Collaborative Scopes of Care Committee Completes its Work

Colorado Nurses Association would like to acknowledge the efforts of five nurses that participated in the Collaborative Scopes of Care Advisory Committee recently in Colorado. One of the key outcomes of this committee’s work is in bringing to attention the research evidence that supports high quality outcomes for Advanced Practice Nursing. The committee further evaluated evidence relating to physician assistants and dental hygienists. The findings of the committee are related in a full report which is readily accessible. It is encouraged that APNs also review the findings relating to physician assistants and dental hygienists.

The American Nurses Association is also currently engaged in a research study focusing on APN outcomes. As the Scopes of Care Committee has finished its work, additional research evidence continues to inform on efficacy of the APN model and on data to support APNs deliver high quality safe care.

Acknowledgement and thanks are extended to the following colleagues that represented nursing on the committee:
Karen J. Tomky, MSN, CFNP
Shirley B. McKenzie, PNP, MS
Douglas Warnecke, CRNA, Pres CANA
Barbara Hughes, CNM, MS, MBA, FACNM

Legislated Committee Studies Involvement of Nurses in Issues of Concern

“A Beacon of Hope for Direct Care Staff Nurses and for Patient Care”
by Fran Ricker, RN, MSN, CGRN

Direct care nurses are the front line of patient care delivery. What is happening in Colorado to help direct care nurses? The Governor’s Task Force on Nurse Workforce and Patient Care, established under Governor Ritter looked at many issues that involve and affect nursing. Nurse staffing was one of the issues that actually influenced the establishment of a formal state supported process to look at nursing issues. How to retain nurses in the work environment was another issue that was discussed.

One of the realizations in looking at nursing issues that evolved from the Task Force was the fact that the issues a nurse faces in their work environment can vary greatly. In some units, staffing may be a challenge. Some units may be adequately staffed, and other things can pose as a challenge. For example, they might be issues in leadership, physician relations, lack of resources or equipment, meal breaks, etc.

What might be at the crux of retaining nurses in their work environments may be an effective process for involving nurses both at the unit level and at the facility level in nursing issues of concern. Research has shown that involving nurses in decision making that affects nursing practice is beneficial. There is little research at this time to support what is effective involvement or how to best involve nurses in decisions that affect them. While “shared governance” has had some research focus, there is little formal research on nursing “involvement”.

One of the most promising outcomes of the Governor’s Task Force on Nurse Workforce Completion continues on page 8

Colorado Nurses Association: An Evolving Image and Role

Colorado Nurses Association has always been recognized for its role in professional and legislative advocacy for registered nurses. It has an early history of involvement in nursing education issues. The association was first founded by registered nurses in Colorado wanting to define licensure requirements for nursing over one hundred years ago. This is now the role of the Board of Nursing.

Additionally CNA (Colorado Nurses Association) has supported ongoing professional development for registered nurses. Through its role in approval of providers and continuing education programs, the association continues to set high standards for continuing education presentations. CNA has always supported continuing academic preparation of nursing through contributions to scholarships and entities that support scholarships for nursing such as the Colorado Nurses Foundation and Friends of Nursing, among others.

The passage of the APN Bills in the 2008 legislative session attest to the effectiveness of the association in legislative advocacy, guided by our professional lobbyist and Government Affairs and Public Policy Committee. Our ability to effectively advocate for nursing in Colorado is improving with each effort.

This year, at the Colorado Nurses Association House of Delegates there were some voted changes to our organizational ByLaws that reflect a current resident or...
This is the first issue of the 10th year of the first decade of the 21st century! The profession of nursing faces new challenges and is still struggling with those that we have not yet resolved. Our nursing faces new challenges and is still struggling to have a place in the decision making on health care issues including how to provide health care needed and appropriate. We want to provide the best nursing care possible. For information on the Affiliate Member program, please contact the Colorado Nurses Association at www.nurses-co.org.
March, April, May 2009

Building a Magnet Culture

by Amy Speagle

It’s been called the Nobel Prize for Nursing. The Olympic Gold Medal. The Good Housekeeping™ “Seal of Approval.” It’s Magnet Recognition from the American Nurses Credentialing Center.

Many organizations apply for this prestigious award, yet fewer than five percent receive it. So how did a community hospital that, at one time, had to pay significant signing bonuses to get nurses to work there become one of the latest Magnet Hospitals?

“Before you even consider beginning the Magnet Journey you must create a culture of excellence,” said Carol Gregory, RN, MSN, MBA, NEA-BC, chief nursing officer for The Medical Center of Aurora and Centennial Medical Plaza. And in 2000, nursing leadership at the organization began to do just that.

“One of the first things we did was to stabilize our workforce,” explained Gregory. Rather than hire any nurse who applied, they began to hire with intent. “It was no longer good enough to have the skill set we needed, you also had to have passion for what you do and enjoy coming to work,” she continued.

The organization also created an environment where professional nurses could thrive and developed an extensive retention program that includes:

- Professional RN recognition bonuses
- A new grad residency program
- Scholarships, loan forgiveness and tuition reimbursement
- On-site degrees and certification testing
- A professional development fund
- A critical care fellowship
- A healthy work environment with opportunities to participate in committees
- Leadership development opportunities
- Wide recognition for excellence in practice

The Medical Center of Aurora/Centennial Medical Plaza has seen great success from these efforts. In 2008 nursing turnover was 12 percent, compared to 30 percent in 2000, and its contract labor expenses have decreased by $4 million each year since 2002.

Building upon its initial recruitment and retention success, nursing leadership went a step further and created a Nursing Practice Advisory Board (NPAB) in 2003. The board’s mission: To serve as a voice to advance nursing excellence and promote passion and pride for nurses.

“For me, this is when we really began our Magnet journey,” said Joani Reischel, RN, CCRN, a critical care coordinator who has worked at The Medical Center of Aurora since 1997.

One of the first major initiatives of the NPAB was the development of a Professional Practice Model that defined the core professional values of all nurses at The Medical Center of Aurora and Centennial Medical Plaza:

- Professionalism
- Patient advocacy
- Patient teaching
- Teamwork
- Balance
- Leadership

This practice model encourages autonomy and helped to create an environment for evidence-based care and full collaboration between nurses, physicians and other team members.

“Our Nursing Practice Advisory Board is an extremely important component of our culture,” said Gregory. “Many improvements in our patient care environment began within the subcommittees of this board.”

Examples of some of the initiatives that were birthed by one of the NPAB subcommittees include the creation of a Rapid Response Team, nurse-driven vaccine protocols and an OB first responder program.

“Our practice board has been successful because it centers on shared leadership, has full...
support from the hospital executive team and has a clear understanding of the strategic direction of the organization,” explained Gregory.

With a culture of excellence well on its way, Gregory and a small group of nurses realized that the organization was ready to formally begin its Magnet journey.

“In 2004, Anita Wong, RN, BAS, MBA, our Associate Chief Nursing Officer at the time, did the initial gap analysis and then we created a return-on-investment plan,” said Patti Forthofer, MSN, RN, SANE-A, Nurse Manager for same day surgery and the lead author of the Magnet documentation. Over the years the small group of nurses helped ignite the passion and excitement for the journey across the organization.

“We knew we had the skills and structure, but as nurses we are often humble people who aren’t comfortable taking credit for our work,” said Neva Spencer, RN, NNP, Interim Women’s Services Director and an advanced practice nurse at The Medical Center of Aurora since 1992. “Our biggest challenge was letting our nurses know that it’s OK to be proud of what you do and to let people know,” Spencer continued.

In April 2006, The Medical Center of Aurora and Centennial Medical Plaza submitted its Magnet application to the ANCC. Two years and many sleepless nights later, the organization submitted the volumes of documentation to support the 14 Forces of Magnetism.

“Even though we had spoken with other hospitals that had taken the Magnet Journey, we still underestimated the time it would take to prepare the documents,” said Forthofer. In fact, Forthofer worked on the documents full time and nearly round the clock with others to make the March 2008 documentation submission deadline.

“As you can imagine, we were delighted when we learned that we qualified for a site visit,” said Gregory.

The Magnet surveyor team arrived at The Medical Center of Aurora and Centennial Medical Plaza on July 30, 2008, and spent 3 days interviewing nurses, physicians, support staff, hospital executives, board and community members, and touring the organization’s three campuses. Breakfast lunch and dinner meetings were held with over 450 nurses.

“The site visit really opened my eyes,” said Forthofer. “It was amazing to hear story after story of teams throughout the organization going above and beyond to help our patients.”

“The site visit was a time for us to celebrate the positives, acknowledge the negatives and show our surveyors how we continue to be even better,” said Spencer.

As anyone who knows about the Magnet journey can attest, Magnet Recognition is not about being perfect. It is about continually learning, transforming and improving upon what you do. It’s a journey that never ends.

The team at The Medical Center of Aurora and Centennial Medical Plaza knows this all too well.

“We’re already preparing for our next site visit in four years,” said Forthofer. “It’s a project of monumental effort, but it’s exceptionally rewarding.” And Gregory added, “It’s the right thing to do for our patients.”

**We are Magnet. The entire organization celebrated after they learned the good news. Pictured from left, Joani Reischel, RN, CCRN; Carol Gregory, RN, MSN, MBA, NEA-BC, chief nursing officer; Anita Wong, RN, BAS, MBA, former associate nursing officer; Patti Forthofer, MSN, RN, SANE-A, lead author for the Magnet documentation; and Neva Spencer, RN, NNP, interim women’s services director.**
Colorado Nurses Foundation Awards Thirty-four Scholarships!

Eve Hoygaard, MS, RN, WHNP-BC

The Colorado Nurses Foundation (CNF) announces the names of the thirty-four recipients of CNF 2008 Scholarships. The scholarship recipients represent ten nursing education programs including Associate's Degree, Bachelor's Degree (traditional, accelerated and RN-BSN) and Graduate (Master's, Nurse Practitioner, Doctorate in Nursing Practice and PhD) programs. This is the third year that the CNF, Friends of Nursing (FON) and Sigma Theta Tau (STT) have utilized the shared Colorado Nursing Collaborative Scholarship Application form. While criteria for selection of scholarship recipients does vary among the three organizations, they share a common goal of assisting Coloradoans who are enrolled in basic or advanced nursing education programs. FON and STT will announce their recipients within a few months.

Founded in 1987, the CNF is dedicated to improving health care and nursing practice in Colorado. The scholarships awarded in 2006 totaled $33,500, in 2007 this increased to $45,000 and in 2008 reached $52,000. Scholarship donors include individuals and organizations. For more information about the CNF, membership, donation opportunities, scholarship applications, the May 9, 2009 Nightingale Event, etc. visit the web site at www.coloradonursesfoundation.org.

Abbreviations used include: BSN = Bachelors Degree in Nursing, MSN = Masters Degree in Nursing, PhD = Doctorate of Philosophy, FNP = Family Nurse Practitioner, DNP = Doctorate in Nursing Practice, APN = Advanced Practice Nurse and CNS = Clinical Nurse Specialist. All Educational Programs are in Colorado. Dates of anticipated graduation, if known, are shown.

Allen-Thomas, Jennifer (H.M. Muffly Memorial Scholarship) is a graduate student in the MS/FNP program at Regis University. Her educational path started with completion of an LPN program then ADN and BSN. She is employed by Kaiser Permanente. Her long term plans include working as an APN with an underserved population or in a nursing faculty position. Anderson, Shawn (H.M. Muffly Memorial Scholarship) plans to complete her MS/FNP program at Regis University in May 2009. She is employed by the Department of Nursing at Metropolitan State College. Ms. Anderson sees herself expanding her role as a nurse leader/education and as an advocate for patients, their families and communities. Berg-Ramsey, Jennifer (Arthur L. Davis Publishing Agency Scholarship) is in her first year of the Accelerated BS-RN/BSN program at the University of Northern Colorado (UNC). Ms. Berg-Ramsey comes to nursing after a career that includes both a BS and MS in Animal Science. She has taught at middle/high school level as well as at Colorado State University (CSU) and for Front Range Community College (FRCC). While she plans to pursue a graduate degree in nursing, she hopes her first nursing position will be in a direct patient care role. Bosley, Gayle (Nightingale Scholarship) is enrolled in the BSN program at Colorado State University @ Pueblo. She is employed as a Certified Nursing Assistant in a nursing care facility where she is able to utilize her minor in Spanish. Brakovec, Jillian (Nightingale Scholarship) is a senior student at UNC. She is a Certified Nursing Assistant and currently works as a Labor and Delivery Tech at the Medical Center of the Rockies. She is considering career options that include working in a Neonatal Intensive Care Unit and, in time, plans to become a Neonatal NP. Carter, Loreli (Nightingale Scholarship) is a student at Regis University in the MS/FNP program. She started her career as an Associate Degree RN and then earned her BSN. Ms. Carter looks forward to her role as a FNP. Close, Kathleen (Johnson & Johnson Nightingale Scholarship) is enrolled in the LPN-RN Bridge Program at Community College of Denver. She is employed by Kaiser Permanente. Ms. Close is interested in a career in geriatric nursing. Constant, Tim (Poudre Valley Health System Scholarship) is a Junior BNS student at UNC and plans to graduate in December 2009. He is employed as a Certified Nursing Assistant at Poudre Valley Hospital. Mr. Constant previously completed a BS-Kinesiology.
He plans to work in an inpatient setting and later to complete a MS-Nursing Education. Dybizinski, Natalie (Colorado Nurses Association District 20-Dorothy Babcock Memorial Scholarship) is a BSN student at UNC. She plans to graduate in May 2009. Ms. Dybizinski hopes to work in an acute care setting in Northern Colorado and has an interest in psychiatric nursing. Dykstra, Chelsea (Nightingale Scholarship) plans to complete her BSN program at UNC in 2009. Her career goal is to work in a Neonatal Intensive Care Unit. Elliott, Shawn (Roy Anderson Memorial Scholarship) is enrolled at the University of Colorado Denver College of Nursing (UCDCON) where she is pursuing a Post Master's Certificate/DNP focusing in Pediatrics. Ms. Elliott is currently a nursing instructor at Adams State College and she is also a Pediatric CNS. Ms. Elliott plans to practice as a NP in rural Colorado. Erickson, Tricia (Colorado Nurses Association Virginia Paulson Memorial Scholarship) is a junior BSN student at UNC. She previously completed a BS-Nutritional Sciences & Dietetics and is a Certified Nursing Assistant. Following her planned December 2009 graduation she hopes to work as an acute care nurse with a long range interest in mental health nurses as an APN. Feller, Daniel (Banner Health System Nightingale Scholarship) is a senior in the Second Degree Bachelors to BSN program at UNC. He previously completed an Emergency Medical Technician program and earned a Bachelor of Health degree. Mr. Feller is currently working as a Unit Assistant (ER) at Poudre Valley Hospital. His interests include working with an underserved population. Jefferies, Melissa (Nightingale Scholarship) is a junior BSN student at UNC. She previously completed a Certified Nursing Assistant program. Ms. Jefferies is interested in working in an acute care setting. Johnson, Nels (Rose Medical Center Nightingale Scholarship) is a senior BSN student at UNC. Mr. Johnson previously completed a certified nursing assistant program and has an Emergency Medical Technician Certificate. He currently works part-time as a certified nursing assistant in the Poudre Valley Health system. He is interested in working the Emergency Room. Kreeger, Amy (Exempla Lutheran Medical Center Nightingale Scholarship) plans to graduate from the MS/FNP program at Regis University in May 2009. She is currently employed at Exempla Good Samaritan Medical Center. Ms. Kreeger looks forward to working as an APN in Colorado. Jackson, Alma (Red and Lola Fehr Nightingale Scholarship) is currently a student in the MSN program at UNC. Her previous graduate education includes both a MS in Community Health & Wellness and a PhD in Education. Dr. Jackson is on faculty at Mesa State College and also works as a home health nurse in Grand Junction. She is involved in Nursing Research and plans to continue in the role of nursing faculty. Kwarteng, Yakub (University of Colorado Denver College of Nursing Scholarship) is a junior BSN student at UCDCON. He is employed as a student laboratory assistant in the UC-School of Medicine. His prior education includes a BSc in Land Economy (in Ghana) and a diploma in Informational Technology (London, England). His long term goals include both being a nurse educator and an acute care nurse. Mr. Kwarteng plans to graduate in 2010. Looka, Lane (Colorado Trust Nightingale Scholarship) is a student at Regis University in the MS/FNP program. He entered the health care field as a Paramedic/ EMT, later obtained an AAS in Nursing and then a BSN. Mr. Lane is currently employed in a nursing faculty at Concord Career College, as a Hospice Care Nurse and as affiliate faculty at Regis University. His career plans, following his planned May 2009 graduation, include working as a FNP in a rural practice. Pendleton, Portia (Colorado Nurses Association District 3 Scholarship) is a junior student at UCDS who plans to graduate in 2010. She is interested in school nursing and ER. Richmond-Haygood, Marion (Nightingale Scholarship) is a Senior BSN student at the University of Colorado-Colorado Springs. She is employed as a WIC Breastfeeding Counselor at the El Paso County Health Department and plans a career in Public Health. Reudebusch, Paula (Patty Walter Memorial Scholarship) is a MS/FNP student at UNC. She will graduate in May 2009. Ms. Reudebusch works as an RN (Peds) at PVHI and also in an on-call position at CSU. She is interested in teaching and working as a FNP in a clinic or school. Rivers, Amanda (Colorado Organization of Nurse Leaders Scholarship) a Senior BSN student at UNC plans to graduate in May 2009. She previously completed both the EMT and Certified Nursing Assistant program and is currently employed as a certified nursing assistant at the Medical Center of the Rockies. Her areas of interest include Womens’ Health and perhaps later an APN role or nursing management. Rogers, Kristin (Medical Center of the Rockies Scholarship) a Junior BSN student at UNC, plans to graduate in May 2010. She previously completed an Associate of Science degree and is a Certified Nursing Assistant. Ms. Rogers is employed as an office manager for Orthotic Prosthetic Care and is a Home Health Aide. She plans to stay in Larimer County and is interested in Pediatrics with a long term goal of becoming a Pediatric NP or a Certified Nurse Midwife. Sallberg, Jessica (Nightingale Scholarship) is a Junior BSN student at UNC. She plans to graduate in May 2010. Ms. Sallberg is employed by Caring Hearts Home Health Agency. She is interested in working in the ER and perhaps later will become an APN. Sounart, Jennifer (LaFawn Biddle Nightingale Scholarship) will complete the MS/FNP program at Regis University in May 2009. She currently works in Labor and Delivery at SkyRidge Medical Center. Her areas of interest include health promotion and serving as a medical missionary. Tanner, Tanya (St. Anthony Hospitals Nightingale Scholarship) plans to complete her PhD at UCDCON in the summer of 2010. She is interested in research, practice and education with a holistic focus. Ms. Tanner is a Certified Nurse Midwife and works at Denver Health and Hospitals and with Aurora Nurse Midwives. Tatman, Carrie (National Jewish Medical and Research Center Nightingale Scholarship) plans to complete her PhD at Front Range Community College.
She has a previous BS in Health and Exercise Science and a BA in Spanish. Ms. Tatman works at Northern Colorado Medical Center as the ER Bilingual Guest Relations Coordinator/Patient Advocate as well as being a Spanish interpreter at Foothills Gateway. Her plan is to work in the ER after graduation. Valdez, Lindsey (Rose Medical Center Nightingale Scholarship) is a junior in the BSN program at UNC. She plans to graduate in August 2010. Ms. Valdez is employed as a Resident Assistant at UNC, as an Outreach Program Mentor at the Greeley Visitor’s Center and is a lifeguard at the Castle Rock Recreation Center. Her interests are to work in Acute Care and later to return to graduate school. Wall, Laurie Christine (Roy Anderson Memorial Scholarship) is a first year student in the DNP program at the UCDCON. She plans to continue to work as a nurse educator and will also utilize her CNS (Acute Care) in rural NE Colorado. Ms. Wall is an example of the utilization of a career ladder have started her nursing career as an ADN then completing a BSN, a MS and a CNS program. White, Kellie (Colorado Nurses Association Nightingale Scholarship) plans to complete her BSN at the UNC in December 2009. Prior to starting the BSN program, she completed her BS-Animal Science and became a Certified Nursing Assistant. She works as a Wrangler at the Sylvan Dale Guest Ranch and is a Certified Nursing Assistant at the Medical center of the Rockies (Cardiac Unit). Her goal is to teach nursing students. Wiseman, Steven (Colorado Nurses Association DNA 16 Scholarship in Honor of Eleanor Bent) is an Accelerated BSN student at Metropolitan State College. He previously completed a BA-Environmental Studies and is a certified Wilderness First Responder. His plans are to work in rural Colorado. Wittich, Michelle (The Medical Center of Aurora Nightingale Scholarship) plans to graduate from Arapahoe Community College in December 2009. She has previously completed both a MS and BA in Psychology. Her area of interest is the neonatal intensive care unit or other acute care area. Yost, Anthony (St. Anthony Hospitals Nightingale Scholarship) plans to complete his Accelerated BSN program at Regis University in December 2009. He has a previous BS in Journalism. Mr. Yost is employed as a Client Services Manager at Kerasotes Theatres. His area of interest is Pediatrics and may later pursue a MS/Neonatal NP degree.
and Patient Care is a legislated study, with partial credit given from the committee to look at key stakeholder organizations participating in the planning of the study. The 14 Member Pilot Planning Committee (PPIC) has representation from:

- Colorado Nurses Association
- Colorado Hospital Association
- Service Employees International Union (SEIU)
- Colorado Center for Nursing Excellence
- Colorado Council on Nursing Education
- Colorado Department of Public Health and Environment
- Two appointments—direct care nurses by the Governor’s office

PPIC Member Judy Hutchinson, R.N., representing SEIU on the committee put it eloquently when she says: “I see this as a beacon of hope for the direct care staff nurse and for the patient care.” She expresses a deep respect for the planning committee for their efforts to “work together within a respectful working environment, being able to make decisions based on consensus.”

She further expresses her opinion, “the work environment has a direct correlation to nurse retention. We need direct care staff nurses at the planning table to help us make key decisions about patient care and the work environment. We need this change because of what is being done now and what is not working. Let’s work smarter, not harder, and let’s learn to work together and respect the direct care nurse for their expertise of bedside nursing. This can only improve job satisfaction, retention, and promote safe, quality patient care.”

Committee member, Linda Stroup, representing the Colorado Council of Nurse-L. Educators, comments: “The work of this committee is of great importance for nurses in Colorado. The committee utilizes a very collaborative process in decision making, incorporating feedback from all committee members each step along the way in our work. As a representative of nursing education in Colorado it is exciting to be involved in the planning, implementation, and evaluation of a research study that will have a significant impact on current as well as future nurses.

Colorado Nurses Association President Eve Hoygaard noted the opportunity all committee members have had to learn more about nursing research from the nationally known nurse researcher leading the project (Janet Houser) and from each other. She also identified the value of the interactions between committee members in helping to provide a more complete understanding of nursing work environment and how to capture that in the research process. “To see CNOs on the committee taking time to explain aspects of the research process to direct care nurses with less research experience was very important to seeing that each of us had something unique to contribute to the process. Likewise, direct care nurses were able to provide those whose bedside nursing experience was less recent with a “reality check” now and then.”

This study will focus on the direct care nurse and on involvement both at the unit level and at the facility level. Direct care nurses are involved in the planning process and will be included in all phases of the study. The deliberation addresses five reasons for the establishment of the study:

- Evidence indicates involving nurses in decision-making that affects nursing practice is beneficial
- Nursing participation needs to be evident at both the organizational level and at the facility level
- Nurses in providing direct care have critical information and knowledge to provide in planning for care of patient and become key participants in the planning process
- The nursing work environment includes multiple factors that impact nursing satisfaction and care
- The identification of an effective model or models for professional nursing practice involvement in decision making and planning for staffing and other issues related to patient care has to have demonstrated validity and efficacy before implementation on a larger scale.

Part of the study will include collection of data in a randomly selected Colorado Hospitals. Study data will be collected at the unit and facility level. The first phase of the project will involve a qualitative study, followed by a quantitative study. The committee will develop recommendations based on study findings, which could include recommendations for best practices and implementation strategies. The study time frame will include a six month planning phase, followed by approximately 18 months for the study.

Not only is the project broadly supported by stakeholders—there is strong support for the project in the nationally recognized nursing research experts guiding the project. Dr. Janet Houser, Associate Dean for Research at the Colorado College of Nursing, was named the chief investigator/research advisor for the project. Dr. Phyllis Graham-Dickerson, a professor of Family Medicine and Community Health at Regis University, was named the implementation team leader. Dr. Joyce Verrran from the University of Colorado is also functioning in research consultant capacity.

The PPIC committee is being co-chaired by Fran Ricker (Executive Director Colorado Nurses Association) and Carolyn Sanders (Associate CNL—University of Colorado Hospital and Colorado Hospital Association representative). The Center for Nursing Excellence is functioning as the administrative entity for the project.

The Colorado Nurses Association (CNAs) will continue to provide regular updates on the status of the project. For further information on the project please contact Dr. Fran Ricker at franricker@nurses-co.org or Carolyn Sanders at carolyn.sanders@uch.edu.

Executive Summary

Edited by Colorado Nurses Association to Include Literature Review and Recommendations specific to Advanced Practice Nursing. For the full report please go to: http://www.coloradohealthinstitute.org/Documents/ Executive_Report_final.pdf

On February 7, 2008, Governor Ritter issued Executive Order B 003 08 establishing the Collaborative Scopes of Care Study and creating an advisory committee to oversee the conduct of an evidence-based review that would inform the study findings. In issuing this executive order, the governor acknowledged that it is clear from health manpower studies that we do not have sufficient numbers of providers, especially physicians and dentists, to meet the current [health care] needs of Coloradans. This problem is especially acute in rural and other underserved areas. Further, Governor Ritter called for a research group to undertake a study of scopes of practices for advanced practice nurses, physician assistants and dental hygienists in terms of the services that are delivered, the settings in which those services are delivered and the quality of care provided. The purpose of this evidence-based review is to assess studies that directly relate to the following three key research questions:

1. What are the quality, safety, efficacy and cost-effectiveness issues related to utilizing advanced practice nurses (APNs), physician assistants (PAs) and dental hygienists (DHs) as primary care providers, paying particular attention to the provision of primary care provided to underserved populations?
2. What is the evidence for utilizing independent practice certified registered nurse anesthetists (CRNAs) in anesthesia practice?
3. Are there models of care, care settings or aspects of care settings including relationships between different providers that have been shown to improve access to quality care?

The focus of the study was collaborative models of primary health care delivery. The definition of primary health care utilized to answer the study questions was basic physical, oral and mental health care provided by physicians, dentists and other health care professionals such as advanced practice nurses, physician assistants, certified nurse midwives and dental hygienists. APNs are licensed to provide preventive, early intervention and continuous health care services. Primary care is ongoing and comprehensive care throughout the life course from pregnancy and childhood through old age. For the purposes of this study, obstetrics, gynecological and anesthesia care provided in rural areas in particular were included in the evidence-based review because of the unique obstetrics and anesthesia access to care issues that are encountered in many rural areas of the state.
Advanced Practice Nurses: Evidence from the Literature Review

The literature search returned a total of 1,116 articles—778 related to NPs, 191 related to CNMs and 147 related to CRNAs. From these articles, 122 qualified for a full article review which produced 17 studies that met the criteria to produce an evidence basis. Twelve studies were specific to NP practice, four to CNM practice and three to CRNAs.

Two of the studies examined both NP and CNM practice in a community setting. Twelve studies took place in a primary care setting and five in a hospital setting. One study was conducted in primary care in Colorado, while two of the three systematic reviews were conducted in the United Kingdom, all of which are commonly cited by CNMs.

Ten studies dealt exclusively with an adult population, four included a pediatric population and in the three meta-analyses, the population was not specifically referenced in the reviews. The Davis study focused on the outcomes of NPs and NMs in primary care included studies related to NP/NM teams, NP/physician teams and NPs alone practicing in primary care settings. The Horrock study was a systematic review included studies that compared NPs and physicians providing a first point of contact care in the United Kingdom. The two systematic reviews did not specifically reference the quality of care provided by CRNAs relative to physicians.

In the Venning et al. (2000) study, no significant differences were found in the comparison of productivity measures. In the Litaker study, NPs scored higher on measures of providing preventive care and patient education than 7 physicians. The Brown and Grimes (1995) meta-analysis found that in low-risk births attended by CNMs, women received less analgesia, anesthesia and fetal monitoring and fewer episiotomies, forceps deliveries and intravenous fluids. There were no studies that specifically measured processes of care for CRNAs versus anesthesiologists. In the studies where relative costs were discussed, when practicing alone APNs cost less, but when practicing on a team costs were higher than physicians practicing alone.

Patient satisfaction

Health service utilization and patient surveys were used to measure satisfaction in nine studies. Patient satisfaction was consistently and significantly higher for NPs, especially when measuring satisfaction with patient education and treatment plans. CNMs received higher satisfaction ratings than obstetricians. In general, the studies reviewed found higher levels of patient satisfaction with NPs and higher satisfaction ratings for patient education provided by NPs. NPs were found to spend more time with their patients, which was hypothesized to explain, in part, the higher patient satisfaction scores they achieved. There were no studies comparing satisfaction with care and services provided by CRNAs versus anesthesiologists.

Access to care

Four studies discussed access to primary care but due to the heterogeneity of settings in the studies where findings were directly compared or similar conclusions drawn. One urban-based study found access to prenatal care for women was increased when compared to a non-intervention group (52.5% vs. 44.6%). Another study comparing primary care physicians and non-physician primary care providers in California and Washington found that a greater proportion of NPs and CNMs in California worked in a rural area or HPSA compared to physicians. In the Venning et al. (2000) study, NPs also served a greater proportion of Medicaid, uninsured and minority patients in their practices than the physicians included in the study. Like Colorado, California requires a collaborative agreement for prescriptive authority by APNs that would address the identified barriers.

Policy recommendations from the SOC Advisory Committee

ADVANCED PRACTICE NURSES (APNs): FINDINGS FROM EVIDENCE-BASED REVIEW

The evidence-based review found that APNs working as members of interdisciplinary health care teams deliver quality health care comparable to physicians in a variety of settings while receiving high patient satisfaction ratings. CNMs and CRNAs were found to provide quality specialty care without the direct supervision of a physician, often operating under specific practice protocols developed in consultation with a licensed physician. Further, that consultation and referral to other appropriate providers consistent with training and scope of practice is a necessary component of primary health care to be exercised by all primary care providers. BARRIER—A barrier to APN practice that was identified by members of the advisory committee, key informants and through public testimony was that some APNs, particularly those practicing in rural areas, find it difficult to identify physicians willing to enter into a collaborative agreement for purposes of prescriptive authority. Various reasons for this difficulty have been put forth, ranging from a shortage of primary care physicians in certain geographic areas, a lack of knowledge and understanding about the legal implications of the collaborative agreement, financial constraints imposed upon APNs when they must pay for the agreement and general liability concerns from both physicians and APNs.

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APN Recommendations made by the Committee:

1. Evaluate the efficacy of changes to APN law and regulations that would allow more flexibility in, or other changes to, the collaborative agreement requirement for prescriptive authority by APNs that would address the identified barriers.

2. Evaluate and recommend policies that would support and enhance the delivery of health care through interdisciplinary teams including physicians, APNs and other health care professionals.

CRNA Recommendations: Evaluate the efficacy of implementing changes currently authorized under the federal opt-out provision for Medicare Part A reimbursement to allow Colorado hospitals to bill for CRNA services directly taking into account hospital location and CRNA practice experience.
Panel on Health Care Reform: King Arthur's Round Table or Team of Rivals?

by Susan Foster, RN, MSN, FNP-BC

What is the future of Health Care Reform? How can we best get to where we should go? Should the United States convene King Arthur's Round Table or Lincoln's Team of Rivals? King Arthur's Round Table connotes no head or single authority with equal status among all members while President Lincoln's Team of Rivals produces strength and unity through diversity and discourse. Should the Team of Rivals meet at the Round Table?

The CNA Continuing Education Day 2008 “Focus us on the Future” offered a lively panel discussion on Health Care Reform moderated by Sara Jarrett, EdD, RN, CNS. The panel featured David Sirota, leading political journalist and bestselling author; Steven Summer, CEO of the Colorado Hospital Association; Barry Keene, member of the CNA and ANA Health System Reform Workgroups; Dr. Mark Laitos, President-elect of the Colorado Medical Society (CMS); and Tony Gagliardi, State Director of the National Federation of Independent Businesses.

Unlike other purchased commodities, David Sirota described health care as “inelastic.” That is, when a person has a health problem such as a lump or other potentially significant health concern, early identification, diagnosis, and treatment are crucial. However, if someone wishes to upgrade their cell phone or ipod, that purchase can be delayed until finances are available. Health care services, unlike the store-bought commodities, are not elastic in that they must be purchased when needed. Herein lies the conflict in a market-driven health care system which legitimizes the profitability of selling a product (e.g., health care services) to persons whose lives are at stake and whose financial resources may be such that they must delay or forego such services.

The panelists asserted some compelling thoughts. There are numerous stakeholders in the health care industry which include consumers, taxpayers, health care providers, insurance industry, government, and the business sector among others. How can our nation assure value, effectiveness, and efficient use of resources? Should we be driven by profit motives in addition to cost, quality, and workforce in the health care matrix? Quietly, perhaps subliminally, there was agreement that the time to think about the future of the health care system may be when needed.

The Board of Directors of the association has been tasked with developing guidelines to deal with related issues on the recent changes. Workplace advocacy is one of the roles of the association, which aligns with the professionalism inherent in our membership. CNA will continue to evaluate the options for developing work advocacy programs for nurses. The Center for American Nurses continues to focus on work in this arena and is a potential resource for the association in these endeavors. The association will continue to advocate for the front line direct care registered nurses and their families in their workplace.

In relating the recent changes, I must ask registered nurses to consider whether this opens the door for individuals in membership with the association. Membership in the association is what drives effective advocacy programs.

For facilitated, I would respectfully ask that communications that reflect the name and role of the association are updated to reflect our current strategic direction, image, and role. To refer to the Colorado Nurses Association today as a “union” would be incorrect in fact and reality.

Colorado Nurses Association has always been “in part of the front line” in membership with the association. Nurses in Colorado in recent months have been recent targets of communications that were less than factual and clear regarding legislative initiatives and nursing issues in Colorado. Misinformation from outside entities is circulating broadly.

Colorado Nurses Association in conjunction with other organizations in Colorado has worked to provide insight into issues that affect all nurses, including direct care nurses. Efforts that represent collaboration between groups to address complex nursing issues, nursing education, and nursing work environment have been a by-product of the Governor’s Task Force on the Reform of Nursing Practice.

Organizations such as the Colorado Organization of Nurse Leaders, the Colorado Hospital Association, The Colorado Center for Nurse Educators, SEIU, The Colorado Nurses Association, The Colorado Medical Society, and the Colorado Nurses Association have been a by-product of the Governor’s Task Force on the Reform of Nursing Practice. The U.S. has a multiIndustry matrix? Quietly, perhaps subliminally, there was agreement that the time to think about the future of the health care system may be when needed.

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2008 Colorado Nurses Association Awards

Each year, Colorado Nurses Association honors members for their contributions at an awards recognition ceremony held during the annual convention meeting. This year an Awards Reception was held on November 7, 2008 in the evening at the Radisson hotel. This year’s reception honored three members as Hall of Fame Inductees and also featured poster displays created by the friends of the recipients. Hall of Fame Inductees received monogrammed vases in recognition of their award. The recipients for the 2008 Hall of Fame Awards were: Dorothy Babcock, Carole Shoffstall, and Judith Frankenburger.

Dorothy Babcock received posthumous recognition this year for a lifetime of professional accomplishments. Dorothy was a lifetime Colorado Nurses Association member and an active member of DNA 20. Members of her family attended the award recognition.

Dorothy contributed through active participation in DNA 20 including contributions to many educational events hosted by the district. Dorothy also presented individual workshops and seminars for the DNA and for groups throughout the metro area including at Chautauqua on multiple occasions. She served on a state level Education Committee for 13 years.

Dorothy was Professor Emeritus at Metropolitan State College of Denver where she was greatly respected by faculty and students for “exemplifying what a teacher is supposed to be.” Dorothy was also recognized for her educational expertise by the University of Colorado Health Science Center’s Graduate Psychiatric Mental Health Nurses Alumni Outstanding Clinical Practice Award. She was a member of Sigma Theta Tau, and Pi Gamma Mu, international honor society in social sciences. She also made an impact internationally through participation in the Friendship Bridge organization which focuses on educating women on ways to move out of poverty. She traveled to Vietnam and Thailand to provide nurse educators with the skills and knowledge to qualify them entrance into a BSN program for nurses. As one result of this program, Thailand recently opened a BSN program for nurses and there are plans to do this also in Korea soon. As a certified Clinical Nurse Specialist, Dorothy also improved health for her clients. She maintained a private clinical practice and was able to integrate theoretical knowledge with practical experience. She influenced many of her students to become leaders in their clinical practice areas and many went on to earn advanced degrees. Dorothy’s lifelong influence on others continues to have enduring value.

Judith Frankenburger has used her professional nursing and education to serve in many roles. Beginning nursing with an associates degree, Judy continued to advance her nursing education along the continuum of her career. She obtained her MSN degree from Regis University in 1993. One of Judy’s major focuses in her career has been in emergency and trauma nursing. When she worked in emergency nursing and in supervisory roles in the emergency department both at St Anthony’s hospital in Denver and at La Jura Medical Center. Many are familiar with Judy’s experience in instructing paramedics and in instruction of ACLS and emergency courses. Judy was also instrumental in creating the Institute of Emergency Medicine at St. Anthony’s hospital. She helped establish the “211 phone service” for senior citizen services locally in her area. After her husband passed away, Judy returned to Pueblo and worked at several facilities there. She also worked at Park View Medical Center, until her retirement from active nursing three years ago.

In addition to her nursing career, Judy has been actively involved with AARP where she is the coordinator of the AARP Information Center in Colorado. She has presented the AARP “Caring Conversations” program throughout Colorado, and also helped present the AARP computer program of the AARP Health Guide.

Judy has also participated as a member for seven years on the Consumer Insurance Advisory Board in Colorado. She serves as a State Health Insurance Provider counselor. She is also a TRIAD board member—a senior group of law, sherriff and advocacy members that provide assistance in abuse and elder protection services. She is also a member of the Southern Colorado Regional Emergency & Trauma Advisory Council.

Her CNA involvement includes having served as her district president and her role as Director/Board Member for the state association. Judy is an inspiration for continuing professional involvement past retirement.

Dr. Shoffstall’s own words best describe her significant contribution to nursing education: “It has been said that the value of one’s life can be measured by what one contributes to the next generation. It has been my privilege to be involved in nursing and health science education which gave me the opportunity to have at least a bit of an impact on thousands of students throughout my life. This has brought me joy beyond my wildest expectations and in some way has helped to create a generation of graduates who will continue to contribute to the profession of nursing and other health care disciplines.”

Dr. Shoffstall’s academic background is in mental health nursing. She obtained her PhD from the University of Maryland. She began her professional nursing career at Beth-El teaching mental health nursing. Her nominator wrote her name is synonymous with Beth El College of Nursing, and she served in the role of Dean for the college for seventeen years. Her contributions there included establishing a Master’s degree program for Nurse Practitioners and Clinical Specialists, and also a relatively new Doctorate in Nursing Practice Program. She also initiated development of an Accelerated Nursing Program for second degree students and supported refresher programs for nurses returning to nursing practice.

Dr. Shoffstall also had a pivotal role in facilitating the merger of Beth-El College of Nursing and the Health Sciences with the University of Colorado at Colorado Springs. This merger has helped to expand educational opportunities for the entire region.

Recently, Beth El announced the establishment of the Shoffstall Endowed Chair in Nursing and Health Sciences at UCCS. Dr. Shoffstall has also made contribution in the fields of violence prevention by the establishment of the Forensic Nursing option at the Master’s level at Beth-El; the first educational institution to offer this in the country. A Violence and Prevention Center was also established at the college.

An active CNA member for approximately twenty five years, Dr. Shoffstall also has served...
on numerous Boards in her community: Colorado Chamber of Commerce, Penrose Hospital Board, Peak Vista Community Health Center Board, Past President—Colorado Council of Nurse Educators, Past President—Colorado Association of Colleges of Nurses, Newborn Hope Corporate Board, and others.

**Outstanding Contribution—DNA Level**

Diane Lind Dean and CNA President Eve Hoygaard

One of her colleagues describes her character traits of enthusiasm, persistence, creativity, and commitment as driving traits that enabled her unique contribution to psychiatric mental health nursing. She is one of the founders of District 31 known as the Colorado Society of Clinical Specialists in Psychiatric Nursing which has become a foundation for the profession in Colorado. She also helped write the DNA 31 bylaws and ethics book. The ethics guidelines were later published and became national guidelines for standards of practice.

She actively represented her district this year on the Sunset Task Force at CNA. She has represented her district on the Colorado Federation of Nursing Organizations. She is the Nominating and By-laws Committee Chair for her district.

Diane was one of the first APNs to be granted hospital privileges at Mt. Airy and Bethesda hospitals. She was the first nurse accepted into the Denver Psychoanalytic Institute and in doing so broke the physician only barrier. She has been a graduate faculty member at the University of Colorado, was Director of Education at Bethesda. After obtaining prescriptive authority privileges she worked at Stout Street Clinic. She has been successful for years in private practice, doing psychotherapy.

**Outstanding Contribution—State Level**

Tay Kopanos, DNP and CNA President Eve Hoygaard

Tay is a recent CNA member who has demonstrated significant leadership in her tenure with the association. She is the current Chair of the Government Affairs and Public Policy Committee for CNA. Tay supported efforts to help pass HB1023 in 2007 for Advanced Practice Nursing legislation.

When that bill failed, she was instrumental in helping guide strategy and crafting language that would become three APN bills introduced in 2008: HB 1060, 1061, and 1094. Tay was a key player in developing a plan for the passage of these bills. The plan including mailings to every APN in the state, developing an APN List Serve for rapid response to legislative issues, and participation in a multitude of stakeholder meetings.

She additionally helped guide review of research evidence for APN practice, and also supported by legislative contact and testimony at the legislature. Throughout this time, she regularly updated members on issues with up to date commentaries. Her endeavors in the past year will continue to impact APNs in Colorado for years to come.

**Sustained Contribution to CNA**

Mary was nominated by District 16 for her ongoing contribution since she became a CNA member in 1987. She has held numerous positions for her district including President, President Elect, Secretary/Editor, Treasurer, and DNA 16 Board member. At the state level she has served on many committees: Collective Bargaining Committee, Publicity Committee, Centennial Planning Committee, Membership and Planning Committee. She was an ANA delegate for 2006-2007.

“…a natural leader,” Mary increases the visibility of nursing and the Colorado Nurses Association by promoting and arranging Nurses Night at the Rockies. She has done this for the past seven years. Tickets sold out completely for last year’s event. She also secured a regular slot for Colorado Nurses Association in the annual Denver St Patrick’s Day parade for ten years. For five years, she organized a water, lemonade, and sunscreen stand on a major bike path during Nurses Week. Mary has demonstrated caring for student nurse colleagues by organizing raffles with prizes at the end of district meetings to raise scholarship funds for students. She is also a true caregiver in her personal life as well and has actively helped the needy and homeless by activities such as: annual holiday drive for DNA 16 to support needy families, recruiting nurses for Project Homeless Connect, participating in the Point in Time Survey sponsored by United Way, volunteering for children’s immunizations in August at the Children’s Hospital, MLK Day of Volunteerism at the Denver Rescue Mission, and more. She is actively involved in Colorado Emergency Response Team, Colorado Coalition Against Gun Violence, and Kaiser Permanente Crew Volunteer Board.

2008 Colorado Nurses Association Awards continued on page 14
continued to focus on educational programs at their monthly meetings, also a benefit for their district members. Their fall seminar also provided educational opportunities.

The APN Bill Strategy was greatly enabled by the following efforts by District 30 members: Legislator contact to support APN Bills, establishment of APN Listserv, APN mailing to all APNs in Colorado, participation in bill planning and strategy sessions, ongoing meeting with stakeholder organizations through CNA, marketing support and consultation, and public communication. Few were probably surprised by this recognition for a district that played an active pivotal role in advancing and supporting APN legislation in Colorado.

DNA Nurses of the Year

Each year member districts of the association select a Nurse of the Year who has been especially effective at their local district level. This year’s winners are:

DNA 3 – Geri Tierney
DNA 4 – Nancy Whetzel
DNA 7 – Sherrod Beall
DNA 9 – Kathie Hopkins
DNA 16 – Chris Schmidt
DNA 20 – Irene Drabek
DNA 23 – Agnes Kerr
DNA 31 – Diane Lind Dean

Virginia Paulson Award

Lori Rae Hamilton was nominated by District 4 for her dedication to nursing, her nursing leadership, and for her support for local district, state, and national activities. She graduated with her BSN from Texas Tech in 1998. She worked in Anson Texas, then moved to Trinidad, Colorado in 2001. She obtained her MSN in the Fall of 2006 through University of Phoenix. She is now a full time faculty member with Otero Junior college.

In her role at Otero Junior College she has developed intravenous therapy and medical terminology online course. She is now involved in a grant for a mobile simulation unit that will be used for nursing programs and facilities.

She joined her district in 2007 and has served in several roles. She served as a delegate to the 2007 CNA Convention and brought over 30 students to the event. She was elected in 2008 to be Vice President for DNA 4 and also served as the Colorado delegate for the Center for American Nurses at the ANA HOD meeting in Washington in July 2008.

DNA of the Year

In the past year, District 30 has emerged to an unprecedented level of activism and advocacy for APN issues and legislation. The passage of the three APN bills this year was the culmination of concerted effort and strategic initiatives heavily supported by District 30 leaders and members. In addition, this district also supported financially the production of the APN Video project to educate on APN roles in Colorado.

District 30, CSAPN, also has one of the largest district membership rosters, an accolade to their continued recruitment of APN members. They continue to focus on educational programs at their monthly meetings, also a benefit for their district members. Their fall seminar also provided educational opportunities.

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Updates from the State Board of Nursing

The State Board of Nursing is pleased to announce the appointment of Christopher Dopek, J.D. to the Board of Nursing effective September 19, 2008. Mr. Dopek replaces Dennis Kaw, J.D. as one of the public member representatives on the Board.

At the Quarterly Full Board Meeting the Board held a Rulemaking Hearing where the Board heard testimony regarding proposed amendments to the Department of Law participated in meetings with stakeholders who had an interest in the proposed rules.

The attendance at the rulemaking hearing was “standing room only” and the Board heard testimony from: W. Ben Vernon, MD, President of the Colorado Medical Society; Jennifer Hensley, CNM, EdD, Chair, ACMN Region V; Fran Ricker, MSN, RN, CGRN, Executive Director, Colorado Nurses Association; Cheryl Blankemeier, CGRNA, Chair, State Government Affairs, Colorado Association of Nurse Anesthetists; Tay Kopanos, RN, Colorado Society of Advanced Practice Nurses; Fred Miles, JD, Miles & Peters Attorneys at Law, counsel for Colorado Association of Nurse Anesthetists; and, Kari Hershey, JD, counsel for the Colorado Medical Society.

At the conclusion of the public testimony portions of the rulemaking hearings the Board carefully considered all the recommendations and proposed revisions and directed the final revisions. The Board then repealed and re-adopted both the Chapter XIV—Rules and Regulations to the Colorado Revised Statutes. The Board adopted the proposed amendments and the new Chapter I Rule will be effective December 30, 2008 at which time they will be posted on the Board’s website: http://www.dora.state.co.us/nursing.

Two additional Rulemaking Hearings were held at the October 22, 2008 Full Board meeting: Chapter XIV—Rules and Regulations for Advanced Practice Nursing; and Chapter XV—Rules and Regulations for Prescriptive Authority. The rulemaking hearings were initiated in order to correct and further define the requirements for advanced practice nurses to apply for and to be listed on the Advanced Practice Registry and be granted Prescriptive Authority. The rule changes were to codify the current standards of education, practice and administrative procedures. Prior to the rulemaking hearing, Board of Nursing staff along with other members of the Division of Registrations, DORA (Department of Regulatory Agencies), the Governor’s Office, and the Office of the Attorney General participated in meetings with stakeholders who had an interest in the proposed rules.

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Other highlights from the Full Board meeting included a special recognition ceremony for the members of the Board and the members of the Nurse Aide Advisory Committee whose service ended within the last year. The Board recognized the service and dedication of each member to DORA’s mission of consumer protection for the citizens of Colorado.

Those recognized included:

Nurse Aide Advisory Committee Members:
- Alice McBurney, RN—March 2003 through June 2007. Representative for Home Health Care
- Elaine Woods, CNA—May 2004 through June 2008. Representative for Certified Nurse Aides

Special certificate to be mailed to family members.

Board Members:
- Thomas (Tom) L. Kanan, JD—July 2005 through June 2007. Served as a Public member.
- Victoria (Vickie) L. Broerman, RN—July 2005 through June 2008. Served as Hospital Staff Representative.

2009 Sunset Updates

The Nurse Practice Act, the Nurse Aide Practice Act, and the Psychiatric Technician Practice Act are all slated for the Sunset Review Process during the 2009 Colorado State Legislative session. Over the course of this year, the Board prepared for the Sunset Review Process, DORA’s Office of Policy, Research and Regulatory Reform gathered together many groups and individuals within the healthcare industry and nursing community collecting data, conducting research, and gathering opinions regarding potential recommendations and changes to the three Practice Acts. Upon the completion of the data collecting phase, members of the Office of Policy, Research, and Regulatory Reform drafted the 2008 Sunset Review: Colorado Board of Nursing, the 2008 Sunset Review: Nurse Aide Certification Program, and the 2008 Sunset Review: Psychiatric Technicians Licensure Program which were made available to the public on October 15, 2008. To review these reports, please visit the Office of Policy, Research and Regulatory Reform’s website from the DORA website: http://www.dora.state.co.us/opr/oprpublications.htm#SS

Inactive Status for LPNs and RNs

There will be no fee to change licensure status from active to inactive. Those nurses who elect to inactivate their licenses will be required to renew their license in an inactive status every two years, paying a reduced renewal fee. Should the nurse who inactivates his or her license choose to reactivate it, the nurse will be required to submit a reactivation application, a reactivation fee and other required documentation, which may also be obtained in the Licensee/Applicant Services of the Board’s website.

Key items to keep in mind regarding inactive status:
- A nurse with an inactive status license may continue to use nursing titles such as RN or LPN, but may not practice nursing with an inactive license. Doing so may subject the nurse to disciplinary action.
- A nurse may not inactivate his or her license in order to avoid discipline against the license for violations of the Nurse Practice Act.
- A nurse who changes permanent legal residency to another compact state cannot inactivate his or her Colorado license. The nurse must obtain licensure in the new state of legal residency at which time the Colorado license would be expired.
- A nurse with an inactive license(s) who wishes to reactivate his or her license are required to demonstrate competency at the time the nurse applies for reactivation if the nurse has not practiced in two or more years.

NOTE: It is highly recommended that those nurses who are considering inactivating their licenses review the Board’s Policy 10-03 Continued Competency Requirements for Practical and Professional Nurses on the Board’s website in the Statutes, Rules, and Policies section: http://www.dora.state.co.us/nursing.
The annual Nightingale Awards event will be held on Saturday, May 9, 2009, at the Renaissance Hotel, 3801 Quebec, in Denver. The Reception and Silent Auction will begin at 5:00 PM. Guests will be seated at 7:00 PM with dinner being served shortly thereafter. All finalist introductions and announcement of the Recipients will follow the dinner hour.

Kim Christiansen of Channel 9 NEWS will return as master of ceremonies and notes, “I spend an evening in a room filled with the most kind, compassionate and humble people we will ever meet—nurses, who do their work because they choose to do it, not because they have to.”

David Kearns of St. Anthony Hospital Flight for Life in Denver, is Chair of the event.

The Nightingale Awards were established as a tribute to the professional excellence of Colorado’s registered nurses. The statewide event, sponsored by the Colorado Nurses Foundation (CNF), is designed to recognize the contributions of Colorado nurses and serve as a fundraiser for scholarships and educational activities for nurses throughout the state. Since 1999, CNF has awarded 244 scholarships totaling $313,750.

The Colorado AHEC System and Colorado Springs and Western Slope Nightingale Committees provide the nomination process and sponsor the local recognition events. At the statewide event, the nominees will be recognized, the 15 finalists chosen from the entire state of Colorado will be presented, and the recipients of the prestigious Nightingale Award will be announced. Dr. Jean Watson, founder of the Nightingale Awards, will be in attendance to participate in the recognition.

Plan on joining your colleagues for a wonderful evening of celebration! You may use the form on this page to make your reservation. For Patron Sponsor Levels information, please contact Linda Schuyler, Nightingale Coordinator, at 720-962-0698 or via e-mail at CNFnightingale@hotmail.com. To donate a silent auction item, please contact Vicki Carroll, Silent Auction Coordinator, at Vcarroll@aol.com.

RSVP DEADLINE IS FRIDAY, MAY 1, 2009

Return payment and completed form to:
Colorado Nurses Foundation
P.O. Box 745790
Arvada, CO 80006-5790
Vicki Carroll, Colorado Nurses Association member, gave a Keynote address at the first International Conference on Workplace Violence in the Health Sector in Amsterdam on October 22, 2008. She spoke on Violence Towards Nurses.

The International Council of Nurses (ICN) and Sigma Theta Tau International (STTI) were co-sponsors of the conference. More than 35 countries were represented at the three day conference in the Netherlands. The specific goals of the conference were to sensitize stakeholders to the issue of workplace violence, to understand the manifestations and the human, professional, and economic implications of workplace violence, and to promote effective policies and strategies to create safe work environments.

Vicki Carroll’s work in reducing the incidence and impact of workplace violence in healthcare has been done with the Illinois Nurses Association, The Kansas State Nurses Association, The Colorado Nurses Association, The American Nurses Association, and the Center for American Nurses. According to Vicki, “This was a great opportunity to share our work, support each other in our efforts to create safer work environments, and provide for excellence in care for all.”

*JOIN US FOR A SOCIAL EVENT & FUNDRAISER*

Arvada Center for the Arts
6901 Wadsworth Blvd.
Arvada, CO 80003

WHEN: April 29, 2009
TIME: 7:30 pm
TICKETS: $54.50 per person

This is a musical about the life of Eva Peron, Argentina’s most controversial First Lady. Trapped with her family life in rural Argentina in the late 1930’s, a young Eva convinces a womanizing musician to take her with him back to the capital city Buenos Aires, where she is determined to become a star. Evita rises from shame & poverty to become a successful entertainer and marries Colonel Juan Peron—who later became President of Argentina. The First Lady of Argentina was dearly loved by the citizens of Argentina. Come learn why she was nicknamed Evita by millions of her followers.

**OPEN TO EVERYONE, FAMILY & FRIENDS**

*REGISTER*: On-line with Colorado Nurses Association at cna@nurses-co.org. You will click on the “red” button to access online registration.

LAST DATE TO REGISTER: March 30, 2009
Colorado Nurse Wins National Cherokee Inspired Comfort Award

Honored for selflessly giving her personal time to terminally ill patients

FORT COLLINS, CO., Oct. 13, 2008—As a registered nurse at Poudre Valley Hospital, Rita Stern lives to help terminally ill cancer patients cope with two of their greatest concerns: pain management and unfinished business. She works late nights and early mornings to help patients and their loved ones in their struggles. A dedicated mentor, Stern is equally committed to teaching other nurses how to care for the terminally ill as they learn the vital skills of end-of-life care.

For the superior care and unrelenting support Stern provides for her patients, she has won the Cherokee Inspired Comfort Award. She is one of 10 honorees nationwide in 2008. The award is given by Cherokee Uniforms to recognize nurses and other non-physician healthcare professionals who demonstrate exceptional service, sacrifice and innovation and have a positive impact on others’ lives. This is the 6th year the leading designer and manufacturer of healthcare apparel has honored inspirational caregivers.

“Rita Stern prepares her terminally ill patients to die peacefully and their loved ones to live on with meaningful reminders and memories that she helped to craft,” says Wendell Mobley, who directs the company’s charitable and scholarship programs. “It’s such a crucial time for those patients to feel they have emotional support, and Rita often puts their needs before her own.”

One patient, the mother of small boys, experienced Stern’s dedication first hand during the final two months of her struggle with malignant melanoma. The nurse worked after hours to videotape the patient reading her boys their favorite bedtime stories, talking about how she knew she loved their father and expressing the feelings she had during her pregnancy with them.

Due to Stern’s commitment, the woman was able to offer advice on topics such as qualities to look for in a wife and how to overcome adversity in life. Stern didn’t stop there—she helped the woman prepare gifts to be given to her children at certain milestones in their lives, including key chains for their 16th birthdays and cards for every occasion.

There were others. When she cared for a man who was dying of a brain tumor, Stern learned that his only child reminded him for divorcing his mother and remarrying. Although the son refused to communicate with his father at the time, Stern knew that job of them would require closure before the man’s death. She suggested that the patient write letters to his son, created an outline for him when he struggled on topics to cover, and even penned the letters once he became too weak to do so himself.

Stern was nominated by Glenna Murdock, a woman who interviewed her for an article about her amazing work which appeared on a popular nursing website. As a Top National Winner in the award’s Registered Nurse category, Stern receives an all-expense-paid trip to a 2009 medical conference, an annual membership to her preferred clinical association, a $500 donation to her preferred nonprofit organization, a $1000 wardrobe featuring the best of Cherokee Uniforms and Cherokee Footwear, and a crystal trophy. She also will appear in the nationally distributed Cherokee Inspired Comfort Award 2009 calendar.

“My greatest joy comes from giving the patients peace no matter what stage of the journey they are experiencing. However, there is a special time—a small window—when a patient is no longer on a curative path but a supportive one. This window is my highest, most important opportunity. It is during this time that I help the patient participate in the future through my legacy projects. This is my greatest job, my most critical and challenging role that makes me give 110 percent,” expresses Stern.

Since the Cherokee Inspired Comfort Award was established in 2003, nearly 7,000 healthcare professionals have been nominated in the Registered Nurse, Advanced Practice Nurse, Licensed Practical Nurse/Licensed Vocational Nurse, Student Nurse and Non-Physician Healthcare Professional categories. A panel of Cherokee representatives and past Cherokee Inspired Comfort Award recipients evaluates nominations and grants the awards. For every nomination, Cherokee Uniforms donated $1 to Nurse’s House, a national fund that provides short-term financial assistance to registered nurses facing serious hardship. Proceeds from Cherokee Uniforms products support healthcare professionals through initiatives such as the Cherokee Inspired Comfort Award, an annual calendar and the A Nurse I Am Film and Scholarship Program. Cherokee Uniforms will be accepting nominations for the 2009 Cherokee Inspired Comfort Award beginning March 1st through May 31st, 2009. For further information on the award, please visit www.CherokeeUniforms.com.

About Cherokee
Cherokee Uniforms, Tooniforms and Cherokee Footwear are leading brands in healthcare apparel, recognized for helping to foster a warmer, friendlier, more comfortable environment for healthcare workers and their patients. For more information, visit www.CherokeeUniforms.com.
Affiliate Member Application

Professional Nursing Organizations interested in becoming Affiliate Members of the Colorado Nurses Association are invited to submit application. Please refer to our website: www.nurses-co.org for additional information.

Name of Organization _____________________________________________________________

Name of Contact Person and Role ________________________________________________

Mailing Address __________________________________________________________________

Email Address ____________________________________________________________________

Phone __________________________________________________________________________

Annual Membership Fee is $150 per year. Please submit payment by check or submit the following information for payment processing:

_____ Check Enclosed  _____Visa or MasterCard

Name on Credit Account ___________________________________________________________

Signature _______________________________________________________________________

Credit Card Number ______________________________________________________________

Expiration Date __________________ Card Security Code______________________________

General Information Please provide information on your organization's core purpose or mission and on membership criteria. Are all members of the organization registered nurses? _____

Membership status is subject to Colorado Nurses Association Board of Director's criteria and approval.

For further information on this organizational membership category, please contact Fran Ricker, Executive Director at 303-757-5049 or email franricker@nurses-co.org.
As we go to press the CNAHCA committee is reviewing the member response to the CNA annual convention in November which included a panel discussion about the future of health care reform, as well as constituent discussion of these issues in our district meetings and outlining our goals for the year to come. We welcome the four nurses who will be new members of our committee when we next meet.

Our decision to focus on this important issue in these troubled financial times emphasizes our appreciation of the magnitude of the challenge we face. Many powerful forces are invested in maintaining the status quo, as unsatisfactory as it is, because it serves their bottom line. It is easy for health reform to slip down the list of political priorities unless you are someone who has recently lost their job and, along with that, their benefits.

ANA’s Health Care Agenda 2005 remains the cornerstone document for the development of our state agenda. We believe that health care is a basic human right. We affirm our support for a restructured health care system that ensures universal access to a standard package of essential health care services for all residents. To this end we will continue to provide testimony at the legislature and public hearings as appropriate. We will also work together with those community organizations that support our stated goals for reform.

Like our parent organization, we believe that as professional nurses, need to actively participate in the development and implementation of health policies that reflect the Institute of Medicine’s aims of safe, effective, patient-oriented, efficient, and equitable care. This includes a shift in focus toward more adequate primary care including the increasing utilization of advanced practice nurses in the primary care setting. This concept ties directly with the CNA Sunset Task Force where CNA protects and advocates the full scope of nursing practice, including advanced practice nurses in Colorado. It is important that we educate the professional nurses in our state about the critical advocacy function of this organization on their behalf. There is strength in numbers. Reaching implications for all of us both–personally and professionally.

Another important goal for us is to facilitate direct interaction between nurses and elected officials and we look forward to continuing our involvement in the 100 Nurses for 100 Legislators Program. Remember that surveys indicate that we are one of the most “trusted” health care providers and decision makers take our opinions seriously.

Finally, we appreciate the magnitude of the challenge we face in attempting to reform something so complex as our current health care delivery system. Our decision to focus on health care reform as a convention topic reflects that appreciation. We wanted to focus on the future and be respectful of the challenges we face as we address untenable escalating costs and increasing fragmentation of services. We continue to commit ourselves to the idea that all our citizens are entitled to affordable, quality health care services. We are offering speakers and educational programs for any district making such a request. The Colorado Progressive Coalition (www.ProgressiveCoalition.org) has produced an 18 minute video based on the stories of four Colorado families struggling with securing health care. This, and other information, can be made available to you for District meetings or other programs. You are welcome to contact me for more information: Carol Farina at Peoplecanx@comcast.net. This is a critical period in our country and if you have any interest in these matters we welcome you to any of our meetings at 6:00 PM on the first Tuesday of every month.

Report submitted, Carol Farina, Co-chair (with Judith Burke)

The 2009 legislative session continues to be one of the busiest busy one for Colorado Nurses Association and the GAPP committee. Our goals this session are to update the Nurse Practice Act, respond to bills that impact our patients and profession, and help equip Colorado’s Nurses for effective public policy advocacy …and we could not be doing it with out you.

February’s Annual 100 Nurses for 100 Legislators workshop had a record number of participants. Attendees gained new skills in advocating for patients and for discussing nursing’s contributions to the healthcare environment. Senator Betty Boyd, Chair of the Senate Health and Human Services Committee and our guest legislative speaker, provided timely insights about the factors that will shape policy decisions this session and practical advice on how nurses can influence change.

There were many inquiries about opportunities to become more involved with CNA and policy advocacy. For those of you that could not attend the 100 Nurses event, here are some of the opportunities at CNA this year:

GAPP Committee Participation: The GAPP committee is comprised of 15 voting members and a group of non-voting members. Nine voting members are appointed by the CNA Board of Directors with the remaining six voting members appointed by the GAPP committee. Voting committee membership is for a two year appointment with some voting positions opening each year. The appointment process takes place in November/December after the CNA convention. Both voting and non-voting members review bills, discuss policy implications and identify areas that nursing can advocate for patient care improvement. The GAPP committee meetings are open to CNA members, and members are invited to share policy issues and needs. The GAPP committee meets on the second and fourth Wednesdays from 6-8 at the CNA office or contact the GAPP chair for more information.

Legislative Latte: A monthly open forum where nurses meet to discuss issues that are important to patient care and the workplace. We meet the third Saturday of each month at Starbucks at Tamarac Mall. Come join us.

Stay connected and updated: Check out the legislative link on the Colorado Nurse website for current legislation and meeting information.

Our district has begun an official welcoming program for new members. When the list arrived from State with new member names, the co-presidents will send a welcome letter to the new member. We hope this will let new members know that we have heard about their joining the Colorado Nurses Association and that we look forward to meeting them.

The programs for January, February, March and April 2009 provide stimulation for nurses involved in their profession. In January, Sara Jarrett gave the members “Futuristic Projections” for nurses in Colorado. The February meeting was a panel discussion regarding the Nurse Practice Act; MaryAnn Wermers and Mary Wall were the moderators. Panel members included Fran Ricker, Mary Moorehouse, Dr. Randy Bjork, former President of the El Paso County Medical Society, and legislators Mark Cloer and Mike Marrfeld. The March meeting gave nurses a chance to get organized about their end of life decisions. Attorney David Griffin discussed Estate Planning and Chris Brown gave information about “Organizing your Affairs” (write down your wishes and list all important information and place in a secure, yet accessible, place). The April meeting will have us look at Nurse Recruitment
and Retention. We will have local hospital CNOs and Nursing Practice Council representatives present for discussion and to discuss the policies and programs with retention practices. Our May meeting will be our end-of-year dinner and will feature Kimberly Wells-Deline, RN, JD as our keynote speaker. She will discuss Elder Care & Legal Issues.

Respectfully submitted, Inez Mahon

DNA 4 Report

District 4 met at the L’Assissance Restaurant on September 15th. Melva Steen, member of the state membership committee, asked for volunteers for state offices and Lori Rae Hamilton agreed to run for the Board for District 4. The group discussed activities of current members, then a fund raiser called a Chinese Auction was held.

On October 20th members held the monthly meeting at CSU-Pueblo. The group discussed the current proposals for convention and finalized members going to convention. Joe Franta, RN, MSN, nursing instructor for CSU-Pueblo gave a presentation on the current masters programs at CSU-Pueblo and members viewed the DVD on Nurses Practitioners developed by the Colorado Nurse Association. Members were very impressed with the quality and content of the DVD.

District 4 is pleased to congratulate three members who received awards at state convention on November 7th. Judith Frankenburger RN, MSN, was inducted in the Colorado Nurse Association Hall of Fame. Lori Rae Hamilton, RN, MSN, received the Virginia Paulson Award. Nancy Whetzel, RN, MSN, received the District 4 nurse of the year award. In addition, Lori was elected to serve on the Board and represent Region 2.

On November 17th members met at the Rawlings Public Library. Guests at the meeting were: Ruthie Boyston a nursing student, Jessica Cummings, RN, and Kairi Vaheer, RN. Jessica and Kairi are CSU-Pueblo Psychiatric Nurse Practitioner students. Member Judith Frankenburger presented information on the Sunset of the Nurse Practice Act. Lori Rae Hamilton, Denise Root, and Pat Good gave a report on the convention. Linda Skoff gave a report on the CE Day. Members who received awards at state convention were recognized. Members selected names for the annual adoption of 32 elderly clients for Christmas gifts and plans for the Christmas party were finalized.

On December 19th members and guests will meet for a Christmas meeting and dinner at Dorothy DeNiro’s home at 6:00 PM. Members voted to bring guests to the Christmas party. If interested, please call Linda Skoff, RN, MSN, District 4 President at 719-542-6342 or email: lskoff58@yahoo.com.

Respectfully submitted, Linda Skoff

DNA 6 Report

San Luis Valley

The Presidential election has passed and we are embarking on exciting journey with Barack Obama as our President. We are all very excited with health care reform. One of our members, Alan Newby, had the opportunity to volunteer at Denver. One of the highlights of his experience was networking with fellow ANA members!

DNA 6 has been reviewing and discussing reports generated from CNA and the Nurse Practice Act Sunset Taskforce and are thankful to have such qualified representation on this panel. We will continue to do so and offer any recommendations as necessary.

Several DNA 6 members attended the annual CNA Convention and shared their experience with the rest of the members. This continues to be a valuable conference and a great way of taking action and disseminating information.

The San Luis Valley Nightingale Committee is preparing for its annual SLV Nightingale Awards Ceremony. A formal dinner and ceremony will be held on February 27, 2009. This is a great venue for honoring our hard working and dedicated nurses.

We’d like to congratulate Shawn Elliott who was recently accepted to the DNP program at the University of Colorado Denver Health Sciences Center. She was awarded, and is very much deserving of, the Mordecai Rural Health Practice Act Sunset Taskforce and is thankful for her site pastoral experiences. We are blessed to have donors and nurses investing in rural health care and nursing education.

Amanda Jojola recently completed the Leadership Development Program. This four month program was a remarkable educational experience on leadership and political development which focused on rural health care. This was an opportunity of a lifetime. Amanda is now halfway through her DNP program as well.

Heidi Lasseter is pursuing her higher education goals in her Master of Science in Nursing Program. Sue Foster continues to do great work with the ANA Congress on Nursing Practice and Economics Organization. Several members are actively involved in local health care organizational committees.

DNA 6 continues to gain interest in membership from local nurses. We are seeing higher participation rates and anticipate membership growth.

Respectfully submitted, Amanda Jojola RN, FNP, MSN

DNA 7 Report

District 7 had three representatives at the Colorado Nurses Convention in November, 2008. Sherrod Beall (our 2008 DNA 7 Nurse of the Year), Betsy Romere (NPPI Committee member) and Lynne Murison (DNA President and Marketing and Membership Committee member). DNA also recognized Betsy, our 2006 DNA 7 Nurse of the Year, as 2006 was the one convention she did not attend.

Of most interest was the Sunset of our Nurse Practice Act. Sharon Williams gave the updates—read the rest of the CO Nurse for information. And the House of Delegates voted to not serve as a union bargaining agent—again read the CO Nurse for how this developed.

Karen Zink is serving on the DORA (Dept. of Regulatory Agencies) group, along with 4 other APNs and 3 M.D.s to mediate on issues pertaining to collaborative agreement and prescriptive authority. Be sure your membership is current to support a healthy nurse practice act.

DNA 7 hosted a Holiday Party at the home of Werner Heber and Sherrod Beall on December 13, 2008. Werner outdid himself again with fabulous, tender salmon grilled for us.

The party group watched the video “Advanced Practice Nurses: Keeping Colorado Strong.” It is a great video and we’ll be glad to show it again to those interested. It did feature Karen and her practice as well as other APNs providing primary care in rural areas, as well as the cities.

SAVE THE DATES FOR OUR NEXT ACTIVITIES: Feb 14, 2009 (Sat)—ski date or meet for drink/hors’doeuvres at 3:00 PM at Fiesta Mexicana. Ski bums meet at 5:00 AM at Purgatory; we’ll be back in time for the 3:00 PM meeting and we’ll keep it short and sweet, so your sweetheart(s) will have time to wine/dine/share time with you this evening.

May 12 (Sat) DNA 7 meeting at Betsy Romere’s home.

If you want more information, email murisonl@aol.com or call 385-5524. If you’re not getting email if you did, please let us know. PLEASE BE SURE YOUR MEMBERSHIP IS UP TO DATE, TO HELP SUPPORT THE SUNSET REVIEW PROCESS—Your practice depends on it.

DNA 16 Report

Greetings one and all! District 16 plans for the year 2009 are still in the planning stage. Some of the dates are as follows:

February 26—Legislative Connection Dinner sponsored by DNA-16 and DNA-20 to be held at the Scottish Rite Event Center from 6:00-8:30 PM. Always a great evening where we mix with fellow nurses and our legislators.

March 18 to be determined

April 15 to be determined

Committee and District Reports continued on page 22
Committee and District Reports continued from page 21

In May, please join us along with our members and non members at the Nurses Night at the Rockies. Mary Kershner is busy assisting with the arrangements of this popular evening with our own Colorado Rockies—so keep your eyes and ears open to this event.

May 20—Hosted by CJ Cullinan. In the recent past we held our meeting at Craig Hospital and were fortunate to have a guided tour of that facility. We look forward to see what exciting things she is planning for this year.

I want to take this opportunity to thank everyone in DNA-16 who have been instrumental in making our district a happening district. This is evidenced by the recognition of two of our outstanding members at convention this year. Chris Schmidt was voted DNA-16 Nurse of the Year and Mary Kershner received Sustained Contribution at the State Level. Both have been very active at the DNA and the State level for many years. We are very proud of their contributions and continuing support. Also many thanks to Sara Jarrett who assisted with and moderated the panel discussion on health care reform, Sara, as well as being a professor at Regis University Nursing Program, is very active within the organization, very specifically with Heath Care Reform for All.

Just a brief note on the Convention—those who attended heard great speakers and topics with a definite “Focus on the Future” both in health care and nursing.

Our meetings unless otherwise indicated are held at DNA-16 headquarters offices, 1221 S. Clarkson St, Suite 205, Denver 80210. For further information about DNA-16 you can contact myself Mary Lambert, President, at mlam5073@yahoo.com

Respectfully submitted, Mary Lambert

DNA 20—West Denver Metro

DNA 20 met with Front Range Community College nursing students in November where DNA 20 member Kiska May presented on “Promoting the Profession of Nursing and Your Professional Organization.” Forty students, faculty and DNA 20 members attended the presentation. Three tickets to the “hosted” Nurse Legislator Connection Dinner on February 26 were given to three lucky members who attended heard great speakers and topics with a definite “Focus on the Future” both in health care and nursing.

In December, Colorado Nurses Foundation awarded the $1,000 DNA 20 scholarship to Natalie Dybinski, a senior nursing student at the University of Northern Colorado. The scholarship was given in memory of Dorothy Babcock, a longtime DNA 20 member who passed away in 2007. We were honored to have Dorothy inducted into the Colorado Nurses Association Hall of Fame at the convention in November. To raise monies for the 2009 DNA 20 scholarship, 27 DNA 20 members and their friends and family attended a fundraiser at the Arvada Center in December to see “A Wonderful Life.” Nearly $300 was raised by the event.

At our January meeting a presentation on “Continuous Renal Replacement Therapy and the Role of the Nurse in Product Development” was given by Cathy DiMuzio, Director, Intensive Dare Therapy Development, American’s Gambio, Inc. Members also donated food, toiletries, and new underwear and socks for Jefisco Action Center. In February, Bob Wallace, Administrator of Outreach Services, St. Anthony Hospitals, spoke on the replacement facility being built in Lakewood for St. Anthony Central Hospital. DNA 20 member Sharon Gibson will present on the Culture of the Profession and the Joint Committee’s Disruptive Behavior Health Care Standard at our March meeting.

Congratulations to Irene Drabek who was DNA 20 Nurse of the Year. Also deserving kudos was DNA 20 Susan Moyer and DNA 30 member Amy Guccione who gave a poster presentation at the 2008 American Public Health Association conference in San Diego on “Where the Rubber Meets the Road: Application of the Clinical Scholar Model in Preventing Teen Motor Accidents in Jefferson County, Colorado.” Of its 170 members, DNA 20 has about 30 active members who attend meetings, serve as delegates or participate in activities at the state level with approximately 12 members on average at each meeting. For more information on DNA 20 events, contact O’Grady at 303.423.5340, or BarbaraPedersen@earthlink.net, or the CNA Web site at www.nurses.co.org.

Respectfully submitted, Barbara Pederson

DNA 23 Report

DNA 23 continues with it’s meetings every other month. This year we were fortunate to have several student nurses come who provided us with a valuable update on their nursing schools and current procedures. Since our members are employed in such varied positions, we all were able to receive reports on the status of many fields of nursing.

Two of our members were active volunteering for 9Health Fair, giving flu shots, calling legislators, and being involved with legislation for nurses and health care. Cathy O’Grady, President has traveled to several countries where she assisted with health issues for the needy. Her pictures and reports are something we all look forward to.

Our best wishes to Lavena Thompson, Treasurer, after her cardiac surgery. We are sorry to hear of all the members who have had health issues this year, but each next year is better for our nurses. We appreciate everyone who has done so much hard work and spent time to provide for the convention. It’s not said enough—and sometimes we all take them for granted.

Thanks to all of you who helped out this past year. This year we are striving for better attendance to meet the desires and needs of our nurses. We appreciate everyone who has done so much hard work and spent time to provide for the convention. It’s not said enough—and sometimes we all take them for granted.

Fran Dowling, President

DNA 30 Report

DNA 30 (CSAPN-COLORADO Society of Advance Practice Nurses) has been keeping to the beat, with a successful Fall CEU event led by Wendy Hearn NNP. The planning committee for an upcoming CEU Day in May, 2010. Our monthly meetings held on the 1st Wednesday of every month, except for July, continue to be an opportunity for Advance Practice Nurses throughout the state. We are great at networking. We enjoy the diversity within our membership. From APNs, to nurses, to people who are just starting out. We have some great members who attend on a regular basis, and others who come occasionally. We discuss about job opportunities, educational offerings, current legislation, and the state of affairs with our Nurse Practice Act and just plain having fun!

If you are an APN, or a student pursuing advanced practice nursing, please join us and commit to advancing your profession through education and opportunities.

2009 Scholarship Opportunities

DNA 30 will be giving out scholarships this year for a total of $1,500.00. Two of the scholarships to be awarded are for Nurse Practitioner Students and each recipient will receive $500.00. There is also an opportunity for a Nurse Educator award in the amount of $500. The scholarships will be based on applicants qualifications. Please visit the Colorado Nurses Association website at http://www.nurses-co.org/ for scholarship information.

Respectfully Submitted, Mary Pat DeWald RN, APN, MSN, MPA-DNA 30 Secretary

DNA 31 Report

We held our annual Fall Institute: “Mental Health Assessment and Treatment Across the Lifespan,” September 26th-28th in Breckenridge. This is our annual weekend retreat and educational event. Committee members worked hard this year to plan the 30th year celebration of the Institute which included a slide show of past Institutes. We are grateful for this event and the planning committee which is lead by Louise Suih.

We sponsored three of our members to attend the Mental Health America of Colorado Tribute Dinner on October 30th and Treatment Across the Lifespan, giving up our time and current procedures. Since our members are employed in such varied positions, we all were able to receive reports on the status of many fields of nursing.

We offer congratulations to one of our members: Mary Weber on the announcement in the Denver POST Business section 12/3/08 re her endowed professorship at the CU College of Nursing Psych-Mental Health Masters Program.

Respectfully submitted by Linda Willis, President
# Unlicensed Personnel Passing Medications

**by Trisha Erickson, Student Nurse, UNC**

Do you know who is administering medications in Colorado? Most healthcare providers and members of the public know licensed nurses (RNs and LPNs), physicians and pharmacists administer medications. But many do not know that several other groups of individuals administer medications too. Each group has different requirements for education, testing, supervision, and government oversight. Trisha Erickson, Tamara Dobson, Erica Middleton and Kellie White, members of the Colorado Student Nurses Association, gathered information about three groups administering medications in Colorado. The following is a brief summary of what they have found.

In the state of Colorado, three major groups of individuals currently pass medications without a nursing license: Certified Medication Aides (CMA), Qualified Medication Administration Personnel (QMAPs), and Licensed Psychiatric Technicians (LPT).

Certified Medication Aides are certified nursing assistants who have completed additional education and training in order to pass medications. They are required to pass a Medication Aide examination issued by the State Board of Nursing. CMAs are supervised by a licensed Registered Nurse or a Licensed Practical Nurse and are primarily employed in long-term care homes. Certified Medication Aides are not allowed to administer Coumadin, controlled substances, non-oral medications, or medications given on an “as needed” basis.

Qualified Medication Administration Personnel (QMAPs) do not have a license or certification and pass medications. They primarily work in assisted living facilities, group homes, correctional facilities, and home health. They are not allowed to work in licensed long-term care facilities. Optional training is available (but not required) for QMAPs, but they must pass a multiple-choice examination before administering medications. QMAPs are not required to have any supervision or oversight from licensed personnel.

Licensed Psychiatric Technicians have a license and pass medications for mentally ill or developmentally disabled individuals in psychiatric or substance abuse hospitals, residential facilities, or state facilities. These individuals have completed an accredited educational LPT program and have passed a licensing examination. After completing the LPT program and passing the licensing exam, they receive on-the-job training. Psychiatric technicians typically work under the supervision of a psychiatrist or registered nurse.

<table>
<thead>
<tr>
<th>Medication Administration Program</th>
<th>Certified Medication Aides</th>
<th>Qualified Medication Administration Personnel</th>
<th>Licensed Psychiatric Technicians</th>
</tr>
</thead>
<tbody>
<tr>
<td>Where do they practice?</td>
<td>Long term care facility</td>
<td>Assisted living facilities, group homes, correctional facilities, home health</td>
<td>Psychiatric technicians typically care for mentally ill or developmentally disabled individuals in psychiatric or substance abuse hospitals, residential facilities, or state facilities.</td>
</tr>
</tbody>
</table>
| Required pre-requisite education  | - Possession of a high school diploma or a general equivalency diploma  
- Attainment of eighteen years of age  
- The ability to read and comprehend English  
- At least two thousand hours working as a certified nurse aide in a nursing facility  
- Four credit hours in biology, anatomy, and physiology  
- One credit hour in pharmacology calculations  
- Two credit hours in pharmacology  
- One credit hour in health assessment | None | - Possession of a high school diploma or a general equivalency diploma  
- Vocational training program administered by the Colorado Department of Human Services, and Pueblo Community College |
| Required training                 | Two credit hours in a medication administration practicum at the facility where the applicant is employed under the supervision of a licensed staff member at the facility. | Training available but not required to take exam. Course handbook online. Length variable: 1-2 days. | On-the-job training |
| Testing requirements for practice | Medication administration exam approved by the State Board of Nursing. | Multiple choice examination with some drug dosage calculations | Examination administered by the State Board of Nursing. |
| Certification or Licensure required to practice | Certification | None | License |
| Program oversight                 | Colorado State Board of Nursing | Colorado Department of Public Health and Facilities tracks:  
- Names of those graduating  
- Number graduating each year  
- Where training (if any) was completed | Colorado State Board of Nursing |
| Number of individuals currently practicing | Unknown | Not tracked | Unknown |
The American Nurses Association Joins Environmental Health Groups in Urging the Phase Out of Harmful Chemicals in Toys and Other Products

One in Three Children’s Toys Tested by www.HealthyToys.org Found to have Significant Levels of Toxic Chemicals Including Lead, Flame Retardants, and Arsenic

Ann Arbor, MI—The Ecology Center, a Michigan-based nonprofit organization, and partners across the country today released the 2nd annual consumer guide to toxic chemicals in toys at www.HealthyToys.org. Researchers tested over 1,500 popular children's toys for lead, cadmium, arsenic, PVC and other harmful chemicals in time for this year's holiday shopping season. One in three toys tested were found to contain “medium” or “high” levels of chemicals of concern.

Lead was detected in 20% of the toys tested this year. In fact, lead levels in some of the products were well above the 600 parts-per-million (ppm) federal recall standard used for lead paint, and will exceed the U.S. legal limit in February, according to the new Consumer Product Safety Commission (CPSC) regulations. Levels of lead in many toys were significantly above the American Academy of Pediatrics recommended ceiling of 40 ppm of lead in children's products. Children's jewelry remains the most contaminated product category, maintaining its spot at the top of HealthyToys.org’s “worst” list.

The CPSC regulations, which go into effect in February 2009, would make certain products on the shelf this holiday season illegal to sell two months from now. Experts insist that these new regulations, while a good first step, do not go nearly far enough to protect our children.

“There is simply no place for toxic chemicals in children's toys,” said Ecology Center's Jeff Gearhart, who led the research. “Our hope is that by empowering consumers with this information, manufacturers and lawmakers will feel the pressure to start phasing out the most harmful substances immediately, and to change the nation's laws to protect children from highly toxic chemicals.”

In addition to allowing parents to search by product name, brand, or toy type to see if certain toys have toxic chemicals, the newly-redesigned site also allows visitors to create a personalized holiday wish list that can be sent to family and friends, and a blog-friendly widget to quickly search the toy ratings.

Researchers tested for chemicals that have been associated with reproductive problems, developmental and learning disabilities, hormone problems and cancer; and for those that have been identified by regulatory agencies as problematic. Babies and young children are the most vulnerable populations because their brains and bodies are still developing, and because they frequently put toys into their mouths. The testing was conducted with a screening technology—the portable X-Ray Fluorescence (XRF) analyzer—that identifies the elemental composition of materials on or near the surface of products.

Highlights from the HealthyToys.org 2008 findings:

• Lead is Still in Toys—HealthyToys.org found lead in 20% of all the products tested this year, including 54 products (3.5%) that exceed the current 600 ppm recall threshold for lead-based paint, and the soon-to-be national standard for all children’s products. When children are exposed to lead, the developmental and nervous system consequences can be irreversible. The American Academy of Pediatrics has recommended a level of 40 parts per million (ppm) of lead as the maximum that should be allowed in children’s products.

• It’s Not Just China—HealthyToys.org has not found a consistent correlation between the country of manufacture and the presence of toxic chemicals in toys. 21% of toys from China and 16% of those from all other countries had detectable levels of lead in 2008. 37 toys manufactured in the U.S. were sampled and 35% of those had detectable levels of lead. Two toys had levels above 600 ppm. Among the highest lead levels detected in HealthyToys.org (190.943 ppm) was in a Halloween Pumpkin Pin made in the USA.

• It’s Not Just Lead—HealthyToys.org identified a significant number of toys containing cadmium, mercury, arsenic, and bromine. 2.9% (45 products) had bromine at concentrations of 1,000 ppm or higher. This indicates the likely use of brominated flame retardants—chemicals that may pose hazards to children's health. Other toxic chemicals found in toys include arsenic, cadmium, and mercury. Arsenic was detected at levels greater than 100 ppm in 22 or 1.4% of products; 280 (17.4%) of products contained detectable levels of arsenic. Cadmium was found above 100 ppm in 30 (1.9%) of products; 30 (2.4%) of products contained detectable levels of cadmium. Mercury was found above 100 ppm in 14 (1%) of products; 62 (4.2%) of products contained detectable levels of mercury.

• Polyvinyl Chloride (PVC/Vinyl)—HealthyToys.org identified products made with PVC plastic by measuring their chlorine content. PVC is a problematic plastic because it creates major environmental health hazards in its manufacture and disposal and may contain additives, including phthalates, that may pose hazards. 27% of toys (excluding jewelry) tested this year by HealthyToys.org were made with PVC.

• Jewelry—Jewelry remains the most contaminated product category tested. Children's jewelry is five-times more likely to contain lead above 600 ppm than other products, 15% of jewelry samples (compared to 3% of other products) had lead levels above 600 ppm. Overall, jewelry is twice as likely to contain detectable levels of lead as other products. Numerous Hannah Montana brand jewelry items tested high for lead. HealthyToys.org recommends that consumers avoid low cost children's jewelry.

• The Good News—The good news is that 62% (954) of the products tested contain LOD levels of chemicals of concern, and 21% (324) of these products contain NO chemicals of concern. These products look and feel no different than other children’s products on the shelf. These findings show that manufacturers can and should make toys free of unnecessary toxic chemicals.

HealthyToys.org provides a petition visitors can sign urging federal and state government agencies and toy manufacturers to phase out toxic chemicals from toys immediately and reform our laws to protect children.

With millions of toys on the market, HealthyToys.org could not test them all. However, visitors to the website can nominate other products to be tested. The most commonly requested items will be tested each week leading up to the Holidays.

HealthyToys.org is a project of the Ecology Center—a Michigan-based nonprofit environmental organization that works at the local, state, and national levels for clean production, healthy communities, environmental justice and a sustainable future.
SILVER SPRING, MD—The American Nurses Association (ANA) is pleased to announce, on behalf of the larger nursing community, the release of a first of its kind study quantifying the economic value of nursing. The study was conducted by the Lewin Group, supported by grants from Nursing’s Agenda for the Future, the ANA and a coalition of nursing associations dedicated to addressing nursing workforce issues. The research, first proposed in 2003 and published in the current issue of the journal Medical Care, is the result of years of analysis of data on the correlation between patient outcomes and nurse staffing levels. To read the complete article please visit www.lww-medicalcare.com.

“Nurses are a vital component to the health care system,” said ANA President Rebecca M. Patton, MSN, RN, CNOR. “This nursing funded study provides a model that shows how nurses affect the delivery of cost-effective, high quality care, and prevent adverse events. This project was the culmination of years of research that could not have been possible without the tireless work and cooperation of The American Association of Critical Care Nurses, the American Association of Colleges of Nursing, the Oncology Nursing Society, the American Organization of Nurse Executives, and the 85 other nursing organizations who contributed to the project. I applaud their outstanding efforts, and commend them on this significant contribution to the nursing profession.”

The research culled findings from 28 different studies that analyzed the relationship between higher RN staffing and several patient outcomes: reduced hospital-based mortality, hospital-acquired pneumonia, unplanned extubation, failure to rescue, nosocomial bloodstream infections, and length of stay. The findings demonstrate that as nursing staffing levels increase, patient risk of complications and hospital length of stay decrease, resulting in medical costs savings, improved national productivity and lives saved.

“Estimates from this study suggest that adding 133,000 RNs to the acute care hospital workforce would save 5900 lives per year. The productivity value of total deaths averted is equivalent to more than $1.3 billion per year, or about $9900 per additional RN per year.” The additional nurse staffing would decrease hospital days by 3.6 million. More rapid recovery translates into increased national productivity, conservatively estimated at $231 million per year. “Medical savings is estimated at $6.1 billion, or $46,000 per additional RN per year. Combining medical savings with increased productivity, the partial estimates of economic value averages $57,700 for each of the additional 133,000 RNs.”

The research findings suggest significant policy related issues. First and foremost, healthcare facilities cannot realize the full economic value of professional nursing due to current reimbursement systems. Additionally, the economic value of nursing is “greater for payers than for individual healthcare facilities.”
Eve Hoygaard, MS, RN, WHNP-BC

Information has been received of the deaths of the following nurses who have lived, attended nursing school or worked in Colorado. If you are aware of the death of any nurse, please send information to hoygaard@msn.com for publication in the next issue of the Colorado Nurse.

Eagleson, Betty Sue Lamb died, at age 87, in Columbus, OH on December 5, 2008. She assisted as a nurse with her father, Dr. Howard E. Lamb. Dr. Lamb was the founder of the Lamb Memorial Hospital in Denver.

Markheim, Lavern M died on November 12, 2008, in Denver CO at age 78. She attended nursing school in Denver, later received a Master’s degree in administration and sociology. She was Director of Nursing at Rose Hospital, Denver.

Mee, Mary Louise (Rior) died November 22, 2008 at age 83. She was a head nurse at St. Anthony’s hospital in Denver as well as being a volunteer firefighter in Parker, CO.

Moody Susan (Given) died in Aurora CO, December 17, 2008 at age 55. A graduate of the University of Illinois-Chicago, Ms. Moody was a retired community health nurse manager who worked for both Tri-County Health Department and the Metro Community Provider Network. She received an honorary master’s degree in Nursing Leadership from Regis University after her illness required her to withdraw from school.

Nelson, Phyllis (Anderson) died on October 22, 2008, in Aurora CO at age 85. She was a graduate of Abbott Northwestern School of Nursing and served in the Cadet Nurse Corps in WWII. Mrs. Nelson worked on the orthopedic ward at Fitzsimmons Army Hospital from 1966 until her retirement in 1981. She was a recipient of the Nightingale Award in 1992 and her nomination letters included those from soldiers for whom she had cared at Fitzsimmons.

Wells, Betty, a dedicated nurse, died November 26, 2008 in Aurora CO. She was 86.

Williams, Sada (Ferrer) died November 12, 2008 in Littleton CO. She was a retired RN.
### ANA/CNA MEMBERSHIP

<table>
<thead>
<tr>
<th>Membership Type</th>
<th>ANNUAL DUES</th>
<th>EPAY</th>
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</thead>
<tbody>
<tr>
<td>Full Membership Dues</td>
<td>$299.00</td>
<td>$25.41</td>
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<tr>
<td>Reduced Membership Dues</td>
<td>$149.50</td>
<td>$12.96</td>
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<td>Special Membership Dues</td>
<td>$74.75</td>
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#### Discounts
- **Not Employed**
- **Full-Time Student**
- **New Graduate from Basic Nursing Education Program, within 6 months after graduation** (Applies to first year of membership only)
- **62 years of age and over not employed**
- **Totally Disabled/Not Employed**
- **LIFETIME MEMBERSHIP** (FREE) (All must apply)
- **ANA Member for 25 years or more**
- **ANA Member for 25 years or more**
- **Retired**

#### Non-Collective Bargaining Dues
- **Non-Collective Bargaining** $299.00 $25.41

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### STATE ONLY MEMBERSHIP

<table>
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<tr>
<td>Full Membership Dues</td>
<td>$120.00</td>
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#### Discounts
- **State Only Membership** (No discount Membership Dues for State Only Members)

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### E-PAY (Monthly Electronic Payment)

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<th>Instructions</th>
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<tbody>
<tr>
<td>CHECKING</td>
<td>Please enclose a check for the first months payment, which will be drafted on or after the 15th day of each month using the account designated by the enclosed check.</td>
</tr>
<tr>
<td>CREDIT CARD</td>
<td>Please complete the credit card information above and this credit card account will be debited on or after the 1st of each month.</td>
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### State Nurses Association Dues

State Nurses Association Dues are not deductible as charitable contributions for tax purposes, but may be deductible as a business expense. However, the percentage of dues used for lobbying by the Colorado Nurses Association is not deductible as a business expense. Please check with the Colorado Nurses Association for the correct amount.

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### ANA/CNA MEMBERSHIP

Visit us on the web at [www.nurses-co.org](http://www.nurses-co.org)