annual Wyoming Nursing Summit and the 2010 WNA Convention, September 16-18, 2010, held at Little America in Cheyenne, Wyoming.* This year's focus is on the past, present and future of nursing in Wyoming. Help us come celebrate the 100th anniversary of the Wyoming Nurses Association.

Thursday, September 16, 2010

8:00 to 8:45	Registration
8:45 to 9:00	Welcome
9:00 to 10:30	Transition into Practice for New Graduates Elaine Scott, PhD, RN, North Carolina Center for Nursing Leadership
10:30 to 10:45	Break
10:45 to 12:00	Round Table Discussions
12:00 to 1:00	Lunch
1:30 to 3:00	Recent Nurse Graduate Panel A panel of recent nurse graduates from associate and baccalaureate degree programs will be assembled to discuss the transition from a school setting into a workplace environment. A question and answer session will follow the panel discussion.
3:00 to 3:15	Break
3:15 to 5:00	Legislative Update

Friday, September 17, 2010

7:30 to 8:30	Breakfast Networking
8:30 to 10:00	Recruitment and Retention Pilot Projects Session 1 Presentations about the 5 recruitment and retention pilot projects funded by the Wyoming Center for Nursing and Health Care Partnerships. Project staff will describe their project and highlight the outcomes on nursing recruitment and/or retention.
10:00 to 11:00	Poster Reception
11:00 to 12:00	Recruitment and Retention Pilot Projects Session 2
12:00 to 1:30	Lunch (<i>Summit ends at noon and WNA Annual Convention Kicks Off</i>)
1:30 to 2:30	"Wyoming Nursing History through the Eyes of the Dean" Marcia Dale, EdD, RN
2:30 to 2:45	BREAK
2:45 to 4:15	Panel of Nursing Successes and Challenges during Presidents Terms
4:15 to 4:30	BREAK
4:30 to 5:30	WNA Annual Meeting
6:30 to 8:00	Western Dinner, WNA Awards Presentation, and Entertainment

Saturday, September 18, 2010

8:00 to 9:00	Breakfast with Florence Nightingale
9:15 to 11:30	The Image of Nursing: Impact on Our Profession Mary C. Dominiak, PhD, MBA, RN
11:30 to 12:00	Wrap up and evaluation

Registration Form 2010 Nursing Summit and WNA Convention

Cheyenne, Wyoming
September 16-18, 2010

Name: _____
Address: _____
City/State/Zip: _____
Phone: () _____
Email: _____
Organization: _____

Registration Options

Online: <http://www.wyonurse.org>

Mail: Wyoming Nurses Association, 2816 Dogwood Ave, PMB 101, and Gillette, WY 82718

Questions: WNA 1-800-795-6381;
Summit 307-766-6715

Registration Fee (includes materials and meals)

Both Events (best value)	\$275
WNA Only: Members	\$225
WNA Only: Non Members	\$250
Summit Only	\$100
Student WNA Only	\$75
Student Summit Only	\$50
Guest Dinner Tickets for Friday Evening	\$30
Late Registration (After 9/3/2010)	\$20
Total	\$ _____

Make Checks payable to WNA and Mail to Wyoming Nurses Association, 2816 Dogwood Ave, PMB 101, Gillette, WY 82718

Visa/MasterCard Only

Credit Card # _____
Expiration Date: _____

\$50 administrative processing fee will be assessed for cancellation after 9/09/2010. Please send written confirmation. No refunds for no-shows.

We are committed to making this conference accessible to all individuals. If you have a disability and require accommodations to participate in this activity, or have a special dietary needs please check here. _____ We will contact you to discuss your specific needs.

Accommodations

Little America Cheyenne
2800 West Lincoln Way
Cheyenne, Wyoming
Phone 1-800-445-6945

Reservation must be made by August 16, 2010
The room rate is \$108 for a king or \$118 for a double.
Block of rooms are listed under "WY Nurses Association"

RESERVE YOUR SPACE TODAY Become an Exhibitor at WNA Convention

The Wyoming Nurses Association cordially invites you to exhibit at our annual convention and summit on Friday, September 17, 2010 at the Little America Hotel, Cheyenne WY. There will be attendees that will include nurses, nurse practitioners, educators, and students from all across Wyoming and various practice settings. I know you will agree that this is a conference you and your company will not want to miss.

Your business will be recognized for their support in both the program materials, association publications and signage during the convention. Exhibits will be

open Friday, September 17, 2010 starting at 8:00 a.m., with a continental breakfast and registration. There will be two breaks, one in the morning and one in the afternoon. These times as well as time during the lunch break will be open for attendees to attend your table. This will give every conference attendee ample amount of time in front of YOU and your booth!

The display fee is \$150 per table. Sponsorship of a educational session as well as sponsorship of scheduled meals and breaks are also available! If you sponsor anyone

of these things we will wave the display fee cost of \$150, and you will be able to display with no additional cost. The deadline to be an exhibitor is August 15, 2010.

Please visit the WNA website www.wyonurse.org to download the exhibitor/sponsorship information or contact the WNA office by email at tobilyon@wyonurse.org or phone at 1-800-795-6381 for more information about becoming an exhibitor or interested in learning more about the sponsorship opportunities and benefits.

2011-2013 WNA Leadership Opportunities

The Wyoming Nurses Association (WNA) Nominations Committee is seeking interested WNA members who wish to serve in leadership roles on the WNA Board of Directors.

Elected in 2010 by Statewide Ballot for a two year term is:
President-Elect
Treasurer

Duties of each office:

The **President-Elect** shall assume the duties of the President in his/her absence or at the direction of the President. The President-Elect shall serve as an ANA elected Delegate. The President-Elect shall serve as Chairperson of the Legislative Committee.

The **Treasurer** shall be responsible for monitoring the fiscal affairs of the Association and shall provide reports and interpretations of WNA's financial condition to the Board of Directors and the WNA membership. The Treasurer shall serve as chairperson of the Finance Committee. The Treasurer shall serve as the elected Second Alternate ANA Delegate.

All candidates for office must submit a "Consent to Serve" form, a statement (200-220 words) on what you believe are the major issues before the Association, in particular the position for which you are a candidate, and a photo by **August 1st** to the WNA Office. To obtain a "Consent to Serve" form or to learn more about each of the leadership positions please visit the WNA Website at www.wyonurse.org or call the WNA Office at 1-800-795-6381. The nominations chair Lisa Horton is also available to answer any questions you may have regarding running for office. Lisa can be reached at 307-762-3270.

Nominate a Wyoming Nurse TODAY

Wyoming Nurses Association SEEKS OUTSTANDING WYOMING NURSES to honor during our 100th anniversary, please take the opportunity to nominate a colleague or mentor. This year we are looking for a nursing pioneer, please see the criteria below for this special award you need not be a member of WNA to nominate a colleague, we need all Wyoming nurses to pause and nominate a colleague. There are many deserving nurses in Wyoming and it is important to celebrate and recognize their accomplishments. We need YOUR HELP in order to accomplish this!

Award nomination forms are due to the WNA office by August 1, 2010. To obtain an "Award Nomination Form" or to learn more about each award please visit the WNA website at www.wyonurse.org or email WNA Executive Director, Tobi Lyon at tobilyon@wyonurse.org.

A brief synopsis of the awards criteria and nomination process with deadline follows.

CRITERIA FOR WYOMING NURSES ASSOCIATION RECOGNITION AWARDS:

■ Excellence in Clinical Nursing Practice Award—

Criteria to Include:

1. Develops and delivers innovative and applicable approaches to enhance direct patient care in the clinical arena of nursing.
2. Practices at least 20% of work in a direct patient care setting.
3. Exemplifies behaviors reflecting the caring attitudes of nursing.
4. Demonstrates proficiency in the skills and techniques required by his/her clinical area.
5. Devotes time and energy towards delivering quality patient care within the clinical arena.
6. Serves as a role model for other nurses within the clinical arena.
7. Impacts the quality of patient care delivery and/or the response of patients to care they receive.
8. Licensed as a RN in Wyoming: (WNA Membership is NOT required.)

■ Community Service/Health Promotion Award—

Criteria to Include:

1. Active in development/delivery of community/patient education.
2. Provides service to health care consumers.
3. Develops and/or delivers health promotion, health prevention or risk reduction program to the community.
4. Demonstrates an impact on community or target populations.
5. Active in recognized volunteer health organizations (March of Dimes, AHA, etc.)
6. Demonstrates innovative approaches toward community health programs.
7. Facilitates collaborative efforts with other health team members.
8. Contributes to the promotion of wellness within a community.
9. Licensed as an RN in Wyoming: (WNA Membership is NOT required.)

■ Outstanding Service to WNA Award—

Criteria to Include:

1. Holds current WNA memberships.
2. Participates at district, state or national level by serving on committees or as an officer.
3. Demonstrates involvement in promotion/recruitment efforts for WNA.

4. Enhances the image of WNA.
5. Exemplifies professionalism in nursing.
6. Demonstrates a commitment of time, energy and dedication to WNA's Purpose.
7. Recognizes the rurality of Wyoming and addresses specific needs of the organization statewide.
8. Licensed as an RN in Wyoming.

■ Leadership in Nursing Award—Criteria to Include:

1. Participates in professional nursing organizations.
2. Contributes to the advancement of nursing.
3. Demonstrates creativity/management skills.
4. Serves as an articulate spokesperson for promotion of nursing.
5. Performs as a change agent or develops innovative approaches to further nursing practice.
6. Encourages recruitment/retention of qualified nurses into the nursing profession.
7. Demonstrates ongoing commitment to the lifelong nature of nursing education through continuing education, publications, research, presentations, or advanced education.
8. Collaborates with the legislative/political processes related to nursing.
9. Commits time, effort, and energy toward the profession of nursing.
10. Licensed as a RN in Wyoming.
11. Holds current WNA Membership.

■ District Nurse of the Year Award—

Criteria to Include:

To recognize a nurse in each WNA district who has contributed to the district and profession in a significant way. There are 10 WNA districts and WNA wants to recognize one member from each of the 10 Districts.

1. Participates in district activities and supports their district.
2. Licensed as a RN in Wyoming.
3. Holds a current WNA Membership.

■ Wyoming Pioneer Nurse of the Year Award—

Criteria to Include:

1. A registered Nurse who initiated a new program, service, or process to improve patient care for Citizens of Wyoming.
2. An interest in history of the profession and has worked to protect and maintain history.
3. This nominee may be active, retired from nursing and the award may be posthumous

CONSENT TO SERVE
 Wyoming Nurses Association
 BIOGRAPHICAL DATA

Nominee for the Office of _____

Name _____

Address _____ City _____ Zip _____

Tel: home: _____ work: _____ fax: _____

e-mail: _____

School/College of Nursing: _____

Additional Professional Education: _____

Area of Practice: _____

Present Position and Place: _____

Professional Organization(s) _____ (National Level(s) for the past five years, including Student Association) _____

Current WNA Member District: _____ (Number or City)

Signature _____ Date _____

Need to also write a statement (200-220 words) on what you believe are the major issues before the Association, in particular the position for which you are a candidate. Include your goals and interest in this position.

Send (1) this form, (2) your statement, and (3) a photograph of yourself
 No later than August 1, 2010 to the WNA Office,
 PMB 101, 2816 Dogwood Ave., Gillette, WY 82718

Visit WNA's Website
www.wyonurse.org
 to download this form.

**WYOMING NURSES' ASSOCIATION
 NOMINATION FORM**

I nominate: (Please print or type)

Name: _____
 Last First MI

Address: _____
 Street/P.O. Box City State ZIP

Title/Credentials: _____ Place of Employment: _____

Telephone: Home _____ Work: _____

Licensed in WY: Yes No Ship: Yes No

Please check one box:
 1. Excellence in Clinical Nursing Practice Award
 2. Community Service/Health Promotion Award
 3. Leadership in Nursing Award
 4. Outstanding Service to WNA Award
 5. District Nurse of the Year Award
 6. Wyoming Pioneer Nurse of the Year Award

Describe in a brief statement the attributes you feel the nominee exhibits that qualifies her/him for this Award. Please refer to specific criteria for the Award and cite examples. Please include a photo for use in publications of Awards.

Current vitae/resume of nominee is attached? Yes No (Optional)

Nominator:

Name: _____
 Last First MI

Address: _____
 Street/P.O. Box City State ZIP

Telephone: Home _____ Work: _____

Title: _____ Place of Employment: _____

Nominations due by August 1, 2010 to Wyoming Nurses' Association,
 PMB 101, 2816 Dogwood Ave., Gillette, WY 82718
 Phone: 1-800-795-6381 or Email: tobilyon@wyonurse.org

Visit WNA's Website
www.wyonurse.org
 to download this form.

Wyoming Nursing Leadership Institute

by **Veronica Taylor, RN, MS**

Six nursing leaders completed the first Wyoming Nursing Leadership Institute (WNLI) in April 2010. The requirements for completion included projects which influence nursing retention and recruitment at their facility. Projects included "Reorganization of the charge nurse/supervisor role" by Jason Collins and Dravina Drazick; "Developing a nursing orientation program" by Tracy Stratton; "Coordination with medical/surgical nurses and hospice/home health care services" by Maureen Hurley; "Using a patient classification system or a staffing matrix" by Elaine Volin; and "Communication tools implemented for smoother admissions and patient bed assignments for continuity of care" by Angie Hoffman. Participants were required to plan and implement the projects during the eight month institute. During the presentation they discussed an evaluation plan to determine effectiveness and whether the project would affect recruitment and/or retention of their staff. Participants have been asked to present their projects in poster format at the Nursing Summit in September.

The participants of the first, pilot WNLI were active members of a focus group to evaluate the institute. Opportunities to improve the next institute were: clearer instructions on the projects, more interaction during the 9 months, earlier introduction of the mentor program in the institute's time line, more resources on basic management concepts (i.e. financial information), some thought another session would be good and employer signed commitment of support for the participants. Participants had rave reviews about the content, especially the WSBN hearing, the networking, the sharing of resources, the collegial support and the assessment of personality and leadership skills.

The second Wyoming Nursing Leadership Institute dates have been set and applications are available from Tobi Lyon, WNA Executive Director at tobilyon@wyonurse.org. The deadline for applications to be submitted is August 1st. The second institute will have several enhancements based upon the focus group analysis and also funding received from the workforce grant and the Wyoming Center for Nurses and Health Care Partnerships (wynursing.org). The registration per individuals is \$400 for the entire institute and maximum participants accepted will be 30 chief nursing officers, nurse managers and aspiring nursing leaders. Participants are encouraged to apply early and employers will be asked to sign a letter of commitment for 12-13 days in the 8 month period. Each participant must complete and present the project to successfully complete the institute.

*Schedule: *Does not include travel time depending on each participant's location.*

Session 1—Cheyenne, Sept 14-16. These dates include the Nursing Summit. All participants are invited to stay for the WNA 100th Anniversary Convention which continues

through Sept. 18th. Content includes Leadership introduction, self-assessment of leadership skills, analysis of assessment, and case studies.

Session 2—Gillette, Oct. 27-29. Leading an Empowered Organization (*registration valued over \$500 per individual*) by Creative Healthcare Management consulting and introduction of mentors and mentorship program.

Session 3—Cheyenne, January 25-27, (28th is optional) these dates include WNA legislative days. Content includes Quality and safe patient care, accreditation, use of data to influence decision making, and legislative process. Participants will begin project presentations at this session.

Session 4—Casper, April 7-9. Content—Current education of nurses, image of nursing, and regulatory issues with a simulated "mock" hearing for regulatory infraction. Participants will complete project presentations during this session.

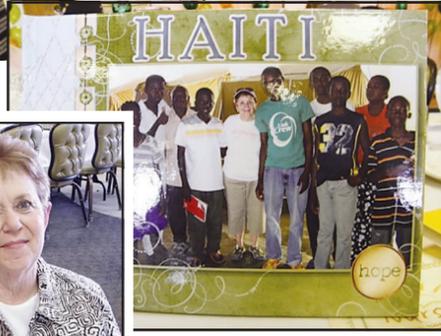
New additions to the institute include: 1) An online segment through the University of Wyoming outreach program with a continuing education piece on healthcare finances and other leadership content, links to resources, a discussion area for participants to share, and preparatory information for each session including project information. 2) Creative Health Care Management Consulting services and 3) Scholarships available for participants for lodging and travel.

WNA and the WCNHCP are very excited about this leadership development opportunity for Wyoming nurses. Tim Porter O'Grady states that nurses leave positions because they are not validated for what they do and their managers/supervisors. This leadership development institute provides a great way for employers to provide leadership professional development for their nurse leaders at an extremely reasonable cost and over 60 contact hours of continuing education through CNE-Net, the education division of North Dakota Nurses Association an accredited approver by the American Nurses Credentialing Center's Commission on Accreditation.

Message from Mary continued from page 1



Hazel and Bob Suedes of Meadow Acres, long time nurse and donator of flowers for the event.



Helen Byrd traveled to Haiti.

from her long time position as head of the Casper college Nursing program in Casper. She is also a long time member of Wyoming Nurses Association and active in District 2.

Heather Huber with her permission wrote this article and Poem. Heather is on the faculty at Casper College.

“Jolene, you should have been a nurse.” “You’re about

40 years too late, Aunt Helene” Those are the words Jolene heard on Saturday, January 30, 2010 when she supported her Uncle Bob’s family to tell him goodbye as he died from complications of lymphoma. Uncle Bob was a younger brother of her Dad, Joe, and she, her husband, and daughter, Kristen, and family had gone to Denver to say their goodbyes to Bob. She did not know that she would be honored to help her family as her Uncle died in their presence. As she hugged her Aunt and cousins, they thanked her for helping them and called her ‘their angel’. How fitting, that Jolene could use her nursing expertise to help her family just prior to her retirement from her 40 year nursing career.

This spring marks the retirement of Jolene Knaus MS, RN, from the H.E Stuckenhoff School of Nursing at Casper College. Jolene’s career in nursing began long before her formal education. “I never really considered any other career.” At an early age, she started out as a “Candy Striper” at the Memorial Hospital of Natrona County (what is now the Wyoming Medical Center). With a smile, she recalled the red and white striped pinafore that she wore as she refilled water pitchers and visited with patients on the medical unit. Throughout her high school years, Jolene was active in the Student Nurses Club sponsored by the school nurse, and helping in the nursing office. Later, she replaced the striped pinafore with the pink and white uniform of the CNA as she took a position on the “new medical floor—fifth floor, center building at the hospital.”

After her 1966 graduate from Natrona County High School, Jolene took pre-nursing courses at Casper College pursuing her Associates Degree. During her two years at Casper College, she was a member of the Student Nurses Association as well. As the nominating committee chair for one of the Casper College student nurses to be elected to a national office, she was able to attend the National Student Nurses Association convention in New York City, and again the following year in Dallas. Those were exciting days. “We dressed up for the flight to New York City: dresses, and even hats. Back then, no one travelled by air without dressing to the nines. And when we went to Dallas, we took a bus. We slept on the way there and back, on the seats, the floor, wherever there was room to stretch out.” Is it any wonder that through her years in nursing she has always been a great supporter of the Student Nurses Association? “Those were great experiences.”

After graduating from Casper College in spring 1968, Jolene ventured off to the University of Wyoming to pursue her BSN, which she completed in 1970. Upon graduation, she took her national exam in Cheyenne. “We went to the state capital. It was a three-day exam. All of us in one big room. Paper and pencil. And it took two months to get the results. We had to wait for the letter. I remember when it came. I was about to be married, and we had plans to move to California, and I needed to know if I had passed so I could get a job out there. I tore into it as soon as it came.

I remember thinking I had failed the exam as soon as I finished the testing, and to this day, when I hear students say that, I can still recall that feeling, too. It was grueling.”

But she didn’t fail, and her first job as an RN was in Bakersfield, California where she spent three years on the surgical unit at Mercy Hospital as a staff nurse and eventually as a head nurse. She returned to Casper in 1973 and went to work at Memorial Hospital on the Pediatric unit. In 1975, two of the Casper College nursing faculty encouraged her to go into nursing education. “Kathy Cleary had the students on the “peds” rotation, and she and Merle Schmittler kept telling me that I should teach.”

Jolene began teaching in the nursing program at Casper College in 1975 as a part-time instructor and has held a number of positions including lab facilitator and faculty member at both Level I and Level II. She completed her MS in nursing education in 1987 and became a full time instructor in 1986. Jolene has instructed a variety of courses, including one she developed about the HIV/AIDS Epidemic. “The fourth semester nursing process course was always my favorite, because I was able to see the students with their ‘ah-ha’ moments, when they are really putting it all together.” She recalled that early in her career she had difficulties in the clinical setting because she was a “doer.” “I had many student evaluations that said I was a great teacher, but the students wanted to do the tasks themselves... I had to learn to keep my hands in my pockets so the students could do their jobs.” Most importantly, Jolene was determined to hold the students accountable for their learning. “I would get into conflicts sometimes with other instructors because they thought I was too hard on the students. I told them I wasn’t their mother or their nurse, I was their teacher. I believed in holding them accountable.”

And it worked. As a nursing instructor, Jolene has contributed to the education of more than 1400 nursing students, and indirectly through her support and mentoring of new faculty, had influence on the educational process of another 500 or more. There are nurses practicing throughout the state, and nationwide, who had Jolene as an instructor. “It was fun watching students grow from a rosebud into a full blossoming rose.” Some of her students have continued on to become educators, instructing even more RNs. Some of her past students have joined her in nursing education at Casper College: Marge Christiansen, Teresa Corkill, Heidi Loucks, Nubia Urquijo-Arana, and Jan Proper. In 2000, she became the Director of Nursing for the Casper College program, and in that role Jolene continually encouraged and supported program growth and faculty development. Under her direction, the program increased enrollment from 56 to 64 students per year. She also promoted innovations in faculty utilization including the development of a shared position with the Wyoming Medical Center.

Message from Mary continued on page 9

Message from Mary continued from page 8

However, things have changed over the years. "The student population has changed. It goes back to their accountability for learning. I think it is a generational thing: Gen X, Y, millennial..." And she noted that nursing education has changed as well. "There just doesn't seem to be enough time to teach everything a nurse needs to know, and it feels like we lose the focus on the patient. With the increased acuity levels of patients and the computerization and technology involved, patient centered care has become so diversified that it seems nurses spend more time with computers and machines." Even so, Jolene still believes that the profession is still worthy of pursuit for both men and women. "Now, higher education in nursing is seen as lifelong education, and with this comes an increase in opportunities for nurses."

In 2003, Jolene became the Health Science Division Chair at Casper College. Under her leadership, all of the health science programs at Casper College grew, and new ones were initiated. With her guidance and support, the Pharmacy Technology, Radiography, and Occupational Therapy Assistant programs added more students and more faculty members. Two new health science programs were initiated while she was Division Chair, including the Respiratory Therapy program in 2003, and the Paramedic Technology program in fall 2009. Throughout that time, she also acted as advisor for the Activities Professional program. These changes have had a positive impact on the college as well as the overall health of our population by providing more workers to fill these needed occupations in our communities.

Influenced by her early years involved in student organizations, Jolene has always belonged to her professional associations, joining the American Nurses Association and the Wyoming Nurses Association upon graduation from the University of Wyoming with her BSN. She says with pride, "I have never let that lapse." She currently serves as the District #2 Treasurer. Other professional organizations in which include the National League for Nursing (NLN), National League for Nursing Accrediting Commission (NLNAC), National Organization for Associate Degree Nursing (NOADN), Nurse Educators of Wyoming (NEW), Wyoming Commission for Nursing and Nursing Education (WCNNE).

Jolene has also spent many hours volunteering in our community through board membership or activities in organizations such as Shriners' Screening Clinics, HeadStart, Blue Envelope, Wyoming AIDS Project, State Health Advisory Board, and the Public Health Flu clinics to name just a few. Her volunteer work for the past several years has been focused on Central Wyoming Hospice and Transitions.

Through her four decades of nursing, Jolene has been a mentor, role model, and leader in the nursing and healthcare community. Her colleagues think she is a true gem in the field of nursing, especially in her contribution to quality education for nurses. We can only wonder what she will do now that she has decided to retire... because she is not telling. And as we all know, once a nurse, always a nurse... so it is really 40 years and still counting.

Wyoming Medical Center Nurses honored over 17 nurses for outstanding service and excellence in Care. Cheryl Cawezell was one of the Committee planners and helped make the event of almost 200 nurses a huge success. "

Heather Huber's Poem to Jolene:

For Jolene's Celebration of Leisure Time

May 13, 2010



*Lordy, Lordy! She's hit forty
Years of nursing care.
So now she thinks that she'll retire,
And she's decided when and where.
When is "now" and where is "here",
But before we let you go
We think it's only fitting to really let you know
Just how much we think of you and all that
you have done
For nursing education; It's been quite a run.
So let's take a look back through the years
We know you've quite a checkered past
Your influence has reached far and wide:
A legacy to last.
You started as a Candy-Striper, Pinafore just so,
Then caring for patients as a CNA
To "Medical" you would go.
A Casper College graduate, Class of '68;
University of Wyoming next, You could hardly wait!
In school you belonged to SNA,
To national conventions, off you'd go.
The trip to New York just flew by,
The bus to Texas was quite slow.
And then with your BSN in hand
You took the "boards" and passed;
Then off to Bakersfield to work,
A Registered Nurse at last!
Finally back home to Casper
Working the Peds and Surgical floor
When Kathy Cleary and Merle Schmittler
Opened up the "Education" door.
Tim Aley was CC president, Ellen Pryich was DON.
Attending TNF meetings, Was never the same again.
You taught at all the Levels, From lab to Level II
There didn't seem to be a job, That you couldn't do!
The Nursing Faculty was quite a group
Then most of them retired,
And when you became director, The rest of us you hired.
The Nursing Department has always been known
For high standards that were seen,*

*But ask any "old timer" what they remember
And it was "the parties at Halloween"!*

*With great fondness you recall
All the folks and familiar places;
It's quite a visual you bring forth
When you describe the bedpan races.*

*So for thirty five years you have
graced the halls educating nurses
at Casper College.*

*By our best estimates you have influenced
Two thousand nurses with your knowledge.*

*And now you're ready to retire,
They ask, "What will you do?"
We won't listen to the rumor mill,
But we know that this is true:*

*Family and friends will be involved.
You'll hear the cabin call,
Not to mention Eddie and Cristopf
And your new interest in sports: baseball!*

*But retirement from a job like yours?
We can't imagine why...*

*We thought that nurses never retired
In fact, they're not even allowed to die!*

*So now who will be the person
Who does "other duties as assigned"
Like emptying the dishwasher
And cleaning up what's left behind?*

*It's time now to propose a toast
To Jolene and her "leisure time."
We know she will stay busy
With other mountains out there to climb.*

*If you would all please join me now;
Everyone, please raise your glass.
Jolene, we know what you won't be doing
And that is sitting on your grass.*

*So, here's to your retirement
May you enjoy each and every date!
"You know Jolene, you should have been a nurse"
Aunt Helene, you're a little late!*

*So Thanks to all the nurses in Wyoming for all your
hard work and extra caring.*



Wyoming Association Membership Application

PMB 101, 2816 Dogwood Avenue • Gillette, WY 82718 • Phone: 1-800-795-6381

*LAST NAME / FIRST NAME / MIDDLE INITIAL	CREDENTIALS/	SOCIAL SECURITY #
*STREET OR PO BOX #	BASIC SCHOOL OF NURSING/	HOME PHONE
*CITY / STATE / ZIP	GRADUATION: MONTH / YEAR	WORK PHONE
EMPLOYER NAME	*R. N. LICENSE #	FAX
EMPLOYER ADDRESS / CITY / STATE / ZIP	E-MAIL	
TITLE / POSITION	MAJOR CLINICAL, PRACTICE, OR TEACHING AREA	RECRUITED BY

MEMBERSHIP CATEGORIES PLEASE CHECK ONE

- FULL ANA/WNA MEMBERSHIP**
RN employed full or part time
- REDUCED 50% OF FULL ANA/WNA MEMBERSHIP DUES (NEW GRADUATES)**
RN who is unemployed
- or - over 62 years of age & earning less than maximum allowed receiving Social Security benefits
- or - enrolled in baccalaureate, masters or doctoral program, at least 20 credit hours per year
- or - **RN FIRST YEAR, WITHIN SIX (6) MONTHS AFTER GRADUATION**
- REDUCED 25% OF FULL ANA/WNA MEMBERSHIP DUES (RETIRED)**
- RN who is over 62 years of age and unemployed
- or - who is totally disabled
- WNA ONLY MEMBERSHIP**
RN employed full or part time

PAYMENT OPTIONS

- FULL ANNUAL PAYMENT BY CHECK**
- PAY BY ELECTRONIC DUES PAYMENT PLAN (EDPP)**
Read, sign the authorization, and enclose a check for the first month's payment (amount shown in bold above); one-twelfth (1/12) of your annual dues will be withdrawn from that checking account monthly, in addition to an annual \$6.00 (50¢ per month) service fee (total is amount above).
AUTHORIZATION: This authorizes ANA to withdraw 1/12 of my annual dues and any additional service fees from the checking account designated by the enclosed check for the first month's payment. ANA is authorized to change the amount by giving the undersigned 30 days written notice. The undersigned may cancel this authorization upon receipt by ANA of written confirmation of termination 20 days prior to the deduction date as designated above. ANA will charge a \$5.00 fee for return drafts.
SIGNATURE FOR EDPP AUTHORIZATION: _____
- PAY BY CREDIT CARD**
 Full annual payment—automatic annual credit card payment (automatic renewal)
 Monthly payment from credit card
 Full annual payment—one year only

 _____ Visa/MasterCard _____ Expiration date

WNA Payment Schedule

Annual Payment Full	*EDPP	Payroll Deduction
WY #01 Cheyenne:		
Member Full - \$265.00	\$22.58	\$22.08
Reduced Full - \$139.50	\$12.13	\$11.63
Special Full - \$76.75	\$6.90	\$6.40
WY #02 Casper:		
Member Full - \$250.50	\$21.38	\$20.88
Reduced Full - \$132.25	\$11.52	\$11.02
Special Full - \$73.13	\$6.59	\$6.09
WY #03 Sheridan:		
Member Full - \$252.50	\$21.54	\$21.04
Reduced Full - \$133.25	\$11.60	\$11.10
Special Full - \$75.75	\$6.81	\$6.31
WY #06 Rock Springs:		
Member Full - \$251.00	\$21.42	\$20.92
Reduced Full - \$132.50	\$11.54	\$11.04
Special Full - \$73.25	\$6.60	\$6.10
WY #10 Gillette:		
WY#15 Torrington:		
Member Full - \$255.00	\$21.75	\$21.25
Reduced Full - \$134.50	\$11.71	\$11.21
Special Full - \$74.25	\$6.69	\$6.19
WY #12 Laramie:		
Member Full - \$280.00	\$23.83	\$23.33
Reduced Full - \$147.00	\$12.75	\$12.25
Special Full - \$80.50	\$7.21	\$6.71
WY #17 Evanston/Kemmerer:		
Member Full - \$250.00	\$21.33	\$20.83
Reduced Full - \$134.50	\$11.71	\$11.21
Special Full - \$76.75	\$6.90	\$6.40
WY #16 Cody/Powell		
WY #50 Undistricted:		
Member Full - \$245.00	\$20.92	\$20.42
Reduced Full - \$129.50	\$10.13	\$9.63
Special Full - \$71.75	\$5.31	\$4.81
WNA Only State Membership		
Member Full—\$175	\$15.08	\$14.58
* Includes a \$0.50 service charge Electronic direct payment plan		
Make Check Payable to: American Nurses Association Send Check & Application to: Wyoming Nurses Association PMB 101 2816 Dogwood Avenue Gillette, WY 82718 Phone: 1-800-795-6381		

Welcome New WNA Members

District 1

Charmaine Riedel, Cheyenne
Adrienne Schuler, Cheyenne

District 2

Connie Gilbert, Casper
Karen Graves, Casper
Angelia Smith, Casper

District 10

Kelly Hubbard, Gillette

District 12

Mayani Siamangiway, Laramie

District 16

Catey Fox, Cody
Carole Genz-Mould, Powell
Lisa Keill, Powell
Jackie Lynn Lapp, Cody
Nikki Marchant, Powell
Cody Nielson, Ralson
Sammi Widdicombe, Powell

District 17

Jessie Soelter, Kemmerer

District 50

Catherine Beck, Moran
Marcy Elizabeth Clouser, Lander
Dani Vogele, Riverton

